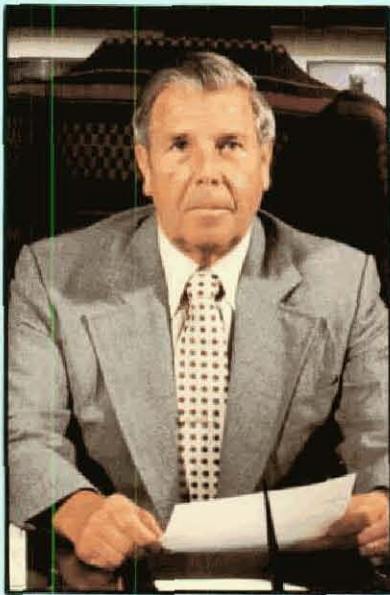


JOURNAL • JAN • 86

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EDITORIAL COMMENT



Great Strides For A Great New Year

The beginning of a new year is once again upon us; and traditionally this means it is the time of the year when the thoughts of most individuals, while reflecting on the events that consequently helped shape their lives during the past year, are also concerned about what the future holds for them in the new year. Therefore, resolutions are made and plans are considered, all with the hope that whatever develops the results will bring a better way of life and more happiness in the forthcoming year.

One thing that is most important to every member of the IBEW is that, in their deliberations and plans for 1986, careful thought should be given with real concern about what they can do to help maintain the solidarity and strength of our great union that is needed

to forward the progress of our Brotherhood. It is imperative that each and every officer and member in each and every local union dedicate themselves to make every effort to work for and promote the progress of the IBEW.

Today as in the past, those persons and organizations who are true enemies of workers, organized or unorganized, are strongly attacking the rights of workers to organize and bargain collectively. Our antiunion enemies are still working very hard to prevent workers from achieving a fair share of the profits so they can enjoy the things that can bring them economic and social happiness.

There always has been great resistance toward letting unions achieve too much at the bargaining table for its members or by adding to the strength of unions by organizing new members. However, today the task of solving labor's problems has been increased with increased restrictions and additional antilabor atmospheres created by an unfriendly administration in the White House, and greedy and unscrupulous employers who are spending millions and millions of dollars on union-busting tactics in order to keep organized labor from improving union members' welfare at the bargaining table and at the workplace.

Despite all these hindrances, the advancement of the IBEW must continue as it has ever since the beginning of the Brotherhood. The objects on which the Brotherhood was founded were based on the ideal that in complete cooperation,

the officers and members would work to accomplish the objectives for which the Brotherhood was founded and that every member has taken an oath to work for and promote the objects of the Brotherhood so that all members and their families can have a happy life.

The objects of the Brotherhood are just as important to IBEW officers and members today as they were to founders and pioneers of our union. Great progress has been made down through the years for the members of the IBEW because the members of our great labor organization have always strived to help the IBEW to remain a bastion of union strength that would better ourselves, our union, and the community in which we work and live.

As we enter into this new year, we must remember that in order to continue to enjoy our union way of life, we must always strive to protect the gains made down through the years through the unity of all the branches of our great Brotherhood. We must make every effort possible in 1986 to help the IBEW remain a tower of union strength as we move forward to better ourselves, our country, and the society we live in.

To all IBEW officers, members, and their families, and to all the friends of the IBEW and organized labor, I wish a most successful and happy new year.

Charles H. Pillard

Charles H. Pillard
International President

JOURNAL • JANUARY • 1986

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CHARLES H. PILLARD, *Editor*

Volume 85, No. 1

January, 1986

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ON OUR COVER—This colorful scene brings in the New Year in traditional style. Inside this issue are a variety of important articles of direct interest to IBEW members. Regular monthly features complete this first issue of 1986.



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SEVENTH DISTRICT PROGRESS MEETING

The 1985 Annual Seventh District Progress Meeting was held October 13-16, 1985, in Dallas, Texas, at the Sheraton Dallas Hotel. Seventh District Vice President Orville A. Tate, Jr., opened the Meeting. After the invocation by Leon Davenport of Local 59 and the Pledge of Allegiance to the Flag, led by Local 1176 President Doris Norrell, Business Managers Alan Head, Local 59; James King, Local 69; and O.B. Thompson, Local 1176, welcomed the delegates to Dallas.

Vice President Tate then introduced International President Charles H. Pillard, International Secretary Jack F. Moore, International Treasurer Thomas Van Arsdale, IEC Chairman Wesley I. Taylor, Fifth IEC District member Robert R. Missey, Sixth IEC District member Thomas H. Pursley, and the Seventh District staff. Retired International Vice President Raymond Duke and retired International Representatives A.R. Brewton, Ray Johnson, Roy Noack, and Marvin Whitfield were also introduced. Other guests were introduced, and self-introductions were also made by all the delegates.

Vice President Tate introduced Pat Tucker, wife of International Representative Bill Tucker, who spoke to the delegates about the continuing necessity of organizing our industry in order to preserve the benefits we enjoy today because of organized labor. Representative Tucker accompanied Pat to the podium but was unable to speak because of a stroke.

President Charles H. Pillard, who was given a warm standing ovation by the delegates and guests, in his remarks to the delegates, stated that in spite of the economics that exist today the IBEW is still the largest electrical union in the world. President Pillard remarked that the unrealistic budget deficits and disastrous economic policies of the Reagan administration have produced 5.6 million part-time workers, 8.3 million unemployed workers, and 1.4 million people who have been unemployed so long they aren't even looking for employment any longer. President Pillard talked about the effect of the breakup of AT&T and the subsequent loss of jobs. He mentioned the importance of writing to our representatives in support of HR-281 to save your fringe benefits from taxation, and he stressed the need of your continued support of COPE contributions. He chastised the leaders of IBEW locals that did not send in one red cent.

President Pillard reported that the Electrical Industry Pension Reciprocal Agreement now had 75 percent participation and reminded the other 25 percent that the IBEW Constitution seeks protection for every Brother and Sister in the IBEW, and it is morally right for the pension benefits to follow the man.

In his closing remarks, President Pillard reminded the delegates that the No. 1 job in the IBEW Constitution required us to organize our jurisdiction, and the IBEW Research



Seventh District Vice President Orville A. Tate, Jr., is shown giving his report at the Seventh District Progress Meeting. Vice President Tate also chaired the Meeting.

and Education Department stands ready to assist in the training of your members.

Vice President Tate gave a comprehensive report on COPE contributions in the Seventh District and along with President Pillard and Secretary Moore acknowledged those locals that donated at least \$1.00 or more per member, then those locals with contributions exceeding \$2.00 per member.

International Secretary Moore presented Seventh District COPE Awards for contributions of \$1.00 or more per month to Locals 66, 69, 72, 226, 271, 278, 387, 390, 479, 520, 527, 583, 590, 661, 716, 738, 850, 920, 960, 1002, 1141, 1151, and 1548. Secretary Moore also presented IBEW National COPE Awards for contributions which exceeded \$2.00 per member to Locals 69, 72, 271, 390, 527, 716, 960, 1141, 1151, and 1548.

Fifth District IEC member Robert R. Missey spoke on the need for locals to increase their public rela-



International President Charles H. Pillard, right, and International Secretary Jack F. Moore, are shown enjoying one of the lighter moments during the Meeting.



International Officers who attended the Seventh District Progress Meeting are shown seated on the dais. Left to right are International Executive Council Chairman Wesley Taylor, International Treasurer Thomas Van Arsdale, Fifth District IEC member Robert Missey, and Sixth District IEC member Thomas Pursley.



Partial view of delegates attending the general session of the Seventh District Progress Meeting.



Partial view of delegates attending the general session of the Seventh District Progress Meeting.

tions with both their members and the news media.

NECA Field Representative Jack Russell presented the John Jenner Award to the Outstanding Inside Apprentice Alfred Lawson, Jr., of Local 271, Wichita, Kansas, who had an overall grade of 97 percent. IBEW Representative Ray Hill presented the Jack Grimm Award to the Outstanding Outside Apprentice Tim Riddle of Local 304, Topeka, Kansas, who had an overall grade of 93 percent. Both were personally congratulated by President Pillard and Vice President Tate.

Bill Aston, president, Dallas Power and Light Company, presented a movie on the utility industry and predicted an increase of electrical consumption in excess of 3 percent a year due to the baby boom of the late 1950s and early 1960s that created 80 million new Americans who are in the 25-to-35-year age group.

Vice President Tate then introduced our new International Secretary Jack F. Moore, past International Vice President of the Eleventh District. International Secretary Moore was given a standing ovation on his first Progress Meeting as International Secretary. He cautioned the delegates on the increased audits by the Department of Labor and advised them of reviewing their bonding re-

quirements. He reminded them of the necessity of keeping their Death Benefit Beneficiary Certificates up to date and the need to start pension applications six months prior to the planned retirement date.

International Treasurer Thomas Van Arsdale spoke on the changing situations of union labor and suggested we would have to experiment with new approaches to represent workers.

Suzanne Estes of the City of Hope spoke on the progress being made in the war against cancer and showed a movie to the delegates. She also presented plaques to Locals 960 and 1141 for their contribution.

Vice President Tate announced, following the luncheon hosted by Locals 59, 69, and 1176, that Bill Potts, Local 59, had won the COPE raffle, which was a trip to the Super Bowl. During the Progress Meeting \$1,880 was collected for COPE.

International Executive Council Chairman Wesley I. Taylor explained the duties of the IEC and talked about Arvin Industries, which has 15,000 employees with only 100 of these in the United States. Their products are distributed by Sears and Roebuck and J.C. Penney. He stated that the sale of Con-Rail could result in the loss of 10,000 more jobs in the railroad industry and further hurt the Rail-



Pictured speaking to the delegates is William Aston, president, Dallas Power and Light.

road Retirement Act.

NECA Field Representative Jack Russell spoke on the recent NECA Convention.

Harry Hubbard, president of the Texas State AFL-CIO, talked about their computer-printing operation. He stated they have 340,000 names in their setup and shortly will be able to run several mail-outs simultaneously. He talked about Texas labor's political contributions and stated they could take their entire income a year, about \$1 million, and it wouldn't buy one good national TV slot.

Sixth District IEC member Thomas H. Pursley was our first speaker on Tuesday. He spoke on procedures to follow on appeals of charged mem-



Partial view of delegates attending the Construction Workshop.



Partial view of delegates attending the workshop held for the Manufacturing, Maintenance, Telephone, and Utility Branches.

bers and legal suits by members against the IBEW. He also talked about future changes in the National Electrical Benefit Fund.

Vice President Tate made his annual report to the Seventh District delegates. He showed a film titled "What You Are Is What You See." He gave the delegates membership figures for the Seventh District from 1969 to 1985, which emphasized that we have grown every year, except one, since 1969. He gave a report on the number of appeals from charged members both nationally and in the Seventh District. In conclusion, Vice President Tate told the delegates that many of our current problems are the result of our failure to change. He stated, "We are going to have to develop goals for the future because, like it or not, change is here; and we can't go back to the old ways."

The rest of the Progress Meeting was spent in workshops for construction, utility, telephone, manufacturing, and maintenance local unions.

It was noted that this may have been the biggest Progress Meeting to date; and all the hosts, speakers, and guests were thanked. Roy Dickinson, IBEW Research and Education Department, was thanked for his help in the workshops. Roy's handouts and talks on Pre-Retirement Spouse's Benefits, Health-Related Services, and Retirement Equity Act of 1984 were important to the delegates. Thanks also went to Ken Maddox for his remarks and answers to questions regarding NEBF.



President Pillard is shown presenting the John Jenner Award to the Seventh District Outstanding Inside Apprentice Alfred Lawson, Jr., Local 271, Wichita, Kansas. Looking on is Vice President Tate.



President Pillard is shown presenting the Jack Grimm Award to the Seventh District Outstanding Outside Apprentice Tim Riddle, Local 304, Topeka, Kansas.



Local 716 delegates and Business Manager Ronnie Raspberry accept the Seventh District COPE Award for the largest 1984 contribution of \$20,000.



Delegates to the Seventh District Progress Meeting representing local unions which contributed at least \$1.00 per member are shown receiving 1984 Seventh District COPE Awards from International Secretary Jack Moore.



International Secretary Jack Moore is shown with delegates representing local unions which received the 1984 IBEW National COPE Award for contributions of \$2.00 or more per member.



Prior to the Seventh District Progress Meeting, Local 1548 officers and Business Manager Filemon Hernandez are shown accepting the 1984 National COPE Award from Vice President Tate as the outstanding local in the Seventh District for contributions of \$9.40 per member.



Pictured at the podium is International Vice President Dan Waters addressing the IBEW caucus. Seated on the dais are Bob Macdonald, Director, IBEW Utility Department, and International Representative Bob Bieritz.

1985 Inter-Union Gas Workers Conference

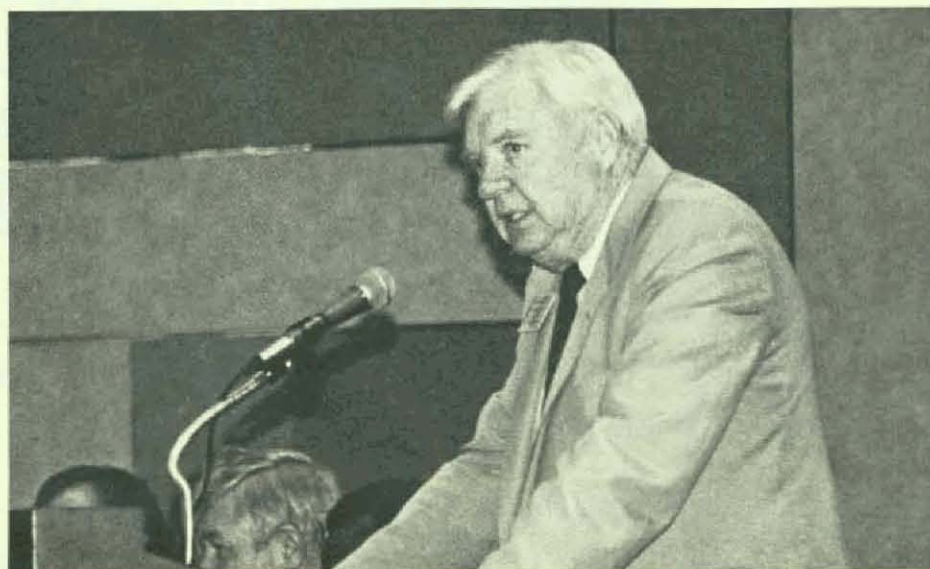
As host union for the 1985 Conference, the IBEW Utility Department was responsible for site selection and preparation; developing the agenda, based on recommendations from the Conference coordinators and Steering Committee; providing speakers for the general sessions, and conducting the Conference. The Department's staff received a great deal of cooperation and assistance from the International Representatives assigned to the Conference by their Districts' International Vice Presidents and were also gratified by the many IBEW local union delegates who volunteered their assistance prior to the opening of the Conference. While it is impossible to mention the names of all those who volunteered their assistance, it should be noted that minutes of the general sessions were ably taken by Dan

The IBEW was honored to serve as host union for the 1985 Inter-Union Gas Workers' Conference held at the Sarasota Hyatt Hotel in Sarasota, Florida, during the week of September 29. This Conference involves 11 international and/or national unions affiliated with the AFL-CIO. The IBEW has been a participant in this Conference since 1963, approximately three years after its inception. In addition to the IBEW, the other AFL-CIO affiliates who were represented at this year's Conference include: International Chemical Workers Union (ICWU), Oil, Chemical and Atomic Workers International Union (OCAW), Office and Professional Employees International Union (OPEIU), International Union of Operating Engineers (IUOE), Service Employees International Union (SEIU), Transport Workers Union of America (TWU), United Association of Plumbers and Pipefitters (UA), United Steelworkers of America (USWA), and Utility Workers Union of America (UWUA).

ference, numbering 94 out of the 246 delegates in attendance. We are justifiably proud of the participation by our IBEW locals at this Conference and of the fact that the IBEW represents more gas workers than any other international or national union affiliated with the Conference.

The Gas Conference was established to provide local union leaders from diverse labor organizations with a forum at which they might discuss issues of common interest to their members working in the gas utility industry. By most measures the Conference has been successful in achieving this basic purpose.

Over the years the Conference has grown from a mere handful of local union delegates to become a rather formidable meeting of almost 250 delegates representing gas workers in the United States and Canada. During this period the number of international and/or national unions involved has grown from just four to the 11 that participated this year. Again this year, the IBEW had the largest single delegation at the Con-



Joe Cavanagh, Director of IBEW Legislative Activities, is shown speaking at the general session of the Gas Conference.

Major, assistant business manager of Local 111, and by Bill Noyes, business manager of Local 2100. Without this type of combined cooperation, it would be impossible to conduct a conference of this nature.

At the IBEW caucus held on the morning of the first day, the delegates were welcomed to Florida by Fifth District International Vice President Dan Waters. The caucus was attended by all participating IBEW delegates and was chaired by Bob Macdonald, Director of the Utility Department. Many issues were discussed during this meeting, and the delegates were given a brief outline of the history of the Gas Conference.

The general session of the Conference was held on Tuesday afternoon and Friday morning and was chaired by International Representative Bob Bieritz of the IBEW Utility Department, who has been active in this Conference since 1965. As he welcomed the delegates from all of the participating unions, he reminded them of the cooperation necessary on the part of all affiliated unions in sponsoring the Gas Conference. The Conference's coordinators from the participating international and national unions were introduced by Brother Bieritz, who serves with them as IBEW coordinator to the Conference. The coordinators are responsible for developing the programs necessary to achieve the Conference's goals.

International Vice President Dan Waters delivered the keynote address in which he reminded the delegates that labor was still very much alive, even though we have suffered through some very perilous times since Reagan and his administration took the



Delegates from Local 1245, Local 2199, and System Council U-18 are shown during the IBEW caucus.

reins of the Executive Branch of the federal government. He cited the destructive forces at work against labor's objectives but insisted that if we all work together we can, and will, be stronger as a result of having overcome the tactics employed by those who seek to weaken and destroy us.

One of the most meaningful issues with which labor is faced today—tax reform and the apparent move to tax fringe benefits—was addressed by Joe Cavanagh, Director of IBEW Legislative Activities. In his remarks, Brother Cavanagh informed the delegates that the current term of "life support benefits" is being employed in place of fringe benefits because it is a more descriptive form of terminology. He expressed great concern over the position or lack of position on benefit taxation that is taken by our congressmen, even some of those whom labor helped elect. In concluding his remarks, Brother Cavan-

agh stated that out of 10,000 lobbyists working Capitol Hill, only 100 lobby on behalf of labor unions and the workingpeople in this country. He is very proud to be a part of this small but effective force that is known as the "People's Lobby."

International Representative Jim Dushaw of the IBEW Utility Department appeared before the delegation to discuss the "Control of Alcohol and Drug Use in the Utility Industry" and the problems faced by unions in protecting the rights and privacy of their members. Taking an enlightened approach, he suggested that local unions involve themselves in negotiating meaningful Employee Assistance Programs to combat these problems. Brother Dushaw suggested that the union should attempt to negotiate over the drug and alcohol work rules, even those involving drug testing, in order to soften the regressive approach sometimes taken by management of some utilities. To



Pictured are IBEW delegates during their caucus on Tuesday morning. Those in the front row include representatives of Locals 420, 300, 457, 1288, and 1902.

support this suggestion, he cited the position taken by arbitrators in many cases he has reviewed and the lack of any solid legal precedent on this issue. Several questions and comments arose from the delegation, fueling additional discussion of this perplexing issue.

On Wednesday and Thursday the Conference was split into several workshops involving the various work activities at gas distribution and transmission utilities. For the first time a workshop was provided for the discussion of political/legislative responsibilities. These workshops were conducted by local union officers and representatives of the various international and/or national unions involved in the Conference. In addition to the five Conference workshops, the Industrial Union Department, AFL-CIO, conducted two workshops covering two separate geographical regions represented at the Conference.

At the closing of the general session on Friday morning, the delegates received the oral reports from the various workshops and engaged in a discussion on health care cost containment led by Conference Chairman Bob Bieritz. In his closing remarks, Brother Bieritz commended the delegates for their attendance and participation in all of the Conference's activities and reminded them that their cooperation is extremely important to the success of this Meeting. This year's Gas Conference has received a great deal of praise from the delegates and the participating international and national unions.



IBEW International Representatives John Keilty, Second District, and Ken Woods, First District, are pictured seated in the second row, foreground, during the Conference's general session.



Photographed during the Conference's general session are IBEW delegates from Canadian Locals 213 and 636, with delegates from Locals 3, 2060, and 2279 seated immediately behind them.



In the foreground are Brothers Frank Maher, Local 320, and Gerry Sprague, Local 2218, pictured during the Gas Conference general session.

Jack Kain, Director of IBEW Broadcasting and Recording Department, Retires

Effective December 1, 1985, Brother John E. "Jack" Kain, IBEW Director of Broadcasting and Recording Department, retired. Brother Kain served as Director of the Broadcasting and Recording Department since March 14, 1975. He was born on November 12, 1920, in Brisbane, North Dakota, and was initiated into the IBEW on November 1, 1947, as a member of Local 46, Seattle, Washington. As a rank-and-file member of Local 46, he became an active trade unionist and served Local 46 as an electronic instructor, unit chairman, and a member of the Education Committee. Brother Kain served on the Negotiating Committee of Local 46 covering radio, television, and sound agreements. He served as a member of the Examining Board and was appointed as assistant business manager of Local 46. On October 1, 1972, Brother Kain was appointed as an International Representative by President Charles H. Pillard and was



assigned to the Broadcasting and Recording Department staff at the International Office in Washington, D. C. Brother Kain was appointed Director of the Broadcasting and

Recording Department on March 14, 1975. Brother Kain, while serving his local union and the Brotherhood on the International staff, has become well known as a dedicated trade unionist and is well respected for his knowledge and expertise as he represented the IBEW in the broadcasting and recording industry. Brother Kain set up and chaired the IBEW Broadcasting and Recording Department Annual Conferences and also led the IBEW Negotiating Committee in the national negotiations with the Columbia Broadcasting System. He also represented the IBEW in various other national collective bargaining negotiations with employers in the broadcasting and recording industry. The IBEW will always be grateful for the loyal and dedicated service to the Brotherhood by Brother Jack Kain. The entire Brotherhood extends sincere best wishes to Brother Kain and his wife, Elsie, for many happy years of retirement.

International Representative Reginald Gilliam Appointed Director of the IBEW Broadcasting and Recording Department

International President Charles H. Pillard has appointed International Representative Reginald Gilliam as Director of the IBEW Broadcasting and Recording Department effective November 11, 1985. Brother Gilliam was born June 11, 1931, in Holland, Texas, and initiated into the IBEW in Local 1139, New Orleans, Louisiana, on May 1, 1957. Brother Gilliam became active in his local union and served as a shop steward, a member of the Negotiating Committee, and a member of his local's Executive Board from July, 1970, until November, 1970, when he became president of Local 1139 and served in that capacity until February, 1971. In February, 1971, Brother Gilliam became business manager of his local and served in that office until May, 1975. On May 12, 1975, Brother Gilliam was appointed by International President Charles H. Pillard as an Inter-



national Representative and was assigned to the Broadcasting and Recording Department at the International Office in Washington, D. C.

While serving on the staff of the Broadcasting and Recording Department, Brother Gilliam has assisted in the CBS-IBEW national negotiations, the RCA Service Company national negotiations, and quarterly IBEW-CBS meetings. In carrying out numerous duties, he has assisted IBEW local unions in negotiations with various broadcasting companies that are in agreement with the IBEW. Brother Gilliam also has represented the Brotherhood at the IBEW-RCA joint communication meetings and the IBEW-RCA joint apprenticeship meetings. He also has attended the Annual AFL-CIO Industrial Union Department Conferences since 1975 and has assisted broadcasting and recording local unions in grievance and arbitration cases. The entire Brotherhood extends congratulations and best wishes for success to Brother Gilliam in his new position.

WAYNE KENDRICK & COMPANY
CERTIFIED PUBLIC ACCOUNTANTS
1200 FIFTEENTH STREET, N. W.
WASHINGTON, D. C. 20005

September 6, 1985

International Executive Council
International Brotherhood of Electrical Workers
Washington, D. C.

Gentlemen:

We have made an examination of the accounts and records of International Brotherhood of Electrical Workers for the fiscal year ended June 30, 1985, and submit herewith the following exhibits and schedule:

- Exhibit "A" - Statement of Assets and Liabilities
As at June 30, 1985.
- Exhibit "B" - Analysis of Fund Accounts
For the Fiscal Year Ended June 30, 1985.
- Exhibit "C" - Statement of Income and Expenses
For the Fiscal Year Ended June 30, 1985.
- Schedule "1" - Cash
As at June 30, 1985.

Our examination was made in accordance with generally accepted auditing standards, and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the accompanying exhibits present fairly the financial condition of International Brotherhood of Electrical Workers as at June 30, 1985, and the results of its operations for the fiscal year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding fiscal year.

Respectfully submitted,

Wayne Kendrick & Company

WAYNE KENDRICK & COMPANY

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

WASHINGTON, D. C.

STATEMENT OF ASSETS AND LIABILITIES

AS AT JUNE 30, 1985

<u>ASSETS</u>			<u>LIABILITIES, DEFERRED INCOME, AND FUND ACCOUNTS</u>	
<u>Cash</u>			<u>LIABILITIES</u>	
On Deposit (Including Time Deposits)	\$ 11,237,259.96		<u>Accounts Payable</u>	
Undeposited Receipts	41,545.70		Trade Creditors, Etc.	\$ 760,513.14
Returned Checks	31,335.15		Officers, Representatives, Etc.	243,920.34
Vice-Presidents' and Directors' Office Accounts	141,500.00		Unremitted Collections	
Office Fund	325.00	\$ 11,451,965.81	<u>Employees' Salary Deductions</u>	
<u>Investments (At Book Value) (See Note)</u>			Canadian Retirement Tax	\$ 195.98
Corporate Stocks	\$ 10,935,345.74		Canadian Unemployment Tax	1,129.38
Bonds - At Book Value, \$47,424,215.95, Plus Net of Unamortized Premiums and Discounts (See Note)	47,434,629.92		Brotherhood Retirement	65,138.31
Notes Receivable Secured by Real Estate - At Face Value, \$7,553,519.45, Less Unamortized Discounts (See Note)	7,012,769.11		Withholding Taxes	107,165.66
Government National Mortgage Association Certificates - At Book Value, \$1,909,389.54, Less Unamortized Discounts (See Note)	1,873,949.58		Other	6,376.27
Notes Receivable - Construction Loan Advances	3,999,950.24	71,256,644.59	Accrued Payroll Taxes	
Notes Receivable - Other		129,391.33	Escrow - Per Capita Rebates	
Accrued Interest Receivable on Investments		1,563,044.70	Amount Due to Electrical Workers' Benefit Association	136,460.48
Accrued Rents Receivable		364,625.13	<u>TOTAL LIABILITIES</u>	\$ 1,395,712.99
Miscellaneous Accounts Receivable		37,739.12	<u>DEFERRED INCOME</u>	
Loans, Advances, and Deposits (See Note)		352,932.30	Interest on Investments Paid in Advance	1,089.30
Advances for Fidelity Bond Premiums for Local Unions, System Councils, Etc.		369.50	<u>TOTAL LIABILITIES AND DEFERRED INCOME</u>	\$ 1,396,802.29
Local Union Software Development Costs		64,062.21	<u>FUND ACCOUNTS - From Exhibit "B"</u>	
Prepaid Expenses		175,313.26	<u>General Fund</u>	
Inventories (See Note)		1,017,839.88	Reserve for Losses on Investments	\$ 21,781.22
Suspense Account (See Note)		443,191.54	Reserve for General Operating Expenses	84,083,767.57
Furniture and Equipment (Net) (See Note)		2,495,024.59	Death Benefit Fund	\$ 84,105,548.79
Office Building (Net) (See Note)		11,046,382.29	Defense Fund	7,371,525.33
Amount Due from Trust for the International Brotherhood of Electrical Workers' Pension Benefit Fund		460,934.42	Convention Fund	5,220,314.92
			Military Service Assessment Fund	2,740,269.34
				25,000.00
				99,462,658.38
<u>TOTAL ASSETS</u>	\$ 100,859,460.67		<u>TOTAL LIABILITIES, DEFERRED INCOME, AND FUND ACCOUNTS</u>	\$ 100,859,460.67

This statement is subject to the footnotes shown
on exhibit "A," page "2."

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(AS AT JUNE 30, 1985)

NOTES: The accounts and records of International Brotherhood of Electrical Workers are maintained primarily on a cash basis. Adjustments were made at June 30, 1985, to present the financial statements on the accrual basis.

Canadian dollars are included in this report without regard to exchange differentials.

Approximate market values of investments in corporate stocks and bonds, primarily as determined by the custodians, were as follows:

	BOOK VALUE	APPROXIMATE MARKET VALUE
Corporate Stocks	\$ 10,935,345.74	\$ 12,924,612.50
Bonds	47,424,215.95	48,505,645.95
<u>TOTALS</u>	<u>\$ 58,359,561.69</u>	<u>\$ 61,430,258.45</u>

Market values of other investments have not been ascertained.

The book value of bonds is stated at face value, with the exception of short-term treasury bills which are stated at cost. Unamortized discounts and premiums on bonds have been included in the valuation of such bonds.

Unamortized discounts and premiums on notes receivable secured by real estate and Government National Mortgage Association certificates have been included in the valuation of such notes and certificates. These discounts and premiums are being amortized at the rate of 10% per annum. No attempt was made to ascertain the sufficiency of the value of real estate securing notes receivable.

Loans, advances, and deposits were checked with the detailed accounts, but were not confirmed.

Inventories were taken by your employees as of June 30, 1985. We did not verify the quantities included in the inventory, but we tested the pricing and extensions.

(Continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(AS AT JUNE 30, 1985)

NOTES: (Continued)

Furniture and equipment is stated at cost, less proceeds of furniture and equipment sold and reserve for depreciation accumulated to June 30, 1985.

Office building is stated at cost, less reserve for depreciation accumulated to June 30, 1985. The land on which the building is situated is leased from Electrical Workers' Benefit Association for a period of sixty years ending May 31, 2029.

"Suspense Account" is the control account of the excess of amounts due from local unions over unallocated receipts from and overpayments by local unions.

No funds collected from contractors for the payment of pensions are included in this report, as such funds are controlled by trustees in accordance with the employees' benefit agreement and are not includable in the accounts of International Brotherhood of Electrical Workers.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

WASHINGTON, D. C.

ANALYSIS OF FUND ACCOUNTS

FOR THE FISCAL YEAR ENDED JUNE 30, 1985

	FUNDS				
	GENERAL	DEATH BENEFIT	DEFENSE	CONVENTION	MILITARY SERVICE ASSESSMENT
BALANCE JULY 1, 1984 - Per Prior Audit Report	\$ 73,447,121.44	\$ 6,548,626.19	\$ 4,522,206.20	\$ 1,711,520.52	\$ 25,000.00
Add:					
<u>NET INCREASE IN FUND ACCOUNTS</u>					
Increase in Fund Accounts					
Income - From Exhibit "C"	\$ 60,602,471.08	\$ 994,013.76	\$ 1,600,146.92	\$ 1,030,277.02	\$ 309,764.40
Transferred from General Fund	-	-	588,755.06	-	-
Total Increase in Fund Accounts	\$ 60,602,471.08	\$ 994,013.76	\$ 2,188,901.98	\$ 1,030,277.02	\$ 309,764.40
Deduct:					
Decrease in Fund Accounts					
Expenses - From Exhibit "C"	\$ 49,355,288.67	\$ 271,114.62	\$ 1,490,793.26	\$ 1,528.20	\$ 309,764.40
Transferred to Defense Fund	-	-	588,755.06	-	-
Total Decrease in Fund Accounts	\$ 49,355,288.67	\$ 271,114.62	\$ 1,490,793.26	\$ 1,528.20	\$ 309,764.40
<u>NET INCREASE IN FUND ACCOUNTS</u>	\$ 10,658,427.35	\$ 722,899.14	\$ 698,108.72	\$ 1,028,748.82	\$ -
BALANCE JUNE 30, 1985 - To Exhibit "A"	\$ 84,105,548.79	\$ 7,371,525.33	\$ 5,220,314.92	\$ 2,740,269.34	\$ 25,000.00

This statement is subject to the footnotes shown on exhibit "A," page "2."

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

WASHINGTON, D. C.

STATEMENT OF INCOME AND EXPENSES

FOR THE FISCAL YEAR ENDED JUNE 30, 1985

<u>INCOME - To Exhibit "B"</u>			
<u>General Fund</u>			
Per Capita		\$ 49,352,975.32	
Initiation Fees		939,534.42	
Reinstatement Fees		60,623.00	
Supplies Sales		566,086.42	
<u>Net Investment Income</u>			
Interest	\$ 6,527,017.49		
Add (Deduct):			
<u>Amortization of</u>			
<u>Discounts and</u>			
<u>Premiums (Net)</u>			
<u>on Purchases</u>			
<u>of:</u>			
Notes Re-			
ceivable			
Secured by			
Real Es-			
tate	63,617.68		
Government			
National			
Mortgage			
Association			
Certifi-			
cates	7,087.96		
Bonds	(51,972.21)	\$ 6,545,750.92	
Dividends		182,570.55	
Net Gain on Sales of Bonds		931,236.38	
Net Gain on Sales of			
Corporate Stocks		358,947.67	
Prepayment Fees on Notes			
Receivable Secured by			
Real Estate		74.96	
		\$ 8,018,580.48	
Deduct:			
<u>Investment Expenses</u>			
Loan Servicing and			
Agency Fees	\$ 48,475.81		
Other	144.56	48,620.37	7,969,960.11
Rental Income -			
Office Building (a)		\$ 4,160,779.79	
Deduct:			
Operating Expenses			
(Including			
Salaries)	\$ 2,176,630.96		
Depreciation of			
Office Building	374,120.12	2,550,751.08	1,610,028.71

(Continued)

WAYNE KENDRICK & COMPANY
CERTIFIED PUBLIC ACCOUNTANTS

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

INCOME - To Exhibit "B" (Continued)General Fund (Continued)

Income from Vending			
Machines (Loss)	\$ (463.27)	
Dividend on Group Insurance			
Policy		46,492.00	
"IBEW Journal" Subscriptions		588.00	
Excess of Amount			
Charged to Local			
Unions, System			
Councils, Etc. for			
Fidelity Bond			
Premiums over Cost			
Thereof		47,975.60	
Exchange		932.90	
Miscellaneous		7,737.87	
<u>Total General Fund</u>		\$ 60,602,471.08	

Death Benefit Fund

Per Capita		\$ 108,007.20	
<u>Net Investment Income</u>			
Interest	\$ 491,768.37		
Add:			
Amortization of			
Discounts and			
Premiums (Net)			
on Purchases			
of Bonds		4,844.58	
		\$ 496,612.95	
Dividends		90,270.66	
Net (Loss) on Sales			
of Bonds	(188,700.59)		
Net Gain on Sales of			
Corporate Stocks		494,461.99	
		\$ 892,645.01	
Deduct:			
<u>Investment Expenses</u>			
Agency Fees	\$ 6,604.30		
Other	34.15		
	\$ 6,638.45	886,006.56	994,013.76
<u>Total Death Benefit Fund</u>			
<u>Defense Fund</u>			
Per Capita		\$ 1,133,380.16	
<u>Net Investment Income</u>			
Interest	\$ 410,295.00		
Add:			
Amortization of			
Discounts and			
Premiums (Net)			
on Purchases			
of Bonds		3,582.34	
		\$ 413,877.34	
Dividends		31,752.30	
Net Gain on Sales			
of Bonds		7,660.05	

(Continued)

WAYNE KENDRICK & COMPANY
CERTIFIED PUBLIC ACCOUNTANTS

EXHIBIT "C"
PAGE "3"

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

<u>INCOME - To Exhibit "B" (Continued)</u>			
<u>Defense Fund (Continued)</u>			
<u>Net Investment Income (Continued)</u>			
Gain on Sales of			
Corporate Stocks	\$ 17,109.99		
	\$ 470,399.68		
Deduct:			
<u>Investment Expenses</u>			
Agency Fees	\$ 3,598.77		
Other	34.15		
	\$ 3,632.92	\$ 466,766.76	
<u>Total Defense Fund</u>			\$ 1,600,146.92
<u>Convention Fund</u>			
Per Capita		1,030,277.02	
<u>Military Service Assessment Fund</u>			
Per Capita		309,764.40	
<u>TOTAL INCOME</u>			\$ 64,536,673.18
Deduct:			
<u>EXPENSES - To Exhibit "B"</u>			
<u>General Fund</u>			
Per Capita			
American Federation of Labor and Congress of Industrial Organizations	\$ 2,791,488.27		
Building and Construction			
Trades Department	414,000.00		
Metal Trades Department	144,000.00		
Union Label and Service			
Trades Department	38,400.00		
Industrial Union Department	234,850.00		
Maritime Trades Department	10,800.00		
Department of Professional Employees	21,000.00		
Public Employee Department	24,000.00		
Canadian Federation of Labour	165,000.00		
International Federation of Building and Wood Workers	19,400.00	\$ 3,862,938.27	
Council on Industrial Relations		71,255.18	
Contributions to National Joint Apprenticeship and Training Committee for the Electrical Industry		50,000.00	
<u>Convention Expenses</u>			
Building and Construction			
Trades Department	\$ 5,828.45		
Industrial Union Department	7,465.11		
Public Employee Department	534.23	13,827.79	
Organizing Expenses		4,125,159.21	
Death Claims		150.00	
Express, Freight, Drayage, and Postage		278,541.18	
"IBEW Journal" Expenses		3,684,768.73	
Expenses - International Officers		565,989.64	
International Vice-Presidents' Offices			
Miscellaneous Expenses		195,531.40	

(Continued)

EXHIBIT "C"
PAGE "4"

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

<u>EXPENSES - To Exhibit "B" (Continued)</u>			
<u>General Fund (Continued)</u>			
Dues, Subscriptions, Contributions, Etc.	\$ 256,939.98		
Auditing	82,250.00		
Actuarial Services	79,112.10		
Legal Expenses	8,660.00		
Other Professional Services	130,194.92		
General Expenses	1,958,638.65		
International Office Supplies	571,717.64		
Telephone and Telegraph	444,434.79		
Rebates	3,231.85		
Refunds	72,575.78		
Rent and Light (a)	2,263,731.50		
Personal Property Tax	63,136.72		
District of Columbia Sales and Use Tax		2,043.90	
<u>Salaries</u>			
Employees	\$ 5,839,660.48		
International Officers	1,458,500.02		
Representatives	13,416,926.97	20,715,087.47	
Employee's Retirement and Disability Benefits		3,398.88	
Canadian Retirement and Other Taxes		31,087.75	
Railroad Retirement Tax		3,471,154.13	
Railroad Unemployment Tax		263,390.00	
Contributions to International Officers, Representatives, Etc., Retirement Fund Trust		2,474,489.00	
Contributions to Employees' Retirement Fund Trust		901,011.00	
Contributions to National Electrical Benefit Fund		102,822.90	
Hospitalization Insurance		2,248,099.56	
Group Insurance		359,389.25	
Other Insurance		328,473.90	
Local Union Supplies		198,709.34	
Union Labels		399,000.00	
National Electrical Code Books		88,950.85	
Scholarships		37,029.37	
Exchange		36.83	
Depreciation of Furniture and Equipment		286,607.32	
		\$ 50,693,568.78	
Deduct:			
<u>Administrative Expenses Allocated</u>			
To Other Funds	\$ 182,951.06		
To Other Organizations	1,155,329.05	1,338,280.11	
<u>Total General Fund</u>		\$ 49,355,288.67	
<u>Death Benefit Fund</u>			
Administrative Expenses Allocated	\$ 93,475.63		
Death Claims	174,333.33		
Accounting Services	250.00		
Legal Fees	560.00		
Insurance	877.16		

(Continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

EXPENSES - To Exhibit "B" (Continued)

<u>Death Benefit Fund (Continued)</u>			
Printing	\$	1,330.50	
Refunds		288.00	
<u>Total Death Benefit Fund</u>	\$		271,114.62
<u>Defense Fund</u>			
Administrative Expenses Allocated	\$	89,475.43	
Legal Expenses		1,399,587.31	
Refunds		1,730.52	
<u>Total Defense Fund</u>			1,490,793.26
<u>Convention Fund</u>			
Refunds			1,528.20
<u>Military Service Assessment Fund</u>			
Amounts Transferred to Trust for the International Brotherhood of Electrical Workers' Pension Benefit Fund			
Per Capita Tax Paid	\$	302,829.40	
Refunds		5,361.80	
		1,573.20	
<u>Total Military Service Assessment Fund</u>			309,764.40
<u>TOTAL EXPENSES</u>	\$		<u>51,428,489.15</u>
<u>EXCESS OF INCOME OVER EXPENSES</u>	\$		<u>13,108,184.03</u>

(a) General fund rental income - office building includes \$1,908,581.66 included in general fund expenses - rent and light.

This statement is subject to the footnotes shown on exhibit "A," page "2."

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

WASHINGTON, D. C.

CASH

AS AT JUNE 30, 1985

On Deposit

<u>American Security Bank, N. A.</u>			
<u>Washington, D. C.</u>			
<u>General Fund</u>			
Voucher Account	\$	10,936.20	
Organizing Account		175,000.00	
Refund Account		25,000.00	
Agency Account		293.31	
Escrow Account		3,224.86	
Death Benefit Fund Account		1.00	
Defense Fund Account		1.00	
Death Benefit Fund Agency Account		130.11	
		65.86	\$ 214,652.34
<u>First American Bank, N. A.,</u>			
<u>Washington, D. C. -</u>			
<u>General Fund - Payroll</u>			
Account			995,000.00
<u>The Bank of Nova Scotia,</u>			
<u>Christiansted, St. Croix,</u>			
<u>United States Virgin Islands</u>			
<u>Time Deposits (United States</u>			
<u>Dollars)</u>			
General Fund	\$	9,011,416.59	
Death Benefit Fund		686,105.00	
Defense Fund		210,682.53	9,908,204.12
<u>The Bank of Nova Scotia,</u>			
<u>Toronto, Ontario, Canada</u>			
<u>General Fund</u>			
Voucher Account	\$	43,587.27	
Payroll Account		75,000.00	
Defense Fund Account		816.23	119,403.50
<u>Total - On Deposit</u>			\$ 11,237,259.96
<u>Undeposited Receipts</u>			
<u>The Bank of Nova Scotia, Toronto,</u>			
<u>Ontario, Canada - General Fund -</u>			
<u>Voucher Account</u>			
Returned Checks			41,545.70
Vice-Presidents' and Directors' Office Accounts			31,335.15
Office Fund			141,500.00
			325.00
<u>TOTAL</u>	\$		<u>11,451,965.81</u>

NOTE: Canadian dollars are included in the above figures without regard to exchange differentials.



New members and interim officers of newly organized telephone Local Union 2213 are shown being obligated by International President Charles H. Pillard. Next to President Pillard is Third District Vice President John J. Barry. On the far right is International Secretary Jack F. Moore.

New Telephone Local Union 2213 Granted Charter

On December 6, 1985, the officers of new telephone Local Union 2213 traveled to the International Office Building in Washington, D. C. On that day International President Charles H. Pillard proudly administered the obligation of IBEW membership and installed them as officers. President Pillard then presented the new charter of Local 2213, Washington Mills, New York, to the officers.

Linda J. Reynolds was installed as

president, Sharon J. Rosenau as vice president, and Patricia J. Cusyck as secretary-treasurer. Members of the Executive Board are Judith Kaylor, Mary Kelleher, Jacqueline MacEntee, Carolyn McAleese, Janis Moro, Joe Secci, Gloria Campbell, Marilyn Landsheft, Janet Meers, Linda Nowosielski, and Sylvia Allen.

International Secretary Jack F. Moore welcomed the group into the IBEW; and Third District Vice Pres-

ident Jack Barry, who attended the ceremonies, welcomed the group into his District. He assured them the IBEW was prepared to work with Local 2213 and was pleased Local 2213 officers and members are bringing their telephone expertise to the IBEW. Local 2213 represents all of the commercial and marketing employees working for AT&T, NYNEX, and New York Telephone. Geographically they cover all New York state with the exceptions of New York City and Long Island.

Prior to becoming IBEW Local 2213, they were members of the Telephone Commercial Union, an organization that has been in existence since 1948 and which had been affiliated with the independent Telecommunications International Union. However, the leadership determined the members could best be served by the IBEW; and on November 7 the members voted to affiliate with IBEW. The count was IBEW 929, CWA 471, and No Affiliation 25.

The organizing drive for the IBEW was conducted by International Representatives Michael Price and Pat Gino. There are three additional independent telephone locals in New York. Organizing campaigns will be conducted through the Vice President's office. Two are located in the upstate-New York area and one in downstate New York.



This picture shows the group smiling happily after President Pillard presented the new charter of Local 2213 to the local union's officers. Holding the charter are Linda J. Reynolds, Local Union 2213 president-business manager, and International Representative Michael Price. On the left is International President Charles H. Pillard. In back of the group of Local 2213 officers, are International Representatives Mary Ann Van Meter; William Davis; Art Perry, Jr., Director of IBEW Telephone Department; Administrative Assistant Anthony Salamone; and at far right are Third District Vice President John J. Barry and International Secretary Jack F. Moore.

WHITE SALES

By Esther Margolius

January, along with July, is one of the best two months to look for money-saving sales and clearances.

This year Christmas (because of shorter shopping time) was scarcely over when stores began deep, price-cutting of holiday materials such as Christmas cards, decorations and toys, many useful for next Christmas. The present-day high cost of toys may also encourage early birthday shopping.

In general, timing your buying to take advantage of annual sales is one of the more effective ways to defend your living standards.

WHITE SALES: Blankets, quilts, sheets, pillow cases, bedspreads, curtains, and towels are on sale this month. Acrylic blankets, machine washable and unshrinkable are a good value.

Comforters with polyester fill and cotton polyester covers are quite reasonable. On sale, too, are down-filled comforters, though at a much higher price than polyester fill.

The most popular sheets are usually 50 percent cotton and 50 percent polyester. They are lighter and easier to launder than all-cotton. Many are around three to four dollars on sale.

Designer sheets may tempt you but they can cost twice as much as regular ones, even when the quality is the same. A great many sheets are percales. In muslin sheets a thread count of 130 is considered medium weight, 140 heavy weight, more than 160 is fine-count. A count of 180 or more is considered percale.

Usually high-priced dresses go on sale and are subject to the deepest price cuts. Other items frequently on sale are men's and women's coats, suits, blouses, skirts, piece goods, and girls' clothing.

The smart way to inspect a dress is inside out. The underside gives you the clues as to whether, for example, there are dangling threads or clean finishing. Seams on good dresses usually have fifteen stitches to an inch. Correctly adjusted, stitching looks the same on both sides and holds securely. Seams should be at least one-half inch, and pinked to avoid unraveling. Synthetic fibers need especially generous seams, with edges overcast, not merely pinked.

Men's shirts must be cut fully. Shirts of the same marked size, but made by different manufacturers, vary noticeably. Examine the back yoke

and cuffs to make certain the fullness has been gathered properly. Collar points should be sharp and evenly stitched and should lie flat. Seams on a good shirt will have eighteen to twenty stitches to the inch. Buttonholes should be evenly and closely stitched. The polyester-cotton shirt has become the standard for permanent press or wash-and-wear shirts. This usually is a blend of 65 percent polyester and 35 percent cotton or fifty-fifty polyester-cotton. The cotton adds absorbency and opaqueness to polyester.

Most suitable fabrics in cotton shirts are cotton broadcloth, oxford cloth, chambray, poplin, madras, and percale. Oxford cloth is durable but tends to shrink. There are differences in quality of broadcloth. The 1 x 1 is woven of single-ply yards, the 2 x 1 of double- and single ply. Pima is a high grade of combed cotton. Combed cotton is smoother than ordinary cotton.

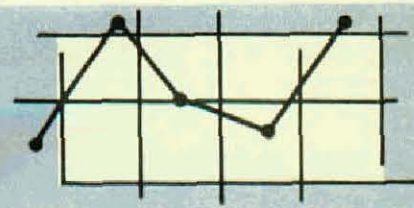
Especially beware of inexpensive shirts, sometimes sold in self-service stores, wrapped in cellophane so you cannot examine them. Other signs of poor construction are a center panel that stops short of the bottom of the shirttail, short plackets that will not open flat enough for easy ironing, and buttonholes poorly stitched. Single-needle seams, with only one row of stitching showing, help a shirt keep its shape.

This is also a good month to find sales of shoes in staple styles. Floor coverings and bedding (late in the month) will be on sale, too.

Check the care-label on all clothing to make sure it is either washable or requires dry-cleaning. And, to help your fellow Americans, how about looking for union-made products and Made in U.S. labels.



department of Research and Education



The High Cost of Plastic Consumer Credit

At this time of year across these United States, Christmas bills are beginning to pour in—bills for merchandise and services charged on credit cards. These Christmas bills include many hundreds of millions of dollars of interest income for banks and retailers. It has been said that if American consumers had applied for cards with lower interest rates before the Christmas shopping season, they could have saved several hundreds of millions of dollars in interest costs.

Interest Rates

Most credit cardholders pay annual interest rates of 18 percent to 22 percent on their unpaid balances. Banks charge an average of 18.6 percent annual interest; large retailers charge 21 percent or more.

The prime rate (interest that banks charge on business loans to their strongest customers) is down to 9.5 percent. The discount rate (interest that Federal Reserve System member banks pay to borrow from Federal Reserve Banks) is down to 7.5 percent. The average new mortgage rate is down to 11.6 percent. The rate of inflation is down to an annual 2.9 percent rate. Why do banks and retailers charge 18 percent to 22 percent for plastic consumer credit through the use of credit cards? There is no justification for these outrageous interest costs.

The answer is evident. Banks and retailers are making more profit percentage-wise on consumer credit than they are making on the sale of their merchandise and services.

Many oil companies are also profiting from the high cost of plastic money. Not only are they adding up additional income of 4 cents a gallon on gasoline pumped by service station attendants and paid for by credit cards, but they are further increasing their profits from the interest charges on customer use of credit cards.

Ever since other interest rates have declined significantly, credit-card issuers have increased their profits by maintaining high interest charges and by increasing the number of credit cardholders. They have been successful at gaining new customers through a stepped-up program of direct mailings and media promotions.

Promotional Activities

Banks, oil companies, and large retail stores have "psyched" American consumers into using plastic money. They have created a dependency by stressing the convenience factor. The consumer using a credit card doesn't have to spend valuable time waiting for approval, as he does to get a personal check approved every time he makes a purchase. The business community has actually conditioned the public to use credit cards. Once consumers start using credit cards, they become dependent or "hooked" on them.

Banks and businesses even go so far as mailing unsolicited credit cards to consumers who have never requested them. They have blitzed the public with media promotional activities that confront consumers everywhere—television and radio spot announcements, newspaper and magazine ads, billboards, and other advertising displays. You can't escape from their message.

In their pursuit of interstate banking, many banks are mailing so-called "preapproved" credit-card application forms to out-of-state residents (spelled potential customers). In addition to the convenience of their credit cards, some banks offer "enhancements," such as the chance to pay out even more for a weekend of dinners, parties, and theater shows; registration service for lost or stolen cards; cash and airline tickets for emergency cases. Some banks offer these enhancements as part of the annual fees for the use of their credit cards. Other banks charge an additional fee for enhancements.

You can be sure that none of them offer lower interest rates for credit. After all, they are in the business of selling credit. They are adding billions of dollars in interest charges to their revenues every year. The banks, meanwhile, do not offer their savings customers higher interest rates on their savings accounts.

It is fair to say that banks are "banking"

CONSUMER PRICE INDEX—CANADA AVERAGE

SOURCE: STATISTICS CANADA

OCTOBER, 1985

1981 = 100

Month	Year	All Items Combined	Food	Housing	Clothing	Transportation	Health & Personal Care	Recreation & Reading
October	1985	128.4	119.8	130.4	116.9	132.6	128.8	126.7
September	1985	128.0	120.1	129.8	116.6	132.2	128.2	125.9
August	1985	127.8	121.4	129.6	115.8	130.6	127.9	124.9
July	1985	127.6	122.1	129.1	115.2	130.2	126.7	124.4
June	1985	127.2	121.4	128.7	116.0	130.0	127.0	123.9
May	1985	126.5	120.7	128.6	115.3	129.6	126.8	124.1
April	1985	126.2	121.6	128.1	115.3	129.4	126.2	123.1
October	1984	123.2	117.7	126.0	113.8	124.1	124.0	121.9
October	1983	119.2						
October	1982	113.6						
October	1981	103.3						
October	1980	91.7						

NOTE: Canada's Consumer Price Index for all items increased 0.4 index points during the last month or 0.3%. This equalled an annual rate of increase of 3.6% (0.3×12). The increase in CPI during the past year was 5.2 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 October, 1984, to October, 1985: $128.4 - 123.2 = 5.2$ index points; 5.2 divided by $123.2 = .042 \times 100 = 4.2\%$.

Prepared by: Department of Research and Education, IBEW, November, 1985.

on consumers' giving little thought to interest costs for credit. Why should banks and retailers reduce their interest rates? They are "growing fat" on interest income.

There is no basis, no rationale for this practice. Banks defend themselves by saying that they must charge high interest rates because the level of fraud and defaults makes credit-card lending risky.

Consumer Credit

The consumer debt burden continues to grow heavier. Consumer credit in the U.S. is now growing at the rate of 20 percent per year. It has been estimated that the U.S. retail charge market will have reached \$211-billion in 1985. Think of how much income that means to the issuers of credit cards! Think of how much that is costing the unthinking American consumer.

Some experts in the field say that the regular use of credit to pay for everyday living expenses is usually a sign of strained finances. The consumer who is depending on plastic to cover his bills every month is probably in trouble.

Besides high interest costs, credit cards usually carry annual fees. Some cards do not impose annual fees. However, they may charge \$18 to \$25 for a credit line of \$500 to \$3,500 or charge \$30 to \$50 for a credit line of \$5,000 to \$50,000. Some cards are restricted to persons with a specified minimum annual income.

A grace period (time allowed after the posting of bills before interest charges begin) may vary in length, or there may be no grace period. Some banks and retailers allow a grace period of up to 25 days or so during which you can pay your bill and incur no interest charge. Some issuers add on interest from the day they receive the consumer's charge from the merchant. A few charge interest immediately from the date of sale.

So, all of the costs connected with the use of plastic money do vary. The consumer should shop around for the best "offer." It will be virtually impossible, though, to shop around for low interest rates.

Legislation

Consumer groups and some members of Congress have urged banks to lower the interest rates on their credit cards, especially since the banks' cost of money has dropped so significantly. Besides the lower discount rate of 7.5 percent, banks borrow overnight from each other at a rate of only about 8 percent.

Realistically though, why would they voluntarily lower their rates? They are making approximately \$6-billion annually from the interest charges on their credit cards.

Now, congressmen and senators are introducing legislation to cap credit-card interest rates. One bill sets the limit at five percentage points above the Federal

Reserve's discount rate (currently 7.5 percent).

Another bill would impose a federal ceiling on rates at six points over the three-month Treasury bill rate (currently 7.2 percent).

Other bills would limit interest rates but do not take up the matters of annual fees or grace periods. Consequently, banks and retailers could lower their credit-card interest rates but raise their annual fees and/or eliminate the grace periods.

Passage of any of these bills does not appear imminent.

Conclusion

It seems as if, for the time being, consumers bear the burden of sending a message to banks and retailers to lower their credit-card interest rates. Since it is unlikely that consumers will cease credit-card buying, nevertheless it does pay to shop around.

Consumers will be hard pressed to find a credit card with a low interest rate and no annual fee. They should avoid a credit card with a lower rate of interest that allows no grace period, for interest will likely be charged from the date of purchase or the date of posting.

As a general rule, a consumer who pays off the balance monthly and never has to pay interest costs should seek a credit card with a grace period and the lowest annual fee.

A consumer who makes installment payments on the balance (a so-called "revolver" in bank terminology) should seek a credit card with the lowest interest rate and the lowest annual fee, without unduly concerning himself about the lack of a grace period.

The most expensive consumer loans are those secured only by the consumer's signature. These include the portion of monthly credit-card and retail-store bills that consumers do not pay off in full. Doesn't this say something to the American consumer about his shopping and method of payment?

All credit cardholders should check to see exactly how much they are paying in interest costs to banks and retailers for merchandise and services. Consumers receive very little interest on their savings accounts in comparison to the interest they are paying to banks and retailers.

Send the message across this nation to your congressmen and senators, to your banks, and to the retailers where you shop. Let them know that the American consumer is sick and tired of paying exorbitant interest rates to line the coffers of banks and retailers.

One of the best buys You can make...

a Voluntary
CONTRIBUTION to 

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

OCTOBER, 1985

Month	Year	All Items Combined	Food	Housing	Apparel & Upkeep	Transportation	Medical Care
October	1985	321.3	309.3	347.5	210.2	322.2	408.5
September	1985	320.5	309.3	347.2	208.7	321.1	406.3
August	1985	319.6	309.1	346.2	204.3	322.3	404.5
July	1985	319.1	309.0	345.0	201.8	323.5	402.0
June	1985	318.7	308.8	344.0	203.7	323.6	399.8
May	1985	317.8	308.4	342.1	204.2	323.3	397.7
April	1985	316.7	309.2	339.5	204.9	322.0	396.1
October	1984	312.2	304.0	335.5	204.8	317.8	383.7
October	1983	301.3					
October	1982	293.6					
October	1981	279.7					
October	1980	254.1					

NOTE: The Consumer Price Index for all items increased 0.8 index points during the last month or 0.2%. This equalled an annual rate of increase of 2.4% (0.2 x 12). The increase during the past year was 9.1 index points or 2.9%.

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 October, 1984, to October, 1985: 321.3 - 312.2 = 9.1 index points; 9.1 divided by 312.2 = .029 x 100 = 2.9%

Prepared by: Department of Research and Education, IBEW, November, 1985



SAFETY TIPS

for you and your family

WINTER DRIVING

Driving during winter months is challenging. The days get shorter so that it is darker earlier, the roads get slippery, and the temperature keeps dropping. Here are a number of tips you can keep in mind to make winter driving a pleasant and safe experience.

It's always a good idea to keep an emergency kit in your car in case of trouble. A complete kit should include a flashlight, a blanket, warning flares or reflectors, a scraper with a brush, a tow chain, jumper cables, a shovel, and a bag of salt, sand, or kitty litter. When preparing your car for winter, have your brakes, battery, exhaust system, and cooling system checked.

Before starting off, brush the excess snow off your windshield, windows, car roof, hood, and trunk lid so that it doesn't obstruct your vision. Wipe your mirrors and windshield clean to avoid any glare. Wipe off your headlights and taillights, too. They are important not only for your vision, but so that other drivers can see you.

If you are driving by day and it's very bright, wear sunglasses. They help preserve your eyes' supply of visual purple (a chemical that helps your eyes adapt to the dark.) A day of exposure to sun and glare without sunglasses can seriously reduce your ability to see at night.

When you are driving at night and there is snow on the ground, keep your headlights on low beam. The high beams reflect more off snow and increase the glare.

Turn on your windshield wipers to clean moisture off the windshield, and use the defroster to cut condensation on the inside.

The normal tendency when a driver is having visibility problems is to hunch over the steering wheel. This is not a good idea; you will tend to focus at the end of the car's hood. If you sit in a normal position, you will see more, both ahead and to the side. You may also want to roll down the



side window part way so you can hear road noises better.

Always reduce your speed and leave more following distance in bad weather. Remember, when you are travelling on snow and ice-covered roads, a car requires three to 12 times more distance to come to a complete stop than on dry pavement. When you need to brake, do it slowly and carefully. Squeeze the brakes until the moment you feel the brakes are about to lock and then let off the brakes and squeeze again. If you slam on the brakes, the brakes will lock, which will cause your tires to slide instead of roll. Once this happens, you lose your ability to steer.

Watch out for shady spots on the road where ice may still be present after the rest of the road is clear. Be alert for slippery surfaces on roads going over bridges or under viaducts, which are the first to freeze and the last to thaw.

If you do find your car skidding, turn your steering wheel in the direction you want the front of your car to go. Take your foot off the accelerator. Stay off the brake. Otherwise, your steering may lock. While you're steering to pull out of a skid, hold the wheel firmly but don't make

large turns. Usually just a few minor adjustments to the wheel combined with taking your feet off the pedals will do the trick. Remember to straighten the wheels after each turning movement.

In cold weather your gas line may freeze. If this happens, you'll need to tow your car to a warm garage or wait until it's warm enough outside that the ice will thaw. The best way to solve this problem is to prevent it. There are numerous commercial additives you can add to the gas in your tank that will help prevent freezing. It is also a good idea to keep your gas tank as full as possible to avoid condensation.

Blizzard

A blizzard is another circumstance when you should stay in the car. Don't try to walk from your car unless you can clearly see a safe place at a reasonable distance. Unfortunately, it is common for a person to become disoriented and lost during blizzard conditions, so it's very dangerous to be walking aimlessly in the snow. Instead, stay in the car and run the engine for short periods of time for heat. But always remember to leave a downwind window partially open to avoid carbon monoxide poisoning. Also, be sure the exhaust pipe is clear of snow. To do this, get out of the car on the downwind side and edge alongside the vehicle, always maintaining contact with it, until you come to the exhaust pipe. Dig out as much snow as possible from below and behind the pipe.

(Material for this article comes from the National Safety Council, of which the IBEW is a member.)



LOCAL LINES

ATTENTION, PRESS SECRETARIES

All letters concerning Christmas parties must be received at the I.O. on or before February 15, 1986. Christmas reports received after that date will not be printed. Thank you for your cooperation.

Pin Recipients



Brother Andy Fahrenkrog, former business representative and president of Local 1, St. Louis, Mo., is shown receiving his 60-year pin and scroll from Business Manager Donald Bresnan and International Secretary Jack Moore.



Brother Oscar Burrows is pictured being presented with his 60-year award in the presence of his son Ron, who received his 30-year pin during the presentation.

Longtime Members Receive Pins at Ceremony

L.U. 1 (i,em,spa&rts), ST. LOUIS, MO.—On Saturday, October 12, Local 1 held its Pins and Scrolls Award Ceremonies, during which we present IBEW longevity pins and certificates of membership to Brothers and Sisters whose tenure in the organization ranges from 25 to 70 years of participation. The celebration, which is held on a five-year basis, is designed to honor those members of the local, both active and retired, who have spent a significant portion of their lives in the membership of and contributing to a proud, strong, and viable labor union.

The Ceremonies began at 11 a.m. with President Donald Galike beginning the roll call of recipients with those Brothers being awarded pins signifying 50 years and more membership. Business Manager Donald Bresnan and International Secretary Jack Moore made the personal presentations to all participants in the day's activities. Interspaced time periods for pins of less than 50 years were based on descending five-year increments due to the number of members eligible—the local rolls include 2,124 Brothers and Sisters whose membership exceeds 25 years. All who were present will receive an individual photo of their own personal ceremony along with the optional pictures taken with family or friends following the formal presentation.

The hundreds of members who were present for the afternoon enjoyed a sumptuous luncheon buffet catered in elegant style by Plain and Fancy. The two open bars, which were running to capacity

throughout, allowed the participants to share a toast with old friends, renew and relive memories with old acquaintances, or just generally partake of the affability and camaraderie of such a gathering of the Brotherhood.

To all those who attended the festivities and to those who for some unforeseen reason were unable to attend, the local sends congratulations and commends you for your longstanding membership in and faithfulness to a proud and sturdy segment of the IBEW.

On a more somber note, please be advised of the following member deaths during the month of October: Irma Gaterman, production on pension, initiated March, 1944; Albert J. Wagner, maintenance on pension, April, 1946; and Lawrence T. Simon, maintenance on pension, December, 1951.

ROBERT EGAN, P.S.

40-Year Pin



Pictured is Business Representative Richard Bamberger presenting a 40-year pin to Local 6, San Francisco, Cal., Treasurer Warren De Merritt during Brother De Merritt's retirement dinner.

Local Union Treasurer Retires After 40 Years

L.U. 6 (i,o&u), SAN FRANCISCO, CAL.—Business Representative Richard Bamberger presented a 40-year pin to Treasurer Warren De Merritt during his retirement dinner from the city and county of San Francisco's Municipal Railway after 40 years of city service.

Warren was elected to represent city and county employees as a commissioner on the employees retirement system and was successfully reelected since 1968. He helped the retirement system grow into one of the top 100 pension funds in the country.

Warren was recently project manager for the rehabilitation of San Francisco's famous cable cars, and upon its completion decided to retire from the city on a happy note.

Warren's family, consisting of his wife of 45 years, Betty; son Tom, an electrician; son Larry, a high school teacher, daughter Darlene, a private secretary, two granddaughters, Danielle and Lisa; and two grandsons, Matthew and Steven were part of the large gathering at the celebration.

FRANZ E. GLEN, P.S.

Jackie Brunton Wins Stagnaro Award

L.U. 7 (i), SPRINGFIELD, MASS.—On September 21 Local 7 held its Annual Clambake. Once again this was the event of the year! It was great seeing so many familiar faces, old tool buddies, and friends. Besides eating and drinking all day, there were softball and volleyball games, raffles, and a chance to catch up with everyone while remembering old times.

Awards



Pictured is Jackie Brunton, Local 7, Springfield, Mass., receiving the Stagnaro Award. Left to right, Billy McCarthy, President John Collins, Mayor Richard Neal, Bob Illig, Jackie Brunton, and former Business Agent Phil Collins, Sr.



Raymond Sanders and Frank Giblin receive 70-year pins. Left to right, Business Manager Bob Illig, Mayor Neal, Ray Sanders, Jackie Brunton, Frank Giblin, President John Collins, International Representative Richard Panagrossi, and Phil Collins, Sr.

We were honored again this year to have in attendance Mayor Richard Neal of Springfield as well as Assistant to the International Vice President Richard Panagrossi. Mayor Neal highlighted the recent list of construction projects in the city and assured us that Monarch Place, the largest construction project in Springfield, would be all union. Mayor Neal has just recently been elected president of the Mayor's Association of Massachusetts, and we in Local 7 congratulate him.

The Stagnaro Award, given to the member who has done the most to advance the goals of Local 7 and the IBEW, was awarded to this year's Clambake Chairman Jackie Brunton. This cherished Award was named in memory of Charles Stagnaro, a long-standing member of Local 7 and a fine human being who was tragically killed in an electrical accident.

Jackie Brunton wishes to thank the following members of Local 7 who volunteered to help on the Clambake Committee: President John Collins, Mike Bradley, Jerry Rattell, Lee Pilon, Bob Lague, Armond Monteiro, Al Bailey, Al Smith, Joe Breeda, Tom Collins, Brian Keeley, Bill McCarthy, Tom Bailey, and Gary Brennan.

We are proud to announce the presentation of 70-year pins to Frank Giblin and Raymond Sanders, who were both sworn in the union on August 9, 1915! They received their pins at our Clambake awards ceremony and really stole the show.

The buy-American movement in this country is really starting to take off. People are again asking for U.S.-made goods, and the message of "the job you save may be your own" is loud and clear.

The facts are these: The AFL-CIO estimates that there have been three million U.S. layoffs due to import competition since 1980—340,000 manufacturing jobs this year alone! Textiles forces say they have lost 300,000 jobs in five years as imports have doubled. It is predicted that foreigners will control 50 percent of the auto industry by 1990 and 60 percent of the tool manufacturing ability of this

country. Steel imports are already 33 percent! Our strength as a nation is being threatened as well as our right to a job and a decent standard of living. Surely the captains of industry don't expect us to compete with a Chinese textile mill worker who makes 16 cents an hour, or do they?

Old industries as well as new ones are in danger. Today plants are closing, not only in the north, but the recently built southern plants are closing at an even higher rate while companies are running to the cheap overseas labor.

High tech, the "future of America," has recently been hit by layoffs after a wave of Japanese imports. Then came a "smoking gun" in the trade war. Newspapers obtained a memo from Tokyo ordering Japanese semiconductor salesmen to slash prices and keep slashing them at any cost until American rivals were beaten. Then we know what happens—try to buy an American camera, radio, or TV!

Remember, imports are not really cheap. Those cheap overseas labor costs are not passed on to the consumer, but they mean larger profits to the retailer. This is why they prefer to stock their shelves with the imported products. If you cannot find anything American to buy, ask for it! Force these retailers to give American goods a fair shake.

A very good organization to join if you want to help the buy-American movement is the PATW (Put Americans to Work) at 20 Perkins Street, Salem, Massachusetts 01970 (telephone 745-2951). It is a union, nonprofit organization that advertises the buy-American message and sells T-shirts, hats, and catalogs of American-made products.

If you care about the future of your job, your country, your children, and your next-door neighbor, I know you will look very carefully for the union and made-in-USA labels. Buy American.

STEVE SANDERS, P.S.

Officers



International Representative Kenneth Johnson is shown swearing in the newly elected officers of Local 11, Los Angeles, Cal.



Pictured here is Local 11's new business manager, Floyd "Skip" Henke.

New Officers Elected By Local Members

L.U. 11 (i, o, rts & spa), LOS ANGELES, CAL.—The Local 11 elections have concluded, and we have a new business manager and constitutional officers. Floyd "Skip" Henke, our new business manager and financial secretary, and his staff have assumed the responsibilities of directing our local union. Kenneth Johnson, International Representative from the Ninth District, swore in all the new officers.

As in all elections your press secretary has seen in the past 30 years, it now becomes time to bring the membership together to show a united front to all enemies of labor. This was the main thrust

of our new business manager's acceptance speech. He reiterated that we should move ahead in organizing the nonunion contractors and keep a wary eye on all large construction contracts that are let in Los Angeles County. Skip mentioned that a substantial remodel of an existing steam plant in a neighboring county was awarded to a nonunion contractor, and we must be ever vigilant to all work that is bid in our area.

Recently we had a very tangible result of CPR training in a 277-volt accident. A journeyman on a ladder picked up a "dead" pigtail and was instantly locked onto a 277-volt line. When he was pushed away from danger, he was not breathing. His apprentice applied expert CPR manipulation, and he was revived. You may notice that the journeyman was revived by his apprentice. All apprentices have CPR training. If the journeyman had another journeyman as his working partner, the results might have been quite different. When CPR classes are offered in your district, sign up. You can even bring your wife as the classes are usually on Saturday. You can be sure this Brother always asks his working partner if he has had CPR training whenever he starts a new job. I let my partner know that I have had the training.

You may have noticed a "Buy American" fervor spreading across the nation sparked by the TV commercial about ladies' garments. We in organized labor have been in the forefront of the "Buy American" policy. It is our duty to buy and use American products whenever possible.

GENE CORSINI, P.S.

Union Contractors Win Two Large Jobs

L.U. 13 (i), BURLINGTON, IOWA—Hello again, Brothers and Sisters. On September 5 one of our retired members, Max Bollin, passed away. Max was forced to take disability retirement in November, 1978, after being an active member of the IBEW for 27 years. He served as an apprenticeship instructor for many years and molded many an apprentice into the fine journeymen Local 13 has today. Max also contributed two of his sons to the IBEW, Mike and Matt Bollin, both of whom are journeyman wiremen. The IBEW and Local 13 appreciate all of the fine work and instruction Max has given to the electrical industry, and to Max's family, our prayers are with you.

As for our work situation here, Book I is moving at a snail's pace, and there's not much better outlook for the future. Looking at the brighter side, Keith's Electric got the two Walgreen Drug Store jobs; and Market Electric got the bid on the Exide Battery Plant. Those two are the larger jobs in the area, which goes to show that there is not a whole lot going on. We do know, however, that Iowa Beef Processing is planning to build a beef-processing plant in Columbus Junction at a cost of around \$20 million. Now for the bad news: IBP officials have made it very clear that they want rats to do the work. After a brief discussion with Business Manager Jim Bessine, it appears the only way any of the work will go union is if there is a substantial wage concession, a decision that is not too popular but our only chance. In the meantime hang in there, and I'll see you at the next union meeting if not before.

SCOTT CREIGHTON, P.S.

New Journeymen Honored At Annual Banquet

L.U. 16 (i), EVANSVILLE, IND.—On October 3, 1985, the Joint Apprenticeship and Training Committee honored 29 young men and women at the Annual Apprenticeship Completion Awards Banquet. Following a tasty buffet dinner, the assistant manager of the Southern Indiana Chapter of the National Electrical Contractors Association, Mr. Bob Rayburn, began the ceremonies by introducing the members of the Committee and distinguished guests.

The guest speaker was Mr. Bill Thuerbach, a former assistant business manager and Executive

Graduates



Shown at the Local 16, Evansville, Ind., Apprenticeship Completion Banquet, sponsored by the JATC, are some of our newest wiremen.



The smiles on the faces of these new journeymen express how they feel about completing their apprenticeship.

Board member of Local 16. Bill was also employed for many years as an apprenticeship training instructor. Five years ago he went to work for a new company, Hartig Electric, and he is now the vice president of this growing concern. His speech was really not a speech at all but a potpourri of past experiences intermingled with humorous yet poignant messages for all in attendance. Bill made several points that he deemed essential for our continued success in today's labor market: 1) Take pride in your work; 2) Continue your education so you can stay abreast of the changes in our industry; 3) Maintain a good work attitude; 4) Be courteous to the customer; 5) Don't walk away from problems—face them; 6) Learn to get along with your fellow workers; 7) Be willing to carry your share of the load; 8) Be able to accept support and help from others when you need it. If we think about it, these eight statements also reflect what we must do if we are to be successful in almost any endeavor in life. I feel safe in saying that not only the new journeymen, but everyone in attendance derived a great deal of enjoyment from Bill's address.

I now present the new journeyman wiremen of Local 16—upon these shoulders and those of others who follow, our future rests: Cris Goldbach, Dave Coomes, Dan Herrman, John Hawkins, Connie Franklin, John Jacobs, John Hayes, Don Beavin, Keith "Underdog" Blankenship, Mike Dick, Lance Givens, Cheryl English, Ron Crow, Dave Cromer, Dennis Barnard, John Brenner, Kim Mand, Malcolm Mullen, Steve Luigs, Ken Mohr, Dean Kern, Pete Rumbert, Terry Slack, Chris "The Cur" Thorsen, David Young, Scott Watkins, and Ed Lowery.

With the start of this new year, let each of us reflect on the past year and give thanks for the prosperity enjoyed in that year. That prosperity can only be sustained through the efforts of both labor and management. Let's work together toward a booming 1986 and beyond.

STEVE HENNING, P.S.

Local Obtains Good, Two-Year Contract

L.U. 18 (u), LOS ANGELES, CAL.—To all the Brothers and Sisters throughout the country, the California sun shines brightly spreading its beneficent rays over our fortunate local.

We just achieved a hard-fought but successful conclusion to a three-year contract that spells a guaranteed 10 percent increase over two years, and

Service Pins



Pictured left to right are Sarge McKinley, vice president, Local 18, Los Angeles, Cal., and Bill Toohey, who received a pin for 55 years of service.



Pictured are the service pin recipients during Local 18's pin presentation ceremony.

more in the third year with the reopener. We also succeeded in obtaining a fully paid, family-coverage medical benefit package based on Kaiser's rates for all three years. This is a milestone in this union! The contract, which was approved by more than 78 percent of our membership, will maintain one of the highest journeyman rates in the country at \$18.41 per hour. Even at this rate of pay, the local still needs linemen for the Department of Water and Power.

Besides the above, other small but important items were increased, such as overtime meals and Martin Luther King's birthday being placed in the contract. Also included were out-of-town meals, new and higher wages set for new job classifications, and technological job upgrades. Two of our biggest disappointments were failure to achieve binding arbitration and "comparable worth" for the clerical units. There will be more to follow on the "comparable worth" issue in a future article.

Of equal importance to Local 18 is the health, safety, and welfare of its members, and early in 1981 we became one of the first IBEW locals to develop an alcohol and drug program to assist its members who are experiencing problems caused by substance abuse. The program has helped many members caught in the downward spiral of substance abuse to become healthy and productive once again. New testing procedures and policies are being developed at the DWP in Los Angeles, California. This issue became problematic early in May, 1985, when the DWP management unilaterally moved to set its own policies for testing employees for alcohol and drug abuse. The new testing procedure was done without proper notice to either the employees or Local 18. Needless to say, Local 18 demanded that the testing cease until said policies and procedures could be mutually agreed upon through the "meet-and-confer" process to insure reasonable and uniform application for all employees. More on this important issue as it develops.

Local 18's Pin Presentation ceremony this year was a great success. Many of the old-timers came to pick up their pins and see some old friends. We were especially glad to see Bill Toohey arrive as he was receiving his 55-year pin. There were also two recipients of 50-year pins: Theodore Scheurich and Louis Langford. In addition to their pins, these members were given special certificates commemorating their long-term membership of over 50 years.

The following received 45-year pins: W. Hooper, L. A. Elic, and T. F. Sanders; 40-year pins: John

Daugherty, Tim Cellner, Willard Overby, John Logan, Kenny Gwin, Art Lundin, Carl Winter, William Hamilton, and John Urbon; 35-year pins: Kenny Waugh, W. C. Perdue, Bennie Bledsoe, and Ron Clift; 30-year pins: Lawrence Arnold, Bruce Cameron, David O'Brien, Joe Wilson, Thomas Murray, Joe Nathan, R. Montgomery, Art Rolka, Earl Foust, William Jones, Charles Larson, Robert Gartside, James Huffaker, R. L. White, Lester Richmond, and Vincente Leon; 25-year pins: Jim Townsend, Richard Dorado, and Frank Dorado.

There was a cake and a small reception immediately following the pin presentation.

RON FERRARA, P.S.

Bagpipe Band



Pictured is the Local 25, Long Island, N.Y., Bagpipe Band and light-bulb-shaped balloon during the Labor Day Parade down Fifth Avenue in New York City.

At the Picnic



Local 25 members line up for hamburgers during the Annual Bagpipe Picnic.

Annual Bagpipe Picnic Was Enjoyed By All

L.U. 25 (i,o,rts&catv), LONG ISLAND, N.Y.—Greetings, Brothers and Sisters. On Saturday, August 17, Local 25's Bagpipe Band held their Annual Picnic. The event took place at Southaven Park in Suffolk County with over 700 people in attendance. The weather was great and so was the company. There were games for the kids, and everyone enjoyed the never-ending food and drink. Picnic Chairman Joe Saunders and all the members of the Bagpipe Band deserve all our thanks for many fine summer memories.

Labor Day seemed to come up especially early this year, but Local 25 was ready and eager to parade down Fifth Avenue in New York City once again. This is a very special day for our local, and 25 goes all out to make it an enjoyable one as well.

The day started with a continental breakfast at our meeting hall in Melville. Then all 350 of us boarded chartered buses for the trip to Manhattan. The light rain that had been falling as we started disappeared and was replaced with beautiful sunshine as we arrived in the Big Apple. At a small park near the staging area, members of our Organizing Committee set up portable barbecues and made hamburgers and hot dogs for everyone. The excitement rose as did Local 25's new 12 foot, light-bulb-shaped, helium balloon. Our Bagpipe Band tuned up, and soon we were all marching and waving to the crowd down Fifth Avenue. This year's Parade and onlookers were noticeably larger in number and enthusiasm. The spirit of brotherhood could not have been better as we loaded the

buses for the return to Long Island. Back at the union hall another barbecue was held as we all relaxed into the evening. Everyone on hand agreed that the place to be on the first Monday in September is with your local union.

Until next month. Make the meeting, make a difference.

JIM CARLEY, P.S.

Local Elects Delegates To 1986 Convention

L.U. 26 (i&es), WASHINGTON, D.C.—Local 26 held nominations and election of delegates to the 1986 International Convention at its November 8 meeting. The following Brothers were elected and will attend the Convention in Toronto, Canada: Harry Carter, Wade Sheriff, Harry Creamer, Bud Satterfield, Skip Kemp, Arthur Reeves, Walter Shoemaker, Jerry Canaday, and John Widener.

We are pleased to report that work in the Washington, D.C., area is continuing its improvement. This is largely due to the Market Recovery Program of the Washington Building and Construction Trades Council.

News from the Retired Members Club: The Annual Oyster Roast held on October 12 was a huge success with a turnout of over 175 people! Among them were Brother Carl and Jean Hench from Texas, Brother Don and Nancy Imlay from California, International Representative Larry Hogan and his wife, Joan Hogan (our former fund manager), and Business Manager Wade Sheriff and his wife, Elizabeth. Many other Local 26 officers and their wives were also able to be with us on that day.

The Joint Apprenticeship and Training Committee held its graduation ceremony on November 9 at the Hyatt Regency Crystal City in Arlington, Virginia. This year's graduating class was composed of 104 apprentices. These young people were greeted by Business Manager Wade Sheriff, Training Director Larry Greenhill, Mike Walker (JATC trustee), and President Harry Carter (JATC trustee). Diplomats were presented by William Fosbrook, Peter Bowers, Frank Crosby, and Earl Mitchell, all JATC trustees. We would like to give special recognition to the following Brothers on their special accomplishments during their four-year apprenticeship training: Perfect attendance for four years: Michael Donnelly, Jr., Ronald W. Howard, Eric A. Elliott, and James C. Lundeen; one deficiency in attendance during four years: Robert F. Cunningham and Kevin G. Hackett; highest scholastic award: Mark B. Hinton, who was also class spokesman. Local 26 congratulates each and every one of you on your outstanding achievements! Our best wishes also to all of the graduates.

Since the last article the following Brothers have retired: James C. Hipsley, Ralph E. Arnold, Myles G. Arnold, and Talmadge C. Carawan. We are saddened to report the deaths of the following Brothers: Mark E. Johnson, Emerson Fuller, and Bernard H. Smith.

The business manager wishes everyone a Prosperous, Happy, and Healthy 1986!

WADE H. SHERIFF, JR., B.M.

Education and Training Are Priorities for Local

L.U. 41 (i,se,fm&spa), BUFFALO, N.Y.—Education and training have always been subjects of great interest to Local 41. We always remind each other of "on-the-job safety"; this is a form of education. Local 41 has been committed to extending the education and training of its members in various ways.

Your Committee on Political Education (COPE) has always tried to keep the members up on the important issues. Apprenticeship training has always been the pride of Local 41. The business manager, through his newsletter, has greatly increased the flow of information to the entire membership. This is working education.

Local 41 and its contractors have been working on a training or retraining of skills for quite a few

years. Recently the participants in the Journeyman Education Program were honored at an Electrical Industry Education Fund Dinner where certificates were presented to those who took the extra time and effort to take part in the various courses offered by the Journeyman Education Committee.

It is virtually impossible to measure the effects of the courses offered by Journeyman Education, but who can question programs such as CPR, certified welding, and solid state—just to name a few.

Time has shown that those who have extended themselves, not only achieve a new skill level which is marketable, but they are also the recipients of the personal satisfaction that goes with their newfound knowledge. Congratulations are extended to all those who have participated in the programs, as well as to the entire Committee, instructors, and associated contractors for all their efforts. Keep up the great job you're doing for all of us.

Keep an eye out for news from the Credit Union outlining their services and the changes that will be taking place to make your Credit Union better able to serve you and your family.

ROBERT P. KASZUBOWSKI, P.S.

Local Swears In New Apprentices

L.U. 43 (i,rts&em), SYRACUSE, N.Y.—At our November meeting local President Jim Ryan swore 16 apprentices into our local. The new members are Larry Becker, Ron Canestrare, Kevin Crawford, Mike Daley, Emie Hares, Bill Kenney, Randy Knapp, Mark Mallinger, Ed Mattes, Kevin McInerney, Tom Meagher, Kevin O'Hern, Paul Righi, Kurt Schenkenberger, Gary Tanner, and Gene Townsend. Sworn in as a telephone tech-installer was Dennis Kuryla.

The obligation taken by the new members, and taken by all of us at one time or another, carries with it some very serious responsibilities. At this particular, difficult time in our history, it would be very convenient to forget these responsibilities or at least put them on the back burner temporarily. To do so, however, would place the very foundation of the IBEW in great danger. The concept that members "will bear allegiance to it and will not sacrifice its interest in any manner" is well worth reflecting upon from time to time. These are not empty words that simply appear on a printed page in our Constitution. They represent a symbol that we must all live by. The officers and members of this local extend to the new members a hearty welcome and best wishes for a bright future.

November 5 was election day in Syracuse, and by the time this article sees print, a new mayor will be in place, Tom Young. Tom has been a dependable friend to us, and we look forward to working with him in the future. It is worthwhile to note that our local, through the efforts of Business Manager Dan Bova and the Political Action Committee, took a very active part in this election. Many hours were spent interviewing candidates, identifying the issues, and determining each candidate's position. This information was given to the membership through a newsletter mailed to each member. The Committee, which consists of Jim Ryan, Bill Barry, Jim Roe, Pete Cerimeli, Paul Kloc, Ron Preble, Sam Russo, Gary Schuchler, and Jerry Comer, did an excellent job. Our thanks to all of them.

At the meeting Dan reported that the work scene in our area is slow with many Brothers traveling. Hopefully the work situation in our area will improve this spring. Buy union; buy American.

SAM BARBER, ASST. B.M.

All Are Winners At Electrical Contest

L.U. 48 (i&rts), PORTLAND, ORE.—It was an unusually bright fall morning when 13 new journeymen marched proudly into the Metro Electrical Training Trust. They were the select few invited to participate in the 1985 Northwest States Outstanding Electrical Graduate Contest on September

Contestants



Pictured are the 1985 Northwest States Outstanding Electrical Graduate contestants, left to right, Ken Dyer, Dwight Page, Tom Carter, Mike Dalthorp, Jeff Humann, Michael Simoneaux, Jeff Johansen, Rodney Willis, Wendell Whistler, Greg Elder, and Darryl Alden. Not pictured are Bruce Guler and Jim Stumph.

One of the Winners



Shown accepting the Exemplary Student Award is Dwight Page, center, with Business Manager Ed Barnes, left, and "Buzz" Allison of Oregon Electric extending congratulations. (Photos submitted by Local 48, Portland, Ore.)

28. Had they realized what a grueling competition this would be, they might have opted to sleep in or bask in the sunshine on this opening day of hunting season. But here they were, bright-eyed and bushy-tailed, with tools in hand.

The contest began at 8:30 a.m. with a one-hour written exam followed by 25 minutes of material identification. After a short coffee break, contestants displayed their housewiring skills in the residential project. Lunch was provided for those who weren't too nervous or too excited to eat. The ensuing events consisted of bending 1/4-inch and 3/4-inch EMT and 1/2-inch rigid. Finally, the competition ended with a two-part motor-control project which involved drawing the wiring diagram and wiring it according to the drawing.

Even though only three contestants would go home with major prizes, all of these journeymen are winners in their own right. They traveled from far and near to represent their local unions and Training Committees to the best of their abilities. Representing Local 1547 were Darryl Alden, Fairbanks; Wendell Whistler, Juneau; and Rodney Willis, Anchorage. Local 76, Tacoma, Washington, sent Greg Elder and Michael Simoneaux. Jeff Johansen and Jeff Humann traveled from Seattle, Washington, to represent Local 46. Traveling west for the competition were Ken Dyer of Local 112, Kennewick, Washington, and Jim Stumph of Local 449, Pocatello, Idaho. Bruce Guler made the trek from Longview, Washington, to represent Local 970. And, of course, our hometown Brothers Tom Carter, Mike Dalthorp, and Dwight Page represented Metro.

The crowd of spectators resembled something between a JATC and an IBEW conference. Training directors in attendance were Dan Faddis (obviously); Mike Murphy, Local 280 (also business manager); Jack Jones, Local 659; Karen Canonica, Local 191; Leon Cromer, Local 73; Don Ivory, Local 449; Harry Meyers, Local 46 (also president); Dick Elder, Local 76; Mike Fenwick, Local 1547; Ed Rheume, Local 970 (also business manager); and Bill Wilcoxson, Local 112. Business Managers Ed Barnes, Local 48; Dave Jordan, Local 46, and

Bill Grostick, Local 76, provided additional moral support for contestants. Other personalities included International Representative Herman Teeple, Alaska NECA Chapter Manager Ike Waldrop, former Local 48 Business Manager Art Bauder, as well as former Business Representatives Wayne McCullar and John Fischer.

Following tradition, Carl Sorensen and Bill Munnings graded written tests and tallied final scores. Judging practical skills were Chief Electrical Inspector for city of Portland Alan Cassady, Metro Residential Instructor and Apprenticeship Committee member Pete Coffman, Gary Price of Friberg Electric, and Bill Shird of Watco Electric.

The contestants were kept in suspense all through cocktails and the dinner banquet, which took place at the Airport Sheraton later that evening. All competitors were recognized and given certificates, Local 48 T-shirts, and Knopp testers. Third place went to Michael Simoneaux of Tacoma, while Darryl Alden of Fairbanks placed second. Ken Dyer of Kennewick took first. His training director, Bill Wilcoxson, graciously accepted the coveted Stan Adams Award which will remain in Local 112's possession until another local wins the Contest. Finally, our own Dwight Page received the Exemplary Student Award for outstanding scholastic performance and a near-perfect attendance record. This plaque was generously donated by Klein Tools.

Contestants and training directors alike were impressed with the organization of the Contest and with the quality training facility we have at Metro. Both Ken Fry and Dan Faddis should be commended for their continuing efforts to improve the training and facilities at Metro. Special thanks to Ken Fry for an excellent job of organizing the Contest.

Until next month remember: "United we stand, divided we fall." Please attend your union meetings.

NANCY BOCK, P.S.

Fishermen



Pictured is retired Brother Joe Gendie fishing in Lake of the Woods, Minn.



Pictured left to right are Bob Williams, John Campbell, and Cal Williams with their catch of the day taken on the Mackinaw River. (Photos submitted by Local 51, Springfield, Ill.)

Unions Must Adapt To Changing Times

L.U. 51, (o,u,t,catv&rtb), SPRINGFIELD, ILL.—I ask each of you to take a minute to reflect your thoughts on the following articles published in USA Today: "Unions have a future, if they can change. During Ronald Reagan's first term, unions lost 2.7 million members. Today it is half that again. How can unions survive when its most powerful tool, the strike, is no longer effective? How can unions survive when management has been given the right to go bankrupt and scrap labor contracts? The answer is that unions can survive the same way they have always survived when times have changed. Unions can and must change, too. Labor must give the best representation possible and instill the basic values that made them strong, a fair day's pay for a fair day's labor." We must educate the union membership.

Author Patrick Cox wrote in one article that "Unions and union laws are thankfully an endangered species, and employee organizations are the only way to deal with sociopathic managers."

Lane Kirkland has another viewpoint in his article "New Solidarity Spirit is Bolstering Unions." Many of the laws and instruments of government that were created to prevent the worst excesses of unfair employers have been subverted and placed in the hands of people who have no intention of administering or enforcing them as Congress intended.

The National Labor Relations Board is packed with people who wield the nation's labor laws as an instrument to frustrate organizing, discourage collective bargaining, and delay and deny justice to workers.

State and federal agencies are blind to open violations of health and safety laws, prevailing wage laws, and fair employment standards.

All these abuses will be remembered, and the resurgent labor movement will lead the way. This labor movement is the main line of defense for workingpeople. "To help such people to help themselves, ought to be the highest priority of any decent society, and that is the kind of society we seek."

Look for the union label, and attend your local union meeting, that is where it all begins. I want to take this opportunity to wish all our IBEW members, families and friends a Happy and Safe New Year.

DOMINIC RIVARA, P.S.

Brothers



Pictured left to right are Local 57, Salt Lake City, Utah, members Jerry Thomas, Jon Vilven, and Dan Neil.

Negotiations Ongoing; Brother Ortega Is Mourned

L.U. 57 (o,u&t), SALT LAKE CITY, UTAH—We hope you all had an enjoyable holiday season and are looking forward to a prosperous 1986. The local will be in the middle of our contract negotiations with Utah Power and Light Company and also with Western Line Constructors NECA when this article is published.

The year of 1985 was good for some of our construction members, especially linemen and operators, however, the loss of transmission work to the nonunion sector has made it hard to find continual employment for our ground personnel in the area. Let us hope to find some solutions to

this problem in 1986.

I am sorry to say that we have lost a good friend and Brother in the passing of Frank Ortega. Frank was a journeyman lineman and worked for Utah Power & Light Company prior to taking a medical retirement due to recurring tumors which took his life. Frank's endurance, vitality, and easygoing, friendly manner will be missed by all of us.

At one of our Salt Lake line unit meetings during the summer months, I had the opportunity to visit with Brother Jerry Thomas, our unit chairman; Dan Neil, our vice chairman, and Jon Vilven, our secretary. They all do a fine job for the local, and we appreciate their efforts. Jerry is a journeyman lineman and works as a dispatcher. Dan is a journeyman lineman working on a local distribution dock crew. Jon is an apprentice lineman also working on a distribution crew in the Salt Lake area. They are good union Brothers, and we know they will keep up the good work supporting our local.

In closing, I would like to say we have our days when we are discouraged and feel as if the union is not doing its job, but we think of the union as being the business manager. He is our elected spokesman, but we need the participation of every member. Strength is in numbers, and without this show of unity, our spokesman will lack credibility. I hope to see each of you in 1986, and let's get active in the local.

NORMAN R. BROWN, P.S.

During the Game



Pictured here during the baseball game between teams from the Galvanizer and Concast jobs are Local 58, Detroit, Mich., members, left to right, Merle Gies, Gordie Jones, Charlie Sproul, Bill Gaston, Ralph Weathers, and Jim Spratt.



Umpire Mike Hogan is shown explaining one of his questionable calls to Brothers Tom Hall and Bill Hines.

Scribe Notes Problems That Recessions Cause

L.U. 58 (i,em,spa&rtb), DETROIT, MICH.—Dear Brothers and Sisters: Hello from Detroit. The work situation is still excellent with the future very promising. Dodge City is one of the main jobs in the area with the others either winding down or not yet into full swing.

Recessions cause a variety of problems. One such problem is manning the less-desirable jobs. Our contractors are bidding a great number of jobs with the expectation that the local will supply the needed manpower. Even with the traveling Brothers and Sisters, we are stretched thin. Some of these jobs were bid tight just to keep the nonunion out. It's tough when you are at the hall looking for the overtime job and are asked by the business manager to man a high, hot, dirty, 40-hour job for

some contractor who a year ago thought you were nothing but a dime-a-dozen wire jerk. For the good of the union, we are obligated to man these jobs to prevent the nonunion from getting a foot in the door. If everyone does his part and works one of these jobs, it would be greatly appreciated now and in the years to come.

Another dilemma caused by the economy is job jumping. Many members who were stuck in one shop for many years feel it is time to move. In the process of relocating, they accept and quit a host of contractors. In defense of this occurrence, these men, by experiencing different shop operations, are able to learn new methods of installation and familiarize themselves with a variety of equipment. It's not so easy to be taken for granted or asked to overlook some contract violation or job safety when there is a long list of jobs at the hall. Many of our young journeymen have experienced only bad times, it is nice to see them experiencing the good times.

A practice that somehow got lost during the recession is that of taking care of the older or insured members. All of us will get old, and when we do, we won't want to climb the steel or work the heavy pipe. Foremen must evaluate their crew, and use the men to their mutual advantage. If a certain job is best suited for an older journeyman, put him on it. If you have a Brother who was hurt, give him the light-duty job—he can be productive. Construction electricians by their very nature are a proud group. One should not have to ask for less-strenuous work when it is obvious he would do a better job and be happier performing the duties of which he is physically capable. The main thing all of us have to remember is that the contractor must make money—if he doesn't, we don't!

"Man must work. That is certain as the sun. But he may work grudgingly, or he may work gratefully, he may work as a man, or he may work as a machine. There is no work so rude that he may not exalt it; no work so impassive that he may not breathe a soul into it; no work so dull that he may not enliven it." Henry Giles.

I hope everyone had a Safe and Happy Christmas and has a Happy New Year. If last year was good to you, I hope this one will be the same. I also hope you endeavored to buy union or at least U.S. made. If you received presents that were not made here, it would make a considerable impact if everyone returned them for American-made goods. Profit is the merchant's god. If he makes less money handling foreign goods, he will stock the merchandise that the people demand.

DENNIS DEVLIN, P.S.

Several Speakers Highlight Conference

L.U. 77 (o,u&mt), SEATTLE, WASH.—The fall Unit Conference of Local 77 held on September 28, 1985, at the Ridpath Hotel in Spokane, Washington, was a busy and eventful Conference. The delegates participated in the meeting with enthusiastic reports.

The two speakers in the morning session were Spokane area Safety Inspector K. C. Jordan and International Representative Dick Rogers. The afternoon speakers included Paul Redmond, president and chief executive officer of Washington Water Power, who spoke on the future of the utility industry. He stressed the importance of the utilities and labor working together. He spoke about the impact that cogeneration will have in the future and about many other changes, such as the possibility of deregulation as well as some utilities spinning off their generating facilities and becoming strictly distribution companies. This would decrease the control of the utilities by the Utility Commission. Mark Arneson, one-on-one coordinator for northern Idaho, emphasized the need for financial support to fight the "right-to-work" issue that is ongoing in the state of Idaho. It will be a tough fight. The third speaker was Larry Connel, manager of Engineering Structure from the Rockwell Hanford Operations, who spoke on nuclear power waste areas. There are three sites that are being considered: Nevada, Texas, and Hanford. It

Receiving Awards



Pictured left to right are members Billy White and Elby Collins receiving their Life Saving Awards from Business Manager Charley Silvernale, Local 77, Seattle, Wash.



Shown at the Life Saving Award presentation are, left to right, Walter Schillinger, Business Manager Silvernale, and Patrick Orr.

will be determined by January, 1986, which site will be selected as the dumping ground. Larry Kenney, secretary-treasurer of the Washington State Labor Council, spoke on the future of the trade unions.

The evening banquet brought the successful Unit Conference to a close with Life Saving Awards presented by Business Manager Charley Silvernale to Elby Collins, Billy White, Patrick Orr, Walter Schillinger, and David Muxen, all from the Spokane area.

CHARLES P. SILVERNALE, B.M.

Local's COPE Committee Keeps Active

L.U. 79 (u), SYRACUSE, N.Y.—The October union meeting was attended by two candidates for mayor of Syracuse. Both gentlemen were invited by Local 79's COPE Committee to speak at our meeting. Members heard each candidate's views on organized labor and how, if elected, they would work and support union workers in the city of Syracuse.

After hearing both candidates the Local 79's COPE Committee chose to support Tom Young for mayor of Syracuse. The Committee and the membership elected to donate \$1,000 toward Mr. Young's campaign for mayor. Also, \$250 was donated to Dominick Rosati and John Kavanaugh, both Local 79 members running for local offices in the areas they reside in.

Retirements for the month of October include the following: John Vinette, chief gas mechanic with 27 years service, and Carl Conti with 34 years service. Both John and Carl had their retirement party together at the Pastime Athletic Club. Retiring from the Transportation Department is Irving Potter after 26 years service. We can't forget John Cowdery from the meter and test department, who enjoyed his party at Greggs Restaurant with fellow workers and friends.

Chet Sojda, a chief maintenance mechanic in the substation maintenance department, retired effective September 13, 1985. Brother Sojda had 32 years of service and decided to take "a bye" on a retirement party. In lieu of a party, Bill Connelly, Berny Malay and Russ Kiggins presented Chet with a remote-control color television, AM-FM radio and tape deck, a watch, and various other gifts on behalf of his coworkers and many friends. We hope you enjoy these gifts when you are able to "take five" from your new busy schedule.

On behalf of all your friends, we wish you and Alice many happy and healthy years of retirement.

Service Pins



Pictured is Local 79, Syracuse, N.Y., President Raymond Vallilee presenting a service pin to Brother Carl Conti.



President Vallilee presents a service pin to Brother Jack Vinitti.

I would like to thank Russ for his help and also remind members if they have any worthy news for the *Journal* to please feel free to call me, and I'll try to get it in the *Journal* as soon as possible.

R. J. MICHAELS, P.S.

Graduates



Pictured are the Local 80, Norfolk, Va., 1985 graduates, left to right, Bruce E. Woolridge, Edmund S. Wellington, Raymond G. Teller, Carey S. Rumpf, Kathryn L. Gessner, Robert M. Mann, Melissa R. Snuffin, James E. Myers, Timothy L. Pearce, James E. Pierce, and Glen S. Krumm. (Missing from picture, Larry R. Potts, Jr.)

Apprentice Graduating Speech Is Highlighted

L.U. 80 (i,o,rts&spa), NORFOLK, VA.—The year of 1985 gave Local 80 12 new mechanics. Brother Jim Myers, one of the two honor graduates, gave a speech that so impressed me that I would like to share it with my readers. Here it is in its entirety.

"We have waited for this particular evening for over four years. Those four years included over 8,000 hours of on-the-job training and over 600 hours of classroom instruction. Can you remember the first six-month period when we were making only \$4.09 per hour? How did we make it?"

"Our class started with over 20 apprentices. Tonight we have here the 12 survivors. I call ourselves survivors because we survived the worst economic period this country has seen since the Great Depression. We are survivors of one of the worst crisis that has faced our local union since its beginning—the time that six of our local contractors dropped out, and shortly after that we took a cut in pay. Many of us missed time from work during that period. That is why I say we are survivors.

"As journeymen electricians we now have more responsibility for our own safety as well as for the safety of others and that of the apprentices put in

Award Recipients



The Jerry Kephart Memorial Award for most outstanding apprentice in the graduating class went to, left to right, Edmund S. Wellington and James E. Myers. Next to them is A. C. Lipford, chairman, JATC.

our charge. We also have the responsibility to have a positive influence on our industry.

"It is a real joy to be out of school. It was great to see the other apprentices go back to school and not have to go, too. But, let's not forget to keep our education updated. There is new technology and new changes coming out all the time. There are programmable controllers, fiber optics and more. We must reach out and obtain the necessary knowledge and skills to install, maintain, and troubleshoot these systems. We need to incorporate these new systems into our job description in order to keep our electrical industry thriving.

"I want to take this opportunity to thank all of our school teachers and the journeymen on the job. We want to thank our union, the contractors, and the Apprenticeship Committee for making this night possible. A special thanks to Mr. Holmlom for his efforts, and a special thanks to Mrs. Dekker also for keeping the ball rolling for us when times got tough and for all her efforts.

"One of the things about this particular local apprenticeship that makes it good is the diversity of work available in the area. We have marine work, line work, government work, many kinds of industrial work, high voltage work, commercial work, programmable controllers, and still others. I believe these tend to produce a better balanced electrician, one that is able to work in all aspects of the electrical field.

"We represent the future electricians of this area and other areas as well as possible contractors. Let's go out and build a good reputation by the quantity of work we do and by the quality of that work. Let us be watchful of the influence we have on our fellow worker and the attitudes we constantly express on and off the job.

"In proverbs of King Solomon, he said that a man's gift (talent) makes room for him and brings him before great men. Our talents and skills will make a place for us in today's job market.

"I also want to add a personal note here. I want to thank God for the opportunity to be up here speaking as an honor graduate. I want to give Jesus Christ the credit for my grades and for getting me through these four years. I know it is only by His grace and strength that it is possible. Thank you." James Myers.

I regret to inform you of the death of Brother Jack Matter. Jack retired on disability in 1982 after over 30 years on the job. Our condolences go to Jack's widow, Mary, and his children.

I just heard that Brother Clay Curling and his wife, Pat, are the new proud parents of Shannon Noel. Congratulations.

Happy New Year!

RAY MEYERS, P.S.

Local Members Respond To Flood Emergency

L.U. 81 (i), SCRANTON, PA.—Despite the fact that wind damage let up in many of our East Coast cities on Friday, September 27, due to Hurricane Gloria, Scranton, Pennsylvania, received over 8 inches of rain, with the result being that a large number of city residents were flooded out of their homes and businesses. On Saturday, September

New Retirees



Pictured here with Business Manager Jack McNulty are the recent retirees of Local 81, Scranton, Pa. Seated left to right are Jack McNulty, Ted Hart, Ed Coyle, and Nello Allegrucci; standing left to right are Jack Gallagher, Stanley Konish, Ralph Pastore, Bernie Keisling, Bob McCrea, and Vic Caudullo.

Flood Relief



In this picture Jack Jennings, second from left, watches while Dave Abel, center, and Joe Zielinski, in truck, prepare material for flood victims. At the far right Coordinators Vince Manzo and Tom Evans look on. All are members of Local 81.

28, when the water had receded, there was devastation everywhere, and a thousand people were left without electricity, water, and gas services. Local 81 immediately began getting manpower into the affected areas and working throughout the day and night on Saturday, Sunday, and Monday to restore power to over 500 homes.

With Local 81 members George Lutz, Don Foley, and Tim Gaughan coordinating efforts for John F. Jennings Electrical Contractor, Bill Coleman for Jerry Coyne Electrical Contractor, and a number of other employers working along with them, 100 electricians put in long shifts replacing services and working with inspection agencies. Middle Department Underwriters, under the direction of John Kessler and Jack Bannon, IBEW members out of Local 380-1, worked along with us to put people back in their homes. Then, with the excellent cooperation of Pennsylvania Power and Light Company and our brother IBEW members out of Local 1520, the power was turned on.

Local 81 and many other IBEW local unions responded to Wilkes-Barre's needs after the 1972 Agnes flood disaster in that area, and the experience we gained there certainly helped in our efforts in Scranton. Mayor James B. McNulty gave full authority to Tom Evans, the electrical inspector for the city of Scranton, and to Councilman Vincent Manzo, both members of Local 81, to work with us to assure homeowners of proper installation of electrical power to the damaged homes. We are certainly proud of our members' work and perseverance through this tragedy. Within a short period of time, we had provided all of the affected households with power so they could begin the massive task of cleaning up. Once again the International Brotherhood of Electrical Workers has displayed the ability to respond to difficult situations in a manner which should make everyone proud.

On October 4 the recent retirees of Local 81 were honored at a party in Scranton. The mayor of Scranton, James B. McNulty, presented all of the retirees in attendance with IBEW anniversary pins. We wish all of the retirees the very best of health and happiness in their retirement.

JOHN J. MCNULTY, B.M.

Golfers



Pictured are the members of Local 82, Dayton, Ohio, who participated in the IBEW Golf Outing held at the Jack Nicklaus Golf Center at Kings Island. Pictured from left to right are Connie McElroy, Dan Nishwitz, Tom Hatcher, Dean Howard, Kenny Delaney, Tom Anderson, Dale Hillard, Pat Newlin, and Bob Howard. Not pictured are Mike Stonerock and John Dedden.

Local Institutes New Re-sign Procedure

L.U. 82 (i&o), DAYTON, OHIO—Local 82 has a new policy on the re-sign procedure for the out-of-work list. Beginning November 1, 1985, Local 82 started a post card re-sign procedure. In order to remain on the out-of-work list, you must have a post card in Local 82's office by the last day of each month. This card must have your name and card number on it.

As of November 4, there were 120 Brothers and Sisters on Book 1. Out of these 20 are available. Sixty Brothers and Sisters were referred out in the month of October, one of the best months in quite some time. Work looks good for the winter in Dayton, which is something we haven't had in a while.

Tom Russell informs us of some coming attractions from the Recreation Committee. The Annual Moonlite Bowl will be held February 15 at Imperial Royal Z Lanes, Miamisburg. Contact Tom for details. Also, the Golf League will be organized in the spring. More details on this are available from Tom or Dan Nishwitz.

See you at the next meeting.

TRACY MERRITT, P.S.

Scribe Explains the Role Of the IBEW-COPE Program

L.U. 84 (o,u,catv&t), ATLANTA, GA.—In the past articles that Local 84 has submitted to be a part of the "Local Lines," emphasis on contributing and participating to the IBEW-COPE program has been dogmatically persistent. By the diligent efforts of Business Manager-Financial Secretary J. W. Giles, there has been extensive advertising of the IBEW-COPE program, accelerated activity in collecting contributions, and even an authorized IBEW-COPE payroll deduction plan for members employed by the Georgia Power Company. However, many of the local's new members and a few of the older ones who are not familiar with the IBEW-COPE program ask the question, "What is the IBEW-COPE program?"

The IBEW-COPE program, better known simply as COPE, is the nonpartisan political arm of the IBEW. COPE is an acronym that stands for Committee on Political Education. It is not a political party, nor is it tied to any party. The IBEW-COPE program endorses candidates for public office on the basis of their voting records, not in their being a Republican or a Democrat. The IBEW-COPE program seeks candidates who will endorse legislation that provides for fairer tax laws, better education for the young, more security and health care for the elderly, and equal rights for all.

As you read this article, some of you may be wondering, "Why would the IBEW and particularly Local 84 concern itself with politics?" The fact of the matter is that the IBEW along with Local 84 and other labor unions have always been under a

constant attack from antiunion organizations, businesses, and often from state and national legislatures, as well as from numerous political leaders. At each convening of the United States Congress or state legislatures, a bombardment of bills hit the floor intending to restrict the rights of workers and unions. If Local 84 in conjunction with the IBEW-COPE program can help in electing friendly candidates, passage of such bills becomes less likely.

The IBEW has learned through experience, which it has passed along to its many locals, that there is a powerful link between the bread box and the ballot box. That is, benefits gained at the negotiating table can be wiped out by the stroke of a pen through the unwise or purposeful actions of our political leaders.

Thus, the IBEW and Local 84 are engaged in politics to protect the rights and welfare of its members and those of all the workingpeople of the United States. So, as you begin with the birth of this new year, take time to reflect in what the IBEW-COPE program means to Local 84 and you. Then make an earnest pledge to contribute and to participate in the IBEW-COPE program. If you are a Georgia Power employee, sign up with the authorized payroll deduction plan—today. And if you are an employee covered by the other nine contracts Local 84 represents, call the local's office for details on participating and contributing to the IBEW-COPE program. In doing so you will be contributing to a brighter future for the IBEW, America, and you.

FIELDING W. GURLEY, P.S.

Brother Receives Craftsman Of the Year Award

L.U. 86 (i,rts,em&spa), ROCHESTER, N.Y.—Recently the Rochester Builder's Exchange sponsored the Annual Craftsman of the Year Award. One of this year's award, we are pleased to report, went to an 86'er—Tony Zanni of Casette Electric. Tony received the award for the installation of three large chandeliers that were installed in the main lobby of the Holiday Inn downtown.

The center or main chandelier is 12 feet in diameter with two 8-foot chandeliers (one on each side) complementing the center chandelier. There are 700 glass tubes of varying lengths (4 to 12 feet long) that contain 24 volt miniature lights which deliver a very soft, attractive focal point for the entire main lobby. Tony was assisted on this project by fellow 86'ers Bob Alexander and Dave Wilson. Countless hours were spent providing adequate scaffolding, layout, and supports. It's of interest to know that white gloves had to be worn throughout the installation to protect against smudges and finger prints, and each tube had to be washed, then sprayed with a liquid detergent and let to dry to maintain its crystal-like effect. When downtown please stop by and see this impressive installation. Congratulations, Tony, Bob, and Dave, on a job you can be proud of.

Frequently quality of work vs. cost is discussed and measured. How about the following "Words of Wisdom": "The bitterness of poor quality stays on long after the sweetness of a cheap job is gone."

On behalf of Local 86, it is indeed my pleasure to extend a Happy New Year to all our friends throughout the industry. We can reflect back on '85 as a year that didn't satisfy many of labor's needs or did much to correct the unrest throughout the world as well as here at home. Peace and prosperity, two frequently used words during this time of the year, are but hopes, they are certainly not reality. We must, however, think positive and be optimistic for the new year to provide us with peace, tolerance, brotherly love, prosperity, and happiness. The following quotation of B.C. Forbes perhaps expresses what we can do to help make 1986 and future years better for all:

"Always the new year suggests a fresh start. Always the new year brings so much promise of better things to come. And this is true however good the old year may have been to us. Perhaps it is because we are all imbued with the idea that we must ever strive to do better and to be better.

And because we do so strive, progress is made by the individual and by the nation. Let each in his own way take stock of where he stands today—where he hopes to stand one year from now—and then begin with courage and confidence another new year."

RICHARD W. MITCHELL, P.S.

Tournament



Representatives from Hartford and Norwalk are shown enjoying a great day at the Golf Tournament sponsored by Local 90, New Haven, Conn.



Golf Chairman Mike Brown is pictured presenting a trophy to the winner of low gross at the Tournament.

Local Sponsors Eastern Golf Tournament

L.U. 90 (i&em), NEW HAVEN, CONN.— The Greater Eastern IBEW Golf Tournament, sponsored by our local, was held October 6 at the Lyman Meadows Golf Course in Middlefield, Connecticut. Members from Locals 3, 7, 25, 35, 208, 488, 103, and 90 were on hand to participate. Following is the order of finishing: low gross: Bill Christina, Local 90, 82; Charles Kurka, Local 25, 83; John McNeil, Local 103, 86; and Mike Hart, Local 35, 87. The team championship turned out to be a three-way tie, but after matching cards it was determined that the winner was Local 25 with a 75, Local 3 was second with 75, and Local 35 was third with 75. Local 90 came in fourth with a 76.

After the day's events the golfers attended a dinner at the Greenfield Restaurant where prizes were given to the winners. Congratulations to all those who were successful, and we hope to see you all again next year. Our thanks go to Golf Committee Chairman Mike Brown for a great job, Bob Mordeci for his assistance, and Steve Anderson for the pictures. A special thanks goes to retiree and past President Chet Dunlop whose assistance at the Tournament was greatly appreciated.

Our sympathy is extended to the family and friends of Brother Dan White. Be union; attend union meetings.

ROBERT CORRARO, P.S.

Largest Class of Graduating Apprentices Honored

L.U. 98 (i&em), PHILADELPHIA, PA.— On Saturday, September 21, 1985, the Joint Apprentice and Training Committee of Local 98 and the Penn-Del-Jersey Chapter of NECA paid tribute to Local 98's largest graduating class of 103 apprentices at a banquet in their honor at the Hershey Hotel in Philadelphia.

Following a delicious filet mignon dinner, the

graduates were welcomed by Joseph Sulzbach, chairman of the apprentice training for the electrical industry, who welcomed the apprentices and introduced the speakers for the evening. These included Jim Mackin, business manager for Local 98; Lawrence Bradley, manager of the Penn-Del-Jersey Chapter of NECA; and Dennis Link, chairman of the Philadelphia Division of NECA. All the speakers had the same general theme, "Stay on top of your industry with journeyman training." Continuing changes in technology make it a must for us to keep up with these changes or we will lose the work.

After the short speeches President Fred Compton introduced each new journeyman to the applause of the audience. Next, Norbert Davis, JATC director, was the presenter of the awards for the evening. Because of the large number of apprentices, the class had been divided in half and awards were given to each group. The "Highest Average Award" in Group I went to Robert Burns and in Group II to James Dollard for having the highest overall scholastic average for the four-year apprenticeship. The next award for the most improved apprentice went to James Randolph and Russell Firesinger. There were also "Perfect Attendance Awards" given to Deano Barone, Robert Burns, Nazario DiSalvia, Daniel English, and Russell Firesinger.

With the ceremonies completed it was time for the graduates to enjoy themselves as they did by drinking and dancing to the early hours of the morning. We would like to congratulate all the graduates and wish them a successful future.

The Apprentice School ended in late summer and Director Norm Davnis announced that those apprentices who excelled and made the honor roll were Michael Callanan, Timothy Cahill, Michael Conkey, Michael Furman, Thomas Flanagan, Michael Imperato, Michael Birkbeck and John Herens. Congratulations to all those who made the honor roll, and keep up the good work.

At this time of year, Local 98 would like to wish all members of the IBEW a Safe and Happy New Year.

HENRY MURRAY, JR., P.S.

Officer Retires; Five Apprentices In School

L.U. 107 (i,em,rts,es&spa), GRAND RAPIDS, MICH.— Well, it's that time again; another year is gone. We wish everyone a Very Happy New Year.

Brother Lou Sabin bought and paid for the 107 banner that was displayed on our Labor Day float. Thanks, Lou; it added a very nice touch to our float and to the Labor Day Parade.

Frank McComb, our president, retired November 1, 1985. Frank has always been available to help out when needed. Thanks and happy retirement, Frank.

We started five new apprentices last year. They are Paul Mead, Michael Longcore, Gretchen Voltz, Gerald Wass, and David Creswell. We wish the best of luck to all of you. We will be accepting applications for apprentices at our hall at 321 Valley Avenue, N.W., February 3 through February 14, 1986.

Congratulations, Ed and Kim Niles, on the birth of a baby girl. Dave Storey had a recent hospital stay but is now back to work. Mark Hoppough suffered a broken leg which is still mending. Mark hopes to have the cast off and be back to work by the time you read this article.

Our deepest sympathy goes to Charleen Johnson from Evens upon the recent loss of her husband.

Remember: Retirees' meetings are held the third Wednesday of the month at 1 p.m. at the union hall.

Thanks to all the locals across the country for the jobs that kept our members working the last two years. Work is looking up in our area, and most of us who want to work at home are working.

Always remember: Union labor is not expensive; it's priceless!

JOE RACZOK, P.S.

Negotiations Ongoing; Five Members Retire

L.U. 108 (o,u,mt,es,s,mar,ees,rtb,rts,spa,em,catv&t), TAMPA, FLA.—We have submitted proposals in our Motor Shop Unit for two of our shops—Tampa Armature Works and Penn Motors. This is yet another of our problem areas, and we must be very careful that we stay competitive with the nonunion shops operating in our jurisdiction. We are looking for tough negotiations in both of these shops.

Things in our Line Unit are stable at this time, and it appears they will remain so for the near future. We are pleased that one of our line contractors, Robstone Company and the men working for them, received a "Job Well Done" from the Tampa Electric Company. After all the problems we've had with the nonunion element, it is a pleasant change to know that our work is beginning to be appreciated again by the utilities. We hope this means more work in the future for our union contractors.

In other news in the local, we've had a few members in our TECO Unit retire over the last few months; and they are M. B. Nichols, John Palmer, Oliver Giles, Charlie Gilmore, and Lemuel Pilcher. We wish these Brothers good luck and good health in their retirement.

See you next month.

B. R. BENGTER, P.S.

Mourned



Local 111, Denver, Colo., mourns the death of Brother Vern Hartman, shown in this picture.

Business Manager Elected State AFL-CIO Officer

L.U. 111 (o&u), DENVER, COLO.— The local union mourns the death of Brother Vern Hartman. Brother Hartman was a troubleshooter at Union Rural Electric Association and was killed in a head-on collision while performing his job duties. Brother Hartman was a strong union member and an officer for Unit 17A. Our deepest sympathy goes out to his family, and he will be missed by all of us who knew him.

A new Executive Board policy was approved in August and has become effective immediately. This policy requires all members who retire, quit, or take a management position and who desire either honorary withdrawal or participating withdrawal status to request this in writing of the union office. The purpose of this policy is to establish a better record-keeping procedure. Your cooperation in this matter is very important.

Business Manager Robert Mason was elected a vice president of the Colorado AFL-CIO at the Biennial Convention in Denver held October 3-4. He represents the IBEW along with Darwin McCurry, Local 12, Pueblo. The 29 vice presidents form the Executive Board for the Colorado AFL-CIO.

Yampa Valley Rural Electric Association has accepted a proposal presented to them by Assistant Business Manager Marlene Joens. This new contract calls for a two-year agreement. The journeyman lineman rate, based on 100 percent, increased 2-1/2 percent effective November 1, 1985. Effective November 1, 1986, this rate will increase an additional 3 percent. The Negotiating Committee was also able to obtain employer-paid increases for the medical plan and dental program.

The Picnic Committee has informed me they are unable to retain our picnic location at Bailey,

Colorado, for the Annual Picnic in 1986. They ask that I request all units in the state to help them secure a site for this year's Picnic. Over the years we have averaged approximately 600 in attendance. I believe this is a good opportunity for a possible change of location for those units interested enough to inquire on behalf of this most important union function.

Unit 1's Brotherhood Fund has elected new officers for the year 1985-86. Congratulations are in order for Lee Smith, Jr., president; Charlie Pearce, vice president; Rick Holbeck, treasurer; Bill Brooks, secretary; John Davis, secretary pro-tem; and Advisory Committee, Jim McDermott, Mike Ward, Dennis Miller, Ron Weaver, and Dave Vaclav.

Work safely, stay informed, attend your unit meeting!

JOHN L. DAVIS, P.S.

Organizing Helps Keep Members Employed

L.U. 113 (i,o,u&catv), COLORADO SPRINGS, COLO.—At present Book I is clear with Book II being tapped now and then. We are still enjoying the effects of the Space Center as different contractors are completing their individual phases.

To those of you local Brothers not yet receiving your *Colorado Labor Advocate* with your mail, please let Frances or Toni know. The office is currently in the process of updating the mailing lists, and the secretaries need any help you can give. While on the subject of secretaries, I would like to take this opportunity to openly thank our two lovely ladies, Frances Matthies and Toni Kelly, for the outstanding job they do in keeping our office running smoothly.

While discussing insurance benefits with Frances one day, I was disturbed to find only 281 members out of our total 435 interested in our Brotherhood Fund. The Brotherhood Fund was set up so that within 24 hours of the death of a member the beneficiary receives a check equal to \$5.00 per every current member to assist with immediate needs. To be sure, the trauma of the death of a loved one can only be increased by the fast-paced shuffling of money that takes place within the following few days of death. It's an excellent idea and one that deserves 100 percent participation.

Another reason that our local is enjoying its steady employment is the steady, aggressive organization drive carried out by Mark Johnson. In fact, last week Kenny Electric, which was among the top three rats last year, told its employees that it was no longer going to bid on any work in the Springs area due to losses incurred in the last year. One of the tactics used to cost the rats money is to force them to legally defend themselves in court. The National Labor Relations Board is set up with taxpayers' money to see to it that the rights of workers to freely organize are not violated. It seems that some of the rats feel they are above the law. With a good case the NLRB can prove they are not. Use the NLRB; it's an available tool that we pay for anyway.

L. A. SZABELSKI, P.S.

Donald Robinson Is New Treasurer

L.U. 124 (i,se,em,lm,rts&spa), KANSAS CITY, MO.—On Saturday, September 21, 1985, Local 124 held its Annual Golf Tournament at Southview Golf Club, located at 162nd and 71 Highway in Belton, Missouri. Over 75 members and retired members were present at the Club for this occasion. We would like to express our thanks to the Golf Committee, Mike Runions, Frank Hiron, and Phil Nichols. Without their time and effort this event would not have been so successful.

At the general meeting on October 9, Donald Robinson was installed as the new treasurer of the local. He precedes Dennis Liston, who held this office for over four and one-half years. Brother Robinson has been a member of Local 124 for over 25 years. The members of the local would like to

Members



Pictured are Golf Committee members Mike Runions, Frank Hiron, and Phil Nichols, Local 124, Kansas City, Mo.

New Treasurer



Ed Drake, president of Local 124, installs Donald Robinson as the new treasurer.

extend their congratulations to Don in his new position.

Joe Piranio, a journeyman wireman member of Local 124, composed a very nice poem which appears on this issue's "Reflections" page.

Thirty-eight members of Local 124 received their 10-year service pins at the general meeting on October 9. Those present were Robert D. Battle, Robert R. Carter, John E. Compos, Jack Feeling, Randy Heflin, Paul J. Joyce, David H. Hill, Timothy J. Hoge, Martin E. Livingston, Gerald D. Long, Bob A. Mapes, William H. Petrie, Michael J. Schleicher, Kenneth R. Simmons, Gary L. Welborn, Richard S. Mathews, Jr., James Waddy, and the following members were recognized for ten years' service: Aaron J. Mabon, Louis W. Mathews, Perry L. Mebane, Patrick J. Rouen, Daniel T. Sosa, Gerald S. Ashlock, Joe C. Baldwin, Ralph P. Leavitt, Joe C. Moretina, Ernest W. Narramore, Paul B. Saunders, John S. Baxley, Mike D. Bedell, Dennis M. Calderon, Thomas J. Circo, Samuel Easter, Larry W. Evanoff, Charles L. Ford, Paul G. Knapp, Timothy P. Maloney, Peter V. Mendolia, Kenneth R. McDaniel, and Richard F. Tillman, III.

ROBERT J. MALONE, P.S.

Scribe Reminds Members Of Voting Responsibility

L.U. 130 (i&o), NEW ORLEANS, LA.—The two ladies in the picture are Evelyn Venturella and Judy Guirovich. They handle the day-to-day operations of the local's Credit Union. The Credit Union has continually grown under the careful eye of the Board of Directors and Loan Committee officers both past and present. There are several benefits that come with belonging to the Credit Union.

Many people in this country take our liberty for granted. The amount of liberty we enjoy in this country is more a rarity than normal. Liberty is not just a nice thing to have, it is a demanding responsibility. From the very beginning of this country to the present day, we have had to fight to safeguard our liberty. There is always someone or a group trying to take away some of our liberty. At the same time there are some people who are very willing to give up their liberty without saying or doing anything about it. You may hear someone say, "Why worry about that, it doesn't mean much?" But liberty, just like a hard rock, can be damaged and lost forever by something that appears to be

Credit Union Staff



Pictured are Evelyn Venturella and Judy Guirovich, the ladies who handle day-to-day operations for the Credit Union of Local 130, New Orleans, La.

an insignificant happening. A hard rock with a gentle stream of water passing over it may seem to last forever. However, the edges are continually being washed away, never to come back.

In order to keep all of your liberty, you must accept the many responsibilities that come with it. One of these responsibilities is to vote. I hear people say, "My one vote doesn't mean much." Well, one vote could have changed the history of this country and the world many times. When our founding fathers were deciding what our national language would be, English won by one vote. Three states were admitted into the union by one vote. Andrew Johnson, the only president to actually go through the complete impeachment process, was not impeached by one vote. Hitler became head of the Nazi Party by one vote. These are just a few examples of one-vote decisions. If enough potential voters who think their one vote doesn't count would actually vote, many decisions would be reversed. A good example of a recent close vote was this local's vote on whether or not to extend the Market Recovery Plan for one year. The extension passed by 16 votes with many members not voting. No matter which side of the question you were on, it showed how few votes could have changed the results. For those who were for it, you almost lost; for those who were against it, you almost won. A lot of members will voice their opinion now. The first question that should be asked is "Did you vote?" In life you have to make decisions and stand up and be counted whether you win or lose.

Some members won't register to vote because they are afraid they might get jury duty. First of all, if you do register, that is no guarantee that you will get jury duty; if you do not register, that is no guarantee that you would not get jury duty. Today the juror's list is made up not only from the voting rolls, but also from the tax rolls. In past years the only people who were called for jury duty were the rich. It was thought they were the only ones who could afford the time to serve. It could very easily go back to that. But jury duty, like voting, is one of the responsibilities that we must embrace in order to preserve our liberty. Most of us would rather not serve jury duty, myself included. But you should never use that as an excuse not to register and vote. As for voting in the local, you sure can't get jury duty from it. The bottom line on excuses is whether or not you voted.

Since this is the start of a new year, I am sure many of us have made some New Year's resolutions. To those of you who have made any or would like to add one to your list, why not include registering to vote and then making an effort to vote in local, national, and union elections. You may find that you and your family will benefit from it. Happy New Year to all.

DAVE A. NICHOLSON, P.S.

Local Members Renovate Chicago Hilton Towers

L.U. 134 (i,em,r,rts&spa), CHICAGO, ILL.—The Conrad Hilton Hotel was originally built between 1924 and 1927. It has been totally renovated and reopened under the name of Chicago Hilton and Towers.

After closing its doors on December 1, 1984,

Henry Newgard and Company, the prime electrical contractor, had as many as 245 Local 134 electricians working seven days a week to meet the reopening date of October 1, 1985. During the 10 months of time required to remodel the hotel, our electricians installed everything from new, enclosed switchboards to complete conduit systems in the guest rooms. Fifty-year-old feeders were removed and replaced with new cable. Panelboards throughout the hotel were removed and replaced with new ones. A laundry facility, a parking garage, a health club, and convention rooms were all completed on time.

With the extremely tight deadlines, recognition must be extended to the electricians of Local 134 for their stimulating production and efforts, quality work, and an all-out desire to witness the completion of this renowned, resplendent, outstanding edifice.

Strenuous exertion and team effort were put forth for the Henry Newgard Company by our Local 134 electricians. Business Representatives Jerry Cody and Charlie Dunne exhibited their credibility, knowledge, and expertise, and did an outstanding job resolving any and all problems through the continued and very close working relationship they had with Dan Harrity, job superintendent, and Bill Heveron, job steward. At the present time Local 134 has 120 electricians currently employed six days a week by the Henry Newgard Company.

For a project this extensive to proceed as smoothly as it did, reinforces the fact that Local 134 has the most-qualified electricians in the trade today. Heartiest congratulations to all involved in the completion of an eminent and illustrious structure embellished by proficient and skilled workmanship. It was a challenge each and every day; but the fulfillment of this finished, impressive, superior, first-rate hotel should be of great gratification and pride to each and every one involved in the project. It is for all to see and admire and state emphatically, "It is a job well done!"

CHARLES DUNNE, P.S.
TOM SINCLAIR, P.S.

Longtime Members



Dick Malmstrom and Ed Schweiss discuss old times after receiving their service pins from Local 145, Rock Island, Ill.

Local Picnic, Labor Day Parade Big Successes

L.U. 145 (i,o,u,em,rtb,rts,spa&catv), ROCK ISLAND, ILL.—The local union picnic was held at Hillcrest Recreation in Orion for the first time, and from comments heard at the picnic, it sounded like the Picnic Committee's choice was a good one. There were games and races for the children with prizes for all, and golf and volleyball for those willing. The pool received a good workout despite the cool weather. This year a new idea was tried for those interested in a more sedate activity. With the assistance of several retirees, a bingo game was held, and from the amount of participation, it looks like it may become a permanent fixture.

IBEW service pins were awarded to those eligible who were in attendance. It was a special honor and pleasure to award Ed Schweiss and Dick Malmstrom their 65- and 60-year pins, respectively. It is to gentlemen like these that we owe a debt of gratitude for their efforts in making the IBEW what it is today. Thanks to the Picnic

Committee headed by Pat Brandle for the enjoyable day.

The local also participated in the Annual East Moline Labor Day Parade with a float entry. Despite threatening weather the Parade was a big success if the size of the crowd was any indication. Thanks to Ron Jordan and John Winterbottom for their efforts.

GARY NOWAK, P.S.

All Members To Receive Hats at Local Meetings

L.U. 150 (i,em,rts&spa), WAUKEGAN, ILL.—Hope all IBEW Brothers and Sisters here, across the United States, and in Canada had a wonderful Christmas. Unfortunately for us in the good ole USA, Ronald Scrooge is still in the White House. But all is not lost, for our president and Congress have finally realized there is a trade deficit. It is about damn time; they are only 15 years too late.

We in Local 150 should count our blessings that our local did not depend on heavy industry such as the steel mills or the auto plants, which constituted the majority of some locals' work. They were not kidding when they said we are to become a "service-industry" nation. We see that right here in Local 150 with all the office buildings going up. Unfortunately, these jobs don't take the manpower the heavy industrial jobs do. But in November Local 150 had full employment, and what a good feeling it was. It looks like the rest of the winter will be at least decent. We hope it will be the same for the rest of the IBEW locals.

Congratulations on behalf of Local 150 to the following Brothers and their families who are celebrating this new year with babies born in the months of September and October: Don Ditthardt, Rich Ray, Tim Callanan, Don Houghton, and Mike Kohler. Our sympathies are sent to the family of Brother Charles Knaeck, who passed away September 27, 1985. Charles lived in Big Pine Key, Florida. Condolences are also sent to Brother Ed Bacon whose wife died October 14, 1985, in Stoughton, Wisconsin.

At the November meeting it was voted on that all members will receive Local 150 baseball hats. These hats will be in two types—summer, which will have the nylon mesh, and winter, which will be all cloth.

We hope they will be in by the January union meeting. The hats will be distributed at the union meetings. It will be very interesting to see how many hats are distributed over the course of the winter as it seems that so many of the faces are the same ones I see at all the union meetings.

It should also be noted that every member is entitled to an IBEW handbook which is available at the union office. Although I missed it, I understand the banquet was a success. I hope to have some pictures of the banquet in an upcoming article.

I will leave you with a quote from a guy who has his name smeared on all of our license plates (and I don't mean James Edgar!) "All that harms labor is treason to America. No line can be drawn between these two. If a man tells you he loves America yet he hates labor, he is a liar. If a man tells you he trusts America yet fears labor, he is a fool." Abraham Lincoln.

RICK ROTTMANN, P.S.

Brother Danis Resigns From Local Publication

L.U. 165 (t), CHICAGO, ILL.—At the October meeting Brother Bill Danowski of the Pressman's union spoke to the membership about the hard-nosed tactics used by the *Chicago Tribune* in its failure to bargain in good faith with the union.

Brother Ed Danis resigns from the local as of January 1, 1986. We wish him luck and happiness in his future endeavors. Ed has been a cartoonist for the local's monthly paper, *The Communicator*, since 1975. He has received many awards for his intense desire to show people on the labor scene the purpose and desire of organized labor in the

Pledging Support



Local 165, Chicago, Ill., President-Business Manager Robert Dahlke is shown with Bill Danowski of the striking *Chicago Tribune* Pressmen.

Resigning



Ed Danis, cartoonist since 1975, resigns from the staff of the local's *Communicator* effective January 1, 1986.

form of pictures rather than words. He has also contributed many poems to the *Journal's* "Reflections" on the inside back cover. Ed joined the editorial staff of the local as an associate editor in June of 1976.

LAWRENCE F. BIEHL, P.S.

Member



Identify this Mystery Man and you win an "Atta Boy." Hang in there, Les; we need more like you. (Photo submitted by Local 175, Chattanooga, Tenn.)

Signing-Book Policy Has Been Changed

L.U. 175 (i,o,em,c&mt), CHATTANOOGA, TENN.—"The hardest thing about milking cows," observed a farmer, "is that they never stay milked."

September is the month when millions of faces radiating happiness turn toward school. They all belong to mothers.

I shared the above to make a point. Nothing ever stays the same. To our traveling Brothers or Sisters: When you are coming to Local 175 to sign the out-of-work book, you will need a letter, with a written signature, from your business manager indicating that you are unemployed and looking for work. Also, you will need a payed-up dues receipt. We have experienced some problems in this area in recent days in regards to signing our books and are convinced this will clear this matter up. Thank you in advance for cooperating with us.

We have sent out several people recently, but all of them have been on jobs of short duration. Our books still list some folks out of work. It looks

like we may see several unemployed persons through the winter months and beyond. TVA is working diligently to get several of their nuclear units back on the line, and it appears that they will not be needing as many electricians as we had hoped. Hang on where you are, or find a good job and keep it.

In a state building trades meeting recently in a neighboring state, a speaker representing a large power company reported that eight of the last nine power company construction projects were completed on schedule, and in some cases under budget. One example cited was a steam plant project where the job was completed ahead of schedule and \$30 million underbudget. All workers on the job were unionized building tradesmen. We know this, but we must let others know this and continue to work smarter and more economical than our competition.

A Bit of Wisdom: The only way to be just is to judge your own actions by the best part of you and to judge the actions of others by the worst part of you.

Remember: Success is not permanent, but neither is failure.

May God bless! C-U at the next union meeting.

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

Negotiations Ongoing; Work Remains Good

L.U. 177 (i&o), JACKSONVILLE, FLA.—Once again we find that it is negotiations time. We have been meeting with the contractors since September, and it looks as though we will be going to Council. We have given some, as have the contractors, but not enough. It seems that when we go to Council we get something, but lose much more. As soon as the agreement is settled, it will be in the newsletter. Maybe we can come out ahead this time.

In a Washington report by Congressman Charlie Bennett, it was stated that the House passed the Military Construction Appropriations Bill for fiscal year 1986. The money appropriated for the Jacksonville area amounts to \$369 million. The largest part of this money will go to the Kings Bay Trident Submarine Base. The Base will receive \$296 million. Hopefully we can get some of our fair contractors to bid and get some of this work. The remainder of the money will go to the Jacksonville installations. A little side note on Congressman Bennett. Recently he cast his 15,000th roll-call vote in the U.S. House of Representatives. This, I am advised, is more roll-call votes than any other congressman in history. Congratulations, Congressman Bennett.

The work situation remains about the same as we still have travelers working in the jurisdiction. The biggest job going right now is the two coal-fired plants on the north side of town. The Prudential job has wound down as have some of the other jobs. The work at the various paper mills around town has slowed down. The mills are having problems with the EPA and other government agencies. Jax Kraft Paper (formerly St. Regis) is currently shut down and is having trouble paying overdue electric bills of close to \$1 million. Some of the other mills have cut back on production and have had to lay off mill workers.

In a previous issue mention was made of the Annual Golf Tournament; the results are now in. The 36-hole Tournament was held at the Silver Springs Shores Golf Course. Brothers who won are as follows: Don Poag, low net, Herb Johnson, low gross, first flight; Charlie Watkins, Bill Westervelt, and Bill Gray, second flight; Wayne Smith, Frank Dunne, and Whitt Boring, third flight; Willie Archer, Ralph Starling, and Bill Caddell. Congratulations to all the winners, and thanks to the members who helped set up the whole event. The weather was even letter perfect.

The local's racquetball team is still going strong, several of the Brothers get to play a few times every week. We entered a team in the Florida First Coast Classic Tournament. Hopefully more information about this Tournament, and maybe a picture, will be available for the next issue.

BILL GEHM, P.S.

Scribe Extends Good Wishes to Members

L.U. 189 (u), SIOUX CITY, IOWA—Two more of our Brothers have joined the ranks of our retired Brothers and Sisters. Fred Christen, an electric meter foreman from Waterloo, and Richard Anderson, a general substation foreman from Sioux City, have both ended long and successful careers with the company. Fred was a Brother for 35 years, Richard, one for 37 years. Best wishes to both, and may both be blessed with the fulfillment of the dreams they have set aside for these coming years.

This month I would like to wish the best of life to each and every one of you IBEW Brothers and Sisters. I speak not just to those of this local, but to all IBEW locals across the country and to all union Brothers and Sisters in unionized trades. May the best of our great nation's opportunities be at your fingertips through this coming year. May you know the satisfaction of your work. May you be blessed with the pleasure of its reward. May you see the face of at least one or two of your dreams smiling at you.

But mostly in this new year, may your wants

and needs (those basic ones which lately seem even more difficult to accomplish—home, family health, clothing, food) be attended to fairly and justly. And may your heart go out to your fellowman in the true spirit of brotherhood that is supposed to be our soundest virtue as union Brothers and Sisters.

In spite of all our griping and complaining, in spite of all the apathy and depression, in spite of all those shattered goals and tarnished ideals that seem to be forever eluding us, there is no greater nation. There is no finer country for the pursuit of our freedom. God has not smiled so sweetly with opportunity on any other part of the world.

In this new year let's not remember all those silly little things we want so badly but don't yet have, rather, let's underline the blessing we have found through our birthright as American citizens. And let us thank the God of our hearts for them, for no other race of mankind fares as well as us.

KEITH D. UHL, P.S.

State Puts Restrictions On Smoking Areas

L.U. 199 (t), FT. MYERS, FLA.—Hello, Brothers and Sisters. The state of Florida passed the Clean Air Act as of October 1, 1985. What this means to employees is that they can no longer choose where they may smoke. The law says that an employer may designate certain areas as smoking areas, so our company did just that. They designated approximately 12 areas in the whole United of Florida. I foresee a great uprising of smoke on the horizon as smokers protest. Business Manager Mike Hutchinson has assured the smokers that he is talking to the company to get them to modify their policy. Hopefully they can read smoke signals.

The Avon Park phase-out seems to have gone without a hitch. The operators who were force-adjusted to Ft. Myers seem to be settling in and learning the new board without any trouble. We had several members retire rather than move, but at this writing I don't have all of their names, and I don't want to leave anyone out.

Remember to have patience while driving the roads.

RUBY E. BENNETT, P.S.

Active Member



Pictured is Dennis Stuckey at the office of Local 204, Cedar Rapids, Iowa.

Scribe Notes Member's Excellent Contributions

L.U. 204 (u), CEDAR RAPIDS, IOWA—I would like to write about a fellow I personally don't know real well, but I have gained infinite amounts of respect for him, for the work he has done for Local 204 and for the Iowa Electric Company.

The man I am writing about is Dennis Stuckey, line mechanic from Boone. Denny started as a first-step apprentice lineman at Jefferson in 1966. He transferred to Boone in the beginning of his third step and turned out as a lineman in 1970.

In March of 1979 Stuckey almost became a bad statistic. He was working on a 34.5-KV line when he attempted to move a ground jumper. As he started to move the jumper, it came apart putting him in series with the jumper, causing electrical shock, burns to the palms of both his hands, and also dislocated his shoulder. The source of the

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

electrical shock was induced voltage from a 115-KV line and a 12.5-KV underbuild. Denny recovered from most of his injuries even though he lost some feeling from parts of both hands. The amazing thing is that he learned from his experience and is trying to help others.

Denny recently resigned as a member of the Joint Safety Committee where he has helped rewrite the Safety Book. He also produced, in conjunction with the University of Iowa, a slide presentation on burns which is recognized nationally and locally by Iowa Methodist Hospital out of Des Moines and the Iowa Firefighters Association. This presentation is available from the International Office or Local 204 upon request. He has been active in the JATC as a member, chairman of the Committee, and training coordinator-instructor. I would like to say thank you, Mr. Stuckey, for all the time and excellent work you have done for all of us at Local 204.

A recent article brought some comments from upper management. I would like to take this time to say thank you for reading this article.

JIM SCOTT, P.S.

Major Projects Delayed; Many Out of Work

L.U. 237 (i), NIAGARA FALLS, N.Y.—The local work picture is still bad, one-third of the local is out of work. The winter looks worse, with the two big jobs we were supposed to start being delayed. The state Power Authority announced that the additions to the Robert Moses Power Plant and Tuscorora Pump Station will be delayed until 1987 due to design changes. The DuPont-Olin Chlorine Plant is being slowed by environmental approvals, some foundations and structural steel might be started this year.

Thank you to the locals that have put our Brothers to work during our slow times.

The Annual Local 237 Stag Picnic was held on September 7 at the Wheatfield American Legion. Vice President Jim Hodgson and his committee did a good job with the food and games. As usual, the journeymen beat the apprentices at the slow-pitch game.

The Athletic Association's Annual Stag Camp-out at Allegany State Park was a success. We had good weather for a change. This year's "star" was Scott Jorday, who got his four-wheel-drive truck stuck in dirt (no, not mud) and had to be pulled out by a two-wheel-drive truck.

Don't ask Pat Morrison to fix your brakes. He got bitten in the mouth by a pair of long-nose pliers fixing his.

Don't forget, the meetings are still the third Thursday at 8 p.m. at the Elks Hall.

JAMES TERREBERRY, P.S.

Who Has Time For Unions?

L.U. 246 (i,o,rts,ees&spa), STEUBENVILLE, OHIO—We live in a world of scientific marvels—men strolling on the moon, London talking to New York via satellite, and a manufactured heart sending blood pouring through human beings.

Our country is very prosperous, not because it manufactures 12 million cars a year, but because 12 million workers have enough income to purchase automobiles.

Yet, in this wonderful world of ours, there exists corporate greed and injustice. There are those, dealing only in profits and losses, who consider workers a necessary evil—mere machines who must toil "by the sweat of their brows" to increase profits. These men conveniently forget that workers are human beings.

Indeed, without the unity and strength of the union movement, there would be no fair wages, no decent working conditions, no unemployment insurance, no health benefits, no pensions or sick pay or any other fringe benefits.

Yet, sad to say, today the existence of unions still rests on a very fragile foundation. There are union-busting lawyers and psychologists conduct-

ing union-prevention workshops. But this is nothing new. Organized labor has been in a constant battle for the dignity of the worker.

In every generation the powerful, both politically and financially, always want to push the working-man back into a "union-free environment." They equate "progress" as man working for starvation wages. They try to make people fear for their jobs.

How can anyone speak of economic recovery today when they have more than eight million Americans out of work, an enormous federal budget deficit and a huge trade deficit? For the jobless there is no recovery. They want to earn a living with dignity.

Recently the Upper Ohio Valley saw the rebirth of the labor movement as steelworkers successfully preserved their collective bargaining rights. Tradesmen and union workers from many industries banded together to aid the striking steelworkers. Unions will multiply as workingpeople around the country realize they are being exploited.

How much more can the farmer, shoemaker, auto worker, or coal miner take? How much more can they sacrifice while paying high prices? How much more can they cut health insurance and keep their families healthy?

Union workers are not robots or computers. They are humans—foolish and wise, cowardly and brave, moral and immoral—with down-to-earth needs. Each one is only a pinpoint of light, but put him in with other pinpoints and there is enough light to shatter the darkness of exploitation. Unions cannot hide in their own little world. Each union member, whether a coal miner, steelworker, or construction electrician, is a member of a brotherhood—the brotherhood of labor.

Who has time for unions? America better have time for unions—with all their strength and weaknesses—for the union man is a good citizen first. A man who loves America enough to fight its wars, man the production lines, and work for the welfare of all.

Capital needs labor and labor needs capital. Each has responsibilities to the other and to the public. It is time that management and labor sit down and work together for the good of all. (Condensed from an essay by Peter J. McCafferty, retired college professor and public relations representative, Upper Ohio Valley B. T. Council.)

ROBERT L. ENSELL, P.S.

Labor Rally And March Is Postponed

L.U. 249 (u), GENEVA, N.Y.—I would just like to remind everyone who may not be aware of it that there is no longer an age limit in the line, UC&M, and gas apprenticeship programs. This went into effect a year ago as it was deemed discriminatory. It was removed from the new contract agreement books after the past negotiations. If anyone wishes any more information on this, you can check with the officers or the E-Board members.

President Oaks and myself attended a Third District utility workshop in Binghamton on October 24 and 25. At this meeting our International Representative Jack McDermott spoke to the delegates about an upcoming labor rally and march in Albany. This rally and march was to take place on the 20th of November. International Representative McDermott asked all people present to go back to their locals and ask as many IBEW members as possible to participate. The rally and march was to be in protest of Governor Cuomo's energy policies in the state of New York, his reluctance to let Shorham Nuclear plant go on line, and also the possibility of his shutting construction down on Nine Mile Two nuclear plant in Oswego.

The IBEW worked hard and supported the election of Mario Cuomo to the governor's office. He was supposed to be a friend of labor. Since he has been in the governor's position, he has done little, if anything, to help labor. With this march and rally, we were to let him know our feelings on this past issue.

When the president and myself returned home, we immediately notified people through our local

union meetings and had posters made up explaining the reasons for this very important march and rally. Even the utilities we work for were going along with this, letting as many people off from work as possible to attend the rally and march.

Just a week and a half short of the scheduled march, which was to be held a day before the legislators were to reconvene, we were given notification we would have to postpone the march. The reason was that the politicians and governor got word of our rally and march and decided not to meet the 21st of November, but to wait and set another date so we couldn't schedule a march. The governor apparently remembered the march and rally the IBEW put on a year and a half ago when he wanted to stop construction on Nine Mile Two at that time. The rally and march had a very positive effect for organized labor then. It proved that there is still a very strong solidarity among IBEW members, and when the need arises we will be there.

This new rally and march will be held, and we will again let the governor know our feelings on these very important issues. We will keep you posted as to when it will take place, so make sure you watch the bulletin boards, and also attend your local meetings to keep abreast of any information on the rally and march.

In a recent issue of the *IBEW Journal*, I reported the winner of Local 249's scholarship award. The winner was David Long, son of Auburn lineman Beaver "Hawkeye" Long. I mistakenly reported that David goes to Cornell University, which he does not. David attends Notre Dame University. I apologize for the mistake.

Don't forget monthly meetings every fourth Thursday, 8 p.m., the American Legion in Geneva.

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

Labor, Management Joined Efforts for United Way

L.U. 261 (mar,mo&et), GROTON, CONN.—On the third floor of the Electric Boat's new nine-story building, labor and management sat side by side. The reason for the gathering was not the settlement of a labor dispute but to combine all efforts into making the United Way Campaign at the Electric Boat more successful than in the past. The United Way Drive Kick-Off Breakfast and Business Meeting was very well attended by all 10 locals in the Metal Trades Council and by concerned management people. Local 261 United Way volunteers and counselors attending the Breakfast were Business Manager Arnold Pinkston, Vice President Paul Hann, T. Dugas, C. White, R. McCoombs, G. Fountain, P. Hayden, R. McQuillan, M. Baker, T. McGovern, G. McKenna, R. Gannon, D. Keans, and J. Thomas. Every participant pledged to make this year's United Way Campaign a success. Henry Nageon, Trident program manager and cochairman of the United Way representing management, was selected master of ceremonies and, in turn, introduced various dedicated United Way officers, volunteers and counselors. In his or her turn at the podium, each requested that all members make a special effort of reaching the goal of 2 percent increase in participation and a 10 percent dollar increase over last year's amount. An incentive for labor and management personnel to participate would be a variety of prizes to be awarded at a random drawing of people who contributed or increased their donations. Prizes ranged from color TVs, VCRs, and savings bonds. In each case similar prizes would be awarded to labor and management contributors. Tom Kiddy, Metal Trades Council president and cochairman of the United Way Drive, and Gemma Moran, our hardworking labor liaison lady, praised our members for their past support and encouraged all to make this year's United Way

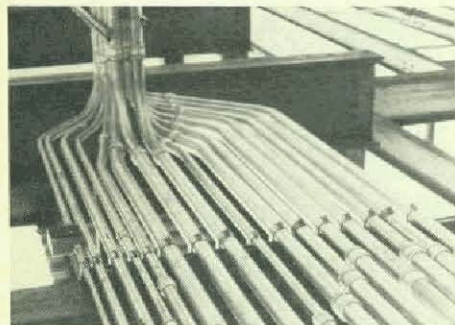
work safely

Campaign a greater success than any in the past. The Meeting concluded, all returned to the task of building the world's finest submarines.

The Nautilus, the world's first nuclear-powered submarine, was moved to her permanent docking home on the morning of October 24, 1985. *The Nautilus* is now at the pier of the Submarine Museum and will be on display beginning in April of 1986 when the Museum is scheduled to open.

THOMAS J. MCGOVERN, P.S.

Handiwork



This is a picture of a concentric bend done by the "hotel gang" of Local 275, Muskegon, Mich.

Members



Shown is a portion of the crowd that honored Joe Pasco the night he was presented with his 60-year pin.

Scribe Writes About Members, Work, Safety

L.U. 275 (i,em&catv), MUSKEGON, MICH.—On September 4 one of our beloved members, Dale Timmer, passed away at home in Holland, Michigan. Dale joined our local in 1956; in 1976 he was working on Muskegon Mall when a scaffold he was on fell. He rode it down and was severely injured. He was placed on Social Security disability because he did not recover. The local extends its deepest sympathy to his widow, Helen, and his family. Ken Stubitz was back in the hospital from his fall into a newspaper press. He had to have a rod inserted into his lower leg. He will be laid up at least another year. Leo Smith is expecting to get a release from his doctor for light work after his arm injury 18 months ago.

Around August 28 a nonIBEW electrician was electrocuted. He was pushing a conduit up a wall when he came into contact with a "J" box. It seems this "J" box was charged with approximately 300 volts. A fluorescent fixture had gone to ground, and one of its wires had charged the "J" box. If the system had been grounded, a fuse would have blown and this would not have happened.

There is a lesson to be learned from this tragic accident, which is why I mention it. Fellows, always be careful. Do not take chances, and never put in an unsafe installation even if only temporarily.

Our hotel is coming along real well. The "hotel gang" is working on the penthouse now. The paper mill is really going strong. This is the time of the annual shutdown, and it seems like a year's job in two weeks with men working in shifts around the clock. There is some complicated electronics and wiring on these paper machines, but our boys can

handle it. Hall Electric and Newkirk have the work along with Whittaker Electric. Leo Uber is the steward for Hall Electric, and "Gator" is the steward for Newkirk. Bob Wiersema is in charge of the project for Newkirk, and Dale Barnhard is running the job for Hall Electric.

Well, Alecia Rae Masalkoski of Muskegon did not win the Miss America Pageant; but she sure put our town on the map. Alecia ended up in the first 10 as well as winning the Miss Michigan crown. Our boys donated a lot of time and labor on the Frauenthal Center where our local Miss Michigan Pageant is held. (I understand the "Hilt Building," as the Center will be called, has a big job coming up; and our members hope that the project goes union.) We all wish Alecia the best.

Tragedy struck our new office girl, Marcella Sharnowski, twice in seven days with the loss of her uncle one week and her father the next. We extend sincere sympathy to Marcella and her family.

"On the road again"—Ron Barnhard paid us a surprise visit over Labor Day weekend. Good luck, Ron. Let's not forget that Muskegon Wire (manufacturing), Muskegon Cable TV, and the shop motor winders are all a part of Local 275 even if we don't hear much from these members.

SNAPPER DAVIS, P.S.

Retiree



Sister Rudell Ballard is pictured here receiving her plaque for 31 years of loyal membership in Local 289, Durham, N.C., from local President Thomas "Sweet Pea" Ellis. Sister Ballard received the plaque on September 12, 1985. Brothers James E. King and Melvin Ellington have filed for "A" membership retirement.

Annual Picnic Held; Service Pins Awarded

L.U. 295 (i,o,u,rtb,rts,em&spa), LITTLE ROCK, ARK.—On September 7, 1985, Local 295 members and families enjoyed their annual picnic in Burns Park. A special thanks to the Picnic Committee for their hard work and dedication in helping prepare for another successful picnic. Committee members were Brothers Mike Alberson, Don Hunter, Milton "Red" Lee, Jim Denton, W. L. "Salty" Salkeld, Mark Allen, Mike Benton, and James Salkeld. Chip's Barbecue catered the barbecue beef and pork with all the trimmings.

Business Manager W. G. "Gene" Denton presented the badge of honor year pins to those members who attended the picnic and mailed them to those unable to attend: 20 years: James Anderson, C. T. Carpenter, Bill Cook, Robert Cortese, Ronnie Curtis, Charles Eddy Green, James Harris, Jimmy Hooten, Gary "Butch" Hunter, Larry Ingram, A. C. Ketzscher, Ted Leggett, R. Wayne Lewis, Ernest "Dickie" Melton, Morris Mills, Clyde Norman, Curtis Osborn, Louren Ross, J. D. Sampley, William Taylor, Clint Thomas, Robert Thompson, Lee Watson, Benny Wiedower, James Wilson, and David Curtis; 25 years: George Alberson, Maynard Bowers, Homer Buck, Wayne Dunahoo, and Wendell Williams, Sr.; 30 years: James Kyzer, J.A. Rudolph, and Henry Warren; 35 years: Ed Noel; 40 years: Fred Counts, W. B. Crowder, and Eulon Rimmer; 45 years: W. D. Lyle and James T. Stoll, Sr. Congratulations to these Brothers for the many years of service to the IBEW.

Picnic Fun



Pictured are Brothers D. L. "Beetle" Loomis, Ronnie Loomis, Roy Pennington, and Olen Cammack "visiting" during Local 295, Little Rock, Ark., Annual Picnic.



Brother Jim Fields heads for the pavilion after going through the serving line.

The following Brothers were severely injured in a fall on the job at Little Rock Air Force Base on September 19, 1985: Brother Don Rodgers, currently at Arkansas Rehabilitation Center (Old Baptist Hospital), Room 455, recovering from chest and back injuries; Brother Eddy Crisco, after being confined in Memorial Hospital in North Little Rock, is home in McRae recovering from a broken collarbone and broken arm.

With sadness I report the deaths of Brothers Warren "Arky" Hunter and Ray Martin. Brother Hunter died September 15, 1985, and Brother Martin died on October 1, 1985. Gene and I attended both funerals. On behalf of the members of this local, Gene and I extend our sympathy to the families of these Brothers.

Until next month.

JAMES L. SALKELD, ASST. B.M.

Local Member Wins Apprentice Award

L.U. 304 (o&u), TOPEKA, KANS.—We wish to express our congratulations to all those who competed in the second Annual Kansas Lineman's Rodeo. Local 304 was well represented, and we are all proud of the team from C & T Line Construction Inc., which won first place in the Construction Division, and the team from Wheatland, which won first place in the REC Division. KPL-GSC teams won first in four individual events. A good time was had by all at the barbeque and dance that followed.

The Biannual Kansas AFL-CIO Convention is behind us leaving challenges for all of us in organized labor to work toward to achieve our goals of insuring job security, better working conditions, and a fair wage. We must support lawmakers at all levels of government who are sympathetic to our cause. It is important to all of us that we get out and support our candidates with work and monetary contributions through COPE.

The Seventh District Progress Meeting was held in Dallas, Texas, and one of the highlights of the Meeting was the presentation of the Jack Grimm Award for the Outstanding Apprentice for 1985. This year's winner was Brother Timothy G. Riddle. We wish to congratulate Tim on a job well done, and we should all be proud of the fact that Local 304 has had the Seventh District outstanding apprentice four out of the last five years. Another

note from the session is that although we have done better we still need more participation in COPE. The theme holds true that in order for us to be strong in the workplace we must have strength in the political world also. This takes money and work on everyone's part who expects to reap the harvest of a decent job. If you have payroll deduction where you work, please sign the COPE deduction cards that are available to you through this office or your stewards. If you do not have payroll deduction, we will take any contribution you might want to make through the local union office.

We should have the new KPL/Gas Service contract books out by the time this appears in your *IBEW Journal*. If you haven't received yours, check with your steward or call us and we will see that you get one. I want to take this opportunity to welcome our new members from the recently merged Gas Service Company offices in Topeka, Parsons, and Hutchinson. We are in the process of many changes with KPL/GSC due to the merger of the two companies. The changes are going to be complicated, and we are doing all that is legally possible to see that all of our jobs are protected. This is going to be a challenging period, and we are doing all that we can to make it as smooth as we can.

We have settled with Flint Hills, RECA, and have opened the Tree Trimmers Agreements for negotiations. Proposals are due for the NECA Agreement in February. Construction work is holding steady with no big jobs likely in the near future. We still have a few people on the books in all classifications.

CHARLES D. YOUNG, P.S.

Office Manager Receives 30-year Service Award

L.U. 306 (i&o), AKRON, OHIO—It sure will seem funny to be reading about a picnic in January in northeast Ohio. The Annual Picnic was held on Saturday, August 10, to be exact, at Clay's Park Resort in Canal Fulton. It was a beautiful day. Approximately 600 persons were in attendance, which as I understand it, is a record. From all reports everyone enjoyed themselves.

Winners of the volleyball tournament were Bill Morgan, II, Lori Morgan, Joe DeLeone, Mike Chartrand, Dave Garcia, and Susan McCardle. Winners of the horseshoe tournament were Jack Marsillo and Larry Mitchell. This isn't the first time, is it, guys? I suggest splitting them up next year.

The Picnic Social Committee, headed by Vice President Ray Nettling, certainly deserves a vote of thanks for making the day a great success. The other Committee members were Bill Anderson, Mike Bishoff, Greg Bowers, Dave Burdicko, Denny Clouse, Skip DeGeorge, Mike Douglas, Jody Fisk, Mike Fotta, John Haag, Pete Hendrickson, Ron Hershey, Mike Hildebrand, John McAmis, and Paul Zimmerman.

The highlight of the day's activities, however, was a special presentation of a 30-year service award to Local 306's office manager, "Cookie" Parkhurst. Cookie has been a loyal and dedicated employee of Local 306 since 1955. In her position as office manager, she has been responsible for a wide variety of duties that are essential to the efficient operation of the business office. Her expertise, professionalism, and dedication to the IBEW is unsurpassed, and her concern and attention to even the minor problems encountered by individual members is deeply appreciated by all of the officers and members of the local. Congratulations and many thanks, Cookie.

We are saddened by the passing of two Brothers. Retired Brother James J. Hyland passed away October 30 at the age of 67. Jim had been a member of Local 306 for 38 years. Jim was also a veteran of the Air Force in World War II and received the Distinguished Service Cross with one oak-leaf cluster. He will be missed by his wife, Thomasine, son Jim, and daughters Marybeth Rabung and Mary Margaret Hyland.

Joseph Robert Kurtz passed away on November 1 at the age of 47. Joe had been a member of Local 306 for 22 years. He was preceded in death by

daughter Sharon Marie and is survived by sons Stephen J. and Joseph Charles and by daughters Beth Marie and Laura Renee.

Our sympathy and prayers reach out to these loved ones.

Until next time, have a happy and successful New Year.

BRUCE ADAMS, P.S.

One for the Record



Brother Fred De Moss of Local 307, Cumberland, Md., is shown with his record buck.

Graduates



Graduating apprentices are pictured enjoying their party. Left to right are Doug Smith, Steve Carithers, Jeff Morgan, and Instructor Bill Seeders.

Members Enjoy Annual Dinner for Apprentices

L.U. 307 (i,o,u&catv), CUMBERLAND, MD.—The Annual Dinner for New Journeymen and Graduating Apprentices was held at the Cumberland Country Club with all Brothers and Sisters having an enjoyable evening. Thanks go to Sister Suzie Wisenmiller and the Dinner Committee for a nicely planned event. Business Manager James Combs, other officers of the local, teachers, and their wives attended. I would like to extend my congratulations to the new journeymen and also commend the work of our teachers and the Apprentice Committee.

The air is crisp and hunting season is upon us. The Annual Rifle Sight-in and Running Deer Shoot was held again at the farm of Brother Wayne and Judy Boggs with all the shooters having a good time. Thanks to Judy for her good cooking and hospitality.

Brother Fred De Moss and his son were both successful in bagging their bucks this season. Brother Fred's kill was a record-book 10-pointer. Congratulations, Fred.

The work picture in our area has not been too good, but we are hoping the work situation will be brighter in the very near future.

DAN WEBSTER, P.S.

Contract Settled; Work Situation Still Slow

L.U. 308 (i,se,spa&catv), ST. PETERSBURG, FLA.—The work picture here remains slow. The Building Trades Council was unable to turn around the new unit construction at the incinerator plant.

Labor Day Picnic



Pictured are Dave Gibson, Dave Fox, Wayne Belhauser, Ron Corn, and Dave Nardin during the Local 308, St. Petersburg, Fla., Labor Day Picnic.



Tommy Kronz, Ken Letzring, Joanne LaBuda, Mrs. Letzring, and Beverly Kronz are helping themselves to the great food available at the Picnic. Chuck Colston is in the background barbecuing with Paul Drecchio.

The Vinoy project is no closer to starting now than it was a year ago. The problem with the Vinoy project is the continual money woes that have stopped the project's complete financial backing. One financial deal after another has fallen through. It has been almost a year since the St. Petersburg voters supposedly cleared the way for the Vinoy restoration plan. In a citywide referendum last November, voters overwhelmingly approved a land swap and a marina lease for the benefit of the project developers. Approval of the referendum was supposedly the only reason the developers had not secured 100 percent financing. Now, almost a year later, the restoration of the Vinoy is still stalled.

The local Labor Day Picnic had to be rescheduled this year due to the hurricane. Although the attendance was not as large as last year's Picnic, everyone who attended had a good time. The Picnic was held again this year at the Seminole City Park. The weather finally cooperated, and we had a beautiful day. Brothers Charles Colston and Paul Drecchio once again made our Picnic a success with their hard work and effort in setting it up and cooking the food. Chef Colston spent the entire day at the barbecue. The barbecue chicken was outstanding. Thanks, Chuck, for a job well done.

The Inside Wireman's Contract was recently settled and ratified by the membership. The inside wiremen now have a new, one-year contract. The new contract provided for a 25-cent increase in the commercial rate, but the industrial rate remained unchanged.

Brothers and Sisters, our local needs your support and attendance at the local meetings. With so many of our members traveling, we need the active participation of our members who are still working in the area. Attendance at our union meetings has become critically low. Our local is even having difficulty manning picket lines. I know this problem would never occur if so many of our good Brothers and Sisters were not traveling. Many of our members working at home become complacent when it comes to their union. So few of these members will attend meetings that they are unaware that their union needs their help. Your local and its officers need your support, be informed, and be active. Attend your union meetings.

CHUCK KRONZ, P.S.

Members



Pictured is Robert Quick, seated, right, COPE chairman for Local 320, Poughkeepsie, N.Y., who sold raffle tickets accompanied by Ellsworth Nan Vlack during the Annual Clambake.



Brother Graham Kelder, chairman of the Clambake, shares a laugh with Brother John Weaver, financial secretary of the local.

Local Elects New Officers

L.U. 320 (u,t&catv), POUGHKEEPSIE, N.Y.—We had a busy month in July with the election of officers and Executive Board members. All the officers were reelected: Frank Maher, president-business manager, Bernard Smith, vice president, Graham Kelder, recording secretary, John Weaver, financial secretary, and James Gallagher, treasurer. Five members were reelected to the Executive Board: Anthony Doulin, Robert Fratz, Paul Chmura, Robert Quick, and new Chairman Richard Lanigan. New members are William Sutton and former member Graham Kelder, chairman of the Clambake for more than 10 years now and who always does an outstanding job with all the arrangements.

The local would like to wish all the members who have retired this year many enjoyable years of retirement.

We wish all our members a Happy New Year. During this holiday season, let us not forget our Brothers and Sisters who are no longer with us.

WIN CRAWFORD, P.S.

Benefit Fund To Provide Dental Coverage

L.U. 322 (i,o,u,c,em&govt), CASPER, WYO.—At this writing we have just experienced our first major storm that brought 2 to 19 inches of snow throughout Wyoming. Hopefully everyone was prepared for the challenges of a Wyoming winter.

Brother Mel Fischer was successful in his fall hunt as evidenced by the accompanying photo. The record-class mountain caribou scored 392 points by Boone & Crockett. The hunt took place in the Yukon Territory of Canada, approximately 100 miles south of the Arctic Circle. Mel was using a Browning .270-caliber bar and wanted everyone to know it was a one-shot kill. Anyone interested in planning a similar hunt should contact Brother Mel Fischer for details. Congratulations, Mel, and thank you for sharing your experience with us.

Effective January 1, 1986, the Eighth District Benefit Fund will provide dental coverage. This coverage will be diagnostic and preventive services along with basic services. A table of allowances, by category of service and code series, will be applied to determine the maximum amount to be considered as an eligible dental expense. By understanding this table and the fixed allowable

Good Hunt



Pictured is Brother Melvin Fischer with his record class caribou. (Photo submitted by Local 322, Casper, Wyo.)

amount, the eligible participant could "shop" for competitive dental care services.

Our outside construction has slowed considerably, and the inside work is remaining steady.

Local 322 wishes everyone in our Brotherhood a Happy, Healthy, and Prosperous New Year!

NEIL TYREE, B.M.

Local Participates In "Buy-American" Rally

L.U. 324 (i,o&em), LONGVIEW, TEX.—At the present time our work continues to be slow. We are watching an International Paper project very closely with hopes that we will be able to secure this job.

Brothers L.D. Cotton, J.G. Green, and Reagan Sanford are not well; we hope to see these Brothers well soon.

Recently we were part of a "Buy-American" Rally in Austin, Texas. The message we hope to send to the public is the effect that these unbalanced trade deficits are having on our economy. The effect that this is having on our Brothers and Sisters is sad, but I find it alarming when I see how the hurt and pain that is being distributed now will continue through the lives of our children.

The 1986 elections are just around the corner. We were able to get a good slate of candidates in 1982, and we hope to do as well this time. Governor Mark White has taken it on the chin because of the necessity to raise taxes. What a lot of people do not seem to realize is that President Ronald Reagan's tax reform made these increases necessary.

MICHAEL WHITEHURST, B.M.

Support Labor's Friends For a Positive Year

L.U. 332 (i&o), SAN JOSE, CAL.—The start of another year! What will it bring! What chores have to be taken care of! What impact will the events of this year have on organized labor? Will they be negative or positive? Can we have any influence on the outcome?

What will the year bring? One thing for certain, especially for California, is that it is election year for our governor, U.S. senator, Supreme Court justices, all our U.S. representatives, one-third of the state Senate, all our state Assembly members, and city councils and mayors of various cities. What chores need to be done? A chore is something you do over and over like we do every election year—for half of our members don't register unless we remind them to and don't vote unless we remind them to.

What impact will events have on organized labor? The impact on the U.S. Senate will be positive if a majority of Democrats are elected. For starters, Orrin Hatch will no longer be chairman of the Senate Labor Committee, leaving some hope for positive labor legislation although Reagan will still be able to veto it. The impact on California will be positive if we can get rid of Deukmejian and elect Tom Bradley as governor. Our members who listen to R. L. Richardson better do their homework

on this man. He may be the owner and editor of the leading firearm newspaper in California, but he is also one of labor's most vicious enemies. The impact on the state Supreme Court will be positive if the incumbents are kept in office, very negative if they are defeated. The present Court has been issuing pro-labor opinions consistently. Look at Rose Bird's record on cases that affect working people. Don't listen to right-wing conservative hype. Their appointees will issue consistently bad decisions on issues that affect people who must work for a living.

The list continues for all other elections. If we elect friends of organized labor, the outlook will be positive. We can influence these elections by registering to vote, educating yourself about the real issues, realizing the hype for what it is, and voting on election days. If we are really going to make an impact, all our members have to give time and money to help get our friends elected. To help, call the union office and you will be given directions as to where help is needed.

Local 332's Ladies' Auxiliary has gotten off the ground, and we hope they will continue to grow. The officers are Louise Garcia, president, Deanna Bumgardner, vice president, Barbara Odneal, secretary, and Glenda Downs, treasurer.

RICHARD R. CONWAY, P.S.

Retiree



Local 336, Chicago, Ill., Brother Bill Schlichter, center, retired after 40 years of service in the I&M Department in the Oak Lawn area. Business Representative Jim Lockwood, left, and Chief Steward Ron Kastner are pictured with him at his retirement party held on October 30, 1985.

Local Seeks Change In ANSI Standard

L.U. 336 (t&catv), CHICAGO, ILL.—GTE Communication Systems members ratified their contract by a 4-1 margin. Major improvements included a shortened progression schedule, wage increases, ratification bonus, and an extended travel allowance.

Thirteen members of Local 336 were laid off during the AT&T force reductions on October 31, 1985. The number of people displaced was greatly reduced by other members participating in SIPP and VIPP force-reduction plans.

The IBEW Sixth District Progress Meeting included workshops on boycotts, the importance of buying American and union products, organizing, and labor history. International officers were present to report on the present and future of the IBEW and International COPE Director Rick Diegel also gave a report.

The National Bell Council TCC-1 met during the first week of November to present proposals to the Policy Committee. The Policy Committee will format those proposals in preparation for next year's bargaining with AT&T, Illinois Bell, and Indiana Bell companies. Representing Local 336 were President-Business Manager Tom Beagle, Business Representatives R. Anderson and E. Tennerman, and Chief Steward Bob Tunnell.

The National Safety Council met in October with Vice President Moseley attending. The following report was submitted: For the past five years, Local 336 has been working with various government agencies, the I.O., a multitude of labor unions throughout the country, and the National

Safety Council in an attempt to change the Z-117 confined-space standard. This standard, via the American National Standards Institute (ANSI), allows industries to dispatch workers to work alone in a confined space, such as a manhole, for the purpose of house cleaning, obtaining pressure readings, and several other work functions of this nature. When the standard is reviewed, we want this section removed. It is our belief that too many potential hazards are present to ever allow a person to work in a manhole alone. Many barriers were in place that had to be negotiated, but we are pleased to announce that this important standard is indeed due for review. Local 336 will be represented on the Review Committee, and we hope the changes mentioned above will occur. The review process is slow and tedious. Managers from various industries will also serve on the Committee. We expect our proposal changes to be met with strong resistance from the management side. We will attempt to provide periodic updates on the progress of this venture. Wish us luck; the outcome affects us all.

How many times have you heard your union urge the membership to "buy American, buy union"? The message is simple! If the purchases we make are from American firms with union employees, we can keep our fellow Brothers and Sisters working and providing for their families.

We want to take this opportunity to thank the UAW International Council for their unsolicited effort when they urged their members throughout the U.S. to "choose only a long-distance telephone carrier with a unionized work force and purchase only telecommunications equipment made in America with union labor." Labor truly is a family. Let us help all our Brothers and Sisters.

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

Pin Recipients



These Brothers received 30-year pins at our summer picnic. Shown are, left to right, Bob Regnier, Stan Ennis, Charles Ulrich, Al Nelson, Lowell Reedstrom, Doug Sorenson, and Earl Lockwood.



Brothers who received 25-year pins at the picnic are, left to right, Erv Schauer, James Maloney, Howard Nelson, Vern Stangeland, Don Gregor, and Alan Dahm. (Photos submitted by Local 343, Le Sueur, Minn.)

Brothers O'Neil And Danzeisen Retire

L.U. 343 (j), LE SUEUR, MINN.—I'd like to start by congratulating two men who retired in December. They are Clarence O'Neil from Rochester, who was initiated in 1946, and Boyd Danzeisen from the St. Cloud area, who has been in since 1965. Good luck, and hope you both have many years of happy retirement.

Work in our area right now isn't really good. As of the time I wrote this letter, we had about 125 members on Book 1. There's not a lot of work coming up in the near future that I know of. Hopefully Becker will start taking some men.

I'd like to remind our Brothers and Sisters and their families to look for and buy American-made products when shopping. The United Food and Commercial Workers Union has started a new ad campaign. The name of the campaign is "Listen to Mama." In the campaign Vicki Lawrence, star of NBC's "Mama's Family," will speak out on television and radio commercials. She will talk about different subjects to help people understand unions and why they should buy American. So listen to Mama; and be American, and shop American.

PAUL H. NELSON, P.S.

Members Volunteer Their Time for Worthy Cause

L.U. 347 (j,em,rtb,rtb&spa), DES MOINES, IOWA—Members of 347 volunteered their time and knowledge while our contractors supplied the tools and materials to wire the Retail Service Center for the Handicapped Industry. We would like to take this time to thank you all for caring.

At our regular meeting on October 10, 1985, the following apprentices were obligated: Eric Christensen, Michael Duffy, Joseph Henkels, Mary Springer, and James Sullivan. We welcome you into the International Brotherhood of Electrical Workers.

Another job gone wrong: The new Holiday Inn Convention Center under construction in the area is rat infested before the building is completed. The developer is from Missouri; the general is from Missouri; the electrical is from Hot Springs, Arkansas, and not one of the three appreciate the benefit of using union craftsmen. I wonder if they would appreciate us more if we did not patronize the Holiday Inns at all.

HOWARD V. FLATT JR., P.S.

Scribe Reports On Picnic, Local 3 Banquet

L.U. 349 (j,o,u,mps,em,rtb,rtb&spa), MIAMI, FLA.—The Local 349 Entertainment Committee put on an excellent picnic, but I was told the attendance was not like it was in past years due to a number of Brothers and Sisters working out of town. A few of our members came from out of town to attend the picnic. The Entertainment Committee, as usual, had plenty of good food and lots of fun at the different events.

I understand work will be picking up in Miami in the near future according to some good information. We are still negotiating the Robbie's Stadium; we hope to get some of the work this Stadium will stimulate. Also, the Bayside complex in downtown Miami is on hold. The future looks good for Miami and 349.

I had the privilege to attend the 23rd Annual Breakfast of the Electrical Welfare Club Inc. of Local 3. As the folder stated, "Lighting the way for others." Local 3 organized this Club for others not as fortunate as many of us who are able to go out and work. This Club has been going on for years and has all the top officers and men working in this program along with the contractors in the New York area who give their support. This huge event was a big success, and the tables were filled. This is one of many programs helped by Harry Van Arsdale, his officers and staff, and the Brothers to better working people and their families. You just about have to be here to see it and believe it.

Local 349 mourns the death of the following men: James Troy Willimson, D-100226, Roland J. Carlon, 600114; Howard N. Kelley, 731898; and Edward V. Browning, Jr., X-93852. Until next month may God protect and be with you and your family.

CHARLES BOBBY ELLIOTT, P.S.-V.P.

Members Break Record In United Way Drive

L.U. 352 (u), LANSING, MICH.—Behold, it is a new year! May Almighty God grant each of you a Happy, Healthy, and Prosperous New Year!

Wedding



Pictured left to right are Brother Gerald "Gary" Wilton, Local 352, Lansing, Mich., and Mrs. Lorna Wilton, parents of the bride; Sandra Lynne Wilton and Bradley Mark Westen; Cindy Wilton, the bride's sister; and Michael Wilton, the bride's brother.



Sherry Todd is shown standing by her creation, the cake she baked for the wedding of Sandra Lynne Wilton and Bradley Mark Westen. Sherry is the daughter of Brother Robert and Mrs. Karen Todd.

My wife, Barbara, and I, along with many other members of Local 352, were guests at the wedding of Sandra Lynne Wilton and Bradley Mark Westen on Saturday, October 26, 1985. The marriage celebration was held at Immaculate Heart of Mary Church, Lansing, Michigan. The bride is the daughter of Gerald "Gary" and Lorna Wilton and the niece of Brother Dick Wilton, ex-Executive Board member. Gary is a Boulevard Street Light foreman for the Board of Water and Light. The groom's parents are Mr. and Mrs. William W. Westen, Sr. The wedding cake, one of the most beautiful, if not the most beautiful, cakes that I have ever seen, was the creation of Sherry Todd, daughter of Brother Robert Todd and Karen Todd. (Sherry and her family were featured in the *IBEW Journal* of August, 1983.) To me, a wedding, like the birth of a baby, represents a new beginning just as a new year signifies a new beginning. To you, Sandy and Brad, from the members of Local 352, IBEW, "God bless your marriage, your home, and any future young-uns that He allows you to rear for Him."

Representing the union: Abel Nieto, John Patrick Harpster, Douglas McGinnis, Ron Kelly, Curt Gates, Ron Huver, Barbara Coscarelli, Annette Belanger, George Ling, Carolyn Williams, Cheri Leah McWhorter, Cathy Roach, Ed Luther, George Scarlett, and Tom Savage, representing management: Dave Shaw, Dave Emmons, Joe Raney, Calvin Jones, Dave Debrahander, Russ Williams, Brian Powell, Dick Sweet, Bill Schweinfurth, Bruce Chandler, Rita Wichman, Gene Maynard, Steve Brennan, Teresa Aldaco, Frank Sydnor, Gail Peterson, Bob Studenka, Dick Wagner, Mac Whitford, Sue Ramsey, Jim Banker, and Jim Weller. This committee, co-chaired by Max G. Zemer, business manager, Local 352, and Joseph Pandey, Jr., general manager and director, Board of Water and Light, encouraged the Board of Water and Light employees to pledge in excess of \$77,000 to the Capital Area United Way! The amount pledged represents an increase of 27 percent over last year and \$9,000 above the target set for the campaign. The target was \$68,000, a 10 percent increase over the preceding year. The Board employees blew that target

right out of the water! For the first time more than 85 percent of all Board employees submitted a financial pledge, qualifying the organization for a gold award and marking the employees as premier contributors to the United Way Campaign. Since the Board was selected as a pacesetter for Major Firms I, the largest group of organizations in the United Way Campaign, our campaign was held six weeks ahead of every other organization in the group, and the results were used as an incentive for others to match in the regular campaign. Mr. Donald Hines, General Campaign chairman for the Capital Area United Way, called the effort truly fantastic and thanked the Board employees for a job well done. Thank you to Brother Nolan Owen, labor representative, Capital Area United Way, and Board employee who, along with Mr. Zemer and Mr. Pandey, was on hand to lend encouragement and information to the employees.

As the Board of Water and Light's centennial year celebration and Local 352's 70th year drew to a close, the Board employees shattered another record! More than 25 percent of the employees donated blood. Some 50 percent of those people donate blood to the Red Cross regularly every 56 days. Sheila Ide, Board safety administrator said, "That is an incredible record when you stop to consider that on an average only 4 percent of the total population are regular donors. Two hundred thirty-eight employees made "Downtown Donor Days" a record drive in 1985! Mr. Larry Brown is the other Board of Water and Light safety administrator. He was at one time Local 352's safety director and a very active union member.

I am an individual who wants to be proud of the corporation I work for, the union I belong to, and any other organization that I am a part of, and I'll be darned if the Board as a corporation and Local 352 as a union aren't continually doing things to make me proud!

JOHN PATRICK HARPSTER, P.S.

Symbol



Pictured is a drawing of the new logo of Local 353, Toronto, Ont.

Local Sponsors Contest For Logo Design

L.U. 353 (i&e), TORONTO, ONT.—The Convention Hospitality Committee of this local union recently sponsored a contest with the Graphic Arts Department of George Brown Community College to have their students submit designs for a local union logo. The plan of the Committee is to have lapel pins, crests, jackets, hats, sweaters, and T-shirts available for sale to the membership in an effort to raise funds for the upcoming International Convention hospitality evening to be sponsored by the local unions in the Toronto area.

After a break in activity of several years, our Labour Day Parade Committee was reactivated this year and managed to have approximately 40 members march in this year's Parade. It was the first opportunity for members to show off the new logo that was embossed on their T-shirts.

STEVE KNOTT, P.S.-P.S.

Meeting Delegates



Pictured are Local 357, Las Vegas, Nev., Business Manager Cecil Wynn, Jr., right, forefront, and Assistant Business Manager Sam Darby, left, forefront, during the Southern California Electrical Workers Association Meeting held in Las Vegas, Nev.

Relaxing



Bartenders Bob Baumgardner, far left, and Lamar Briley, far right, are entertained by Mike McCormick and his sidekick Dusty during the get-together at the hospitality room.

Electrical Workers Association Meeting Held

L.U. 357 (i,o&c), LAS VEGAS, NEV.—The weather was perfect, and it was a beautiful day on Saturday, October 5, 1985, for the Southern California Electrical Workers Association meeting held at the Frontier Hotel in Las Vegas. The meeting was dedicated to the late Roy Smith, business manager of Local 357 and president of the SCEWA at the time of his death. The meeting focused on the 1986 elections, which will be crucial for the labor movement. We have to elect people who are sympathetic to the labor movement and will give us back what the present administration has taken away. They have loaded the NLRB with conservatives, and it is hard for the unions to win many decisions. OSHA has been cut back and it is a mere skeleton of its former self. Most of the other departments that protect the consumer have been gutted, and this present administration has made a mockery of our environmental regulations. It is easy to see that we must reverse these injustices, and we must contribute our time and money to help the friends of labor get elected or reelected.

Guest speakers at the meeting from Nevada were Clark County Commission Chairman Thalia Condero and Nevada State Assemblyman Bob Price, who incidentally voted 100 percent for labor on the bills that were presented to the Assembly. We thank Brother Bob for this support, let's elect more like him in the 1986 elections.

To those who helped out in the hospitality room, we say thanks. They were Bob Baumgardner, Fred Lucas, Bud Garrison, Joe Quercia, Lamar Briley, Bob Barker, Jr., Leo Rowan, Ron Espinoza, and Sam Darby. Also, many thanks go to Jean Iannucci and Mary Burdett for planning the events for the ladies. I hope I have included everyone, and if I have overlooked anyone, I am sorry. Credit also should go to our Business Manager Cecil Wynn, Jr., and President Paul Yates; it was a very fine meeting.

I am sorry to report the deaths of Claus Kassel, who passed away October 2, 1985; Norman "Tex" Zimmerman, October 18, 1985; Conrad W. Herndon, October 21, 1985; Harvey C. Curry, October

25, 1985; and David L. Nash, November 6, 1985. May God have mercy on their souls and lead them to everlasting life.

ALLEN J. GLASS, P.S.

Homestead Negotiations Are Completed

L.U. 359 (u), MIAMI, FLA.—It has been quite a few months since any correspondence was sent to the *Journal* from this writer. We have a lot going on having just concluded our United Way drive with the employees in the bargaining unit. The word is out that the Industrial Service Center has 100 percent participation at that work location. Congratulations to the employees at Industrial and to all of the employees who contributed to the United Way of Dade. It is one of the best ways to help members of the community who may not be quite able to help themselves. From the Boy Scouts and Girl Scouts to the handicapped and the elderly, the United Way is there to help. This local union contributes approximately \$8,000 per month from its members through payroll deduction, which is just under \$100,000 per year, and it makes us feel good to know that we are helping the community.

In August one of our members received the George Meany Community Service Award. Jack Dowling from Southwest Yard was the recipient of this prestigious Award. This Award is organized labor's highest honor for service to youth through the Boy Scouts of America.

Our November regular business meeting had some VIPs in attendance. By the time this article appears in the *Journal*, we will have been in negotiations with Florida Power and Light for some 90 to 120 days unless there is a settlement before publication. System Council Business Manager Charlie Holiday, John Kilpatrick, president of Local 1263, Palatka; Tony Bawidimann, member of Local 759, Ft. Lauderdale; Charlie Hartung, president of Local 1066, Daytona Beach; Clarence Stasfill, Local 820, Sarasota; John Schantzen, president of Local 1908, Cocoa; and Leonard J. Spring, president-business manager of Local 359, a member of the Negotiating Committee, attended the meeting. Discussions included arbitration of grievances of discharge cases, negotiations with the company, the functioning of the committees at the work locations, Joint Safety Committees, Joint Apprentice Committees, and working safely. All in all, it was a good meeting with many questions being asked of the various guests.

As many of you know, there have been quite a few things going on in both the local and Sub-local 359-2 in the city of Homestead. Sub-local 359-2 has completed its negotiations with the city of Homestead. The Committee negotiated an overall 4 percent pay raise for employees in the bargaining unit. Sub-local 359-2 represents all employees within the city of Homestead including parks and recreation employees, sewage and water-plant workers, sanitation workers, motor pool workers, police dispatchers, jailers, city hall clerks, and employees in the Ivey Diesel Generating Station, which I believe is the largest diesel generating utility plant of any municipality or private utility in the state of Florida. The contract also cleared up a lot of language: One of the paragraphs relating to management rights, Article V, was streamlined pretty well by the Committee. An additional day's vacation was negotiated, along with provisions whereby an employee can use four hours instead of a full day's vacation. The longevity bonus was increased from \$1,000 to \$1,500. This is a one-year contract retroactive to October 1. All in all, the Committee did not feel it was a bad contract; 30 classifications were upgraded, and three new positions were created. As of this writing, the membership has voted to accept. The Negotiating Committee consisted of L. J. Spring, president; S. P. Flynn, vice president; Kenny Simms, Executive Board member representing the sub-local group; John McLaughlin, chairman of the sub-local; R. M. Porter, vice chairman of the sub-local; and Martha Lovell, member of the sub-local Executive Board. These individuals should be congratulated

for their continual drive to better employee benefits in the city of Homestead.

This local union, from its president, officers, and Executive Board members, would like to wish its membership a Safe and Happy New Year. Always think "safety" no matter what you are doing, whether you are at work, driving around town, or at home. Don't neglect safety. Think and buy union and American made, take a little time while shopping to look for the union label. See you at the hall in '86, let's make a commitment to get involved with the local union.

S. P. FLYNN, V.P.-P.S.

Graduates



Pictured are members of the graduating classes of 1984 and 1985 of Local 363, New City, N.Y. Bottom row, left to right, are Charles Damiani, director of education, Local 363; Robert Kennealy; Samuel Connolly, Jr.; Paul Cortese; second row, Nicholas Logiodice; Gary Fandl; Clifford Leibowitz; Michael Adams; Mitchell Leeman; back row, Raymond Frosco, president; Mark Heppner; Gilbert Heim; William Conklin; Ernest Damiani; Thomas O'Connor; Edward Lampone; John Rechis; James Cacioppo; David Ackerman; Michael Gerlach; Rosario Olivieri; and Cosmo E. Damiani, business manager. Not shown are Kenneth Garnet and Tito Cerrati.

Clambake Becomes More Popular

L.U. 363 (i,u,t,em,catv&govt), NEW CITY, N.Y.—On September 14 we held our Annual Clambake. The response, not only from our fellow members but also from members of other trades, gets greater every year. As word spreads about how great our bake is, more people come to it.

Again, as I did last year, I must congratulate the Clambake Committee for doing such a tremendous job. Unless you have worked on the bake, you can't imagine the amount of work that goes into putting on an affair such as this. The real thanks is in seeing that every year the bakes just keep getting better.

The amount of food was staggering. If you had a big enough appetite, you could eat all day long starting with a great breakfast and going right up to a fantastic dinner. There were no shortcuts taken in the food department. Plumbers and Fitters Local 373 again roasted two pigs on a spit. The pigs went so fast that we could have used at least two more. Anyone who went home hungry from the bake was probably sleeping. All I know is that there were no complaints from anyone there.

Besides all the food, there were the usual contests, horseshoes, softball, volleyball, and other Clambake-related games. It's too bad that the Clambake is one of the few events held during the year when you get to see the men who retired. It's nice to talk to them and find out what they are doing.

On October 26, 1985, the Local 363 JATC Graduation Dinner-Dance was held for the 1984 and 1985 graduating classes at the Rockland Lake Manor. After congratulatory speeches the graduates were presented with their certificates by Business Manager Cosmo Damiani and President Raymond Frosco. A good time was had by all who attended, including family, friends, guests, and members of Local 363 who came to show their support.

HARRY LORENZ, P.S.

Local Work Scene Is Slowing Down

L.U. 364 (i,em,rts,spa&catv), ROCKFORD, ILL.—Thanksgiving, Christmas and New Year's—an important time of the year. This is a great time to thank the Lord for all He has helped us through, and even the opportunity to celebrate His birth.

We hope everyone is doing well and looking forward to 1986. Work in our area is starting to slow down with the nuclear job winding down and the arrival of winter. We have at present 12 journeymen on Book I and two apprentices on their book.

I would like to thank the traveling Brothers for the fine job they did in our local during 1985 at the peak of the nuclear project construction.

Remember to look for the union label when purchasing goods for your family.

TOM KINDRED, P.S.

Graduates



The top three graduates of Local 375, Allentown, Pa., are pictured here: Ronald Praedin, Tony Oswald, and Robert Yanders.



Shown in this picture is the graduating class of Local 375: Robert Taylor, Ronald Praedin, Jeffrey White, William Lieb, Doug Stoudt, Tony Oswald, Terry Heckman, Tom Mineroulc, and Robert Yanders. Missing from photo is Jeffrey Huller. (Photo taken by Brother Ed Parks.)

Graduates Enjoy October Banquet

L.U. 375 (i), ALLENTOWN, PA.—The Joint Apprenticeship and Training Graduation Banquet was held October 19 at the Ukrainian-American Citizens' Club in Allentown, Pennsylvania. This year we had 10 graduating apprentices.

Brief congratulatory remarks were made by officers of our union, NECA, and International Officers. After the family-style dinner and open bar, the group "Critic's Choice" played for our listening and dancing pleasure. They were not too loud and not too soft. All types of dancing were requested.

Brother Thomas Ritter was master of ceremonies. His joking and introductory words kept everyone laughing and attentive to the evening affair. This year's Banquet was again a merrymaking and party-type night. Everyone enjoyed the evening and gave the apprentices the treat they truly earned. We congratulated the men for a job well done and wished them well in the future as journeyman wiremen.

Awards were given to the top three graduates: Robert Yanders, third, Ronald Praedin, second, and Tony Oswald, first. Their averages were in the 90s, and they are to be most highly commended.

We must continue to support those who are friends of organized labor. I hope everyone voted

for our allies in the labor movement. A Prosperous and Happy New Year to all our members! Be American; buy American, bye now!

EDDIE MICEK, P.S.

New Officers



Brother James W. Mayall is shown administering the oath of office to William Rhodes, John Porco, John Eicherly, Paul Cope, Daniel Sellers, Gerald Luciano, Joseph Dixon, Charles Yoder, Ronald Rurode, Joseph McCafferty and John Bolger, who are the new officers of Local 380, Norristown, Pa.

Local Installs New Officers

L.U. 380 (i&ei), NORRISTOWN, PA.—Installation of officers for the next three years was held on Tuesday, July 23, 1985. The new officers installed by past President and Business Manager James W. Mayall were president: Joseph A. Dixon; vice president: Ronald M. Rurode; recording secretary: Charles Yoder; treasurer: John P. Bolger, Jr.; financial secretary and business manager: Joseph A. McCafferty; Executive Board members: John R. Eicherly, Gerald A. Luciano, and John J. Porco; Examining Board: Paul Cope, William C. Rhodes, and Daniel G. Sellers; delegates to the Convention: Business Manager Joseph A. McCafferty and James W. Mayall; alternates to the Convention: Joseph A. Dixon and John P. Bolger, Jr. Congratulations to our newly elected officers as they begin their new duties for the next three years.

Congratulations are also in order to our past Business Manager James W. Mayall, who has chosen not to run for office after serving for the past 15 years. Brother Mayall chose to serve as director of the Apprenticeship Program until his retirement in 1987 but not before he personally trained our newly elected business manager over the past two years.

The local also thanks our past President Robert J. Russell for his faithful service, along with our past Examining Board members who chose not to run for reelection: Brothers Albert Bartholomew and George Yoder.

Meetings are still held on the fourth Tuesday of each month. Come out and support your new officers; show them you care about our local and the IBEW.

DANIEL G. SELLERS, P.S.

Stewards Training Class Held Recently

L.U. 396 (u&t), LAS VEGAS, NEV.—On October 24, 1985, a Stewards Training Class was conducted for over 57 job stewards representing the membership of Local 396 within the telephone, electric, and gas industry. The Stewards Training Session was conducted by Federal Mediation and Conciliation Service Commissioners Earle Schwiager and Jack Bates, who covered many subjects, with special emphasis on several aspects of communication. Those in attendance reported the session was well conducted and very informative for job stewards.

Business Manager Gile was privileged to be on the program of a labor-management conference sponsored by the Federal Mediation and Conciliation Service, Bureau of Labor Management Relations and Cooperative Programs, United States Department of Labor, and Western Chapter's Industrial Research Association on October 21, 22, 23, 1985, held in Las Vegas, Nevada. The confer-

Stewards Training



Pictured are some of the IBEW Local 396, Las Vegas, Nev., job stewards attending the recently concluded Stewards Training Session conducted by the Federal Mediation and Conciliation Service.

ence was entitled "Marvelous Machines . . . But Unexpendable People, the Camelot of Collective Bargaining." Attendance was excellent; over 600 people registered from all business sectors throughout the western United States. Business Manager Merle Gile and Allan B. MacAller, corporate manager, labor relations, Hughes Aircraft Company, presented the workshop on cooperation, conflict, and communications during the labor-management conference. Those in attendance had nothing but praise for the conference's sponsors. Many subjects were discussed—how unions and management respond to the changing nature of their relationship, how can union-management cooperation ensure the survival of collective bargaining. Skyrocketing health care costs was a subject of mutual concern for labor and management. The conference provided the opportunity to see, hear, and learn firsthand from practitioners directly involved in contemporary and innovative practices as they exist today. The conference was designed to enable business, labor, and government to learn how other organizations (both labor and industry) are creatively answering questions in a joint process. The underlying theme was "American Jobs and Profits Are at Stake."

During these winter months, IBEW members throughout the Brotherhood should be particularly watchful of school children crossing streets and boarding buses as it will still be dark when they are going back and forth to school due to officially changing to Central Standard Time in late October.

It was noted in a small hometown newspaper: a child asked her mother "What is a second-story man?" Her reply: "Your father is one; if I don't believe his first story, he always has a second one ready."

With the start of the new year, let us all resolve to rededicate ourselves to the IBEW ideals and goals. It will take unity within the Brotherhood to meet the new and changing problems confronting organized labor daily. Let's all take time out of our busy schedules to reread the IBEW Declaration found on page 2 of the Constitution. Can you think of a better way to start 1986?

WALT PAWLOWSKI, P.S.

Brothers Receive Awards For Proposals to Company

L.U. 398 (u), CHARLESTON, S.C.—Hello once again from 398 in South Carolina. Three 398 Brothers employed at the Charleston Fleet Maintenance Center, Michael C. Stokes, Forrest M. Bowers, and Charles A. Bennett, received monetary awards for their proposals to the SCEGCO Suggestion Program.

John J. Sack, recording secretary, attended the South Carolina AFL-CIO Convention in September at the Charleston Francis Marion Hotel.

We give a warm welcome into the Brotherhood to our newest members: Karl L. Levine and Carlos T. Porter, Walterboro Service Center; Stephen L. Phillips, Garage; John Singleton and Joe Truman Smalls, Accabee.

Phillip W. Jeffcoat, Denmark, won the September

Workshop



Pictured are some of the District area Brothers during the local's workshop.



Pictured are Charleston area Brothers during the local's workshop. (Photos submitted by Local 398, Charleston, S.C.)

Hampton meeting door prize, and Billy Morris, Garage, won the October Charleston meeting door prize.

The following 398 Brothers were sick or injured on the job: Wyman A. Mole, Ashley Phosphate Road, Richard W. Haynes, retiree; Dexter A. Dobson, Charleston Electric Meters, William T. Blasko, Canadays Station; Clair L. Masters, Beaufort, Willison Washington, Garage, Ray Chapman, Charleston Electric Operations; Grady W. Floyd, Ridgeland, George Jamison, Garage; Henry A. Judy, Denmark; and Robert L. Sims, Garage.

There will be a full report on the negotiations between Locals 398 and 772 and SCEGCO in an upcoming *Journal* article.

The 398 committee consists of Clarence E. Brownlee, president; Ronald B. Koster, business agent; Thomas L. Martin, vice president; John J. Sack, recording secretary; and John O. Mahaffey, Executive Board member.

Our local's deepest condolences are with the family and friends of James D. Weeks, who passed away on Saturday, November 2, in Charleston. Brother Weeks retired in 1978.

That is all for this month. See you all at the meeting.

FREDERICK L. SMITH, P.S.-TREAS.

Demonstration Held; New Journeymen Honored

L.U. 400 (i,o&em), ASBURY PARK, N.J.—On October 29, 1985, Local 400 and the members of the Monmouth and Ocean County Building Trades Council demonstrated to advise the public of the deplorable waste and misuse of our tax dollars at Fort Monmouth. On the first cold day of fall, 7,500 men representing all the building trades picketed all nine gates of the fort, which created total havoc with traffic in the area and the work schedule at the fort. The purpose of the march was to inform the public of the fact that construction work is being performed by unskilled labor who are paid a substandard rate. The government is also bringing in people from outside the area, with a high percentage of undocumented aliens. This practice is unthinkable when local residents are out of work. There has also been a flagrant disregard for health and safety problems on the job site particularly the presence of asbestos. This shows the disregard the government has for its own regulations. A plane was hired by the Council to carry a banner reading "Tax dollars wasted on government projects." This message may be flying again over two other bases in our area, Earl Ammunition Depot

Demonstration



Members of Local 400, Asbury Park, N.J., are pictured demonstrating at the main gate of Fort Monmouth, Monmouth County, N.J.

New Journeymen



The new journeymen of Local 400 are, back row, left to right, Brian Smith, Bill Gratton, Ed Wells (residential instructor), Dan Mathews, Harry Leimburg, Jr.; middle row, left to right, Don Mazza (first-year instructor), Kenny Smith, Michael Kiernan, John Young, Frank Lastella, Wyatt Earp (fourth-year instructor), Bob Halper, Ed White; front row, left to right, Pete Lokerson (Apprentice Board), Business Manager James Gratton, and Business Agent and President Frank Van Dusen.

and Lakehurst Naval Air Station, if our message was not heard at Fort Monmouth.

On Friday, October 18, 1985, a graduation dinner was held at Christy's Restaurant in Ocean township in honor of our new journeymen. The 11 men pictured were polled to pick the apprentice of the year, and John Young was selected by his peers. Certificates and IBEW medallions were presented by Pete Lokerson and Bruce Bollinger, members of the Apprentice Board. Also in attendance, representing NECA, were Brian Damant, Bob Bauter, Proctor Electric, and Jud Rosato, Rosato Electric.

The month of October brought the retirement of four of our Brothers: Bob Jordon, 22 years; Stanley Peterson, 37 years; Jack Reynolds, 43 years; and Sonny Davidson, 33 years. The entire local would like to wish these men a long and healthy retirement.

At this time it is with deep regret and sorrow that we report the passing of Brothers Clarence Brace and Guido Scholter. Clarence was a member of our local for 44 years and Guido for 28 years. These men will be deeply missed by all of us.

On a lighter note our local held its first Annual Poker Tournament on Friday, October 4, 1985. Thirty-six players participated in the four-hour match. Each player received 150 chips. Refreshments were also served. First place went to Rich Rutledge, second place to Wayne Salters, and third place to Paul McGrath. Congratulations to the top three card sharks of the local.

MICHAEL ERVING, P.S.

Labor Wins One; Attend Union Meetings

L.U. 405 (i,spa&rtb), CEDAR RAPIDS, IOWA—Here is hoping our work keeps picking up, but as it looks, that is still a while away.

Those on Local 405's sick list are Tom Hart, Roxie Mullenix, and Randy Benish. All three suffered falls. Tom and Randy ended up with broken bones. Morris Patten is feeling a little better, and Walt Joy is on the sick list again. We hope for a quick healing so they can all be taken off the sick list.

Fighting against tremendous odds, workers across the country won a major victory against the radical right in the U.S. Senate recently and killed, for the present time, a carefully orchestrated plot to legalize the use of federal troops to break up picket lines. The scheme, which would have revised the Hobbs Act, was the centerpiece of the new right wing's agenda to strip workers of their basic rights. The multimillion-dollar-funded "Right-to-Work" Committee was behind this all the way, but at least for a while labor has won!

We still need letters to our legislators from all our Brothers and Sisters telling them to lay off our benefits and not tax them.

Representative Bill Clay (D-Mo.) has introduced a bill in the House designed to eliminate the practice of double-breasting by contractors in the construction industry. Double-breasting by a contractor is when he sets up a separate, nonunion operation within the same firm. Please write your legislators in support of H.R. 281.

You can also get information on what the Reagan administration is trying to do to your life support benefits by writing to this address and requesting information on this subject: AFL-CIO, Room 209, 815-16th Street, N.W., Washington, D.C. 20006.

We have a new journeyman—John Gearhart. He got his card one day and left for California the next. Good luck, John, you will be missed at work.

See you next month, and be sure to go to your union meeting. It is only as good as we make it.

CLIFFORD HIGGINS, P.S.

Bar-B-Que Fun



Brother Bob Myhre of Local 413, Santa Barbara, Cal., is pictured making a throw during the Horseshoe Tournament at the Annual Bar-B-Que.



Jack Dally, Jr., Gerald Lee, and Stephan Maulhardt are shown taking a break during the Bar-B-Que.

Members Enjoy Outing In Unusual Weather

L.U. 413 (i,o,em&catv), SANTA BARBARA, CAL.—On September 29, 1985, the Annual Bar-B-Que was held at the Union Oil Picnic Grounds in Santa Maria.

The weather was on the cold side with overcast skies. This unusual California day may have kept some at home, but 250 members and their families donned their sweaters and light jackets and enjoyed a great day of visiting, relaxing, and eating. A world-famous, Santa Maria-style, top-sirloin meal was perfectly prepared and served by Brother Bobby Simas and his voluntary pit crew of members and their wives.

After the meal the children enjoyed sack races, egg tosses, games, and prizes under the guidance of apprentice Claudia Hooks and Kathy Simmons. The Fifth Annual Horseshoe Tournament started at 11 a.m. and continued until 6 p.m. Brother Stan Veatch emerged as the winner of the Singles Trophy

after an exciting victory over Brother Stan Monti. Brothers Gail "Smoke" Strickland and Jerry Lee overpowered some heavy competition and finally edged Brothers Stan Veatch and Jim Reed for the 1985 Doubles Championship. Congratulations to the winners.

Special thanks are in order for B-B-Q Chairmen R. C. Smith and Bill Baker, Business Manager Dan C. Bowers, Business Representative Richard J. Lopez, and all the other helpful workers for another job well done.

RICHARD J. LOPEZ, P.S.

Nominated



Pictured is Business Manager Vair Clendenning, Local 424, Edmonton, Alta., who won the New Democratic Party's nomination recently.

Business Manager Wins NDP Nomination

L.U. 424 (i,o,u,r,t,m,o,r,tb,rts,ees,es,em,as&spa), EDMONTON, ALTA.—Business Manager Vair Clendenning was successful in winning the nomination for the NDP (New Democratic Party) on Tuesday, October 8, 1985. He is a frequent critic of Alberta's labour laws and policies and is an active fighter for union rights in the many recent conflicts which have erupted in this province.

The riding that Vair is seeking in Jasper Place is now held by Tory Labour Minister Les Young, who won the seat in the last election beating the second-place NDP candidate by only 3,000 votes. Vair is confident of a victory this time, saying of the minister of labour, whose actions and policies have in no small part contributed to Alberta's staggering unemployment rate, especially among the construction workers, "I honestly believe that after the election Les Young will be unemployed."

Vair also hammered at the Tory economic record, citing a doubled bankruptcy rate between 1981 and 1984 and an investment decrease of 30 percent in the same period as examples. "The situation in Alberta isn't getting any better," he said. He drew a large applause from the crowd when he suggested that Premier Peter Lougheed's most encouraging words for the future of this province were "I quit."

Vair is very critical of a government who rejects proposals from the city of Edmonton for 11 capital projects with a total cost of \$1.5 billion, which would translate directly into 21,000 man-years of employment in a time of such high unemployment. Aside from the jobs created, the above projects would have generated \$6.7 billion in economic activity and raised enough tax revenues to almost repay the initial investment.

On the subject of unemployment, Vair noted that both longtime Party members and newcomers alike are very definite about the real problems which face the province and the actions which must be taken to repair the economy and social deficiencies here. "I have heard it from the people, and I am willing to work hard to bring results. We have to bring unemployment down now. The New Democrats are prepared to do that by undertaking needed public projects, like the Genesee Power Plant, LRT expansion, and upgrading the city's drainage system."

The NDP team have concrete programs to promote women's rights and equality, bring fairness back to all citizens of the province, and to make democracy work for all the people in Alberta. Vair feels that his Party is the one with the commitment, and the one which will truly work on behalf of the electorate.

Vair Clendenning and his wife, Donna, have

lived in our city's west end for many years. The Clendennings have three children—all of whom are young adults. Both Donna and Vair take an active role in community service. Vair, aside from being a very busy business manager for our local, is the spokesman and secretary-treasurer for the Northern Alberta Building Trades Council. He is a member of the Union Center Credit Union Board, the Conference Society of Alberta, and the Local Advisory Committee for the Electrical Trade. In his spare time he has worked hard, donating both time and knowledge to such worthy charities as the Multiple Sclerosis Society's Carnation Day campaign and the Northern Alberta Children's Hospital Foundation. Donna is an employee of the W. W. Cross Cancer Hospital and is an active volunteer with the Victim Services Unit of the Edmonton City Police. She has also done some very worthwhile work for the Children's Hospital Foundation and the Multiple Sclerosis Society.

On behalf of the membership, I congratulate Vair on his nomination. Although there is a lot of hard work yet to be done and the election hasn't been won as yet, I think Vair has an excellent chance of putting the voice of labour into the legislature, with credibility.

Anyone wishing to contribute time on behalf of Vair Clendenning and his campaign or to the candidate in their own constituency, should contact Vair at his office, the Local 424 PAC Committee, or your constituency office.

Please remember that only through political awareness and positive action to that end will we see change and improvement to both the political system and the state of our economic base. Apathy may just have put us in this mess to start with. Be counted, be active, and question all candidates; insist on answers to questions which you feel are important; join a campaign if you can, join a political party if you are able, and most importantly, on election day exercise your right to vote. If we all work hard in the political arena today, we will probably be able to work on the highrises, shopping plazas, and refineries tomorrow.

Don't forget your monthly unit union meetings. I wish all of the membership the best and offer a prayer for better times in the New Year.

LARRY LEMMON, P.S.

Pin Presentation



Pictured are Local 428, Bakersfield, Cal., members receiving 45-year pins; left to right, Bruce Bryan, Charles Lewis, Howard Keith, V.M. "Bill" Pryor, Evan Brown, and Charles Teffeteller.



Jack Swoboda received a 55-year presentation from Ivan Beavan.

Many Members Are Working at Crystal River

L.U. 433 (u), INGLIS, FLA.—Dear Brothers and Sisters: At this writing contract negotiations are well under way.

We are happy to report that many Brothers and Sisters from other locals and unions are still working steadily at the Crystal River site. All in all, it's been a good working year. Management presented our local with an award for no lost-time accidents during the refueling outage at Crystal River III from March 9 to August 20, 1985. We're proud of this award. Let's keep up the good work, and make 1986 even better.

I'd like to take this opportunity to wish you all a Happy and Prosperous New Year.

Just a reminder: See your steward for COPE donation forms. Make your voice heard in government; support COPE!

KATHY TEMPLETON, P.S.

Red Cross Award



Pictured is Billy Tindle, state director of Labor Participation for the American Red Cross, presenting Local 443, Montgomery, Ala., Business Manager E. J. Barnes with a Red Cross award for the local's participation in a Blood Drive.

Ed Barnes Receives Red Cross Award

L.U. 443 (i,o&mo), MONTGOMERY, ALA.—Now that summer and fall have come and gone, we find ourselves in winter, with work still very slow in this area. President Reagan, along with some of our state elected officials, keeps trying to convince us that things are getting better. It may look that way from the Rose Garden where he gathers with the big rats. After all, it is his policies that have made it possible for them to obtain the jobs we used to get.

We are currently gearing up for the 1986 elections, which will be most important to all of us. Alabama has one of the most important U.S. Senate races in the country. Senator Denton's 7 percent voting record and his outspoken antiunion attitude should create enough incentive for all union members to work hard for his defeat next November. It should be noted here that due to legislation passed last summer, the Alabama Democratic primary election was changed from September to June 3, 1986, with the runoff on June 24, and the general election is on Tuesday, November 4, 1986. We must register our members and their families to vote before June and contribute to COPE in order to elect our friends and defeat our enemies.

In the accompanying picture is Business Manager Ed Barnes receiving a Red Cross award from Billy Tindle, state director of Labor Participation for the American Red Cross. This award was given to Local 443 during the Alabama Labor Council's Biennial Convention last October in Montgomery. Our local is proud of its association with the Red Cross. Our union hall serves as a backup designated control center for this area in the event of a disaster as part of the Coastline Project. Brother Tindle, who is a machinist by trade, reported that the Coastline Project is made up of 130 union halls along the coastline from Texas to Maine, with a large number being IBEW union halls. We want to take this opportunity to thank all our Brothers and Sisters in the IBEW for their participation during the state Labor Council's Convention. We are now the fourth largest affiliated International Union. By working together in a spirit of unity, we can, and will, be successful in the future.

MALDOLM D. GRAVES, P.S.

Two Members Named International Officers

L.U. 453 (i,rtb,rs,spa&govt), SPRINGFIELD, MO.—My apologies for being late with this article. I, too, have become a man of the road again, so I may not get much news from home.

Our local seems to be losing a lot of good men in the last year. We were saddened recently by the death of longtime member Charles Hammack. Charley was not only a union Brother, but also a personal friend. Our local will surely miss him in the future. Our sympathy goes to his wife and daughters.

Local 453 is very proud of two of our members who have achieved the very best. It is old news—but congratulations to Brother, now International Secretary, Jack Moore, and to Brother, now International Vice President, Ray Edwards. To those of you who didn't know, our local is a small one; and to have two of our members in the International Office is great.

We hope everyone had a fruitful holiday season. Our thoughts should be with our Brothers and Sisters who are less fortunate. We must remember that our Brotherhood is only as strong as each of our members. When one member is failing, then our whole organization fails just a little bit more. If each day we could help a Brother or Sister just a little, our efforts will be rewarded.

Our thanks go to those local unions which have enough work to employ our traveling Brothers. Until next month, may you have peace and prosper.

R. D. PORTER, P.S.

Enjoying Picnic



Brothers Jim Buhl and George Clark are shown enjoying themselves at the Annual Picnic of Local 456, New Brunswick, N.J.



A group of local Brothers are pictured reacting to the score of the Rutgers-Florida game.

Members Share Fun At Annual Picnic

L.U. 456 (i&o), NEW BRUNSWICK, N.J.—On September 14, 1985, Local 456 held its Annual Clambake at Reichler Park in South Brunswick, New Jersey. This gorgeous Saturday afternoon could not have been better—sunny, cool, crisp, and an overall super day to be outdoors having some fun.

Members started arriving around noon and continued coming and going right through the afternoon. It was wonderful to see so many of the retirees in attendance once again talking about the "good old days." Plenty of activities, contests, and

games filled the day. Plenty of good food and drink "rounded out" some large appetites! I do not recall anyone going home hungry or thirsty. Thanks must go to Picnic Chairman Darryl Spiecker and the rest of the Picnic Committee for once again running a swell affair. All of those in attendance that day can surely attest to the warm and gratifying feeling of brotherhood that abounded.

KEVIN SPIECKER, P.S.

CUBs Are Detrimental To The Utility Industry

L.U. 459 (u,em&ees), JOHNSTOWN, PA.—As we start a new year, we hope the members and their families had a safe and bountiful holiday. We also take this time to remind you of those less fortunate. Pennsylvania has lost 19.3 percent of its manufacturing jobs from 1979 to 1984; so we have many area people feeling the hard economic times.

On the area scene we are keeping up on legislation that would form Consumer Utility Boards. While many feel these CUBs are going to provide rate relief, they are causing havoc for the utility industry workers in states that have them. There really seems to be no effect in the reduction of rates. The utility industry is facing the possibility of some hard economic times if the public makes this a political issue.

The Union Leadership Academy just finished up. The recent course was Labor and the Economy. We had five members attend the classes from our local. Walt Gill, Mike Welsh, Pat Mulchay, and myself completed the course.

The local also had a steward training class. Walt Gill set it up with the help of Penn State's labor studies. We appreciate those who took the time to attend.

Till next month, remember to buy union and made in the USA.

JOSEPH SANNA, P.S.

Vice President



Pictured is Brother Delbert "Jake" Winn, vice president, Local 461, Aurora, Ill., in a candid photograph taken after a recent union meeting.

Scribe Offers Ideas For 1986 Labor Day Parade

L.U. 461 (i,rt&spa), AURORA, ILL.—A Very Happy and Prosperous New Year to all of our Brothers and Sisters in the electrical industry from Local 461, Aurora.

I realize that it is a little late to be writing about last year's Labor Day Parade, so after making one brief observation, I like instead to look ahead toward this year's Parade. Although we were well represented, the Parade lacked some features which would have made it more attractive and exciting to spectators and participants alike.

I suggest we begin early this year making plans for a more lively and interesting Parade. We need some marching music. I hope there are some local bands or some union musicians who would be willing to play for us as we march. I know that we have a local chapter of the American Federation of Musicians in town. If we cannot get musicians, then we should make arrangements to provide our own recorded music. Surely one of our Brothers has a battery-powered record player or tape player with good speakers we could use. I would be happy

Apprentices



Pictured are the apprentices who were sworn in at the local's October meeting; left to right, David May, Bruce Anderson, Thomas Cook, Jeff Muranji, Steve Musich, Thomas Platt, Ray Peavy, Bart Curtin, Jr., and L. C. Hope.

to spring for an album like the "Greatest Hits of John Philip Sousa."

We need our local contractors to furnish some equipment to demonstrate the fact that union contractors have the tools to get the job done.

I propose that we build a float which would depict in a graphic way the strides that organized labor has made in the Fox River Valley and the large part we have played in building local industry and commerce. I don't really have too many firm ideas as to what form this float would take or what we could use to carry it; but if several like-minded Brothers would care to get together with me in the spring to kick around some ideas, perhaps we could come up with something of which we could all be proud of. I believe, guys, that it would be fun to build and display. We could issue a challenge to the other participating groups in the Parade to build their own float and to have all the entries judged by the mayor of Aurora. The floats need not be elaborate. We could lay down a few ground rules so that by far the larger investment would be of imagination and not cash. The downtown merchants and bankers would no doubt be happy to support and advertise our Parade locally because whenever people are attracted downtown, the said merchants and bankers have an opportunity to display their wares or services.

The fact that Aurora has made the finals of the nationwide All-America City competition makes this an opportune time for us to make the Parade bigger and more colorful because the judging criteria used in the competition include residents' involvement in local projects and downtown redevelopment programs. Even though the judging might be over before Labor Day, what better way could there be to accent these two features than to have a bright Labor Day Parade through the heart of the city. An All-America City Award would be a great morale booster for Aurora and would certainly attract people who are considering locating businesses in our area.

I have had several Brothers make the comment to me that they would like to have a family picnic this year instead of our stag. Maybe we could have such a picnic after the Parade. I would welcome any suggestions.

I promised several articles ago that I would try to write miniprofiles of some of our members who have distinguished themselves through the years in our local. One such good Brother is Delbert "Jake" Winn. Jake joined the IBEW in March of 1949 and is currently our vice president. He has served our local in many ways over the years, and he attends our meetings faithfully. I first worked with Jake some years ago on the Geneva Community Hospital addition job and learned firsthand that he always carries his share of the load. He is an easy person to work with, and he is endowed with a lively sense of humor. At our monthly general meetings, Jake can always be depended upon to speak his mind honestly and to vote his conscience. He is liked for his personality, and he is respected for his forthrightness.

At our October meeting we obligated all of our new apprentices, except Steve Cobb, who was called out of town. These young men have an opportunity to embark upon a career which can provide them with a lifetime of satisfaction in an industry which benefits everyone. We owe it to

these new members to teach them everything we can about our craft, and to make them into the best journeymen they can be. We must also instill in them a pride in our union by making them aware of what our union represents to them and to all of us. In return we expect that they will continue to uphold the ideals which we and our forebears have entrusted to them. They are the future of our local. We wish them well.

BOB YOUNG, P.S.

Transit Members Have New Contract

L.U. 465 (u&trtr), SAN DIEGO, CAL.—On September 19 the transit members voted and approved their new contract by a 70 percent to 30 percent margin. As of this date, ongoing negotiations for our trolley members are still taking place.

Since our last article Brother James Wolf retired from San Diego Gas & Electric. Best wishes and good luck in your retirement, James.

We are sad to report the deaths of Brothers James Malmen, Ray Cuff, Terry Henderson, Garth O'Brien, Ben Reynolds, and Delmonte Scott. Our sincere sympathy is extended to the families of these deceased Brothers.

Until next month, Brothers and Sisters, remember to buy union and attend your next month's meeting.

RAY A. DARBY, P.S.

Safety Convention



Pictured are Safety Committee members Rachel Pine and President John Tribble, Local 474, Memphis, Tenn., during the National Safety Council Convention in New Orleans, La.



President John Tribble and Committee member Sam LaDart are pictured during the Convention. Can you believe these two men spent almost a week in New Orleans and all they could get to pose real close to them was a manikin?

Local Represented At Safety Convention

L.U. 474 (i,o,em,rtb,rt&spa), MEMPHIS, TENN.—The members of the Safety Committee said the Safety Convention was very educational and thanked the membership for sending them. They have equipment and information on display at our union hall, and anyone interested should come by and get a little education on safety.

The work scene looks pretty rough here with 175 on the books. We have Brothers and Sisters scattered across the United States. Many thanks to the locals giving them employment.

We hadn't had a death in our local since June, but recently Brother Orlen Hatch passed away. Our condolences go to his family.

As always, remember to buy American-made products, and put America back to work.

May God bless and protect you and yours.

DONALD R. BOGLE, P.S.

Hard Workers



Shown is the work crew during the Local 479, Beaumont, Tex., Family Picnic; left to right, Jerry Wood, Roy Hollier, Tony Hollier, Lester Henderson, Clyde Sullivan, Kenny Ramb, Eddie Wise, Wayne Bonin, Bernard Perricone, and Paul Bonin.

Apprentices Contribute 79 Units of Blood

L.U. 479 (i), BEAUMONT, TEX.—September 7 proved to be an ideal day for the Annual Picnic at our union hall. As usual, Doug Nelson did an outstanding job catering the affair. The younger set had several games and outdoor rides for their enjoyment. The older set visited and played Bingo for several really nice prizes. The retirees were once again in great numbers. It was truly a fun time for all in attendance. Many thanks to all who contributed toward the success of the Picnic.

On September 21 the local union held its first golf tournament with 29 golfers participating. The first-place team was made up of Eddie Wise, Larry King, and John Daigle with a score of 64. The second-place team was determined by means of a tiebreaker and was composed of Wes McDonald, Bennie Youngblood, and Howard Rodgers with a score of 66. Third place went to the team of Tommy Wilbanks, Jimmy Stark, and Bill Worthington. Wes McDonald and Leroy Fail took honors for closest-to-the-pin prizes on hole numbers 8 and 17, respectively. The great weather and good conditions contributed to good competition and a good time.

Our apprenticeship program contributed 79 units of much needed blood to the Blood Center of Southeast Texas. Blood was critically needed and in short supply.

Work is also critically needed and in short supply locally.

Best wishes to all for a Safe and Happy Holiday Season.

DALE MILLER, P.S.

Scribe Speaks Out Against "Double Booking"

L.U. 481 (i,em,rt&spa), INDIANAPOLIS, IND.—In recent months it has been brought to my attention that a condition exists within the IBEW that is quite sad. This condition, if allowed to continue, has a tendency to undermine the very basics of the union—unity and brotherhood. However, unlike a terminal disease this condition can be rendered harmless with a healthy attitude and an honest sense of fairness.

Symptoms of this condition are greed and selfishness, and the attitude seems to be "hooray for me!" and "to hell with you!" Those Brothers who have had the opportunity to travel a great deal can readily spot someone who is infected with this condition. What am I talking about? Brothers, I'm talking about a "double booker."

"Double booking" is usually defined as signing the out-of-work list of one local union while being employed at the same time by another local. This condition seems to reach epidemic proportions

when times are hard and jobs are scarce. When jobs are more plentiful, you would think double booking would become extinct. Not so! It remains somewhat dormant just waiting to flourish at the first sign of unemployment.

In effect when someone is double booking, he is stealing food from another Brother's family. That person has a job one place and is riding the out-of-work list in another, thereby blocking a Brother from going to work. The problem is more serious than we realize when we find locals that condone or encourage double booking. Maybe we need some sort of guidelines or a check-and-balance system to keep double booking from contaminating our jurisdiction. Maybe we should start our own national organization and call it BADD, Brothers Against Double-Booking Dummies. Double booking is just what those letters suggest, so don't do it!

A brief word on our work situation. We're blessed with an abundance right now, and as of the November meeting, we have full employment and are working 200 traveling Brothers. So, if you need a job get up here and get on the books, but remember, no double bookers, please!

RANDY TUCKER, P.S.

Scribe Asks If Members Made Union Resolutions

L.U. 494 (i,em,mt,rts&spa), MILWAUKEE, WIS.—Dear Brothers and Sisters, another year has come and gone. Are we a year wiser? One year ago I asked our good IBEW Brothers and Sisters to make some reasonable resolutions for New Year's that they could live up to. How many of you did?

I didn't ask you to attend each union meeting, but I did ask you to resolve to attend one meeting each quarter. That's only four meetings a year. Did you attend any?

Did you get involved in the union? Did you volunteer for a committee or take a journeyman improvement class? Were you one of the Brothers or Sisters at the Labor Day Parade or union picnic or golf outing?

I'd like to paraphrase a great American president by saying, Ask not what your union can do for you. Ask what you can do for your union.

The union giant is sleeping. It's time he was awakened.

Happy New Year!

ANDRÉ CALDIERO, P.S.

Training Seminars For Officers and Stewards Held

L.U. 503 (u&t), MONROE, N.Y.—We wish everyone a Happy and Healthy New Year from the officers and members of Local 503.

In November and December the local held training seminars for the officers and stewards. The topics were contract language and the law. These seminars were very helpful in preparing for our upcoming negotiations in June.

One of our Brothers from Highland Telephone, Robert Lybolt, has a daughter who is seriously ill. The thoughts and prayers of Local 503 are with the Lybolt family at this time. We would also like to express our condolences to the Hall family for the loss of their daughter Noami.

We wish Nick Correale and Lou Rau good health and happiness in their recent retirements from Orange and Rockland Utilities.

Work safely!

ROBERT L. MAINS, P.S.

Make Resolution To Think Union

L.U. 505 (i&o), MOBILE, ALA.—Every year millions of folks make all kinds of resolutions. They range from quitting smoking to losing weight. Some resolutions are silly; some are sincere. But I believe I've got a resolution you can live with. The dictionary defines resolution as "a thing decided on, a thing determined." I believe with all my

heart that if all the Brothers in organized labor made a resolution to "think union" at all times we could once again become the strong political voice we once were.

How many times have you heard a union Brother say, "I'll vote for who I want to whether he supports unions or not." Or how about, "I'll buy my clothes where I want to buy them." Brothers, it's time we woke up and realized unless we begin to think union, we'll all be working for rats. I challenge each and every one of you to search your heart and remember where you owe your allegiance. You know what's right, just do it. Make that resolution to think union; I plan to make it.

Until next time.

TOM BEDGOOD, P.S.

Members



Pictured are Willis Reece, forefront, and James Bromley.



Pictured is Orville McDowell. (Photos submitted by Local 545, St. Joseph, Mo.)

Negotiations Are On the Horizon

L.U. 545 (i&em), ST. JOSEPH, MO.—Well, the Old-Timers Night went very well. Year pins were passed out, and refreshments were very good. There were 80 members in attendance.

The lucky winners of the turkeys were Martin Logan, Sr., Ben Starke, Leasol Mann, Larry Culliver, John Brauckman, and George Ortman.

I am still trying to find some old pictures of 545's activities; if anyone can help me, please call. Those pictures I did acquire, I am displaying in the hall; so take a peek at them.

It is almost contract time. Just four years ago we were getting \$14.47 an hour. Now, as you know, we only get \$14.23 an hour. The cost of living has risen quite considerably in those four years. I noticed the stock market hit an all-time high in early November. It is time we caught up with the cost of living.

DOUG HOWARD, P.S.

Brothers Frye And Vollmar Are Mourned

L.U. 551 (i,o&em), SANTA ROSA, CAL.—Greetings, Brothers and Sisters, from a dry but windy northern California. As they say, we have some good news and some sad news.

The sad news is that Brother Nick Frye died in September. Brother Frye was business manager for this local for 14 years. We also lost Brother Thoney Vollmar in the month of October. Some more sad news is that the nonunion element is making more inroads into our industry. Several big jobs look like they're going the rat route. Hopefully they can be turned around.

Congratulations to Brother Jack Buckhorn who was appointed by our Executive Board to occupy the recently vacated position of vice president. Congratulations also to Brother Jeff Pierce on his appointment to be our new assistant business agent. We feel sure that Jeff's integrity and dedication will serve this local well. But even with all of Jeff's determination and with all the experience and savvy of wily veteran Rich Clarey, they are only two sets of eyes, ears, and legs. If the recent wave of antiunionism is to be stayed in this area, it will take the eyes, ears, and legs of all the Brothers and Sisters in this local. While out and about in your community, watch what is going on and report pertinent information to Rich and Jeff. Come to the general meetings, and listen to what is going on. Go down to the hall, ask Rich and Jeff if there are things to be done, picket lines to walk, or information to be sought.

History dictates that the pendulum will swing back towards organized labor. However, if we just stand by and wait for it, it may rust in place. It will take a large, determined push by all of us to make it happen.

Again, the COPE raffle was a success. Brother Charlie Burtis took first prize, and apprentice Joe Lappin took second prize.

An apology is due to Payette Caldwell. Her name was omitted from the list of graduating apprentices. This was strictly an oversight by the senior member of this reporting team, and no insult was intended. The senior member hopes that this will make up for the oversight.

This will be it until next month.

SCOTT L. GOTHARD, P.S.

DOW H. GOTHARD, P.S.

Pickets



This is a picture of Local 557, Saginaw, Mich., members at the rally at the Vanguard building: Lowell Jones, George Oliver, Harold Kluck, Jerry Kinsella, Mark Oswald, Dale Hoepfner, Cliff Gregory, Dick Moore, Rick Reinalt, Tom Wenchel, Mark Krieger, Charlie Greear, Warren Iles, Bob Young, Manard Whitman, and Gil Foster, and Carpenter Jerry Neuman and Bricklayer Chet Laddy.

Union Job



The crew was too busy eating lunch to pose for a picture as the new Fashion Corners plaza starts shaping up.

Union Taking Action To Win Jobs

L.U. 557 (i,em,rts&spa), SAGINAW, MICH.—The November meeting began with a nice presentation from our Credit Union. Included was a description of services like Master Card with no cost participation and accepted anywhere, the electronic teller card which can be used at any Michigan National machine, and no-cost checking service.

Business Manager Gil Foster reported on pickets

around the area, some were lost causes but a statement is important. The Rebel Station and Redi-med were all nonunion, and Noel's Place, one of the owners, is a nonunion electrician. On the sunny side the signs at the hospital won a member (who found fault with the picket procedure) more work. At the Vanguard Building the rally encouraged GM's Electronic Data Systems to hire a fair contractor.

Tom Moffit is reported seeing visitors at the hospital but is struggling with infection after vein surgery. John McCay is in Ann Arbor with complications including hepatitis from diabetes. A moment of silence was observed for Charles M. Berger, one of our charter, retired members, who passed away in October after a time of illness.

In business matters, the prime depository for our construction contractors will be changed from Valley National to Second National. The membership will need to supply Second National with the bank name and account number that vacation monies should be applied to. Last but not least the group agreed that lower dues for at least a few months was a good idea.

The News published an article interviewing leaders of the Saginaw Area Growth Alliance, a group our business manager belongs to actively. Tax-free bonds are sold to investors so major projects can be funded. One of these is the Best Store, the anchor store of the new Fashion Corners Shopping Center. This endeavor kept 20 or more hands busy all summer and fall. This is only a taste of the potential, if we look at all the smaller companies and renovations that kind of money is spent on, we see enough work to bring all our Brothers and Sisters off the road with the promise of more than a few months of work if all these jobs went union.

We need more union voices available for such community action! The union voice must be heard throughout the community. We must show confidence in our fellow tradesmen and demonstrate that we are a group willing to be involved and ready to react to companies expanding into this area using nonunion contractors. Maybe if a few more people were involved we wouldn't be seeing want ads for the unfair contractor that is remodeling the semiconductor plant.

JOHN CLEMENS, P.S.

On the Job



Pictured here is the One City Center crew; left to right, kneeling, Bill Desjardin, Willie Audet, Paul Jaques, Mark Sykes, Brian Leone, and Moe Bouchie; standing, Rob Johansen, John Turmelle, Sam Morin, John Rousseau, Ashley Roland, Mac Sykes, Steward Dennis Murphy, Bruce Tarbox, Pat Driscoll, Eddie Welch, Tom Rousseau, G.F. Harold Price, Bill Hicks, and Foreman Maurice Tucker. (Photo submitted by Local 567, Portland, Me.)

Local Has Bright Outlook for 1986

L.U. 567 (i), PORTLAND, ME.—By the time this newsletter is printed in the *Journal*, it will be 1986, so I'd like to wish all our Brothers and Sisters a Happy and Work-Filled New Year.

Work in our area seems to be fairly steady at this time, and with the East Millinocket project starting up soon, it should give the local a needed shot in the arm for '86. Just when you guys thought the hospital work was over and done with, the Osteopathic Hospital expansion project should be breaking in early '86—love those nurses!

We'd like to congratulate Brother Charlie Wil-

liams and Brother Truman Dixon on their recent retirement. I hope you both have a long and happy retirement.

We are saddened to report the deaths of three of our retired members: Brothers Bill Ricker of Lewiston, Michael Decelle, and Chester Morsehead. Our condolences and sympathy are extended to the families and friends of these three loyal Brothers.

On a brighter note, we are happy to announce the signing of three new contractors within the last year. They are Reliable Electric of Lewiston, GRPElectric, also of Lewiston, and our most recent is Brother Don Mailman's Bay Electric of Cape Elizabeth. Congratulations to all three contractors, and we're looking forward to a long working relationship together.

Before I close this letter, I ask anyone who is interested in submitting photos for publication in the *Journal* if they could put them in an envelope with my name on it and just drop them off at the hall.

Until next month. See you at the meeting.

WILLIE AUDET, P.S.

New Members



At regular union meeting of Local 589, Jamaica, N.Y., on October 21, 1985, new members were obligated; left to right are President Joseph Santos; electricians Jack Banta, Pat Duffy, and Hank Cassidy; and Business Manager John Caggiano.

Watch for New Project 15 SAFE

L.U. 589 (rr), JAMAICA, N.Y.—Greetings! It is my wish as we embark on a new year that we will see prosperity through a program of progress. Our business manager, John A. Caggiano, reports that at the contract negotiations on October 31, 1985, the noneconomic issues submitted in our Section 6 dispute with the LIRR were discussed.

We are going to be taking some good, long looks at ourselves this year through our safety program which has been written in our Constitution under Article 27, Section 15. Watch for Project 15 SAFE (Safety Action For Electricians); it has all the earmarks of success; so listen up.

New beginnings often bring with them new people and new ideas. We know good ideas are the ones that work, that also apply to people. What is hoped for will be the harmonizing of well-established practices with fresh input.

From time to time you may see a new face in your work area. It's to your advantage to check on them. You might have the opportunity to meet and welcome a new member to the craft such as Jack Banta, Pat Duffy, and Hank Cassidy. Welcome aboard!

JOHN D. McELHENNY, P.S.

Local 592 Hosts Golf Tournament

L.U. 592 (i,o&spa), VINELAND, N.J.—A golf classic was organized by Brother Don Bernardi. Each year local unions invite Local 592's best golfers to compete in a golf tournament. On July 13, 1985, Local 592 had the pleasure to reciprocate. Local 592 hosted the tournament at the Centerton Golf Club. The day began with a great breakfast at 7 a.m. The tournament started around 11:30 a.m. It was a pleasure to watch our best golfers compete against the other locals' best golfers. I watched

them tee off and drive the ball 300 yards on the fairway, approach the green, and make 15-foot putts into that 3-inch cup.

Refreshments were served throughout the day by volunteer Brothers Delfino Olmo and Joseph Lamenteer. A terrific dinner was served at 7 p.m. during which trophies were presented to all golfers. We would like to thank all of the golfers for participating in this event and all of the volunteers, especially Don Bernardi, for organizing such a memorable event. The golfers from Local 592 were David Nealis, Richard DeMarco, Jack Gannon, Herman Junkerman, Don McGraw, Gilbert Cline, Ron Piper, and Mike Lee.

RONALD J. DOLENTE, SR., P.S.

Team



Pictured is the softball team of Local 631, Newburgh, N.Y.

Softball Team Spreads Brotherhood, Unity

L.U. 631 (i&em), NEWBURGH, N.Y.—It's time for a changing of the guard. I am passing my pen to one of our younger members who has expressed an interest in continuing the coverage of Local 631's events in these pages. Sam Fratto will be your new correspondent, and he promises to be a good one. Sam is regular in meeting attendance, not reluctant to speak up, and if the local is planning any kind of a good time, he will be in the thick of it and will report on it here. Go for it, Sam! Carl E. Thonn, Sr., Press Secretary.

You see here a picture of Local 631's softball team for 1985. There is something else in this picture besides us; there is brotherhood in this picture. These guys really worked hard this year hawking two different T-shirts and hats to help cover the costs of having a team. Balls, bats, league fees, Long Island Tourney entry fees, hotels, and traveling expenses all cost money (and a lot of it)! In addition to \$1,000 from 631, the team put together \$1,000 of their own money to buy the shirts and hats to sell at a profit so they could play softball under Local 631.

Every player on our team could have played with a different team, but they all chose our local team first. How come? Well, we have a lot in common being electricians and working and hanging together, and we have pride in our local. We didn't win the Brotherhood Award in Long Island; but if whoever picked the winner could have known our team better, we would have been a shoo-in. I'd like to thank all the Brothers who supported us this year. It was greatly appreciated by the team.

Having a local team does more than just allow us to play ball. I truly feel that even though it is "only softball" it encourages unity and, yes, brotherhood which undoubtedly carry on to the job and spread around. Many thanks are due to Business Manager Dutch Hughes and Assistant Business Manager David Sager who are our most devoted fans and are always around to help out. Thank you again, Brothers, for supporting your team.

SAM FRATTO, III, P.S.

President Heslinga Resigns; New Members Welcomed

L.U. 636 (u,as,spa&rrr), TORONTO, ONT.—At the October Executive Board meeting, Brother Jake Heslinga resigned as president of Local 636. Jake has accepted a management position with his

employer, St. Thomas PUC. Brother Heslinga served as president of Local 636 over the last five years with the utmost dedication and devotion to this position. He will be missed at our monthly Executive Board meetings.

Even though Jake's shoes will be tough to fill, the local does have a good pool of dedicated persons to draw from. The current vice president of 636 is Bob Gaines from Windsor, and he has accepted the position of president. Brother Brent Hughes from Unit 1, Burlington, was appointed by the Board to fill the vacant vice president's chair. The Executive Board welcomes these Brothers to their new positions.

As reported in last month's *Journal*, this local does pay for certain benefits while a member is on strike. A recent example is when 85 members from Brampton Hydro were on strike for 18 days. These benefits cost \$13,140.65 or \$154.59 per member. So, although we have no Strike Fund, this should help to solve a few problems.

We would like to welcome the 16 members from Collingwood PUC. They voted recently to leave CUPE to join Local 636, IBEW.

As of this writing, the local is still hoping a unit will come forward and offer to host the 1986 Slo-Pitch Tournament. Finally, our deepest sympathy goes out to the Russel Scott family of Etobicoke. This Brother passed away recently.

HAROLD G. VANCE, P.S.

Socializing



Brother and Mrs. John Utterback are shown enjoying the festivities with good friends at recent Local 640, Phoenix, Ariz., Picnic.



Brothers Dale Ryan and Abe Arvisu take time to chat while enjoying a tasty bar-b-que dinner.

Bar-b-que Enjoyed; Work Slows a Bit

L.U. 640 (i,u,em,rtb,rt&spa), PHOENIX, ARIZ.—October 5 marked the Annual Local 640 Picnic, and as usual, it was another yearly success. We want to thank all our representatives and staff for the time and generosity donated by them and all the volunteers who made this event a wonderful and enjoyable time for all. I for one look forward to this yearly event as I'm sure many others do. Where else can you enjoy a delicious bar-b-que dinner and ice-cold refreshments for such a price? Each of our agents boldly marched up to the dunk tank and proudly got repeatedly soaked for the cause. Games for the kids were on hand, and music and dancing were enjoyed by all of us. This is an event that each member should want to participate in. Brother Charlie Porter was on hand to let all of us know that he is really enjoying his retirement. I sure hope I look as good as he does when I'm ready to retire. It was also nice to see Brother Jim

Gates helping out on the serving lines after being off his feet for a few weeks. Jim is recuperating from a double bypass. Take it easy for a while, Jim.

Well, unfortunately work has slowed down a little in the area; but we are still able to provide work for those members who want to work in town. As of November 5, 1985, there were 135 men on Book I with 20 available and 80 men on Book II with about half of them available. Palo Verde is holding what men they have on that job despite all the layoff rumors that are circulating. California seems to have slowed down quite a bit since this past summer. Kansas City is projecting a great deal of work for the summer of '86 as do some of the Eastern states.

Just a reminder that the fund-raiser auction and dinner planned for January by the PAC was cancelled. Brother Dan Pollard mentioned some possible legalities due to two charities benefiting from this type of event. At any rate, as soon as this is corrected, we will make plans to go ahead with this program. Also, the PAC wants to remind everyone to be sure you are registered to vote. We have a number of labor-minded candidates we support and also endorse each election. Unfortunately 20 percent to 30 percent vote for one issue only and not as a slate. Along with our state and district elections, there are a number of school bond elections that will be decided by all of us.

Hunting season is once again in full swing here, but I have yet to hear from any lucky trophy winners. I have heard of a lot of near misses. The weather around our great state is finally starting to cool down and is being enjoyed by all of us. After the hot summer we look forward to some enjoyable evenings. All you hunters stay warm in the hills, and for God's sake be careful out there! We sure don't want any accidents from any of you.

By the time this issue gets to your homes, we will have already started the new year. Let us all make one more resolution, and that is to attend a few, if not all, of the union meetings for the next year. We all tend to be guilty once in a while. I for one promise to be at the next meeting.

We mourn the passing of the following members: Brothers James Henricks, Robert Kirby, Robert Cummings, Jack Walker, Hall Bradshaw, Harvey Reeve, and Fred Simmons. I would like to extend our sympathy to the families and friends of these fine Brothers.

As usual, without the help of all you members out there who might have a bit of news to share with the rest of us, I will have to cut my report short. Next month I hope to have some news on a couple of our upcoming retirees. Until next month, I bid you and yours the best of health and the best of luck.

RAY POLESKY, P.S.

All City Electricians Now Union Members

L.U. 648 (i,o,u&spa), HAMILTON, OHIO—We start off this month mourning the death of Brother Ray "Jake" Tewart. Jake was initiated into the IBEW on May 3, 1950, and will retire on January 31, 1985. Brother Tewart worked for many local area contractors, and his smiling face will be missed by his Brothers and Sisters of Local 648.

Local 648 has three new members as Dorman Ross, James Brock, and William Hoffman took the oath of obligation into the IBEW and became members of Local 648. These Brothers work for the city of Hamilton, and with their becoming members all the city of Hamilton electrical workers are now members of Local 648.

Brothers Barney Schnidder, Bob Gilbert, Virg Jefferies, Bob Hosler, and Al Kurtz are all on the sick list. The members of Local 648 wish them a speedy recovery.

A few reminders: Keep your death assessments up to date, and keep the local informed of any change in address, telephone number, and beneficiary. If you have any changes, just call the hall and tell them of the changes.

Our work situation is still slow, but Armco is going to build an electro-galvanizing line. Hope-

fully this will get some of our traveling Brothers home. We have finished negotiations with area contractors and have an agreement with them after many hours of negotiating. It has been a long summer for the Negotiating Team.

Don't forget your donation to the retired, Disabled, and Orphans' Christmas Fund; this money goes to our members, nowhere else.

ART TEPKER, P.S.

Local Keeps Busy With Negotiations

L.U. 659 (i,o,u,em&catv), MEDFORD, ORE.—A few words from southern Oregon. Well, since about August things have been pretty busy around here. In fact, for inside construction, the busiest in at least five years.

Things will be slowing down a little again through the winter, but in September they were dispatching Book 2 in both inside and outside construction. It started with some work on shutdowns at sawmills, and the big push was at Hanna Nickle Mine in Riddle. It peaked out with two contractors and around 75 men. At the present it has cut back to the same two contractors, but with about 30 men between them. There are both inside and outside hands on the job. It involved both types of work as they are changing their complete mining process from the top of the mountain to the mine. Hopefully the new process will allow them to better compete with the foreign market. The job is spread out over probably four to five miles, with a lot of control work involved. They claim they are trying to accomplish in two months what should have taken over a year to do. The IBEW hands have and are giving them a good job, and thanks to some of our traveling Brothers, they are in line with their time schedule.

As always, negotiations never seem to end in this local, what with all the different contracts being represented. At the present negotiations are ongoing with the inside contractors and have been since September. One package was voted down, but they are still hard at it. Also, the Power Council and the Southwest Division of Pacific Power & Light Company have been a hard row to hoe for this year.

I hope this finds things better for all. Remember those unit meetings are only once a month. See you there, and bring someone to sit next to. We'll get more chairs, if need be.

HAROLD J. KLEVE, P.S.

Brother Haven Smith Receives Scouting Award

L.U. 666 (i&o), RICHMOND, VA.—The outlook for work is steadily improving according to Business Manager Buck Bryant, who stated, "We feel confident about several projects: the Ball can job, Budweiser's new keg line, and the Henrico County waste water treatment plant. All of these will require quality workmanship. Quality still prevails. Looks like the work will be reasonably stable through the winter."

Buck went on to encourage all the members to do quality work, and to continually attend journeyman skill improvement courses. "The officers and I want to wish all the members a happy holiday season and certainly wish all a Prosperous New Year," he concluded.

President Wayne Stallard is concerned about local union meeting attendance. "Learn to be a union activist," he said. "Begin by attending monthly meetings on a regular basis."

This month we mourn the loss of two members: Luther "Buzz" Moore and Robert Spiers. Our sympathies go to their families.

We are all mighty proud of Brother H. Haven Smith. Buddy is the proud recipient of the George Meany Scouting Award for outstanding service to youth. It recognizes Buddy's 30-plus years as a scouter, scoutmaster, and unit commissioner, bringing a quality program of scouting to the youth of his community. Buddy says he's "real tickled" to get this award.

New Journeymen



Photographed during the Local 666, Richmond, Va., Annual Awards Banquet are, left to right, new journeymen Kenneth Condrey, James Miller, Beverly Taylor, Kenneth Jones, Philip Green, Harvey Lamb, Faron Courtney, and Edward Gregory. Not shown: Thomas Lee, Kris Mitchell, John Payne, Randall Stewart, and Ernest Thomas.



Also photographed at the Awards Banquet are, left to right, Donald Seal, Mark Todd, Jeffrey Willis, Richard Dudding, Carl Harris, Stephen Ingo, Frank Myers, Rodney Ginn, Eugene Decker, Crispin Fredrickson, and Patrick Thompson. Not shown: Mark Barham, Leonard Brown, and Christopher Horton.

The Annual Picnic held in late August was the usual success. Brother Ernie Hogan's crew prepared breakfast for the workers. George Applegate came out of retirement to make the Brunswick stew "just one more time." We noticed Brother Jimmy Edwards seemed to be a key man in the operation. We'll be talking with you next year, Jim! Brother Donald Lipe is becoming a master barbeque chef with his own secret sauce. It must have been good, just about all the 650 picnickers ate it, and nobody got sick! There was plenty of food, fun, and fellowship.

Training Director Jim Hollomon says that very few have signed up for journeyman training classes. "Maybe they don't know what is being offered," he said. Look at what's available: cable splicing, N.E. Code (complete review), N.E. Code (changes), motor controls, fire alarms, knot tying/rigging/tricks of the trade, instrumentation/process control fundamentals, semiconductor devices, programmable controllers, telephone interconnect, fiber optics, and welding. Class enrollment is a minimum of 12 students. Stop by the JATC office or call 353-2655 for particulars. Make your choices; put your name on the list. Get your coworkers to sign up. Remember, the magic number is 12, or more.

From all of us to all of you, Happy New Year.

RAYMON M. ROBERTS, P.S.

Brother Ed Shultz Receives New Heart

L.U. 686 (i&em), HAZLETON, PA.—In January, 1985, while on his way to work, Brother Edward Shultz suffered a heart attack. His son Tom was driving the car and immediately took him to the hospital where it was nip and tuck for a while, but they saved Brother Ed. He was hospitalized for quite a while. It then was determined that his heart was 90 percent damaged. His only chance for survival would be to have a heart transplant.

On September 16, 1985, Brother Ed received a new heart at the Hershey Medical Center. The operation was a complete success, and on October 9 Ed returned to his home with a gift of life, "a new heart." His new heart has recharged his body and given back the quality of life that his old heart

Enjoying Life



Shown here is Brother Ed Shultz, Local 686, Hazleton, Pa., who received a new lease on life after his heart transplant.

slowly sapped away. "There are no words for how I feel now and how I felt before," Brother Ed said. "Now I can walk around... like before I had my heart attack. I'm a different man. I'm just as I used to be." Ed has a whole new outlook on life. Before his transplant, he couldn't even turn from side to side in bed without coughing and becoming congested. Now he can eat well and sleep well.

Ed returns to the Hershey Medical Center every Tuesday to be monitored for possible rejection. If there is any sign of rejection, he will be required to remain there for three days while he is administered drugs to ward off the rejection.

Brother Ed, our prayers were with you in your time of need and they will continue to be. We wish you continued good health, and God be with you from all your IBEW Brothers from Local 686. If you would like to send Brother Edward Shultz a card, his address is, Edward Shultz, R.D. 3, Drums, Pennsylvania, 18222.

GEORGE KRISSINGER, P.S.

Outgoing Director



Local 697, Gary and Hammond, Ind., wishes a long and prosperous retirement to Don and Mary Bittner, shown here.

Apprentices Honored At Completion Banquet

L.U. 697 (i), GARY AND HAMMOND, IND.—Local 697's 36th Electrical Apprenticeship Completion Banquet was held September 20, 1985, at Scherwood South, Schererville, Indiana. After a very enjoyable social hour and dinner, Business Manager and Master of Ceremonies Bob Lauer made comments to the graduates about the need for ongoing training in order to adapt to changes in the industry and the needs of the customers.

He ended his remarks with this thought: "This is a story about four people named Everybody, Somebody, Anybody, and Nobody. There was an important job to be done, and Everybody was asked to do it. Everybody was sure Somebody would do it. Anybody could have done it, but Nobody did it. Somebody got angry about that because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done." Gentlemen, please do not join this group. Local

Graduates



Pictured here is the proud 1985 apprentice graduating class of Local 697. Left to right are Nile Howe, Randy Hoyle, Tom Fargo, Bill Feder, Paul Anderson, R. Cory Aquino, Len Jamrok, Tom Frame, Gary Boyer, Doug Sleeman, Ken Hyde, Bob Zarik, Sean Haw, Ray Kasmark, and Mike Knox. Not pictured are Steven Chism, Barry Hamlin, Mike Lescak, Paul Prondzinski, Mitchell Skiba, and Dan Trykall.

697 is a proud organization, and I am proud to be such a small part of it, and I certainly hope that Local 697 will be as proud of you when you retire as they are this evening."

Joint Apprenticeship and Training Committee Chairman James Oesterle also addressed the graduates on the topic of keeping abreast of changes in the industry and learning new skills. After his remarks completion certificates and the Apprentice of the Year Award were presented.

Special recognition was given to Coapprentices of the Year Paul H. Anderson and Raymond E. Kasmark. Congratulations to all the Brothers of the 1985 apprentice graduation class.

The sponsors of this very enjoyable evening were Local 697 and the Northern Indiana Chapter of the National Electrical Contractors Association. Officers and members of the Lake County Electricians Joint Apprenticeship and Training Committee are: representing management, James Oesterle, chairman, Richard Anderson, William Walton; representing labor, Timothy Colling, secretary, Dennis Akers; and David Soderquist. Consultants are Robert L. Lauer, business manager, Local 697; George Lesnick, director of Apprenticeship Training, and Philip J. Tanger, chapter manager of Northern Indiana NECA. Also honored that evening was Donald Bittner, who has contributed greatly to our apprentice program and to Local 697. Honoring Don at the podium was Clare Oesterle, who commented on Don's history as a local officer, on the Apprenticeship Committee, and as Apprentice director. Brother Bittner took an early retirement due to his health. Clare Oesterle concluded: "He has dedicated many hours of his own time with the only compensation being the personal satisfaction of knowing his efforts were for the benefit of all. He has served many years for our benefit; now it is our hope that he and Mary have many years of enjoyment for their benefit."

Our thanks to Bill Wands for the great pictures of the festivities.

Proc Carter, Gordon Dickey, George Lesnick, and Dick Jones completed a CPR course conducted by Nick Vlasich. Chuck Shinneman, and Dave Hinshaw. At Cressmoor C. C. Wilbur "Dek" Dekema aced the 140-yard, No. 11 hole. Witnesses were Jim Russell, Chuck Yeager, and C. V. McArty. Nice going, Dek.

I would like to take this opportunity to wish everyone a Prosperous New Year.

LEONARD A. BRZOZKIEWICZ, P.S.

LOOK FOR
THE
UNION LABEL

Negotiating Committees



Pictured is the General Telephone Company Negotiating Committee for Service, Construction, and Supply. Left to right, front row, are Jim Adams, John Boswell, Jim Campbell, Bob Whyde; back row, left to right, "Red" Nettleton, Jim Holderfield, and George Davis.



The Traffic and Service Office Negotiating Committee is shown here. Front row, left to right, John Boswell, Jim Campbell, Vicki Rone, Margaret Ferguson; back row, left to right, Brenda Etheridge, Nancy McKinney, and Winona Glover. Both Local 702, W. Frankfort, Ill., Committees joined with Local 51 and negotiated new, three-year contracts that have been ratified by the respective groups.

Raft Race



Pictured is the first entry of Local 728, Ft. Lauderdale, Fla., in the Annual New River-Raft Race.



Business Manager Jim Weldon (in the water) is shown ferrying beer to our crew as they passed on the home leg.

Pension Fund Considers Project Investments

L.U. 728 (i,o,em,rt&spa), FT. LAUDERDALE, FLA.—The Annual New River-Raft Race, which has grown in recent years to become a major fundraiser in the fight against cerebral palsy, had a new entry this year from our local. I am pleased to report that our entry completed both legs of the race through a barrage of water balloons with our only mishap being a crew member falling overboard

and regaining her ride after a short swim. If you have not participated in this unique event, I would highly recommend you fill your water balloons and join us for the next race.

Our Local Pension Fund Trustees are considering financing two construction projects in Broward that would provide both union jobs and a handsome return to our Trust Fund. In conjunction with other funds in the area, they are also considering the purchase of a bank that could provide numerous opportunities for our growth in upcoming years. I will keep you up to date on our Pension Fund, which currently provides higher monthly benefits to our retiring members than the IBEW and the NEBF Funds combined as they strive to provide us with a new benefit in our working years—a union job.

By the time this article is in print, our local should be a member of the Broward County Postal Employees' Credit Union. This Credit Union currently covers 32 groups of employees and offers services from checking accounts to savings, small loans (both signature and secured), IRAs, free travelers checks, discounts on vacations, new and used cars, and many other benefits that will prove useful to our membership.

Work in the area remains substantially unchanged, with the majority of our members employed who are seeking employment.

MICHAEL FORTIN, P.S.

Family Picnic



Pictured are some of the members and their families who attended the Local 733, Pascagoula, Miss., Annual Family Picnic held on September 14, 1985.

Many IBEW Members Help In Time of Need

L.U. 733 (mar), PASCAGOULA, MISS.—Dear Brothers and Sisters, at this writing we are about to get dut out from Hurricane Elena, while anxiously waiting to see what Hurricane Juan is going to do. It has been up and down for the past few days, and no one knows what it's going to do, hopefully it will just die out. After three destructive hurricanes in 16 years (1969, 1979, and 1985), we think we have had more than our share for a while.

Local 733's Annual Family Picnic was held September 14 without our usual big turnout. A lot of our members were repairing or cleaning up from the destruction of Hurricane Elena that came through on Labor Day, September 2, between 2 a.m. and daylight. Needless to say, this area had very little to celebrate on Labor Day. The members and their families who came to the Picnic enjoyed plenty of fine food and fellowship. Entertainment for the children was handled by Sisters Jeffy Rouse, Nell Jones, and Diane Waltman. Brother Yancey Hall was Picnic chairman and was assisted by a number of faithful members.

We want to express our thanks and gratitude to our IBEW Brothers from Alabama Power Company, Georgia Power Company, Gulf Power Company, plus a number of the Mississippi REA Co-ops for their faithful, untiring help in getting power restored to this area in record time. Special thanks go to Georgia Power and the members of Local 84, who did an outstanding job rebuilding the high-voltage line serving our shipyard and getting our members back to work in one week. It meant so much to get 12,000 employees back to work that quick. Thank you again!

Our sympathy goes to the family of Robert Ingram from Pontotoc County Co-op who lost his life in an accident while restoring power.

Our work has held up pretty well, but it looks like the shipbuilding industry is dying fast nationwide. Shipyards are closing down on the East, West, and Gulf Coast on a regular basis from lack of work. There are no commercial ships being built in the United States today. The Navy work just can't keep all shipyards in business. It is especially hard to compete with the "rat" yards.

Best wishes for a brighter future.

C. F. GRIMES, P. S.

Three Members Mourned; Work Picture Is Slow

L.U. 756 (i,o&es), DAYTONA BEACH, FLA.—As of this report, we mourn the passing of three more Brothers—Dick Stuart, John Carrier, and Pat Cain, Sr. Our condolences to their friends and families. As most of you know, Pat Cain was one of our past presidents who gave freely of his time for all kinds of committees and extra curricular activities of benefit not just to our local, but to all of organized labor. Pat was also known to run a good job. Pat gained a great deal of respect from all who knew him, including his political adversaries. We will miss him.

The work picture is slow and will probably remain so for a while. We have had sporadic, short-term hiring at the Space Center. Most of this is on the launch pads, and our type work is going on only between launches, for two or three weeks at a time, with launches occurring about every 30 days. We always suffer extra employment problems statewide in the winter due to the rat "Snow Birds" plus the situation of known, but hard to catch, disgusting union members putting their ticket in their shoe and scabbing by working for rodent contractors.

Hopefully some of the larger projects to be let at the Space Center will go to fair contractors. Our problem seems to be getting enough fair contractors capable of bidding jobs in the multimillion dollar category.

Well, that's about it for now.

FRED C. SYMONS, P.S.

Resolve to Work Together in 1986

L.U. 772 (u), COLUMBIA, S.C.—Greetings from Local 772. We have been very busy this year due to wage negotiations. At this time we have not been able to negotiate an equitable raise without making concessions that would hurt our members. I urge you to stand firm on the Constitution and support your local's officers, Negotiating Committee, and most of all support each other as Brothers in the local.

I am proud to say that we have been having a good turnout at meetings, and our morale has been at an all-time high. We welcome all retired members to attend our meetings, and we value their input and advice.

Elections for all officers will be held in June of 1986, and all who are interested in helping keep our local strong should inquire about this.

In closing, I'd like to say that our local is only as good as its members; so let's make an extra effort in 1986 to work together. See you at our next meeting.

TOM A. THOMAS, R.S.

Monthly Meeting Changed To January 8

L.U. 806 (i,c&em), ELLENVILLE, N.Y.—Happy New Year! Last November marked the retooling of this reporter from the job of assistant business agent to his roots—journeyman wireman (lack of work in our jurisdiction made it a necessity). Having been so lucky as to serve my local over the previous 18 months, I wish to express gratitude to the members, Executive Board, Business Manager Morris Miller, and to Secretary Lee Ezratty for their support and help.

Thanks to our Brothers in Newburgh, Poughkeepsie, and Oswego, plus some others, we can keep working despite lean times in 806. Our hard times are due to the depredations of nonunion and not-so-union organizations—those who exploit others for their own gain. They are also in part our own fault.

Our Brothers who have been ill or injured are Bob Joseph, back to work; Judd Knapp, minor surgery; Tony Russo, reinjured his leg after a long recuperation (sorry I didn't get news of it in sooner, Tony); Denny Shields, out of the hospital; Sal Accardi, our president, recuperating after a gall bladder operation; Lou Hendrickson, still unable to work; Mike Mednick "Miracle Man," coming back into his own; Paul Krusher, Sr., just back from a trip, getting around well; Warren Dunham, returned to work after a broken hip. We wish all you guys well and a better year than the one before.

Our governor seems to be eyeing political advantage by trashing utilities and ignoring sacrifices of trade craftsmen, some of whom made the ultimate contribution in the wake of Hurricane Gloria. While linemen from across the northeast worked double shifts to get the power back on in the LILCO system that was virtually destroyed, and three died doing so, our Mario flew over in a helicopter. He keelhailed LILCO's efforts to restore power, implied they were footdragging, and returned to Albany—nice and dry. Meanwhile, on the ground some men were harassed by irate customers who didn't need additional incitement from the state's highest officer. Like the yuppies whose education was paid for by wages protected by unions, Mario seems to be forgetful. What cost, the presidency?

Our January meeting is changed to January 8 due to the holiday. Be sure to attend if you wish to have input in the distribution of the March raise.

New appointments: Mike Hubert to Apprenticeship Committee, and Rick Moldover to Health and Welfare Committee. Many thanks to Irv Ruger for his service on the Apprenticeship Committee.

RICK MOLDOVER, P.S.

A Family of Achievers Is Highlighted

L.U. 817 (rr), NEW YORK, N.Y.—Brother David Chou, an Amtrak employee, graduated from the Amtrak apprentice program on October 28, 1985. The program is three years in duration and is approved by the United States Department of Labor. David has been nominated for Amtrak's Apprentice of the Year Award, and we hope he wins. Brother Chou is not stopping his training with the completion of the apprenticeship program, he plans to attend City University of New York to obtain an electrical engineering degree.

The Chou family moved to America from Burma eight years ago. David is not the only member of his family who prizes education. A brother, Daniel, already has an electrical engineering degree, while his sister Rosie has a bachelor's degree in accounting. David has three other sisters—Daisy is a fashion designer, Stacy has a bachelor's degree in computer science from Queens College in New York City, and sister Pansy is attending New York State University at Buffalo as a premedical student. Congratulations to all of them and especially to Mr. and Mrs. Chou; you must be proud.

RONALD P. CLARK, P.S.

Signing the Contract



Local 824, Tampa, Fla., Business Manager Robert Askew, left, and Director of Labor Relations of General Telephone Company of Florida Malcolm King are shown at the signing of the new, two-year contract.

Scribe Updates Events After Year's Absence

L.U. 824 (t), TAMPA, FLA.—A year has passed since my last article to the *Journal*, and many things have changed within this local since that time. In June we elected a new president and business manager and welcomed a new company president. In July we entered contract negotiations. August brought us a contract proposal and a Hurricane named Elena. September found us with a record two-year agreement, and October kicked off new efforts to return this local back to its members. All of this left me knowing I had plenty to catch up on.

On June 1, 1985, an election of union officers was held that resulted in Gene Pelt being elected president; Robert Askew, business manager; and Scotty Askew, vice president. New members to the Executive Board included Ronnie Smothers, Kathy Smith, Denis Miller, Bill Holton, and Preston Boone. After taking the oath on July 5, 1985, Robert immediately gathered his Negotiating Committee in preparation for contract talks to begin one week later.

After negotiating with our employer, General Telephone Company of Florida, for eight weeks, a tentative agreement was reached on August 25, 1985, and brought before the membership for ratification on August 31, 1985. This vote was delayed one week due to the untimely arrival of Hurricane Elena. After counting the votes on September 7, 1985, we found a record turnout of 4,594 members soundly turning down this first proposal by 87 percent.

After meeting with the company's Negotiating Committee the following week, another agreement was reached and brought back to the membership for a vote. This vote was unlike the first vote taken in that a "no" vote on the contract was a "yes" vote for strike authorization.

Our members narrowly accepted this two-year contract giving them a 2-3/4 percent raise retroactive to August 18, 1985, in addition to a 3 percent "special payment." August, 1986, will bring them a 3-1/4 pay increase.

After settling down to business, Business Manager Robert Askew called on the help of Marty Letsinger of the Florida AFL-CIO Training Department. After lengthy discussions Marty helped us start a new campaign unlike anything our members have ever seen. On October 18, 1985, approximately 40 members from all areas of our company were called on to help us start a canvass program geared toward opening up a voice from our members to their leadership and beyond. By the printing of this article, you will already have been asked how you feel about yourself, your job, your leadership, and your union by way of a membership survey. Other issues will be addressed by our members with the results going to our senators and representatives on major issues of importance to us. A network of canvassers will be formed so all members will be given a chance to respond. This questionnaire is anonymous, with the results

being published for all to see. Special thanks go to Marty for her guidance and expertise.

Next month we'll look into the Executive Board. Who are they? What do they do? How do their decisions affect me?

PRESTON BOONE, P.S.

Softball Team



Pictured are softball tournament winners Sammons CATV posing with the division and state tournament trophies. (Photo submitted by Local 827, East Windsor, N.J.)

Statewide Softball Tournament Held

L.U. 827 (t,em&catv), EAST WINDSOR, N.J.—Our local hosts an annual statewide softball tournament with teams representing the various division competing. Every year the level of play is excellent and produces some really exciting softball.

The 1985 winners represent the Sammons CATV group of the Morristown Unit in the Northern Division. This year there was an added incentive for the winners. One of their teammates had been severely injured on the job the week of the finals. Rather than withdraw they decided to play and win this one for their disabled teammate Ruben Fuentes.

If the script for the tournament seems like a movie plot, then what is really needed for a happy ending is for Ruben to overcome the odds and be well enough to cheer his teammates on next year. We all look forward to seeing him at next year's games.

JAMES N. DEMGARD, SEC. TREAS.

Softball Team Posts Great Division Season

L.U. 902 (govt), PHILADELPHIA, PA.—After compiling an 11-2 record and winning their division softball title, Shop No. 67 (Electronics) advanced to the playoffs. They defeated NRCC in a best-of-three series with scores of 9-8 and 11-5. Advancing to the semifinals, they faced the Philadium softball team. Shop No. 67 defeated them handily by scores of 10-5 and 15-9.

The finals for the softball championship of the PNSY pitted Shop No. 67 against Shop No. 41 (Boilermakers). In what proved to be a close, hotly contested, best-of-five series, Shop No. 41 defeated Shop No. 67 for the PNSY softball championship.

Coach Sal Gerace would like to thank the entire squad for the fine effort they put forth throughout the season and also John O'Malley, retired, for his spot-pitching coming out of the bullpen. Sal and the entire squad are looking forward to next season and hope to bring the PNSY softball championship back to Local 902.

PAUL J. PERPIGLIA, F.S.

Officers Attend George Meany Center Courses

L.U. 916 (govt), CHARLESTON, S.C.—Our local hopes that we all celebrated our annual Veteran's Day holiday by taking an active part on that day. One may ask, "What is an active part?" By an active part we mean that we remembered in our own way just what these veterans have meant and still do mean to us and our country. In the words

of Gen. Matthew B. Ridgway, "However fine the weapons, however adequate the equipment, neither represent any more strength than the hearts of the men who use them."

This local wishes to honor the following fourth-year apprentices who became mechanics in 1985: Brothers J. Heaton, J. Richardson, J. Sanchez, and D. Stieglmeyer. Our local also wishes to extend a special honor salute to Brother J. Houy for earning the right to be on the June, 1985, honor roll: Congratulations, men; best of luck plus success with your careers.

The negotiations between labor and management for our new contract are over. The contract is complete and ready for labor's ratification vote.

Our president, Brother G. McKee, and Brother J. Mott were elected by this local to attend classes on discipline and discharge at the George Meany Center for Labor Studies in Silver Spring, Maryland. Our goal is for the upgrading of the quality and education of our stewards for the betterment of our union. There is a need for a broader scope, a higher aim in our educational goals. True education means more than the pursue of a certain course of study; it means more than just writing off for material to read. It has to do with the whole being, and with the whole period of existence possible to man. Our locals have and must actively support the educating of our members.

At the classes held at the George Meany Center, our delegates met two of our pipe fitting Brothers from the Hawaiian naval base. It was a pleasure to talk with and listen to them about common work problems. We discussed with these Brothers in the federal sector from the state of Hawaii the following issues common to both work places: cross-crafting, off-duty misconduct, furloughing, sick leave, annual leave, grievance procedures, and discipline action. We resolved to stay in touch via mail or phone. Management must be held in check, and this local intends to do just that by identifying those areas which are common to other federal sectors.

DARREL REYNOLDS, P.S.

Scribe Hopes for More Area Jobs in 1986

L.U. 934 (i,o,u&eatv), KINGSPORT, TENN.—It's the beginning of a new year, and the members of Local 934 hope that everyone enjoyed the holidays with their families and friends.

At our last union meeting which was attended by only 25 or 30 Brothers, some questions arose on how our local could obtain more union work in our surrounding areas. At the present our local does have a few Brothers working at home but most continue to work out of town. Recently we've had a lot of construction jobs in our area, but none of our own contractors have bid on these jobs; therefore, the chances of working at home remain very slim.

We hope that with the help of our area contractors this year will be different and will allow many of our Brothers to come back home and work. One of the most important tasks this year is getting more contractors to bid on these jobs. Along with the cooperation of area contractors, it will take the support of our Brothers and also community involvement to achieve this goal. With everyone showing their support, our local will possibly have more area jobs this year than in the past.

J. COLE DOLAN, P.S.

Local Thanks Members; Buick City Completed

L.U. 948 (i,em,rt&spa), FLINT, MICH.—Here's hoping this year will be as good as the last one. We still have a few traveling Brothers working in the area. Buick City is done and was built with union workmanship and pride. It really shows in both the factory and the cars that are being built there. Buick City was built in a relatively short time by a lot of different tradesmen. We in Flint are very proud of the work done by our members and some traveling members. Buick City is one of

A Family Affair



Pictured here are, left to right, Jim, brother George, Alger, and Garry Rutherford, all members of Local 948, Flint, Mich.

the most modern plants in the world today, and because of the new design and technology, the IBEW played a far larger part in the building of it than any other trade.

On behalf of the local, we would like to thank all the members for the great job that was done this summer. Without all of us pulling together, we would not have the strong union we have today. Buick City was a great success but only with the help from all the members who worked on all the other jobs to help protect our jurisdiction. Without the commercial work and small industrial work, we would not have much left after Buick City was completed. So, again we say thanks to all members of Local 948.

This past summer we had one heck of a party. In July we burned the mortgage on our hall after just five years. It's all ours now. I just wish that more of our local members would use it and come to the meetings more frequently.

We have some good news and some bad news. The good news is that the golf season is over, and the league champions are Tom O'Brien and John Bond. I don't know if it's true or not, but rumor has it that it's hard to beat the chairman of the Executive Board and the business manager. The bad news is that our ball team lost to Ann Arbor. Dave Gould said that the game will be played in Flint next year, and we will hire the umpires.

Alger Rutherford, shown in the picture, is the brother of E. Jay and Homer Rutherford. They are all retired IBEW members. Alger has been in our local for 50 years and has held every office except president. E. Jay, who was the father of Jim and George, died in 1972 after serving 44 years as a member of our local. He spent many of those years as president and Executive Board member. Homer Rutherford has been a member for 54 years, retiring in 1970 after serving as president for many years. He is now 80 years old and living in Florida. George Rutherford has been a member for 46 years and has been an Executive Board member for a number of years. He is still out there going strong in the field. Jim Rutherford was initiated in 1951 and is working and living out East. Finally there is Garry. He has been a member for 20 years, an Executive Board member for the past 12 years, and has helped and supported our local quite often.

Our local is very proud to have known and worked with this family of electricians. We want them and you to know that the dedication of time and skill they have given to Local 948 is greatly appreciated and will never be forgotten. All together they have over 200 years in our local; and Jim, George, and Garry are still adding to that figure. They are what the IBEW is all about. We salute you.

RAYMOND SVEICARA, P.S.

Unit 8 Members Buy Union Jackets

L.U. 949 (u,em&t), BURNSVILLE, MINN.—Our members of Unit 8, headquartered in Montevideo, Minnesota, and employed by Northern States Power, recently purchased union jackets. When the picture was taken, it was obviously one of our beautiful summer evenings.

Although we have sold many of our union jackets and our members wear them proudly, this is the

Former Officer



Pictured is Brother John Christiansen who served as treasurer of Local 949, Burnsville, Minn. John is an employee of Minnegasco from the Shakopee Division who accepted a management position. We wish John the best of luck in his new endeavors and thank him for his time and efforts on all the union committees that he served in addition to the treasurer's job.

New Jackets



Pictured here with their union jackets are members of Local 949, Unit 8; front row, left to right, Harlan Henke, Richard Nogleby, Jerome Johnson, Marlow Peterson, Richard Tongen, Jake Refsland, Mike Uecker, Verlyn Kling; middle row, left to right, Arlen Smiens, Dallas Iverson, Stan Peterson, Charley Paler, Art Meyer, Willy Roi, Mike Hustad, Owen Lund; back row, left to right, Herb Calley, Don Marks, Harlen Livingood, Lowell Elliot, Dean Limberg, Jim Rowan, Larry Meade, and Larry Nelson. Not pictured are Wesley Schripp, Lem Kittelson, Leo Kuehl, Lyman Trutna, Harry Lietzau, Noel Skeie, Doug Schmidt, Darrel Doose, Gene Gollmer, and Don Berends.

only unit of Local 949 where all members purchased jackets. If other members of 949 would like to purchase union jackets, please contact your business representative or our office directly. Naturally, they are union-made jackets.

R. L. ANDERSON, B.M.

Brother Anderson Wins "Best Finish" Trophy

L.U. 952 (i&o), VENTURA, CAL.—Bob Anderson, a member since 1969, Apprenticeship Committee member, and Examining Board member, recently competed (October 24 through the 27th) in the Quarter Scale Association of America's Annual Fly-in in Las Vegas, Nevada, sponsored by the Showboat Casino and Hotel. There were contestants participating and competing from all over the world.

These aircraft must be a replica of a real aircraft, with a minimum wing span of 90 inches. Bob's aircraft was a "Mr. Mulligan," which is a 1930 racer, powered by a 2.2-cubic-inch Zenoah gasoline engine, weighing 25 pounds, with a smoker and operating flaps. Bob won the Best Finish trophy over approximately 220 entries.

Bob has been in the hobby of radio-controlled aircraft for four and-one-half years, and this was his first entry in this particular international competition. He states that the ability to fly these aircrafts is in his blood.

RICHARD D. BROMSER, P.S.

Winner



Pictured is Local 952, Ventura, Cal., member Bob Anderson and his wife, Peggy, posing with the model aircraft used by Bob in the recent Quarter Scale Association of America's Annual Fly-in in Las Vegas, Nev., to win the Best Finish trophy.

Brothers Young, Peterson Join Retirees' Ranks

L.U. 953 (i,u,t,em,catv & spa), EAU CLAIRE, WIS.—Best wishes to Chuck Young and Victor Peterson for a healthy and long retirement. Chuck had 38 years with his cooperative, starting out as a laborer digging holes by hand. He was very active in the union and attended nearly all his unit meetings. While working for the co-op he logged nearly 1,000,000 miles of driving without an accident, quite an accomplishment in this day and age.

Vic had almost 45 years with his cooperative, starting out as a brush cutter and advancing to journeyman lineman. Then in 1973 he was promoted to general manager. He never forgot where he came from. His happiest days were as a lineman. On his last day of work, he put on his work clothes and finished his career the way he started, working with the line crew. Again, to both of you and to all of our other retirees, we want to extend our grateful thanks and a long, well-deserved retirement.

It's been fairly active in our jurisdiction, in fact, we had quite a few travelers working. But with the change in the weather, work is starting to slow down. We're looking for work to pick up later again, and hopefully our books will be cleared once again. The work is there, and we've got the qualified people to do it. Now it's up to the contractors to go out and get it. Working together, we can accomplish many things.

Our wishes for the best New Year ever to all of our Brothers and Sisters from all of us here in the office: Tom, Howard, Denny, Carol, Don, Connie, and myself. We hope you all had a Very Merry Christmas and that the real meaning of Christmas remains with you always.

Attend your union meetings, and always buy union made in the good ole USA, the greatest country in the world.

BRUCE MICHALKE, ASST. B.M.

Leadership Training Conference Beneficial

L.U. 965 (u&em), MADISON, WIS.—Mrs. Georgia Hillebrandt, Local 965 business secretary, attended a Leadership Training Conference for presidents, business managers, business agents, and local union secretaries from Sunday, August 4, through Wednesday, August 7, 1985. This Conference was held at Indiana University, Bloomington, Indiana, and was developed by the IBEW Sixth District personnel along with the Indiana University Division of Labor Studies. Topics covered: (a) Understanding and using the computer's operating system; (b) Data base programs used for developing and maintaining a grievance file; (c) Spread-sheet programs used for costing proposals during contract negotiations; and (d) Word Processing programs used for local union communications and contract language development.

There were 33 participants at this Conference representing Ohio, Minnesota, Illinois, Kentucky,

Retirement Party



Pictured is Brother Howard "Howie" Boggs and his wife, Mary, during the retirement party given to Howard by Local 965, Madison, Wis.



Brother Bob Wells, at podium, makes a presentation to Brother Boggs, which both Howard and Mary find very amusing.

Indiana, and Wisconsin. Of these 33 participants there were eight women and 25 men. There were seven local union secretaries in this group; and they were Cynthia Tenbrook, Local 8; Carol Kincaid, Local 399; Rose Beem, Local 649; Gayle Zuber, Local 723; Georgia Hillebrandt, Local 965; and Joan Olesyak, Local 2150. Their introduction to the computer package made by SUSI for IBEW and the overall classes were considered most beneficial by Georgia. Georgia considered the fact that there were six other women of her same job classification, with larger and smaller memberships, a definite plus. It gave them an opportunity for comparisons and opinions, which made the Conference all the more meaningful. Georgia highly recommends the introduction into computers for all locals, regardless of their size.

Congratulations to Charles E. Reynolds on his retirement, which was effective on August 27, 1985. Brother Reynolds completed over 33 years with Wisconsin Power and Light Company. "Charley" started on March 10, 1952, as a fireman's helper at the Blackhawk plant. On September 1, 1952, Charley made fireman, Low Pressure Unit, Blackhawk. On December 16, 1952, he became operator, Low Pressure Unit, Blackhawk; April 1, 1953: boiler operator, Blackhawk; October 1, 1953: relief operator, Blackhawk; November 1, 1954: relief operator, Rock River Plant; January 16, 1955: switchboard and turbine operator, Rock River; April 1, 1956: watch engineer, Rock River; March 1, 1958: shift supervisor, Rock River; September 16, 1966: repairman's helper, Blackhawk; February 1, 1974: repairman, Blackhawk; June 2, 1977: Mechanic I, Blackhawk; December 22, 1980: master mechanic (Small Crew), Blackhawk.

Charley was married on March 9, 1946, and they have three children—Al, Ken, and Peggy. Al is a doctor, Ken is a pattern maker, and Peggy is a housewife. Charley's current home address is Route 1, Box 195, Beloit, Wisconsin 53511. His current hobbies are hunting, fishing, and bowling. He is a member of the VFW and the Pioneer Club. Charley's retirement plans are for gardening and house repairs. Charley had a retirement party at the Landing Restaurant on August 20, 1985. Mr. William L. "Bill" Register, vice president of Power Production & System Planning was the company's representative and guest speaker. Mr. Tom Schroeder, plant manager of Rock River, Blackhawk, gave the presentation of company awards. George Mackenzie gave the invocation, and Ron Swanson,

CYO II, was the emcee. Several gifts were then presented to Charley.

All the Brothers and Sisters of Local 965 join in wishing you the very best in your retirement years, Charley.

Til next time then!

MICHAEL B. GRAFF

Graduates



Pictured are the Local 972, Marietta, Ohio, newly graduated apprentices; left to right, Pat Schoppner, Dirk Walton, Jim Crider, Bob Jones, Jeff Prunty, Clair Reed, Dana Locke, International Vice President B. G. Williamson, Mark Schafer, Randy Farley, and Tracey Aber. (Not pictured: Chris Dicken and Jerry Lott.)

Local Celebrates 66th Anniversary

L.U. 972 (i), MARIETTA, OHIO—This year marked the 66th Anniversary of our local, and it was celebrated with a memorable dinner-dance enjoyed by many of our members and special guests. International Vice President B. G. Williamson, Business Manager Neal S. Boyce, and President David K. Rogers jointly presented Brother Fred Lynn with a 65-year diamond-studded pin and letter of congratulations furnished by International President Charles H. Pillard and International Secretary Ralph A. Leigon. Brother Lynn has been retired 23 years now, and all the members of Local 972 wish Mr. and Mrs. Lynn many more happy years of retirement.

On Saturday, September 14, the Marietta Electrical Joint Apprenticeship and Training Committee held a recognition dinner for 12 newly graduated apprentices. Those attending enjoyed a fine dinner at the Hotel Lafayette, and Neal S. Boyce, secretary-treasurer of the IATC, was master of ceremonies. Brother Boyce, International Vice President B. G. Williamson; President David K. Rogers; and Joe Vallina, retired director of the West Virginia-Ohio Valley Area Electrical Apprenticeship and Training Trust Fund, presented certificates from the Ohio State Apprenticeship Council and certificates and medallions from the National Joint Apprenticeship and Training Committee.

Other guests included instructor Kenneth Finkel, Lee Prunty, Okey Connolly, Don Crosby, Charles Pickering, and James Warren of the Apprenticeship Committee. Also attending were the wives and friends of the graduates and guests; Cecilia Wolford, office secretary, and Joanna Pitt, former office secretary, and her husband, Ray.

These fine young journeymen have our congratulations and best wishes for many healthy and prosperous years in the Brotherhood.

DAVID B. ANGERT, P.S.

ATTENTION, PRESS SECRETARIES

All letters concerning Christmas parties must be received at the I.O. on or before February 15, 1986. Christmas reports received after that date will not be printed. Thank you for your cooperation.

Scribe Discusses Unfair Income Tax System

L.U. 995 (i.o.rtb.rts&spa), BATON ROUGE, LA.—I am writing this month's article from Waynesboro, Georgia. The job is in plant Vogtle, and it is in Local 1579, Augusta, Georgia's, jurisdiction. I had intended to give a resume of Augusta's labor history but the information I requested did not get to me in time for this month's story. Might catch it later. Plant Vogtle is, of course, a nuke, so I will spare the details for in my opinion they are all the same.

There are electrical "new hires" arriving just about every day, so I come early and stand at the entrance gate hoping to see friends from home. One morning an officer of my local arrived, and it scared the devil out of me thinking things were worse than I thought.

Congratulations, Mike, it's a long way from New Orleans to Washington. But, by gummit, you made it. Hang in there, and I will tell the Bear 'cuz you know he'll be proud of you!

The news I'm getting through the grapevine about New York and California leads me to believe we'll be seeing more of our Brothers and Sisters here at plant Vogtle 'cuz when them unemployment checks stop, what else is there to do. See ya'll soon.

To give you an idea how the work is faring throughout the country, let me give you a rundown of the crew I'm in: Bobby Earnest, Local 1531, Albany, Georgia; William J. Lominac, Local 495, Wilmington, North Carolina; D. E. Gassie, G. M. Russell and J. D. White, Local 995, Baton Rouge, Louisiana; Clarence Odom, Local 1579, Augusta, Georgia; T. L. Hamil, Local 1141, Oklahoma City, Oklahoma; D. Holley, Local 723, Fort Wayne, Indiana; J. W. Saunders, Local 666, Richmond, Virginia; C. R. Stoltz, Local 306, Akron, Ohio; B. A. Vicker, Local 443, Montgomery, Alabama; and Les Clark, Local 728, Fort Lauderdale, Florida.

It is not a pretty sight seeing IBEW members in their late 60s and early 70s having to "hit it" after having worked 40-plus years. There must be something wrong with the system that allows this to happen. You young people can take note. If it ain't good enough for you, get involved and make the necessary changes. Collective bargaining is a must if your goal in life is decent wages and a high standard of living. Despite our present predicament, there is hope. Be patient and brotherly for time is not your enemy just because these times are. You will not like working outside organized labor, believe me. It is your show now, so get on the road. The struggle was hard, and it is shameful, to say the least, that hardly any effort is coming forward to stem the tide. There were many gains over the years, and although we have lost some of the benefits, we are still in it together. What ever must be done, do, and do it now. But stick side by side, and do not let your ranks be put asunder.

Contrary to what Mr. Reagan may have you believe, the truth is somewhat different, meaning he has been a little less than truthful. Part of his track record concerning the big corporations is shown here. Last year 40 corporations with combined profits of more than \$10 billion didn't pay any federal income tax, and 36 of them also received tax refunds! Dating from the start of the Reagan administration, special tax breaks for business enabled 129 of the 275 corporations to avoid taxes in at least one year of high profits. During their no-tax years, these corporations earned \$66.5 billion in profits. But instead of paying taxes, they collected a total of \$6.5 billion in tax rebates. Can you believe it! Of the 129 companies, 74 paid no taxes for two of the four years and 26 paid no taxes for three years. Nine firms with top executives who were probably "imaginative and aggressive corporate tax avoiders," paid no taxes in any of the four years and generally ended up with refunds. Harder to believe than all of the above mentioned is this "tidbit" of information: the Boeing Company paid no taxes on profits exceeding \$2 billion during this period and collected \$285 million in tax refunds. Thank you, my lawmakers and my president!

Well, I guess I'll close for this month. I'll catch you later.

PETE MACALUSO, P.S.

Graduates



Pictured here, left to right, are Mark Glenn; Steve Jennings, instructor; Tommy Davidson; Cara Glenn; Donnie Williams; Sam Warren; and Dannie Venkler, instructor.



Shown in this picture, left to right, are Mark Glenn, Tommy Davidson, Cara Glenn, Donnie Williams, and Sam Warren. (Photos submitted by Local 1001, Panama City, Fla.)

Committee Sponsors Dinner For Apprentice Graduates

L.U. 1001 (i&o), PANAMA CITY, FLA.—An apprenticeship graduation dinner sponsored by the Panama City Joint Electrical Apprenticeship and Training Committee was held for our five new journeyman wiremen at a local restaurant on the evening of June 15, 1985. The graduates were Tommy Davidson, Cara Glenn (our first female apprentice to graduate), Mark Glenn, Sam Warren, and Donnie Williams. Family and friends were there to congratulate the new journeymen. Also in attendance were John Barnett, North Florida NECA Chapter manager; Buddy Clewis, business manager; Bill Self, president of Local 1001; Steve Jennings and Dannie Venkler, class instructors; and, representing management, Ken Coleman of White Electrical Construction Company. Congratulations, new journeymen!

Fueled by the loss of a staggering 110,000 manufacturing jobs, the largest one-month decline since the depths of the Reagan recession, the nation's unemployment rate moved upward to 7.1 percent in September. The AFL-CIO blamed the administration's "wrong-headed trade and economic policies" for the precipitous decline in factory employment reported by the Labor Department. "The Reagan administration is twiddling its thumbs while unemployment continues at intolerably high levels," Research Director Rudy Oswald declared. "Jobs are disappearing rapidly because of the continuing flood of imports and the administration's misguided and foolishly ideological trade policies." Oswald said that in the face of the torrent of imports which have wiped out 1.8 million jobs in manufacturing since 1979, Congress must take "fast and decisive action on trade legislation to protect America's workers, industries, and local communities from excessive and unfair imports."

The House voted to limit imports on clothing and other textile products in order to prevent the wipeout of an industry employing 1.8 million American workers. Its 262-159 approval of the labor-supported bill came in the face of heavy administration pressure to sidetrack a measure the president has threatened to veto. Nearly 300,000

textile and apparel jobs have been lost since 1981, 100,000 of these just in the past year, the bill's advocates told the House at the start of the debate. The bill's enactment, they stressed, would significantly reduce a merchandise trade deficit that leaped from \$36 billion in 1982 to \$123 billion in 1984 and is projected to reach \$140 billion this year.

Be proud that you're union and American; buy American-made and union-made products. The job you save might be your own.

Cardinal John O'Connor reviewed New York's Labor Day Parade from the sidewalk in front of St. Patrick's Cathedral. He set the tone for the day when he removed his red skullcap, held it in the air, and said, "You know, this hat the pope gave me has a union label inside."

The work in our area is still very slow; but remember that, together we stand, divided we fall.

JAMES E. "BUDDY" CLEWIS, B.M.

Enjoying the Picnic



Members of Local 1109, Goshen, Ind., are shown here enjoying the COPE Labor Day Picnic.



In this picture are local officers, Executive Board members, and one of the door prize winners. From the left are George Bowler, Lois Mishler, Betty Koithahn, Maxine Myers, Donna Kaser, Larry LeWallen, Christine Fischer, Robert Coleman, President Melba Conrad, and prize winner Sarah Albaugh.

COPE Picnic Enjoyed; Support Your Negotiators!

L.U. 1109 (em), GOSHEN, IND.—On Saturday, August 31, Local 1109 held a COPE Family Picnic at Eby Pines. A good time was had by all who attended. There was plenty of food, drink, and fun for all. The activities included swimming, horse-shoes, volleyball, and bingo. This year we gave away a 13-inch color TV and several IBEW T-shirts as door prizes. A special thanks goes to our "clowns" who passed out balloons and helped entertain the children, and all those who helped with bingo and other activities to make this day a big success. Your efforts are really appreciated.

One task we will all be facing soon is negotiations. This is where we need to keep our support for our union, Board, and officers at its strongest. Remember the local meeting on the first Thursday of the month. Your input is vital to our success. See you at the meetings.

ROBERT J. COLEMAN, Bd. MEMB.

New Members Welcomed; Retirees Wished Well

L.U. 1116 (u,em&strtr), TUCSON, ARIZ.—Happy New Year! Wouldn't it be wonderful if everyone really thought "Peace" and worked to improve

Local Picnic



Brother Roy Boone, Local 1116, Tucson, Ariz., stands in front of our "new" picnic banner. Brother Boone was another of the jacks-of-all-trades who were instrumental in the picnic running smoothly. Thank you, Brother Boone.



Heads up, guys and gals! Here is a picture of members playing volleyball, one of the picnic's many games. What a great time we all had!

communications. Sure would make a better workplace and world for all of us. May 1986 be a great year for all!

Mentioning 1986, brings to mind contract year, so be thinking of your proposals. The committee will soon be asking for them, and if you could spare some time to help in some way, that would be welcome, too.

By now you Brothers and Sisters have been getting the newsletter put out by our business manager and president. They are doing an excellent job of trying to keep you informed. If someone isn't getting the newsletter or *Journal*, have them contact the hall and give their correct address. We do not get address changes from the companies.

A hearty welcome to Trico Electric Co-op. In October the employees voted 31 to 6 to certify for representation. We look forward to having you at the regular meetings (first Thursday of each month) so we can personally welcome you. Welcome to new members Robert Kent and Art Escaraga of Alamito and Deborah Parker of TEP. Congratulations to Warren Anderly, Thomas Izydorski, and Laurie Treu who were recently promoted into management. Best of luck to each of you in your new positions.

Good luck and good health to each of our retirees: Audrey Schaeffer, Aubrey Powell, and Joe Parker. You've all waited and anticipated this "time for self" for a long time. Enjoy every day, and do all those "someday" things and travels you have yearned to do for a long time. You deserve them. Enjoy!

BEA MILNE, P.S.

IBEW Represented At East Texas Fair

L.U. 1151 (i,em&spa), TYLER, TEX.—In September, 1985, at the East Texas Fair, the visitors enjoyed spinning the Contractors' Roulette Game—a wheel of chance sponsored by the Electrical Contractors (NECA) and Tyler Joint Apprenticeship Training Program. A spin would stop on a contractor's name, then the participant would receive a free gift (pens, pencils, balloons, key chains, football schedules, note pads, etc.) bearing the contractors' name and telephone number with advertising plainly displayed. In addition, 750 helium-filled balloons were given to children.

People seemed astonished to find something free at the Fair. Some people would ask the cost to spin the Wheel of Chance, and when we stated the

Roulette



This is a picture of the Contractors' Roulette Game enjoyed by those present at the East Texas Fair. (Photo submitted by Local 1151, Tyler, Tex.)

game was free, they would play with a satisfied expression on their faces.

The IBEW booth at the Fair was designed by the training director, Ray Patterson, and the union secretary, Fannie Coward. The apprentices of Local 1151, along with Mrs. W.B. "Pat" Tucker and Mr. C. W. Sessions, manned the booth.

Many thanks to all who made this year's Fair booth a success.

M. RAY PATTERSON, TR. DIR.

Words of Thanks From B-B-Q Chairman Slaymaker

L.U. 1191 (u&em), WEST PALM BEACH, FLA.—Brothers and Sisters, there are too many people to name, but I would like to thank everyone who helped with our Annual Barbecue. This year we divided some of the work among the different work locations, and this worked very well. I thank all the job stewards for getting members in their work locations involved. The only problem is that we did not have enough members show up. Believe it or not, but there are a lot of union Brothers who go to company yard picnics and don't show up at our Annual Union Barbecue. Why? We have better food, more beer, live music (Chapter Five Band), more fun for the kids, and a lot nicer people to socialize with. Many thanks again to everyone who worked to make our Annual Barbecue a big success. Brother Jim Slaymaker, Chairman.

The Annual Barbecue has changed drastically since the first one I attended in 1970 at Lake Ida. I remember Murray Cantelo cooking away in a small hut directly under the hot sun. There were a few benches available, also in the full sun, and

Clown Hi Test



Brother Jim Curtis was Clown Hi Test at the Local 1191, West Palm Beach, Fla., Annual Barbecue.

Mr. Legs



Pictured is Brother Hayle Roberts, Delray Service Center, who won the "Mr. Legs 1985" award at the Annual Barbecue.

a lot of sand. There was nothing planned to do but stand around and talk, and to make matters worse, the kids were bored and hot. I remember Cindy Consola trying to make the best of an uncomfortable time and complaining that there was nothing to do. Not long after that I was sworn in as the recording secretary and then took on the press secretary job. The following winter I was asked to organize the Annual Dance, and I accepted. If you do a good job, you are bound to be asked to do more, and the Barbecue was around the corner. Well, I wasn't too sure I wanted that because it involved cooking. Murray and Jake assured me I wouldn't have to cook, and I accepted the job to organize the cookout. The site was the John Prince Park. I ordered and made sure that all that was required was on location in plenty of time, but I did not know the men planned to cut up the chickens and brought the one and only carving

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

knife I had. There was some low-toned mumbling over that. But on the other hand, there was plenty planned for the kids, down to ice cream, the moon walk, ponies, and prizes for the kids to try to win. The following year a band was added.

I could not attend the past Barbecue because of my full work load, but I did assist with the arrangements, and I did try to get some feedback. It seems there are so many strangers now at the Picnic. It used to be that almost all the faces were familiar. Many of those faces don't appear anymore because they now are in management. The Barbecue is a way of becoming acquainted with all the new members and to renew old friendships. A lot of planning and work are necessary for your local's affairs, and the members who give generously of their time and energy for these union functions deserve your thanks and support. It's a hard job, but somebody has to do it.

My personal thanks to Sister Jill Augustensen for helping me in my duties as press secretary.

My wishes for each one of you is that 1986 starts off great and just keeps on getting better.

HELEN M. MANSFIELD, P.S.

The Coors Boycott Is a Must

L.U. 1253 (i), AUGUSTA, MAINE—Since 1977 the Brewery Workers have been boycotting Coors Beer, and the company has been losing sales steadily. They have gone from 11 states to 38 states trying to bolster their sales, from one beer name to five (Coors, Coors Lite, Herman Joseph's, George Kilian's Irish Red Ale, and Golden Lager). Coors has dropped an overall average of 16 percent among 22 states with Georgia (-40.3 percent) showing the heaviest drop between 1983 and 1984.

What atrocities did Coors commit? The degradation of human dignity lists as follows: 1) Blocking OSHA investigations on worker deaths, health, and safety hazards; 2) Subjecting prospective employees and workers to polygraph tests; 3) Controlling the workers' basic liberties; 4) Physical searches on employees as well as lockers and cars (search and seizure is legal on private property in Colorado); 5) Physical exams are required for applicants and employees, and they are not permitted to see results of exam given by Coors' designated doctors; 6) Older workers are denied seniority rights; and 7) Discrimination against minorities and women.

The polygraph exams were the most degrading. One must understand that the machine does not measure truth or lies but degrees of stress. With invading questions like "How often do you have sex?" "What kind of sex?" "Do you get along with your spouse?" "Are you in debt?" "Have you committed a crime?" "Have you had sex with one or more persons?" With these types of questions, a person would tend to become stressful.

Joseph Coors sits on Ronnie's "kitchen cabinet," advising on unionbusting tactics. He also contributes heavily to ultraconservative, right-wing groups. This man is not only antiunion, but antipeople. We in Maine must boycott Coors! It's more than a labor issue! Prelabor conditions must not return!

Please allow me to clarify my views on sponsorships and activities. I am not against them. The Brothers who expressed their opinions to me now realize the difficulties involved. The major problem is participants. There are the "doers" and the "yackers." Everybody wants something done, right? Okay, there's a sign-up list for volunteers. It should not be blank nor have one or two faithful names. It is not fair to burden just a few members. We are a membership of at least 300. A lot of work goes into funding a sponsorship. Do we want joint or sole sponsorship. It takes a lot of planning, organization, and timing. Because we meet once a month, timing can become a problem. When a commitment is made, am I going to get the needed volunteers? We do not need the humiliation! You yackers better become doers!

Special recovery wishes to Brother Steve Lancaster and Brother Dick Aube. Both have undergone back operations.

HILDA CHOW, P.S.

This Year Resolve To Participate More

L.U. 1340 (i, o&em), NEWPORT NEWS, VA.—I hope everyone had a Very Merry Christmas. This Christmas was a good one because work was the best it's been since 1978. I hope it continues.

You know, Christmas is my favorite time of year. I love Christmas music, the decorations, and the spirit of the season that seems to fill the air. I just hope that everyone remembers the true meaning of this season—that miracle that took place so long ago on that cold winter's eve. Let's all do what we can to help keep Christ in Christmas this year.

On October 18 our local held its Annual Oyster Roast. Everyone who came had a super time. If you didn't make the Oyster Roast, you missed a great time. I will have photos and more information on the Oyster Roast in next month's Journal.

1986 is here, and now is the time to start thinking of a New Year's resolution. I have a few suggestions: One would be to try to make more union meetings or maybe to get more involved in politics. Or maybe you could just try to be a better union member.

Till next month, keep the faith.

EDDIE GOFF, V.P.-P.S.

Expo '85



Pictured is the display area of the Electric Transmission and Distribution Construction Department at Expo '85. Members of Local 1347, Cincinnati, Ohio, gave the demonstrations.

Talented Member



Have you seen this man? Can you guess who Electric Man really is? Some of the Local 1347 Brothers will know because they were treated to his act at a recent retirement party. He is Brother Joe Peebles of the Electric Operating Test Section.

Members Demonstrate Skills at Expo '85

L.U. 1347 (u), CINCINNATI, OHIO—At "Expo '85" the Electric Transmission and Distribution Construction Department personnel demonstrated various operations performed in the field by Lineman, Underground Cable and Conduit, and Material Repair personnel. The event lasted four days giving other departments the opportunity to see what the ET&DC Department does on a day-to-day basis.

Among the many demonstrations were underground cable splicing and locating fault on cable,

installation of underground conduit, trimming trees, hot-stick operation (transmission-distribution), testing hot sticks dielectrically, stringing wire, setting poles and anchors, high-voltage display, and unloading of poles from trucks. Over 700 employees were able to see firsthand the activities of the Electric Transmission & Distribution Construction Department.

Members who retired on November 1, 1985, were George Johnson, Miami Fort, Howard Shafu, Electric Operating, Harry May, W.C. Beckjord. Congratulations to Mr. and Mrs. John Schmidt-goessling on the birth of Lisa Marie at 8 pounds, 14 ounces; Mr. and Mrs. Mike Workman on the birth of their daughter Linsay Nicole at 6 pounds, 11 ounces; and Mr. and Mrs. Floyd Colegate on the birth of Derek Wayne at 8 pounds, 7 ounces.

The officers and staff of Local 1347 extend to each member our best wishes for a Safe and Happy New Year.

RAY JAY, P.S.

Partygoers



Pictured at a party given by officers of Local 1367, Chicago, Ill., are, left to right, past President Allen Young, President John Quealy, and Brother Charles Dowdle.

New Linemen



Shown here are the graduates of the Three-Phase Lineman School, Chicago Central Division. Front row, left to right, are Overhead Superintendent B. Forest; linemen M. Ferguson, Z. Mathews, A. Navarez, A. Mascheri, R. Pettit; back row, left to right, Demonstrator H. Dean; linemen T. Sheridan, J. Maloney, W. Alicea, C. Garza, K. Aranda, C. Peques, J. Griffen, R. Ortiz; Demonstrator L. Walowski; and Foreman R. Sitek.

Stewards Praised For Fine Work

L.U. 1367 (u), CHICAGO, ILL.—We extend a wish for health, happiness, and prosperity to all our members in the coming year of 1986.

At this time we would like to convey a word of praise to the steward organization of Local 1367. The only time these Brothers had recognition is when they were introduced to the members at the regular meeting of Local 1367. Congratulations on a job well done to the following: Underground Department: Chief Steward Marion Tulik; Stewards Jeff Stanek, Rich Bober, Bill James, Joe Roach, Tom Coleclasure, and Ed Kepuraitis; Overhead Department: Chief Steward Bill Birman; Stewards Jim Delia, Joe Iwan, Russ Cynchner, Paul Mosier, Al Purchas, Joe Bleers, Lou Rich, Jim James, Ray Stakenas, and Tom Corrigan; Substation Department: Chief Steward Frank Voznak; Stewards Ray Richard, Gary Holmen, Joe Cavaliero, Don St.

Peter, Dean Cason, Fountain Roberts, and Dan Dunleavy; Stores and Building Service: Chief Steward Raymond Redding; Stewards Eugene Klimowski, Stan Bieczchudek, Ron Royle, Gene Kelly, Joaquin Millet, Art Tucker, and Mike Glenn, and Transportation Department: Chief Steward Charles Washington, Stewards Willie Bailey, Mark Stasiak, and Joe Kelso.

At the October 23 Executive Board meeting, President Quealy presented three new members to be admitted by the Board into Local 1367. They are Robert Cothard, Percy Lovett, and Thomas Daniel.

Submitted by Brother Ray Gunn are the graduates of Three-Phase Lineman School, Chicago Central Division. Congratulations to our new linemen, Brothers M. Ferguson, Z. Mathews, A. Navarez, A. Mascheri, R. Pettit, T. Sheridan, J. Maloney, W. Alicea, C. Garza, K. Aranda, C. Peques, J. Griffen, and R. Ortiz. The demonstrators were L. Walowski and H. Dean. This class was known as the "Thirsty 13" for their coffee-drinking ability.

We extend sincere congratulations to the following who are celebrating company anniversaries: with 43 years: overhead circuitman Arthur Filis, January 29, 1943; with 39 years: SSC electrical mechanic James Hand, January 7, 1947; with 38 years: underground crew leaders Frank Barre, January 29, 1948; Leonard Chudzik, January 22, 1948; and Tom Morrison, January 27, 1948; with 37 years: SSC crew leader Leo Limanowski, January 21, 1949; field service dispatcher George Bohaboy, January 28, 1949; overhead circuitman Charles Dowdle, January 12, 1949; mobile mechanic James Hughes, January 18, 1949; and SSC crew leader Joe Armato, January 10, 1949; with 36 years: senior tree trimmer Robert Zierden, January 10, 1950; and senior stockman Matthew Kosmider, January 9, 1950; with 35 years: overhead crew leader Theron Simkins, January 24, 1951; with 30 years: overhead circuitman Joseph Janky, January 23, 1956; overhead lineman special John Hettwer, January 25, 1956; underground crew leader Philip Scarim, January 17, 1956; and building operator John Schultz, January 17, 1956.

The regular meeting of Local 1367 will be held at the Hillside Holiday Inn on January 8, 1986, starting promptly at 8. Now, more than ever before in these trying times, our membership should be in attendance to find out firsthand just exactly what is going on at Edison. The Executive Board will meet on January 22, 1986, at 7.

Till next month.

RICH RUBAS, P.S.

Name this Person



Shown is the Local 1381, Hicksville, N.Y., mystery guest.

Members Attend Third District Utility Conference

L.U. 1381 (uow), HICKSVILLE, N.Y.—Our mystery guest for this month is shown here doing her daily routines. You will see next month who our guest is!

We recently had three delegates to the Third District Utility Conference, which was held in Binghamton, New York. The delegates found the Conference to be very informative and interesting. One of the important issues at the Conference was asking all the New York state locals to make arrangements to have a good showing at the IBEW

rally that was planned for November 20, 1985, at the Albany State Capitol. The main theme at the rally was "Energy Independence in the State of New York." Your scribe is hoping that you, the membership, will have responded to this most important event.

I had the opportunity to speak with Richard Fountain, our past business manager, and I'm pleased to report that he is doing well and sends his best regards to all.

Until next month.

ROBERT R. BENSON, P.S.

Following the Storm



Local 1441, Maywood, Ill., Brothers are pictured relaxing after assisting Brothers from Local 369, Utility Workers of America, following Hurricane Gloria.

Ready, Set, Go



Shown ready to tackle the day are Brothers Frank Komel, Ken Ludke, Garrett Hilliard, and Eddie Thomas.

Local Members Restore Power After Hurricane

L.U. 1441 (u), MAYWOOD, ILL.—After Hurricane Gloria passed through the Boston Edison territory on September 28, 1985, the lights went out. The damage was extensive; so Boston Edison called Commonwealth Edison for help. The company dispatched only 109 men because there was not enough lodging available in Boston.

When we arrived, we immediately went to work. Our line truck was a 22-foot moving van and a car pulling a U-Haul trailer. We put our hooks on and started to frame poles, pull up primary wires, and all the other necessary work to restore service. After six days management informed us our job was complete, and we were invited to a farewell gathering by Local 369 of the Utility Workers of America. To our surprise Steve Sweeney, president of Boston Edison, and Leo Sheehan, vice president of Local 369, congratulated us on a fine job. They were impressed with our ability to restore power to so many of their customers without modern equipment. Before the night was over, we were presented with "Power and Gloria" T-shirts picturing the gale-force winds of a hurricane circling a transmission tower.

We know the lights would not glow again if it was not for the help of Local 369 and those tree trimmers from the East Coast, and especially Pete Miller and Tony Matuszczak from IBEW Local 1249. Thank you, Boston Edison and Local 369, for your excellent professionalism and concern for our safety. Sincerely—R. Barbel, K. Baumgardner, C. Brennan, R. Cook, J. Cuff, W. Doss, T. Fleetwood, L. Foley, R. Frabizio, R. Friebus, P. Garbin, V. Graczyk, R. Hintz, W. Hatcher, J. Hrobowski, H. Kenner, J. Lamkin, W. Larkin, D. Loid, J. Libby, J. McCue, R. Mieszala, C. Nance, J. Nardone, S.

Perkowski, H. Phillips, R. Regan, G. Reiger, R. Runkle, H. Sadowski, N. Sanchez, T. Schiltz, T. Shanshaw, R. Suris, R. Wallace, P. Williamson, R. Zichmiller, and H. Zietlow.

Remember, if we unite like a union should, we can overcome all obstacles. Buy American products. Our local union meeting is the first Thursday of every month at the Knights of Columbus Hall, York Road, Elmhurst.

FRED HART, P.S.

Local Faces New Negotiating Climate

L.U. 1470 (em&catv), KEARNY, N.J.—It is customary to begin the first article of the new year with the stock greeting of "Happy New Year." With that formality out of the way, we plunge into an examination of our goal to achieve a happy and fruitful 1986 for all our members and their families. Can we make it so?

The critical element of that quest is how well we adapt to the new climate of the forthcoming collective bargaining rounds. All companies have been setting the stage for an aggressive "give-back" philosophy claiming that the competitive nature of the business world forces them to take back what they have agreed was just and fair in previous periods. But if all businesses take back, then the competitive ratio remains the same. The only change is "more profit with less."

Local 1470 is gearing itself up for the negotiations for new contracts in order to not only hold what has been mutually justified and agreed to in the past, but to proceed to improve and to move forward in modern industrial relations. We are not on the defensive. With the support of our membership, we intend to give greater security to all of our benefits and improve our standard of living at the same time.

There is no doubt in my mind that our efforts on behalf of all our members will succeed in breaking new ground in benefits and compensation to better meet our needs. As we succeed in meeting those needs, we succeed in making this a Happy New Year for all.

JAMES H. FITZGERALD, PRES.-B.M.-F.S.

Scribe Urges Members To Support the System Council

L.U. 1484 (uow), SYRACUSE, N.Y.—System Council U-11 publishes a periodical entitled *Power*, which is currently edited by Brothers Walt Massey, local president, and Michael Flanagan, Local 1339 business manager.

The September issue of *Power* features an article on the Public Service Commission vs. the union. The article explains a Public Service Commission audit report performed by Theodore Bary & Associates (TB&A). This report calls for reduction in personnel, elimination of "restrictive work practices," and increased use of contractors.

TB&A criticizes Niagara Mohawk Power Corporation's bargaining tactics. We must be aware that the report has urged the Company to take a "very hard line in future negotiations."

The System Council U-11 will be facing very difficult negotiations in June for the new labor agreement with Niagara Mohawk. We, too, must take a very hard line, stand together, and do what is necessary to maintain our dignity and our hard-earned position at Niagara Mohawk.

This scribe urges all Brothers and Sisters to attend union meetings, be informed, and give full support to System Council U-11.

Local 1484 members Evelyn Carroll, plant operation clerk at Oswego Steam Station, with 40 years; Ron Fish, consumer representative at the Cortland office, with 35 years; and Lucy Michelletti, senior treasury clerk in Syracuse, with 34 years of service, have retired this month and received retirement pins from IBEW. Good luck, Evelyn, Ron, and Lucy!

This is it for this month! Hope to see you at our next union meeting.

TIBOR HELCZ, P.S.

Retirement Party



Brothers Dan Wakefield, Dan Townsend, and Dan Marquez of Local 1501, Baltimore, Md., are shown at the retirement party.



Pictured are the retirees who were honored at the party; left to right are Roy Laird, Al Simonich, Roger Zweiger, and Harry McGee.

Scribe Praises Brother Guthrie's Leadership

L.U. 1501 (ees, rts, catv, em&mo), BALTIMORE, MD.—Local 1501 made it through the tough years. Here is what made the difference. President Dion F. Guthrie gave us leadership and growth in our local. Here are some qualities that prove my point about Business Manager/President Dion F. Guthrie's leadership.

Brother Guthrie is a builder of our union, and not a wrecker. He is one of the senior officers with 26 years in the local and 17 years as head of our union. He has a vast knowledge of our union and our complete industry, now including the cable industry. He is committed to protecting and improving our shop stewards' standards and makes every effort to keep them informed, as well as all other officers, and knowledgeable on all pending problems concerning our members. He keeps our members informed and up to date on all union matters. He also serves you as an Advisory Board member on the Pension Committee and as administrator of the union's health and welfare fund. He fights the nonunion and antiunion attacks on our work opportunities and keeps Local 1501's finances in good shape since a union must remain strong and capable of meeting all types of challenges.

The improvements to our health and welfare plan, including eyeglass and drug plan, under his leadership are second to none. He lets you know where he stands on all issues, and he doesn't believe in playing politics with your livelihood. He is always available on the job and at home, he is fair and indiscriminate, he is always seeking good working conditions, and he is well respected by our brother and sister locals, other union officials and international officers. He is always available to help our sick and needy members, lending aid and assistance whenever necessary to everyone, including our retirees. Business Manager Guthrie knows his jurisdiction well and doesn't believe in yielding anything. He believes his main obligation is to you, the union membership. He believes in looking ahead to the future, and he is always seeking ways to keep our members working.

As I try to sum up this report to the membership and look ahead, I feel our local has made and will continue to make great strides in the future. We must protect and secure our future. This can be done with a leader, and that leader is Brother Dion F. Guthrie. Thank you, Dion, for your time, ability,

and endless hours of work keeping our local strong.

A retirement party was held recently for Brothers Roy Laird, Al Simonich, Roger Zweiger, and Harry McGee. They retired with over 100 years of service and Local 1501 membership among them. Brother Joe Vernon, who took the pictures, stated that a good time was had by all. The party was held at Brother Vernon's home in Southern California

JERRY WINKLER, P.S.

State Convention Notes Labor's Problems, Progress

L.U. 1505 (em), WALTHAM, MASS.—On October 2-4, the 28th Annual Convention of the Massachusetts AFL-CIO was held in Boston. This year's Convention presented a variety of speakers who delivered messages on the problems facing those of us in the trade union movement. Over 500 delegates from across the state spent three days of the Convention hearing from people like John O'Malley, regional director of the AFL-CIO, and Thomas Donahue, national secretary-treasurer of the AFL-CIO, on both the problems of labor and the progress that labor is making on the regional and national levels.

A highlight of the Convention was a speech by David Sickler, president of the National Coors Boycott Committee. Brother Sickler, a former worker at the Coors plant in Colorado, described the inhuman and unjust tactics of that company in its dealings with workers. Brother Sickler praised the work done by the Massachusetts AFL-CIO in the Coors Boycott campaign in this state.

Also highlighted at the Convention was a problem facing many American industries—rising job losses due to increasing foreign imports. Speaker after speaker presented facts and figures that show an unrelenting loss of jobs in the United States unless some sort of measures are passed that will give American products a fair chance in the U.S. marketplace. What everyone should be aware of is that American unions are not asking for anything that most foreign countries are not already providing to their own workers; that is, protectionist measures which will insure that products made in the U.S. are given a chance in a fair trade atmosphere.

I would like to take this opportunity to wish all our members a Joyous New Year.

PETER CAMERATO, P.S.

During Workshop



Pictured from left to right are Vickie Creekmur, Toni Ramirez, and George Reed who attended a workshop put on by the Nebraska Equal Opportunity Commission.

United Way Contribution Increased

L.U. 1521 (u), OMAHA, NEB.—As of this writing, we do not have a contract negotiated. The current two-year contract expires November 1. We hope to have a new contract by the time this letter is published. Our new president, James Armstrong, is heading the local's team.

United Way was the recipient of a 15 percent increase in donations from the Bargaining Unit.

We have our first Sister to become a water plant operator—Marie Craig.

GEORGE A. REED, P.S.

At Work



Pictured is Sister Linda Taylor, a member of Local 1521, Omaha, Neb., getting ready for a winter's day work at the Florence water plant.

Analyze the Past, Work for the Future

L.U. 1547 (i, o, u, c, rr&em), ANCHORAGE, ALAS.—As we say farewell to 1985 and hello to 1986, we should all take an evening to reflect on our accomplishments, mistakes, and way of life during the past year, then spend equal time developing a program for accomplishments during the next year in both our personal and professional lives. During this analytical period, I would ask all of you to spend some time analyzing your commitment, or lack of commitment, to your local union.

Over the years as we have enjoyed the sacrifices of those union members who came before us, many of us have either never learned, or have forgotten, the value of collective bargaining. The first step to understanding the importance of those two simple words is to go to your dictionary and look up the meanings. Neither this local nor any other local is the "union." You, the membership, are the union. Your working conditions and wages will be established with your efforts, your commitment, and your understanding of collective influence.

Over the past few years, an element in our society has impressed upon the workingpeople in our country that you are not required to stand together with your other coworkers; "Big Brother" [the Department of Labor] will protect you from the wrath that may result when you step out independently of the efforts of your fellow employees. Laws have been passed to protect you from your fellow workers. When you look at this big picture, these laws have been passed to destroy your collective efforts by encouraging each person to consider how issues affect them personally rather than as a group within the same bargaining unit. In the future we will all be standing alone because our collective power will have been eroded and destroyed.

We here in Alaska are seeing more of this all the time, and now is the time for all to look back. Look at the jobs in the private sector, make comparisons as to how far each unit has progressed with reference to wages, health insurance, pension, working conditions, safety, and many other factors. These comparisons would not be possible if it were not for the collective efforts of many hard-working men and women who occupied your positions before you.

Take a few minutes and reflect on how it was before you became a union member, not working under a collective bargaining agreement but standing alone. We have all been there. Would you like to return to that? If we do not protect ourselves collectively, we will all be there again as individuals and alone.

The members and officers of Local 1547 wish the Brotherhood sincere wishes for a Prosperous New Year.

JAMES J. "JACK" HULL, B.M.

Local Makes Proposals To Transport Committee

L.U. 1574 (t&u), WHITEHORSE, YUKON TERR.—As I open this, I humbly extend the sincere greet-

ings of Local 1574 and its members to our fellow Brothers and Sisters in IBEW. Have a Happy New Year from the phone folks in Yukon, northern British Columbia, and the western Northwest Territories.

The local made a presentation in September to the parliamentary subcommittee (Standing Committee on Transport) on Canadian National Railways' pension system. The local's members are employees of a CNR subsidiary, NorthwesTel, and have several concerns regarding the pension plan, some of which are unique to this bargaining unit. One concern is the desire to retire while still in good health, and since the maximum retirement age of 65 will be challenged under the Charter of Rights, there should also be no minimum. CN employees should be allowed to retire after 25 years of service, regardless of age, rather than wait until at least 55. There is a reluctance to retire even at 55 because of a genuine fear that inflation will reduce the real value of the pension.

It is suggested that persons with military service be given credit for that time; that the surviving spouse of a CN pensioner receive the full pension for his/her remaining years since for one to live is as expensive as two for certain fixed expenses. Local 1574 also proposed that its members employed by NorthwesTel be permitted to pay pension contributions to their entire compensation package, including the basic wage, northern living differential, and accommodation allowance.

It is the local's understanding that CNR has been given until the year 2023 to pay off a large debt owed to the pension plan, and proposes that the federal government loan CNR the money to pay off the debt and direct the pension plan to be fully funded immediately, including matching employee deductions each time rather than paying-in only when each employee retires. It is also suspected that CN has borrowed at a low interest rate to finance such projects as Toronto's CN Tower at cost to the pensioner. Means to prevent such abuse, if it exists, are proposed.

Local 1574 also proposed that a comprehensive booklet be prepared and furnished to all employees that explains the pension benefits, structure, administration, investment policies of the fund, and all investments from the fund and rate of return.

Next I will report on the submission of the Northern Council of IBEW (nine northern Canadian locals) concerning the taxation of Northern benefits.

GEOFFREY B. CAPT, P.S.

Picnic



Pictured here are the horseshoe champs of the Local 1576, Lower Alloways Creek, N.J., Family Picnic, Jim Gerald and John Pacitti.

Local Honors Two Longtime Members

L.U. 1576 (u), LOWER ALLOWAYS CREEK, N.J.—I'm sorry to say that this month's report is going to be a little shy of individualized news. Recently I spent three out of four weeks attending Station Mechanic Requal. at the Training Center and wasn't able to get all the latest happenings at the plant. I hope to correct this matter next month. Thanks!

On October 5 we had our fourth 25-Year Banquet. Our guests of honor at the affair were Jerry Quinlan of Chemistry and Gene Sinnema of Maintenance.

Honored Guests



Brothers Jerry Quinlan and Gene Sinnema were the guests of honor at the Local 1576 25-Year Banquet.

Both have been members of the local for 25 years. Being a very young local, relatively speaking, this is the first time we have been able to honor members. By all accounts it will be at least three years until we can boast another 25-year member. On the off years we refer to the banquet as our Annual Dinner-Dance.

Both men received a token for their years of membership. Jerry, being an avid Redskins fan, received an official Washington Redskins team jacket and hat. Gene, on the other hand, is a fisherman. The local got him a saltwater rod and reel. Both men were very happy with their gifts. Brother Chip Gerrity presented Gene with his gift, and Brother John Bowers presented Jerry with his gift on behalf of the union membership.

The Banquet was held at the Centerton Country Club. The food was served buffet style, and there was an open bar all evening. For everyone's dancing pleasure the music was provided continuously by two DJs. During the course of the evening, we had a dance contest. Ron Roy and his wife were chosen as the undisputed winners. A good time was had by all who attended. Hope to see you there next year. Plans are already in progress for the gala affair.

On October 22 we had our monthly meeting. One of the main issues discussed was the use of freeze suits by members. Freeze suits or ice suits are made to be worn by workers in areas with heat of 140 degrees or higher. The union is urging all members not to wear these suits. They have not been adequately tested and found safe. The idea is to keep your body temperature down while working in extreme temperatures. The area of concern is that they are worn over your torso while your head is exposed to the heat. The idea of a volunteer group to wear the suits is being knocked around. A decision on this has not been made yet. The company is also trying to change the temperature from 140 to 160 degrees. As it stands right now, workers cannot be forced to work in areas over 140 degrees. We're waiting for a decision.

Bylaw changes were read at the October meeting, and discussion and voting on these were scheduled for the November meeting. Local President John "Chip" Gerrity read the changes being proposed, and Matt Zolnier, George Lesher, and Dave Burke were to be the counting judges during the opening vote.

The company's drug policy was also discussed. Members are urged during a drug test to make sure your specimen is properly marked in front of you and locked up to prevent any mix-ups. The rehire program after a drug-related suspension is as follows: A person is terminated for six months then rehired at the lowest classification for one year. If that person stays straight without incident, he or she can be brought back to their former classification with seniority. All this is at the company's discretion. That is the most important thing to remember. Also, during the six months' suspension, you will be able to receive unemployment.

The local started a raffle to benefit COPE. There will be 500 chances at \$5.00 a chance for a 25-inch, remote-control color TV. The raffle will be held when the chances are sold.

Brothers Garry Halstead, Dave Jannery, Steve Dennis, Jeff Morris, Dave Haef, and Steve Spiece were sworn in as members.

We're sorry to report that Ray Huber of Salem is in the hospital after a severe auto accident which occurred in October. He remained in the hospital most of November and will probably be out of work for an additional six months. Ray is suffering from a fractured hip, a broken wrist, fractured ribs, and has pins in his knees. I'm sure I represent every Brother and Sister in wishing Ray a speedy recovery.

The cooks for the meeting were Jim Doebler, Ted Wiler, and Mark Toal. Great burgers, guys! The bartenders were John Groze, Dave Radcliff, and "Smilin' Jack" Milligan. That's it for another month.

BARBARA (BREUER) VAN WAGNER, P.S.

Enjoying the Outdoors



Pictured here on a salmon-fishing trip are, left to right, Bob Hockman, John Lachet, and Vern Sample of Local 1592, Lock Haven, Pa.

New Officers Elected; New Scribe Appointed

L.U. 1592 (em), LOCK HAVEN, PA.—It's been a few years since our local has had a press secretary. On July 25 we had our election of officers. Our new officers for a three-year term are President Glenn C. Macklem, Vice President Jeff Hoover, Recording Secretary Connie Bitner, Financial Secretary Kathy Blesh and Treasurer Wade Martin. Valerie Eisenhower has been acting as temporary recording secretary. Those elected to the Executive Board are Rick Noll, chairman; Tom Sterrett, Ron Geyer, Donna Heaton, and Mary Wetzel. President Macklem appointed me, Nellie Quay, as press secretary.

Our outgoing officers had a combined total of 66 years of service as officers for our local. Iva Mae Miller served two years on the Executive Board and 20 years as recording secretary, Clair Miller, 18 years as financial secretary, Elva Rager, 16 years as treasurer, and Carl Litz, two years as vice president. Our outgoing President Charles Shreckengast served eight years at various union positions—shop steward, chief shop steward, Safety Committee, vice president, and president. These are very informed people who will be a big help to the new officers.

Brother Bill Baney and his wife, Sister Helen, became the parents of twin daughters on August 18. Congratulations to both of you. Tish Shawley, a league bowler at Clinton Lanes in Lock Haven, rolled a great 692 game—235, 222, 235. President Macklem appointed Judy Durkin, Leona Peters, and Melvin Laubcher to serve on the Audit Committee.

A probationary employee was terminated; the department shop steward, Joe Miller, and Chief Shop Steward Rick Macklem confronted the company on his behalf, and he retained his job. Our stewards are working on our behalf.

President Glenn Macklem has been conducting shop steward classes in order to better inform the stewards of happenings in the local. We have two plants which are approximately seven miles apart. The classes are to improve communications, thoughts, and ideas between the two plants. These classes are also open to any members who might be interested in learning union procedures.

President Macklem has also been recognizing

stewards as "Shop Steward of the Month." These stewards are recognized for ability to handle grievances and represent union members. Shop Steward of the Month of September was Joe Miller. Two stewards were recognized for October: for Beech Creek, Barry Hill, for Lock Haven, Rick Macklem. Both men are chief shop stewards.

There have been several new hires at both plants, I'd like to say, "Welcome!" to all of you.

Groups of our coworkers spent their vacations and some weekends salmon fishing in Pulaski, New York. One group was composed of Bob Hockman, John Lachet, and Vern Sample. Another group consisted of Carl Litz, Bob Toner, Joe Morton and Reggie Falls and his son Jeff. Sam Grenninger and his son also went. John Lachet treated some coworkers to salmon salad sandwiches and salmon cakes. Thanks, John.

On September 12 Jacob Merrill and Kim Chrum exchanged marriage vows. Good luck to both of you. On October 2 Pam Bridgens and husband, Bill, celebrated 15 years of marriage. They have a son, Bill, Jr., and daughter, Jennifer. On September 29 Chris Moore and his wife, Cindy, welcomed a new baby daughter. This is their second daughter. Brenda and Steve Falatico welcomed a new arrival on October 17, a daughter who weighed in at 8 pounds, 13 ounces. They named her Kelly Marie. They also have a son. Wade Martin and his wife, Gwendolyn, welcomed a 7-pound, 1-ounce daughter, Kara Nichole, on October 25. They also have a son Michael who will be 5 years old in January.

Brother Harold "Benny" Bennett passed away in October. Our sympathy goes to his family.

Be union, buy union. Until next time.

NELLIE QUAY, P.S.

Retirees



Pictured displaying their Local 1593, Hazen, N.D., jackets during the local's Annual Dinner-Dance arc, left to right, Reuben Ellwein, Harold Armstrong, Arnold Meyhoff, and Reuben Baisch. Not pictured but also receiving jackets: Walter Lentz, Albert Nicklaus, Richard Erickson, Joy Schlag, Norman Olson, Paul Tysver, Henry Hoffer, Arthur Hagen, and Lawrence Lund.

Local Keeps Busy With Negotiations

L.U. 1593 (u), HAZEN, N.D.—Greetings, Brothers and Sisters, from utility Local 1593. We would like to extend a thank-you to Brother Ralph Leigon for the wonderful job he has done as International Secretary. We also wish him all the happiness in the world on his retirement into the golden years.

As a member of the 11th District, we are proud that Jack Moore has been appointed to the position of International Secretary and congratulate him on this new position. A congratulation to Ray Edwards who has been appointed 11th District Vice President, and we are looking forward to working with him in the future and with his assistant Carl Tutorino.

We have been very busy the last few months as we have 11 contracts open for negotiations. The battle is hard and tough as Reaganomics is taking its toll. Although casualties are noticeable, we will not give up, through unionism we will win the war.

On September 28, 1985, we had our fourth Annual Dinner-Dance. We honored our retirees and

also had some years-of-service awards to present. Our retirees were presented with Local 1593 jackets and are proudly displaying them in the accompanying picture.

WILBERT ZIEMANN, PRES.

Retiree



Pictured is Recording Secretary Christian Charlebois presenting Madame Lafrance with a retirement pin and a small token of our appreciation for her long service to Local 2274 as business manager and to Local 1604, Montreal, Que., as assistant business agent. She retired on July 29, 1985.

"Is AT&T Disappearing From the United States?"

L.U. 1612 (mow), COLUMBUS, OHIO—American Telephone and Telegraph, a corporation that was a cornerstone of the American economy, changed its ideals after divestiture came along. They now want to increase profits at all costs. They are starting to manufacture telephones in Singapore (labor rate, \$1.80 a day) instead of Indianapolis or Shreveport and want to begin manufacturing products in Korea, Spain, Italy, and Ireland.

The employees of AT&T supported the company when asked to write to our representatives in an effort to defeat attempted regulatory actions by Congress, and again when asked to support AT&T long distance and other endeavors. Is this the thanks we get, moving our jobs offshore? Now we must write to our representatives for support of legislation that prohibits massive offshore movement by American corporations.

Will AT&T's next decision be to assemble PWBs in Juarez, Mexico? Can Columbus or any other location compete with a labor rate of 90 cents an hour? Can any number of concessions save us? Our corporation is walking a thin line. On one side is a fair profit, but on the other side is greed. Let us hope that the powers that be choose a fair profit or everyone, from the plant manager to the mail clerk, will be looking for a new job. For greed will only be one more step toward the destruction of the American worker. If this happens, we will have to ask, "Is AT&T disappearing from America?" (Item submitted by Bob Thurman, Job Grades chairman.)

JULIE A. ENMEN, P.S.

Scribe Says, "Bring Up Problems at Union Meetings"

L.U. 1690 (em), OLEAN, N.Y.—In our continuing effort to try to induce you to attend union meetings, we will, from time to time, supply you with little-known facts about such gatherings. For instance, I'm sure that many of you are not aware of the fact that at the conclusion of formal business (reading of minutes, etc.) the floor is always opened for questions, comments, and criticism in an effort to allow you to bring us up to date on any problems you may be encountering at work. Also, if you have a problem that you would prefer to discuss with Carol privately, she allots time both before and after the meetings for just that purpose. The opportunity is there. Take advantage of it.

In a recent issue we tried to convey the importance of supporting COPE by presenting you with basic ideas as to the utilization of those funds, but we neglected to mention one very important service your individual purchase of COPE tickets supplies—the enhancement and continuation of life

Business Manager



Pictured is Local 1690, Olean, N.Y., President-Business Manager Carol Hooper.

It seems that now that our numbers are increasing due to recent recalls, the local's president expects COPE sales to increase correspondingly. In fact, she has made it a point to share those expectations with her officers and stewards on numerous occasions as of late. Therefore, when you see your stewards, as an act of kindness, ask them for a ticket. The life you save may be theirs.

We have been trying to stress that people on layoff, who have not changed their shift options since being laid off, may come into personnel at any time to change them. They do not have to wait the usual six months. Should you encounter any of these people in your wanderings, please pass this information along. Judy Wetherby would like to elicit your help in locating families and charitable organizations that could benefit from our pop can receipts. If you have knowledge of such a family or group, please contact either Judy, Meg Malone, or Carol Hooper.

We would like to conclude our article with a few personal comments concerning the retirement party. One had only to see the faces of the people at the union meeting the next day to judge the party was a success. Even Fern looked wilted. However, we do have one small complaint. It seems that the authors of this article were allowed to consume an entire bottle of imported white wine, a feat only made possible by the fact that the president prefers domestic varieties. This particular wine, since removed from local liquor store shelves, has been found to contain minute traces of antifreeze, which probably explains the absence of the dull warm glow known to totalers normally experience upon just opening the bottle, let alone consuming the entire liter. Therefore, in the event of our untimely demise, please alert the authorities to the fact that the person to apprehend is the one pictured in the accompanying photo, in that she failed to inform us as to the hazards of those particular imported goods. (Note: She has been known to travel under the assumed name of Snow White and can generally be found hiding out at Plant 4, a minimum security facility referred to as the "Country Club.")

MEL RATHBUN, P.S.
MEG MALONE, P.S.

"Sweat Hogs" Win Softball Tournament

L.U. 1733 (u&o), FREDERICTON, N.B.—This year's softball tournament was a successful venture in Buctouche. Don LeBlanc's Moncton team, although not getting into the finals, was the sharpest-looking team in their Labatt's sweaters and caps. Also, the Chatham team this year was sharp, but the weather back on the Miramichi was so enticing they all headed back Saturday night and left the finals for others to sweat out on Sunday. Sunday morning brought the Coleson Cove team in against the pitching of Wayne Russell and the hard-swinging bats of the Fredericton Sweat Hogs. Although the valiant effort put forward by the Cove Boys was just not enough to stem the tide, they gave a good accounting of themselves.

Grand Lake's Gerry "The Arm" Fulton took the mound against the Saint John Mets and proceeded to exclude the Mets from the finals. Even with the

Softball Teams



Pictured here are the Fredericton Sweat Hogs, the first-place finalists in the Local 1733, Fredericton, N.B., softball tournament.



Shown is the Grand Lake team which took second place in the tournament.

amount of walking wounded on both sides, the battle slowly moved in the direction of the Grand Lake's batsmen. Following a dinner break, Grand Lake took to the field against the Sweat Hogs. In the final Gerry "The Arm" Fulton and his eight workers tried their best, but the solid hitters and playmakers of the Sweat Hogs were just too much to be stopped this day, and a lot of the effort was made by Luke "Betty Crocker" Dewitt, who thought the whole tournament was a piece of cake or just a cakewalk. Luke's efforts captured the All-Star Second-Base Award for the tournament.

Local 1733 concluded its election in June, 1985. Larry Calhoun was elected president, Gord Simpson, vice president, Paul Richard, by acclamation, treasurer, Ian Campbell, secretary, and Bert Evans, by acclamation, business manager.

At the recent meeting of the Atlantic Utility Council, we had the honour of attending a testimonial dinner for Brother Austin Thorne, secretary-treasurer of the Canadian Federation of Labour which is headquartered in Ottawa. Austin for many years was the business manager for Local 1620, IBEW, in Newfoundland. He was instrumental in the formalizing of the AUC and was for years its president. Brother Thorne has approached all his duties head-on. This is a good mark for any man to make. We are also glad that he did not take this approach at his dinner.

BERT EVANS, P.S.

Local Participates In The Brevard County Fair

L.U. 1908 (u), COCOA, FLA.—I apologize for not having a column the last couple of months, but things have been hectic, and the deadlines have passed before I realized it.

Many things have been happening since my last article. The biggest, of course, is negotiations. At this writing our committee and the company have been meeting for about two months, with about a two-week break when the company broke off the talks with a dispute relating to the Joint Safety Committee. Talks have resumed, and our committee is doing its best to bring about a fair and equitable agreement. Our committee needs our support and patience as negotiations are a long and tedious affair. Hopefully by the time this column is published we will have a new contract.

As many of you are aware, the Central Labor Council has set up a booth at the Brevard County Fair. This is our first attempt at a project of this nature. Our president, John Schantzen, was the committee chair. I also served on the committee,

so our local was well represented. Brothers Joe Fisher and Tim Moran manned the booth on our local's night and did a fine job. We hope that this effort will help us communicate with the public in a way that will inform them of the labor movement and what we stand for. Many internationals, including the IBEW, sent us giveaways and literature to give to the public. With an expected turnout of 300,000 people, this was a good opportunity to get our message across. The three times I worked the booth the response seemed genuinely good. Many of the people I talked to said they would really like to be union but were afraid for their jobs if they tried to help organize one at their workplaces. With the present administration's selective enforcement of this nation's labor laws, and the NLRB's antiunion leanings, I can understand their feelings. I believe our booth was such a success that we will have it again next year.

As this is the first column of the year, I want to wish all of our members a Happy, Prosperous, and Safe New Year. I urge each of you to make a commitment to be good union members and work safely throughout the coming year.

Hope to see you all at the hall on January 14 at 8 p.m.

TERRY L. KAMMER, P.S.

New President



Newly appointed Local 1974, Omaha, Neb., President Robert Alberts is pictured in his office.

Brother Alberts Appointed New Local President

L.U. 1974 (em), OMAHA, NEB.—The membership of Local 1974 was greeted with a change of presidents in October and a new officer for the Executive Board. Moving to the office of president for the Omaha local, was former Executive Board officer Robert W. Alberts, and taking his place on the Board was Shop Steward Dan Lindblad. Brother Alberts' unanimous appointment to the presidency was necessitated by the surprise resignation of former President Mass, who quit to accept the office of secretary-treasurer of the Nebraska State AFL-CIO. Brother Mass served as president of Local 1974 for two and one-half years of his elected three-year term. Robert Alberts will fill the president's office for the remaining six months.

Newly appointed President Robert Alberts brings a great amount of experience to the presidency. Bob has worked for the local union for over 20 years. He has served this local as a shop steward, chief steward, and member of the Executive Board since 1971. In 1973 President Alberts was appointed secretary-treasurer of the Local 1974 Building Corporation at a time when the union needed a person of his financial experience. The union had built a new union hall the previous year, and Bob's expertise kept the union on a firm budget to allow it to pay for the building and meet its operating expenses.

In 1977 then-Executive Board officer Robert Alberts was elected chairman of the Executive Board to go along with his Building Corporation duties. These responsibilities, plus being an integral part of every contract this local union has negotiated with the AT&T Company since 1973, have given President Alberts the experience necessary for the position of president. During his earlier years with the union and up until the present time, President Alberts has been an instrumental leader of the

union-sponsored United Way and Muscular Dystrophy Campaigns, and helped organize the first Quality of Work Life Committee.

Replacing President Alberts was Shop Steward Dan Lindblad. Dan has worked actively for Local 1974 for the last 10 years. Dan was a shop steward for eight years and a chief steward for two years. Taking over the secretary-treasurer's duties of the Building Corporation and replacing Alberts as chairman of the Executive Board was longtime Executive Board officer Mike Kelly. All moves to the new offices were to be effective October 7, 1985.

President Alberts will be the third president for Local 1974 in 30 months. Prior to Mass winning in 1983, former President Michael D. Quinlan (currently a Representative in the IBEW Research Department) held the presidency for 12 years. Congratulations are in order for all the newly appointed officers.

DONALD M. WIECZOREK, P.S.

Anniversary Celebration



Pictured are some of the members and guests who attended the dinner-dance in celebration of Local 2084, Syracuse, N.Y., 25th anniversary.

Local Celebrates 25th Anniversary

L.U. 2084 (em), SYRACUSE, N.Y.—On Saturday, October 5, 1985, over 200 members and guests celebrated our union's 25th anniversary with a dinner-dance at Raphael's Restaurant in Syracuse, New York. Among the highlights of the evening was our guest speaker, Michael J. Bragman, assemblyman from the 118th District, who spoke on the topics of toxic legislation and plant closings.

Over 185 members of Local 2084 with 25 years of continuous membership became eligible for a permanent bronze membership card bearing the member's name and union membership number. Those eligible members attending the dinner-dance were honored and presented with their cards by Business Manager John Normoyle.

Letters of recognition of our anniversary from Felix House, president of Crouse-Hinds Company; Democratic mayoral candidate Thomas G. Young; and Governor Mario M. Cuomo were read by John Normoyle. In addition, state Assemblyman Bragman presented John Normoyle with a citation from The Assembly of the State of New York commending Local 2084 upon the occasion of its 25th anniversary.

A special thanks to retired member Tom Flannery for his capable assistance in the mounting and displaying of over 100 photographs of events through the years, including scenes from the union clambakes, strikes, elections of officers, shots in the plant, and many more.

A thank-you is certainly in order for the officers, stewards, and members of Local 2084 for their efforts in making this affair a big success.

JOHN M. FILAPELLO, P.S.

Scribe Notes Fine Performance of Officers

L.U. 2100 (u), LOUISVILLE, KY.—Happy New Year, fraternal Brothers and Sisters. I trust everyone had an enjoyable holiday season.

I would like to take this opportunity to congratulate the elected officers, chief and shop stewards, and all functioning committees for a job well done in 1985. Your dedication and output constitute the nucleus of this local. Rest assured that your hard work and energy serves as an example for every other member in this local. Keep up the good work in 1986.

With the beginning of yet another year, I challenge every member within the local to set one common goal: That every member gravitates toward making Local 2100 the most cohesive body within the Brotherhood. Each member has something to offer. Remember, a union is only as strong and united as its members are. Every member is an integral component in the total mechanism. Every component is vital to the operation of the machine. Local 2100 is the machine, and you fraternal colleagues constitute Local 2100. Brothers and Sisters, you are the union.

Brother Gary Klingsmith recently resigned his appointed position of business representative. Brother Klingsmith served as one of the best pro-labor advocates the local ever had. His special talent was putting on arbitration cases. Brother Klingsmith had an unprecedented winning percentage in the arbitration cases he handled. Brother Klingsmith represented our local and the causes of organized labor with intensity and professionalism. Local 2100 thanks you, Brother Klingsmith, and wishes you continued success in your future endeavors in the labor movement.

MIKE DAVIS, P.S.

Local Will Celebrate Silver Anniversary in 1986

L.U. 2104 (u), NIAGARA FALLS, N.Y.—Did you know that about 18 percent of the United States labor force belongs to unions? That percent has dropped from over 30 percent in the early 1950s. Canada's unionized workers in the early 1950s numbered practically the same—30 percent. That figure in Canada is now approximately 40 percent.

Canada and the United States appear to be headed in opposite directions. Why? Do you think Ronnie Reagan and his friends in corporate boardrooms have anything to do with it? I do. Ninety percent of Swedish workers are organized. Sixty percent of British workers are union members. It tells you something about our government's attitude toward workers, doesn't it?

Speaking about government attitudes, have you noticed the dramatic increase in the number of domestic airplane crashes or near crashes in recent months? Maybe the results of the president's wholesale gutting of PATCO (the air controllers' union) are showing up with fatal certainty. It just could be that our government's plan to "make an example of a union" is costing huge amounts of money and, tragically, lives. Perhaps the black-listed controllers should be allowed to ply their trade and restore safety to the airlines. The Reagan administration's policy of making life miserable for organized labor without just cause should cease, too.

To show you how far corporate America is willing to go to keep labor under its thumb, listen to this. The Boy Scouts of America, not exactly a threatening, radical organization, announced plans to issue an American labor merit badge. The National "Right-To-Work" Committee, a right-wing corporate mouthpiece, launched a furious letter-writing campaign to prevent the issue of the American labor merit badge. The "right-to-work" sympathizers said it was a recruiting device, compulsory unionism, and tantamount to *brainwashing*. To make a long story short, the badge has been recalled and is being reviewed. It is expected that the badge will eventually be offered.

What would scouts have to do for the labor badge? They would have to conduct research on the structure of labor unions, draw an organizational chart of a union, study the history of the labor movement, or (GASP!) attend a union meeting. Is that brainwashing? By the way, the Boy Scouts of America have already issued an American business merit badge. Organized labor didn't contest it, either!

At least management is consistent. Think of how many times your NYPA supervisors have gone out of their way and nitpicked to let you know that they were in charge, or at least made it appear that way. People and companies that are competent and confident don't have to do that. I wonder if management in general, and NYPA in particular, are afraid that exposure to what unions have to offer will make them look like callous hypocrites? After all, unions are democratic organizations. I guess management will have to answer that question.

While on the topic of what unions have to offer, let me provide you with some figures I read recently. According to a government analysis of union contracts in the first quarter of 1985 and over the past 12 months, union members averaged \$11.64 per hour. Nonunion employees averaged \$9.00 per hour—\$2.64 less.

The advantage for union workers increases when wages and fringe benefits are combined. Union workers averaged \$17.64 per hour while nonunion workers received \$12.11, or a difference of \$5.53 an hour. The government estimates that the union figures are even higher because recent bargaining results aren't included.

So that you can compare how you stand to the national average, you might be interested to know that in 1984 (the latest figures available) your fringe benefits as a member of Local 2104 were worth \$5.61 per hour.

1986 is the 25th year of Local 2104. I hope our silver anniversary is our best one yet. I also hope that the new year will be a happy, healthy, and prosperous one for all members of Local 2104 and for the members in all locals throughout the IBEW. Happy New Year!

See you at the next meeting!

WILLIAM M. PATERSON, P.S.

New Agreement Negotiated; Two More Upcoming

L.U. 2113 (it&mo), TULLAHOMA, TENN.—Brothers and Sisters, of three major operative contractors at AEDC (Arnold Engineering Development Center), our membership employed by Schneider Services came out of their negotiations with a contract giving them some gains over the next three years. The other two contractors, Calspan and Sverdrup, who employ our other members are due to head into their contract negotiations within the next month or so. Our members on the Negotiating Team for the Schneider contract were A. D. "Skitch" Henderson, Joe Jones, Vice President H. O. Whitaker, and President Jack Dickson. All four of these men are due a tremendous thank-you for a job well done.

We still have a big problem of nonunion contractors on the AEDC base. The last count given us a month or so ago was 82 nonunion contractors compared to zero fair contractors. We have and will continue to do all we can in battling this issue pressing by the USAF. We have requested any and all the help we can to turn the tide. As of now, it seems futile, but we haven't given up.

On the brighter side, we are happy to report that Brother Willard Rouse is back after a long illness as is Brother Dan Cooley. We still hold in our prayers the return of Brother Jim Marler at Calspan.

Last, but not least, we are excited over the news that Saturn will build within Local 429's jurisdiction.

In closing, I leave you with this quotation from the late IBEW President Frank J. McNulty made in Boston in 1913. "I have seen our Brotherhood in victory, as well as in seeming defeat, I cannot say in defeat, because I do not concede to anyone that our Brotherhood has met defeat. . . ."

You will hear from me next month, the good Lord willin' and the creek don't rise!

STARLA AMOS, P.S.

Former Officer



Local 2145, Vallejo, Cal., Brother Norman Swanson is shown after he was presented with an IBEW belt buckle. He was a local officer when Joe Horvath was president. Business Manager Ken Kelly is at the right.

Supervisors, Productivity Discussed by Scribe

L.U. 2145 (govt), VALLEJO, CAL.—In this column I will attempt to explore still another aspect of working relationships. You the employee are only one side of the working coin, on the other side we have the supervisor. Suppose we take a closer look at supervisory attitudes, responsibility, and influence on your productivity.

During the years I've been in this industry, I've enjoyed a diversity of interesting and challenging assignments. For a number of years, I functioned in the capacity of what has been variously known as "snapper" or lead mechanic. Keep in mind that those experiences were part of a prior employment experience in other shipyards. At one time I had problems with supervisors, too. My troubles came about as a result of my assignment and were very different from the problems that you may have today. It was in *that* capacity that I discovered the nonfunctioning supervisor.

I worked for a substantially representative cross section of supervisors—some of the very best and some that were something else. It was an interesting experience. One supervisor once said to me (making reference to his comatose crew), "I can't do anything with them, but I can double your output." This article will address "those that were something else." (I will tell you one thing before I begin. I have never worked for a bad supervisor in *this* shipyard. I am not saying they don't exist. I am making the point that I personally never worked for one during the years I've worked here. Generally speaking, I would consider most of the supervisors I have come to know in this shipyard as exemplary.)

During the past year, I have read enough about supervisory practices to convince me that there still exists a problem in this area. Consider this item: "Can American workers compete with the Japanese? Our problem is not and never has been the American worker. Our problem too often has been with the American manager—managers who combine meaningless status symbols and authoritarian leadership styles with an inability to develop trust, empathy, supportive behavior, or open communications." Written by a radical union propagandist! This item was a letter to the editor of *U.S. News and World Report* signed by a professor of management.

The following item appeared in the September, 1985, edition of the Local 2145 publication *Megger*. "The Supervisor's Job:" "A supervisor's job is to help people do better work. If he doesn't help his people do better work, who needs him?" Another paragraph quoted the sentiments of an employee whose case Dan Silverton was preparing for arbitration; he said, "At his previous job supervisors helped the employees with their problems, but here it was as though the supervisors were the enemies who tried to 'get' the employees instead of helping them." I thought Mr. Silverton's article was very interesting because it sounded very much

like some of my earlier experiences when I was employed at the Hunter's Point Shipyard. It certainly does not reflect my experience at this shipyard.

I think it would be safe to assume that the direction of both articles would certainly seem to be antimanagement. I don't see it that way at all, what I see is that there are individuals who, due to their unique situations, have observed problems that should be addressed and who are screaming to be heard. How do you tell a manager that there are problems within his group that should be addressed that he may not be aware of? It isn't easy.

I did a tour of duty in the personnel section during the last years of the existence of the Hunter's Point Naval Shipyard. At no time would it have been either proper or appropriate for me to discuss the problem of the nonfunctioning supervisor I observed while I was a lead mechanic. I know that the shop superintendent and the group superintendent weren't aware of the problem. Who was going to tell them—me? You've got to be kidding! People at my level can't tell people at that level anything, especially if it pertains to supervision. They have been conditioned to believe that all their subordinate supervisors are completely dedicated and have a very high level of commitment and technical competence. They have been conditioned to believe that the only real problems they have are the radicals who belong to the union. They know all about nonproductive employees and not a damn thing about nonproductive supervisors, and that is their real problem.

Many years ago I worked for a supervisor who was awarded an outstanding achievement award every year for the first five years he was a supervisor. He earned all of them if for only one reason—he did whatever he had to do to help you get your job done. He was always available and was a fully functioning supervisor. I mention that experience to illustrate the difference between a functioning supervisor and a nonfunctioning supervisor. In my next column I will tell you about supervisors you could never find when you needed them—and who did little to help you with your problem when you did find them.

JOSEPH SCAVONE, JR., P.S.

Two Members Elected To State AFL-CIO Posts

L.U. 2156 (em), GAINESVILLE, FLA.—At this writing some new faces are seen in Tallahassee these days as a result of the Florida AFL-CIO Convention held in Miami, Florida. Our own Susan Wilson was elected to the office of secretary-treasurer of the Florida AFL-CIO. Although we hate to see her go, we are expecting to see some dynamic happenings on the national and state levels, as her presence in Tallahassee indicates.

Sister Jackie Ward was elected to the office of vice president at large, an office vacated by Susan Wilson. These two leaders' track records will prove invaluable in the future. They are devoted workers of "unionkind."

Locally, our Halloween Party was a success. There were vampires, flappers, cowboys, cats, and brides of vampires. Ribbons were given out for the best costumes. Joy and Ted Simmons won first-place ribbons, second place went to Polly and Wylie Hammond, and third place went to B. J. and Dennis Taylor. If you missed this costume dance, plan on being there next Halloween for a great time and good fellowship.

With the new year upon us, plans that were made in 1985 hopefully will come true. The Company says we can beat the foreign competition. The hourly employees have been told repeatedly that we are the cause of the business being in trouble—until Mr. Green. He is not pointing the finger of doom only at the hourly workers; he is pointing it at management, too. We will just have to wait and see who really gets the ax.

Since day one there hasn't been anything made by man that was perfect. All things that are manufactured have defects, so do not be misled, even our competition has problems with machines and

quality. As union members we should strive to do the best job possible because we are caring people. Management could take a few lessons in trying to keep American jobs in this country. After all, if we don't have jobs, who would there be to manage? Have a Safe and Prosperous New Year.

L. ALICE KINZER, P.S.

At Work



Shown here is the crew at the Enhanced Recovery Systems pilot project; left to right, front row, Mel Russell, Reg Robichaud, Benoit Hébert, Normand Roussel, Edmond Robichaud, and Zenon Mallais; back row, Robert Mandenson, Reno Robichaud, Armel Murphy, Bob Hicks, Fernand Comeau, Willie Thibodeau, Clint Grasse, Kevin O'Shea, Ernie Knox, Gary Lynch, Jim McCormick, and Jack Keating.

Bass Tournament



Pictured are members and their families at the Annual Bass Tournament held on May 25, 1985, in Nackawic, N. B. Gary Finnie and Greg Banks were the Tournament organizers. (Photos submitted by Local 2166, Fredericton, N.B.)

Local's Annual Picnic Was a Success

L.U. 2166 (i&catv), FREDERICTON, N.B.—Hello again, Brothers and Sisters. It's been a long time since I've written an article for the *Journal* because I have been doing a lot of traveling all summer. It has been a wonderful experience, especially in the Boston area. Let me tell you that they treated us real good.

While I was away our local had its third Annual Picnic, which was held during the first weekend in August in the Campbellton Unit. Forty members, 38 wives, and 64 kids were in attendance. Special thanks to the Campbellton Unit for their warm welcome and the hard work they did. Brother Yvon Landry would make an excellent plumber and our Business Manager Gary Savoie should have been a cook. He fed us with lobster, clams, steaks, broiled salmon, roast beef, baked potatoes, salad, and drinks. There was also clam digging and cod fishing. Brother Yvon Landry was named fisherman of the day only because Brother Frank Crane did not want to walk in the water, and Erica Doucette won in the junior division.

For the first time there was a dart tournament organized by International Representative Bob Whitehead, which was won by Brother Mel Russell and Jeannine Pitre. The B Division was won by Paul St. Pierre and Lilianne Guitar. The big winner in the horseshoe tournament was Brother Paul St. Pierre and Danny Pollock, both from the Campbellton Unit. The tug-o-war contest was won by the Campbellton Unit. All in all, with the cruise on the Bay of Chaleur, it was a very successful

Picnic. Next year it will be in the Edmundston Unit at the Panoramic Camp Ground in St. Jacques.

Brother Jerry Caron, chairman of the Entertainment Committee, thanks everyone on his Committee for a job well done. Special thanks to International Representative Bob Whitehead who was always around to help.

I'd like to thank Brother Jerry Caron for a job well done and for the information while I was away.

I wish you a Happy New Year with plenty of work and health.

JERRY CARON, E.C.
LUC CHASSE, P.S.

Club Stresses The Importance of COPE

RETIRES ASSOCIATION OF L.U. 3, NEW YORK, N.Y., N. FLORIDA CHAPTER—The September meeting was opened by Chairman Anthony Badami. After the pledge to our flag, he recited the invocation. The minutes of the previous meeting were read and approved as well as those of the previous meeting of the Board of Directors. Correspondence from Joe Jacobson to all chapters regarding improving donations to COPE was read. Charles Danels read a communication from Senator Lawton Chiles, and Manny Lefkowitz spoke about COPE. At the October meeting of the Board of Directors, a vote was taken by the Board to donate \$5.00 each to COPE at the January meeting.

I congratulate Karen Clarke, executive director of the Florida Consumers Federation in West Palm Beach for awakening the public to individuals in our community who are often left out of published lists of community leaders who have greatly improved the quality of life in this area. George Hudspeth, an officer of the Florida Building Trades and business manager of Local 323, should have been mentioned. He is recognized locally and nationally for his leadership in the field of economic justice for all workingpeople and his involvement in the community.

All Americans who pay taxes are outraged by the \$90 billion in corporate loopholes, such as those for GE and W. R. Grace, who pay little or no tax at all. Reagan's appointment of an ambassador to the Vatican, in violation of the First Amendment because it used taxpayers' dollars, caused many Democrats to switch to the Republican Party. The president's hatred toward unions, middle-class Americans, and the poor was evidenced in his appointment of Mr. Lewis, who in 1981 decertified PATCO and caused the loss of 11,000 jobs. The union insisted that more trained people be employed in order that the controllers would be able to get relief from the strain and stress of the job. President Reagan's 9,000 controllers have now come full circle as the PATCO people did in 1981; they are complaining about the same deal the PATCO people did in 1981.

The flood of antiunion legislation and kickbacks proposed and presented to state legislatures and Congress was designed to reinterpret existing laws in order to narrow their scope so that employers can violate them with impunity. Not only does labor have a problem, but the whole country's economic and social structure is endangered. The president has often remarked, "You ain't seen nothing yet." All of this would never have happened had we awakened from false security and doubled our donations to COPE. We would have had a Democrat in the White House.

The very best of health to all of us.

DAVID BLANC, P.S.

Retirees Hold First Annual Picnic

RETIRES CLUB OF L.U. 6, SAN FRANCISCO, CAL.—Our first Annual Picnic was held at Junipero Serra Park in San Bruno, California. The site in the park was the "Crow's Nest" on the top of the mountain, a beautiful location for our 56 members, wives, and friends present. The Picnic was a huge success, and once again not enough praise can go

Having Fun



Pictured are some of the ladies attending the Local 6, San Francisco, Cal., retirees' first Annual Picnic.

to our organizer, Larry Brunetti. The New York steaks were supplied by our vice president Harry Wehr and barbecued to perfection by Harry's brother Al. Harry also supplied the beans covered with Larry's Italian sausage—delicious! The trimmings were brought by the members' wives. Our bartenders, Warren Orlandi and Roger Kucich, did their usual fine job.

The weather was a little on the cool side in the morning, however, the sun broke through by noon and everyone warmed up. Herman Dudak, our president, led the group in singing, starting with "Hail, Hail the Gang is All Here." Sam Schneider and the Kitchen Committee had everything in order. Larry started the bingo game, and we had a two-time winner, Roger's wife, Teresa. Take notes, all of you who did not attend, you missed a great time. Member Bob Albright and his wife came all the way from Citrus Heights [east of Sacramento]. Bob will undergo a throat operation in the near future.

At our meeting in September, the guest speaker was Dick Katz from AT&T. The subject was fiber optics and how these fibers, the thickness of a human hair, can carry countless conversations on the same line. I brought up the old standing joke on buildings in San Francisco where a 3-inch rigid conduit would be installed for the telephone company and usually the size cable they would pull in would be maybe one-half inch in diameter! They would always say the 3-inch conduit was for the future. Now the future is here, and they could probably get by with a 1/2-inch conduit.

We had a delicious lunch for our 40 members present. It was chicken and pasta, cooked by Matt Di Trapani and served by Kitchen Chief Sam Schneider and Larry Brunetti.

GENE WILBERT, P.S.

Scribe Recaps Recent Events

RETIREES ASSOCIATION OF L.U. 11, LOS ANGELES, CAL.—On October 9, 1985, we had our general meeting held at the local's auditorium, which was darkened by the window shades put up by Brother Harold Collier with the assistance of other members. Upon arriving we were greeted by Sister Bea Telles, who has one arm in a sling.

President Gene Drogin opened the meeting at 10 a.m. and led us in the salute to our flag followed by a moment of silence in memory of those Brothers and Sisters no longer with us. To those members not able to attend because of illness, we wish a quick recovery and hope to see them soon. We greeted the new members and those celebrating October birthdays and wedding anniversaries with a song led by Brother Frank Stricklin.

The minutes of the previous general and Executive Board meetings were read and approved. A thank-you note from Sol and Grace Rosenblum was read, and we thank Sister Gert Marcus for sending good-cheer messages to those members not feeling too well.

At our September meeting we had the pleasure of seeing and hearing Brother Brice Worley from Wilmington, who whenever possible joins us and

Sticker



This is the bumper sticker that is available to members of the Retirees Club of Local 53, Kansas City, Mo.

usually brings a friend. His loyalty to unionism and to our Retirees Club is very much appreciated.

Ralph and Edna Larkin are doing a terrific job as editors of our quarterly newsletter, *The Short Circuit*. They would like to receive articles of general interest from our members. If you have not been receiving the newsletter, let them know.

An item in the news is the establishment of an electrical museum by the Electrical Training Trust (ETT). This project is being headed by Brother Earl Higgins, and the Retirees Club has set up a committee, chaired by Brother Phil Bruce, to give ETT all the assistance we can.

Brother Frank Stricklin gave us the Treasurer Report in high "C," denoting "C"ash on hand in the Credit Union.

In March, 1986, Brother Dan Cohen will be arranging a cruise to South America so that all who wish to see Halley's Comet at close range can do so. Please contact him if you are interested.

Dan also reminded us to send requests to our government officials to maintain our Medicare benefits. Say no to cutbacks in medical care; say yes to cost containment for such care as needed.

For a quarter a guess as to how many chocolate-covered raisins were in a jar, we had the opportunity of winning the jackpot. Congratulations to Sister Phoebe Cronk for winning \$14.

Program Chairlady Norma Young introduced our guest speaker, Mr. Douglas J. Mudgway, Tracking and Data Systems manager, Spaceship Galileo Project, Jet Propulsion Laboratory. Mr. Mudgway gave us some background information before showing us the magnificent slides taken of planet Jupiter, and why we must return to Jupiter. Originally the Galileo launch was planned for January, 1982, but now the spacecraft is slated to launch in May, 1986. This is a fascinating subject, and anyone interested can write to the California Institute of Technology, JPL, 4800 Oak Grove Drive, Pasadena, California, and request their literature.

After the dispersing of the raffle tickets and gifts, efficiently handled by Brother Phil Trusso and your scribe, the meeting was adjourned, and we all enjoyed a delicious lunch. Harry and Edith Ward and their willing assistants, Sisters Brodea Drogin and Ann Payton, served us graciously. We thank them.

To add to the day's excitement, Brother Dan Cohen had made arrangements with the Natural History Museum of Los Angeles County for a tour of the Maya Exhibit. We saw the treasures of an ancient civilization dating back to 800 A.D. This was referred to as the Maya "Golden Age." Go see it; it is unique.

ESTHER GEORGE, P.S.

New Retirees Club Holds First Meetings

RETIREES CLUB OF L.U. 53, KANSAS CITY, MO.—The Retirees Club of Local 53 held its first meeting on Wednesday, August 28. We enjoyed a delicious lunch of BBQ beef and ham with all the trimmings courtesy of Local 53. Brother Keith Query, business manager of Local 53, gave a short talk. Brother Mike Montgomery, vice president of Local 53 and AFL-CIO staff liaison, Community Services of the Heart of America United Way, outlined the services available to retirees through AFL-CIO Community Services. An election of officers was held with the following results: Bill James, president, George Erwin, vice president, S.

V. "Stu" Owens, secretary-treasurer, Gabe Carlton, sergeant-at-arms, and Executive Board members Norman Blackwell, Joe Golden, Richard Gunz, Lloyd K. McCormick and Hollis Williams.

Our second meeting was held on September 25 at the local hall. Brother Harry Spring, executive secretary of the Greater Kansas City, Missouri, Labor Council, AFL-CIO, outlined the program that Missouri labor is putting together in preparation for an expected upcoming fight with the so-called "right-to-work" forces. As outlined by Brother Harry, it appears to me that Missouri labor is organized in such a manner as to once again give the scab/Reagan/"right-to-workers" another beating which they so richly deserve. It was decided to hold meetings once a quarter in the future.

If you are a Local 53 retiree and haven't yet received a letter from the Club, it is because we don't have your address! Please contact us so we can get you on the roster. This Club is open to every retired member and spouse, widow or widower, and old-timers nearing retirement age. No dues payment is involved. If for some reason you are unable to attend the meetings, why not drop us a line letting us know where you are and how you are getting along. We would enjoy hearing from you and will read the letter at the next meeting.

A special IREW bumper sticker, as shown, is yours for the taking. Either pick it up at the meeting or, if unable to attend, send a stamped, self-addressed envelope to the secretary-treasurer, and it will be mailed to you. Come and join us for some good food, a lot of conversation with old friends, a brief business meeting including a short talk by a guest speaker on a subject of interest to all retirees, and a pleasant afternoon in general. Come early, and stay late! Be American, buy American.

S. V. "STU" OWENS, SEC.-TREAS.

Local Has Dinner-Dance For Newly Retired Members

RETIREES CLUB OF L.U. 103, BOSTON, MASS.—

We retirees of Local 103 held our second luncheon since our summer hiatus, and we are once again back in full swing. Our newly elected officers and Board members have settled in with the help of the recently retired officers and are performing their duties. The roster of officers and Board members is as follows: President Jerry Jerome, Vice President David Pearlman, Treasurer Orlando Avola, Secretary Aaron Milgram, Sergeant-at-Arms Frank M. Kelly, and John M. Sweeney, Alex B. Gricus, Henry C. Poessnecker, Jack Terban, John Horan, and John McHugh, Executive Board members.

On October 19, 1985, Local 103 held its Second Annual Retirement Dinner-Dance for 36 Brothers who retired during 1985. There was also a raffle drawing at the Dinner-Dance to benefit the Local 103 Brotherhood Fund. First prize was a \$10,000 check.

On November 9 Local 103 celebrated its 85th anniversary in the IBEW. The anniversary dinner-dance was held this time in the local's own union hall with many mementos given to each person in attendance.

At past luncheons about five of our newly retired Brothers attended. We hope they enjoyed themselves and will invite a few more of the new retirees we haven't seen as of yet.

It saddens us to report that since our June meeting six of our Brothers have passed away. We send our sincerely felt sympathies to their families and friends.

As I close out this report, it would be remiss of me not to thank the officers and members of Local 103 for their untiring efforts and support in supplying us with their facilities and speakers on current union affairs. Even though we are retired, our local is our local. I would like to thank also the trustees and members of the Pension and Health and Welfare Funds for their cost-of-living increases which, believe me, are very much appreciated.

Till next time.

AARON MILGRAM, SEC.

Ann McCord and Grant Matheny Are Mourned

RETIRES CLUB OF L.U. 175, CHATTANOOGA, TENN.—Our Club held its monthly meeting on October 7, 1985, with a good number of members present. An Executive Board meeting was held prior to the regular members' meeting, with several items discussed and agreed upon for presentation to general membership. One of these items was the replacement of our valued friend and secretary-treasurer of the Club, who died on October 1. The loss of Mrs. Ann [Bob] McCord as our secretary-treasurer is regretfully reported, and to say she will be sorrowfully missed in the future is certainly putting it mildly.

In addition to the death of Mrs. Ann McCord, our Club lost another valued member with the death of Brother R. Grant Matheny, who passed away on September 14. The loss of these members and the many other members we have lost since our Club was formed should be a constant reminder of the seriousness of the plight of our elderly members who are trying to exist with worries and sicknesses. It may seem an irrelevant matter to the well-fixed, wealthy, and those with a "horn-of-plenty" and reasonably sure incomes to be concerned with other people's problems, such as elderly persons growing more feeble and eventually dying in abject helplessness, but age and death will eventually come to all persons. That is the one sure fact of life today.

At the October 7, 1985, meeting, Brother John Turner was tentatively proposed to become the replacement for the vacancy left by Mrs. Ann McCord. Brother Turner is presently serving as vice president, and his resignation of that office and acceptance of the secretary-treasurer's office will leave the vice president position open. Mrs. Ed [Margie] Banks will temporarily serve as secretary-treasurer as she has during Ann's sickness. Margie is also Hospitality Committee chairman.

Brother Cecil Pennington and wife, now living in Clinton, North Carolina, came down to visit relatives in the Chattanooga area and were at the Annual Picnic on September 17, 1985. It was good to see them though limited by time. It appears Mrs. Pennington (Hazel) has some difficulties in walking and has to limit her activities. We still miss these fine people, but they seem to be enjoying their home in North Carolina, which is near their children and grandchildren. We received a letter from them after they returned home. We are sorry we failed to get to talk with Hazel at the Picnic;

we lost them in the crowd of persons at the affair. Our best wishes to them always. Visit us again soon, Cecil and Hazel.

Brother "Red" Kelso reports that his wife is holding her own, but there are no signs that she can return home in the near future. He also reports that Brother E. E. "Red" McDaniel's condition is about the same as last reported, and it is about the same for Elsie, his wife. Mrs. Beatrice Wilson and Idella Jensen are assumed back home from stays in the hospital and are recuperating. Brother Robert "Bob" McCord has undergone a long period of stress during the several months his wife was sick, which, of course, created a "shock" not easily overcome by Bob and his family. All these people need our best wishes, kind considerations, and daily prayers. A kind word, a sincere smile, a pat on the back, or some other show of appreciation for a friend costs very little, but these small things mean a treasure to those needing a lift of spirits and a prayer. God and His only begotten Son, Jesus, have the answers to all problems. Every person can be heard, and the sincerity of our prayers may be the key to give the relief needed by a friend. God has the answers.

ERNEST COLVIN FLOYD, P.S.

Longtime Member



Pictured here after receiving his 70-year pin and certificate is, seated, Brother A. Roy Flagler; standing, left to right, are Lloyd Williams, Gerald Geddes, and Don Ivory. (Picture submitted by the Retirees Club of Local 449, Pocatello, Ida.)

Brother Flagler Honored For 70-Year Membership

RETIRES CLUB OF L.U. 449, POCATELLO, IDA.—One of the oldest members of Local 449 received his 70-year [that's right, 70!] pin and

certificate for membership in our local. He is A. Roy Flagler who is currently living in a nursing home in Boise, Idaho.

He was born in 1887 and became a lineman apprentice in 1906. He became a member of Local 291, Boise, in 1912. He has held many positions in the local including recording secretary, vice president, working business agent of 449, and business agent for the local in the 1920s. In the '20s he was unable to find work locally, so he went up to the Arrow Rock Dam area for work. When asked how come nobody would hire him, his comment was, "Because I'm a nasty old man."

In the 1940s he moved to Pocatello and at one time was the apprentice instructor for inside wireman classes. He currently is a member of 449 and has a daughter in Boise where he lives.

RUE T. STEARS, PRES.

New Retirees Club Begins Its Activities

RETIRES CLUB OF L.U. 481, INDIANAPOLIS, IND.—With the help of our business manager, Jeff Lohman, Jerry Payne, and the local office staff, we have organized a retirees club. Luke Logan's efforts to get the organization started have produced good results. More than 180 retired members still reside in the area, and many have shown interest in the new Club.

The officers are Luke Logan, president; Bob Young, vice president; Harry Southern, secretary; George Haney, sergeant at arms. The Board members are Merle McMurray, Jim Thomas and Herman Nichols. We have now been certified by the I.O. and have meetings scheduled for 11 a.m. on the second Thursday of each month at the union office.

Club plans include various social activities as determined by the membership and various community-oriented projects. One of our first activities has been helping with the mammoth Christmas decorating job at Monument Circle.

All of you retired Brothers, here is your chance to engage in various activities with the fellows you worked with for many years. So come on, we will be expecting you!

BOB LAWSON, P.S.

BUY UNION • BE UNION

LOOK FOR THE UNION LABEL

IN MEMORIAM

Prayer for Our Deceased Members

Our Father we are sad because we must start the new year without many more of our members. Welcome them into Your eternal home, thus fulfilling a lifetime's yearning. Too, dear God, remember their loved ones in this grievous time, and comfort them. For all mankind we ask peace on earth and Your guidance in educating our hearts to live in harmony with one another. Amen.

EWBA Death Claims Paid In October, 1985

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Morgan, D. A.	2,000.00	724	O'Brien, D. F.	666.66	Pens. (66)	Martin, H.	2,000.00	Pens. (300)	Brickett, O. F.	2,000.00
3	Albrecht, Jr., R.	1,250.00	728	Payne, C. F.	2,000.00	Pens. (68)	White, C. L.	2,000.00	Pens. (304)	Hines, C. L.	2,000.00
3	Burgois, J. M.	2,000.00	728	Smith, R. F.	1,333.34	Pens. (77)	Gutmann, R. H.	2,000.00	Pens. (306)	Kneese, B.	2,000.00
3	Chanko, W. E.	2,000.00	846	Brown, U. G.	2,000.00	Pens. (77)	Hall, C. E.	2,000.00	Pens. (309)	Bareham, G. E.	2,000.00
3	Gaston, L. E.	2,000.00	970	Abney, Jr., J. W.	2,000.00	Pens. (77)	Norman, R. E.	2,000.00	Pens. (309)	Hose, W. F.	2,000.00
3	Greenberg, R. A.	2,000.00	1077	Thomas, D.	2,000.00	Pens. (77)	Shippy, C. L.	2,000.00	Pens. (309)	Janosky, L.	2,000.00
3	Loria, A.	2,000.00	1124	Bowers, A. A.	2,000.00	Pens. (77)	Upton, K.	2,000.00	Pens. (311)	Henley, A. H.	2,000.00
3	Currie, J. A.	2,000.00	1205	Smith, C. A.	2,000.00	Pens. (77)	Wedin, E. C.	2,000.00	Pens. (311)	Snyder, G. E.	2,000.00
5	Creely, R. F.	2,000.00	1224	McDuffie, Jr., R. O.	2,000.00	Pens. (79)	Drake, C. W.	2,000.00	Pens. (313)	Closser, Jr., J. F.	2,000.00
8	Reid, C. M.	2,000.00	1245	Slaten, K. D.	2,000.00	Pens. (84)	Carswell, E. H.	2,000.00	Pens. (316)	Logan, V. P.	2,000.00
11	Rennie, W. N.	1,000.00	1253	Pelletier, F. W.	2,000.00	Pens. (84)	Chapman, E. B.	2,000.00	Pens. (318)	Walker, Jr., H. W.	2,000.00
18	Noto, C. P.	2,000.00	1393	Stierwalt, F. A.	2,000.00	Pens. (88)	Jones, J. E.	400.00	Pens. (322)	Overbay, R. A.	2,000.00
23	Ghiloni, F. J.	2,000.00	1395	Lawrence, F. T.	2,000.00	Pens. (95)	Hutchison, W. R.	2,000.00	Pens. (323)	Ford, V. B.	2,000.00
25	Bonadies, N. V.	2,000.00	1531	Young, Z. J.	2,000.00	Pens. (98)	Gilson, W. E.	2,000.00	Pens. (332)	Melton, B. M.	2,000.00
35	Montie, Sr., W. F.	2,000.00	1547	Case, B. L.	2,000.00	Pens. (98)	Zinger, F. W.	2,000.00	Pens. (332)	Watson, J. T.	2,000.00
46	Gibson, N. L.	2,000.00	1547	Rutyan, H. B.	2,000.00	Pens. (99)	Bisordi, J. L.	2,000.00	Pens. (333)	Cushing, H. C.	2,000.00
46	Opden, Jr., J. U.	2,000.00	1788	Aubin, R. M.	2,000.00	Pens. (100)	Ursenbach, D.	2,000.00	Pens. (333)	Lynch, F. E.	2,000.00
55	Jamison, R. W.	2,000.00	2166	Bowell, Jr., C. R.	2,000.00	Pens. (102)	Waraske, W. J.	2,000.00	Pens. (340)	Holland, C. R.	2,000.00
77	Wilson, F. J.	2,000.00	I.O. (398)	Sires, H. F.	2,000.00	Pens. (103)	Berkowitz, G.	2,000.00	Pens. (340)	Hopper, D. W.	2,000.00
82	Malloy, D. E.	2,000.00	I.O. (421)	Morin, G. R.	2,000.00	Pens. (103)	McNeil, K. J.	2,000.00	Pens. (346)	Leighly, W. H.	2,000.00
99	Curtin, E. J.	2,000.00	I.O. (948)	Andresen, K. B.	2,000.00	Pens. (122)	Smith, J. W.	2,000.00	Pens. (347)	Dunagan, T. H.	2,000.00
101	McGinnis, J. T.	2,000.00	Pens. (1)	Callanan, J. S.	2,000.00	Pens. (124)	Brooks, J. W.	2,000.00	Pens. (349)	Browning, Jr., E. V.	2,000.00
103	Fallon, F. X.	2,000.00	Pens. (1)	Hefman, J. J.	2,000.00	Pens. (124)	Mansfield, H. G.	2,000.00	Pens. (349)	Martin, L. S.	2,000.00
105	Sebastian, M.	2,000.00	Pens. (3)	Bauer, M. K.	2,000.00	Pens. (125)	Davis, O. M.	2,000.00	Pens. (353)	Howland, R. R.	2,000.00
120	Woods, D. R.	2,000.00	Pens. (3)	Bogner, J.	2,000.00	Pens. (125)	Edgar, H. F.	2,000.00	Pens. (353)	Johnston, S.	1,000.00
124	Sexton, T. J.	2,000.00	Pens. (3)	Coleman, L. G.	2,000.00	Pens. (125)	Kimzey, W. S.	2,000.00	Pens. (353)	Jones, J. G.	2,000.00
125	Hildenstab, G. L.	2,000.00	Pens. (3)	Hamilton, G. T.	2,000.00	Pens. (125)	McCraw, W. H.	2,000.00	Pens. (353)	Knight, N. J.	2,000.00
126	Danner, J. L.	2,000.00	Pens. (3)	Horowitz, A.	2,000.00	Pens. (125)	Walker, J. D.	2,000.00	Pens. (357)	Kassel, C. C.	2,000.00
130	Mire, G. P.	2,000.00	Pens. (3)	Iacomino, J.	2,000.00	Pens. (130)	Reppel, Jr., H. G.	2,000.00	Pens. (357)	Walton, W. H.	2,000.00
130	Paisant, Jr., A. E.	2,000.00	Pens. (3)	Rohner, W.	2,000.00	Pens. (130)	Schaff, J. F.	2,000.00	Pens. (357)	Zimmerman, N. W.	2,000.00
134	Pansino, C. J.	2,000.00	Pens. (3)	Siegel, S.	2,000.00	Pens. (130)	Truch, J. E.	666.66	Pens. (358)	Flannery, A. C.	2,000.00
134	Roman, Jr., B.	2,000.00	Pens. (3)	Weber, F.	2,000.00	Pens. (134)	Biliack, N.	2,000.00	Pens. (359)	Galby, G. K.	2,000.00
134	Wojciechowski, L. S.	2,000.00	Pens. (3)	Wolffert, E. C.	2,000.00	Pens. (134)	Bojes, G.	2,000.00	Pens. (362)	Gibbs, W. E.	2,000.00
134	Limburg, T. G.	2,000.00	Pens. (3)	Zittlosen, W. H.	2,000.00	Pens. (134)	Czamecki, W. E.	2,000.00	Pens. (365)	Hampton, E. E.	2,000.00
176	Leet, M. M.	2,000.00	Pens. (5)	Brulia, P. M.	2,000.00	Pens. (134)	Doyle, J.	2,000.00	Pens. (369)	McCandless, J. B.	2,000.00
191	Adams, E. D.	2,000.00	Pens. (5)	Stanley, H. V.	2,000.00	Pens. (134)	Gallagher, R. E.	2,000.00	Pens. (369)	Paine, G.	2,000.00
191	Benson, G. A.	2,000.00	Pens. (6)	Mears, C. H.	1,000.00	Pens. (134)	Coller, Jr., A. H.	2,000.00	Pens. (369)	Watson, J. E.	2,000.00
212	Rothert, R. A.	2,000.00	Pens. (8)	Barbu, G. J.	2,000.00	Pens. (134)	Lenahan, M. J.	2,000.00	Pens. (386)	Barger, R. V.	2,000.00
258	Whitmore, A. J.	2,000.00	Pens. (9)	Fritze, H. L.	2,000.00	Pens. (134)	Macaluso, N. J.	2,000.00	Pens. (395)	Sigl, P. J.	2,000.00
292	Gernitsen, T. R.	2,000.00	Pens. (10)	Liebler, E. J.	2,000.00	Pens. (134)	McNally, J. J.	2,000.00	Pens. (412)	Brennan, L. A.	2,000.00
300	Lepine, G. A.	2,000.00	Pens. (11)	Allen, C. A.	2,000.00	Pens. (134)	Oboier, K. A.	2,000.00	Pens. (413)	Steinback, D. D.	2,000.00
309	Everhart, Jr., R. L.	2,000.00	Pens. (11)	Bard, F. H.	2,000.00	Pens. (134)	Rogers, D. W.	2,000.00	Pens. (425)	Willis, A. L.	2,000.00
317	Kiser, R. F.	2,000.00	Pens. (11)	Lawton, C. I.	2,000.00	Pens. (134)	Shipper, B. J.	2,000.00	Pens. (429)	Grubbs, J. A.	2,000.00
317	Shannon, J. C.	2,000.00	Pens. (11)	Lloyd, R. W.	2,000.00	Pens. (134)	Sweeney, J. A.	2,000.00	Pens. (435)	Roberts, C. R.	2,000.00
324	Humphrey, W. V.	2,000.00	Pens. (11)	Marrion, J. H.	2,000.00	Pens. (153)	Bender, C. F.	2,000.00	Pens. (441)	Fuller, W. L.	2,000.00
326	Farrell, J. W.	2,000.00	Pens. (11)	McDowell, J. E.	2,000.00	Pens. (159)	Buswell, B. E.	2,000.00	Pens. (441)	Hedsten, G. W.	2,000.00
343	Roffes, A. J.	2,000.00	Pens. (11)	Oblasser, J. J.	2,000.00	Pens. (160)	Wyzenke, Sr., J. F.	2,000.00	Pens. (446)	Copeland, D.	2,000.00
353	Quinn, P. B.	2,000.00	Pens. (11)	Remsen, D. L.	2,000.00	Pens. (164)	Chapulis, E. W.	2,000.00	Pens. (449)	Aspel, W. G.	2,000.00
353	Ferguson, S. J.	1,600.00	Pens. (11)	Richardson, H. R.	2,000.00	Pens. (175)	Hyde, P.	2,000.00	Pens. (449)	Butler, H. S.	2,000.00
357	Stapleton, C. L.	2,000.00	Pens. (11)	Rollins, R. H.	2,000.00	Pens. (175)	Krug, F. J.	2,000.00	Pens. (453)	Ashcraft, J.	2,000.00
357	Shanahan, T. A.	2,000.00	Pens. (11)	Ward, E. T.	2,000.00	Pens. (181)	Shorter, H. G.	2,000.00	Pens. (465)	Reynolds, B. F.	2,000.00
358	Maguirk, C. F.	2,000.00	Pens. (13)	Bollin, M. E.	2,000.00	Pens. (183)	Fonville, G. A.	2,000.00	Pens. (467)	Jeter, Jr., J. R.	2,000.00
364	Plache, G. E.	2,000.00	Pens. (17)	Gray, L. B.	2,000.00	Pens. (183)	Morton, Jr., H. S.	2,000.00	Pens. (474)	Morris, E. L.	2,000.00
411	Vines, J. C.	2,000.00	Pens. (17)	Meacham, C. S.	2,000.00	Pens. (191)	Blay, R. W.	2,000.00	Pens. (478)	Kosboth, R. L.	2,000.00
424	Vaillancourt, P.	2,000.00	Pens. (18)	Brown, C. J.	2,000.00	Pens. (193)	Ushman, V.	2,000.00	Pens. (479)	Wainwright, E. T.	2,000.00
429	Johnson, J. L.	666.66	Pens. (18)	Everett, G.	2,000.00	Pens. (208)	Horton, E. B.	2,000.00	Pens. (480)	Hemphill, J. M.	2,000.00
429	Cook, Jr., W. H.	2,000.00	Pens. (18)	Richard, J. B.	2,000.00	Pens. (213)	Anderton, E. W.	2,000.00	Pens. (481)	Powell, L. L.	2,000.00
439	Tallman, J. M.	2,000.00	Pens. (18)	Vick, U. W.	2,000.00	Pens. (213)	Charles, F.	2,000.00	Pens. (481)	Zander, G. C.	2,000.00
449	Davis, N. K.	2,000.00	Pens. (25)	Kube, L. B.	2,000.00	Pens. (213)	Crain, R. G.	2,000.00	Pens. (494)	Groholl, F. P.	2,000.00
520	Davis, R. S.	2,000.00	Pens. (26)	Khoury, G. J.	2,000.00	Pens. (213)	Taranoff, J. S.	2,000.00	Pens. (495)	Kornegay, A. G.	2,000.00
520	Tatum, W. T.	2,000.00	Pens. (34)	Green, R. E.	2,000.00	Pens. (213)	Wallden, H. B.	2,000.00	Pens. (497)	Sagdall, O. N.	2,000.00
522	Gordon, C. O.	2,000.00	Pens. (35)	Rosetta, S. L.	2,000.00	Pens. (217)	Hudloff, L.	2,000.00	Pens. (501)	Hamadley, M. A.	2,000.00
532	Moody, P.	2,000.00	Pens. (38)	Fried, E.	2,000.00	Pens. (234)	Fink, W. H.	2,000.00	Pens. (507)	Gillespie, J. M.	2,000.00
558	Calvert, B. H.	2,000.00	Pens. (38)	Sanders, K. E.	2,000.00	Pens. (241)	Niemi, J. E.	2,000.00	Pens. (508)	Oldiges, A. F.	2,000.00
606	Fields, H. D.	2,000.00	Pens. (46)	Hokanson, A. E.	2,000.00	Pens. (245)	Nyko, C.	2,000.00	Pens. (518)	Moeller, R. L.	2,000.00
611	Ellison, J. L.	2,000.00	Pens. (47)	Callahan, E. M.	2,000.00	Pens. (246)	Robertson, W. A.	2,000.00	Pens. (528)	Olsen, W. O.	2,000.00
611	Payne, A. C.	2,000.00	Pens. (48)	Culbert, G. E.	2,000.00	Pens. (253)	Lee, C. I.	2,000.00	Pens. (540)	Clarke, H. L.	2,000.00
613	Sudduth, V. H.	2,000.00	Pens. (48)	Richardson, C. G.	2,000.00	Pens. (258)	Lee, A.	2,000.00	Pens. (551)	Frye, E. N.	2,000.00
625	Fraser, R. B.	2,000.00	Pens. (51)	Fisher, E. D.	2,000.00	Pens. (258)	Thorsteinson, J. A.	2,000.00	Pens. (551)	Stearns, V. L.	1,000.00
643	Loy, E. L.	2,000.00	Pens. (55)	Webb, V.	2,000.00	Pens. (258)	Wright, H. B.	2,000.00	Pens. (557)	Berger, C. M.	2,000.00
666	Moore, Jr., L. N.	2,000.00	Pens. (57)	Knorr, G. A.	2,000.00	Pens. (263)	Bartels, E. J.	2,000.00	Pens. (558)	Adams, M. M.	2,000.00
688	Lukkarila, C. E.	2,000.00	Pens. (57)	Wolffensberge, H. O.	2,000.00	Pens. (265)	Iwan, T. C.	2,000.00	Pens. (558)	Marshall, L.	2,000.00
701	Hoffman, F. H.	2,000.00	Pens. (64)	Covey, J. A.	2,000.00	Pens. (278)	Warden, L. S.	2,000.00	Pens. (558)	Maxwell, T. M.	2,000.00
714	Odegaard, D. O.	2,000.00	Pens. (66)	Frank, S. E.	2,000.00	Pens. (292)	Hanson, C. H.	1,000.00	Pens. (559)	Lane, R. H.	2,000.00
724	Jordan, Jr., F. B.	2,000.00	Pens. (66)	Huddleston, H.	2,000.00	Pens. (295)	Hunter, W. E.	2,000.00	Pens. (561)	Blakemore, F.	2,000.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. (568)	Dcry, T.	2,000.00	Pens. (713)	Hanna, W.	2,000.00	Pens. (976)	Grimes, S. A.	2,000.00	Pens. (I.O.)	Herty, J. N.	2,000.00
Pens. (569)	Killam, E. D.	2,000.00	Pens. (716)	Counts, V. E.	2,000.00	Pens. (993)	White, R. A.	2,000.00	Pens. (I.O.)	Jones, A. J.	2,000.00
Pens. (569)	Nicholson, G. H.	2,000.00	Pens. (716)	Foley, C. J.	2,000.00	Pens. (1007)	Williamson, A.	2,000.00	Pens. (I.O.)	Kallgren, C. A.	2,000.00
Pens. (569)	Wilson, G. D.	2,000.00	Pens. (716)	Hause, T. V.	2,000.00	Pens. (1108)	Ayres, J. W.	2,000.00	Pens. (I.O.)	Kelley, H. N.	2,000.00
Pens. (570)	Druliner, D. J.	2,000.00	Pens. (716)	Ware, S. T.	2,000.00	Pens. (1141)	Johnson, R. A.	2,000.00	Pens. (I.O.)	Lamb, P. A.	2,000.00
Pens. (575)	Jordan, C.	2,000.00	Pens. (723)	Gallmeyer, A. C.	2,000.00	Pens. (1211)	Currie, C. M.	2,000.00	Pens. (I.O.)	Laumann, W. H.	2,000.00
Pens. (583)	Donahue, H. J.	2,000.00	Pens. (724)	Nicholson, J. M.	2,000.00	Pens. (1339)	McMahon, J. E.	2,000.00	Pens. (I.O.)	Lewis, R. L.	2,000.00
Pens. (584)	Sheppard, R. C.	2,000.00	Pens. (725)	Best, O. L.	250.00	Pens. (1393)	Sharp, L.	2,000.00	Pens. (I.O.)	Madden, J.	2,000.00
Pens. (589)	Hartford, C.	2,000.00	Pens. (728)	Strange, E. S.	2,000.00	Pens. (1438)	Gillies, H. J.	2,000.00	Pens. (I.O.)	McCaslin, W. L.	2,000.00
Pens. (592)	Phrampus, M. S.	2,000.00	Pens. (729)	Davis, M. W.	2,000.00	Pens. (1484)	Mullaney, G. M.	2,000.00	Pens. (I.O.)	McComb, R. B.	2,000.00
Pens. (595)	Davis, W. J.	2,000.00	Pens. (733)	Pitcher, V.	2,000.00	Pens. (1516)	Cowell, C. W.	2,000.00	Pens. (I.O.)	McGrimmon, L.	2,000.00
Pens. (595)	Garcia, D. S.	2,000.00	Pens. (735)	Vanleeuwen, T. R.	2,000.00	Pens. (1547)	Dick, M. F.	2,000.00	Pens. (I.O.)	McDonough, W. J.	2,000.00
Pens. (595)	Hansen, G. S.	2,000.00	Pens. (760)	Forrester, L. L.	2,000.00	Pens. (1547)	Larson, C. L.	2,000.00	Pens. (I.O.)	McKanna, P. A.	2,000.00
Pens. (595)	Schwartz, H.	2,000.00	Pens. (760)	Taylor, C. R.	2,000.00	Pens. (1579)	Baughman, A. L.	2,000.00	Pens. (I.O.)	Mickey, Sr., H. E.	2,000.00
Pens. (611)	Beeson, P. R.	2,000.00	Pens. (768)	Metcalf, V. B.	2,000.00	Pens. (1710)	Estrada, C.	2,000.00	Pens. (I.O.)	Nelson, C. J.	2,000.00
Pens. (613)	Torbett, W. O.	2,000.00	Pens. (768)	Vanallen, J. L.	2,000.00	Pens. (1769)	Frank, H. J.	2,000.00	Pens. (I.O.)	Niemczyk, P. J.	2,000.00
Pens. (617)	Mullen, S. E.	2,000.00	Pens. (779)	Harper, E. W.	2,000.00	Pens. (2150)	Ferguson, F.	2,000.00	Pens. (I.O.)	O'Hair, M. D.	2,000.00
Pens. (623)	Bartzen, B. J.	2,000.00	Pens. (798)	Fischer, G.	2,000.00	Pens. (2150)	Mainville, M.	2,000.00	Pens. (I.O.)	Olsen, M. P.	2,000.00
Pens. (632)	Babb, E. F.	2,000.00	Pens. (799)	Hamlin, K. E.	1,333.34	Pens. (2253)	Menoché, G. E.	2,000.00	Pens. (I.O.)	Parker, H.	1,000.00
Pens. (633)	Smith, J. E.	2,000.00	Pens. (800)	Mills, D. H.	2,000.00	Pens. (2253)	Todaro, N.	2,000.00	Pens. (I.O.)	Peterson, C. B.	2,000.00
Pens. (637)	Smoot, W. T.	2,000.00	Pens. (814)	Burns, L. O.	2,000.00	Pens. (I.O.)	Bach, E. T.	2,000.00	Pens. (I.O.)	Raborn, P. M.	2,000.00
Pens. (637)	Stewart, F. D.	2,000.00	Pens. (814)	Patterson, W.	2,000.00	Pens. (I.O.)	Barnwell, D. E.	2,000.00	Pens. (I.O.)	Rader, C. L.	2,000.00
Pens. (640)	Hendrix, J. P.	1,600.00	Pens. (828)	Jackson, O. P.	2,000.00	Pens. (I.O.)	Bartlett, F. L.	2,000.00	Pens. (I.O.)	Reger, R. F.	2,000.00
Pens. (648)	Phillips, R. E.	2,000.00	Pens. (835)	Footo, E. H.	2,000.00	Pens. (I.O.)	Billingsley, L. W.	2,000.00	Pens. (I.O.)	Riedel, F. E.	2,000.00
Pens. (648)	Tewart, R.	2,000.00	Pens. (836)	Langelier, G. H.	2,000.00	Pens. (I.O.)	Carlton, H. R.	2,000.00	Pens. (I.O.)	Rooney, H. E.	2,000.00
Pens. (659)	Denure, R. R.	2,000.00	Pens. (841)	Farkas, H. F.	2,000.00	Pens. (I.O.)	Clifford, R. C.	2,000.00	Pens. (I.O.)	Simmons, C. W.	2,000.00
Pens. (659)	Hunter, T. L.	2,000.00	Pens. (849)	Chasles, H. W.	1,333.34	Pens. (I.O.)	Collins, Sr., J. A.	2,000.00	Pens. (I.O.)	Simon, C. T.	2,000.00
Pens. (659)	Kirkpatrick, J. A.	2,000.00	Pens. (872)	Farrar, R. E.	2,000.00	Pens. (I.O.)	Dimm, J. C.	2,000.00	Pens. (I.O.)	Smith, K. E.	2,000.00
Pens. (669)	Head, D. E.	2,000.00	Pens. (872)	Smith, G. M.	2,000.00	Pens. (I.O.)	Fobear, C. B.	2,000.00	Pens. (I.O.)	Somerville, N.	2,000.00
Pens. (683)	Blancett, J. W.	2,000.00	Pens. (885)	Hohe, W. J.	2,000.00	Pens. (I.O.)	Fortune, J. D.	2,000.00	Pens. (I.O.)	Status, R. W.	2,000.00
Pens. (688)	Russell, L. B.	2,000.00	Pens. (897)	McClendon, R.	2,000.00	Pens. (I.O.)	Frakes, I. C.	2,000.00	Pens. (I.O.)	Stuart, P. J.	2,000.00
Pens. (701)	Upholt, W.	2,000.00	Pens. (903)	Brown, A. B.	2,000.00	Pens. (I.O.)	Gallagher, F. J.	2,000.00	Pens. (I.O.)	Summerhill, L. B.	2,000.00
Pens. (702)	Blackburn, J. G.	2,000.00	Pens. (934)	Cross, L. C.	2,000.00	Pens. (I.O.)	Gleason, W. J.	2,000.00	Pens. (I.O.)	Thomas, D. R.	2,000.00
Pens. (702)	Bradley, G.	2,000.00	Pens. (949)	Morrison, J. R.	2,000.00	Pens. (I.O.)	Green, H. H.	2,000.00	Pens. (I.O.)	Veith, C. C.	2,000.00
Pens. (702)	Fivash, L. W.	2,000.00	Pens. (953)	Gardner, C. C.	2,000.00	Pens. (I.O.)	Grenier, S. H.	2,000.00	Pens. (I.O.)	Watek, R.	2,000.00
Pens. (713)	Brancato, G. R.	2,000.00	Pens. (953)	Kahle, J. H.	2,000.00	Pens. (I.O.)	Gundersen, R. E.	2,000.00	TOTAL PAYMENTS		\$865,100.02

International Brotherhood of Electrical Workers—Pension and Death Benefit Payment Report

	IBEW PENSION BENEFIT FUND	ELECTRICAL WORKERS' BENEFIT ASSOCIATION	NATIONAL ELECTRICAL BENEFIT FUND
NUMBER ADMITTED TO PENSION LAST MONTH	446		250
TOTAL NUMBER ON PENSION	79,542		38,240
TOTAL PENSION PAYMENTS LAST MONTH	\$ 4,607,818.83		\$ 8,048,821.89
TOTAL PENSION PAYMENTS LAST 12 MONTHS	\$53,915,085.42		\$93,156,177.10
DEATH BENEFITS PAID LAST MONTH	\$ 84,937.01	\$ 863,100.00	
DEATH BENEFITS PAID LAST 12 MONTHS	\$ 1,074,899.72	\$10,053,082.23	

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

IT
PAYS
TO
KEEP
YOUR
HARD
HAT
ON

REFLECTIONS

The Spirit Remains

'Twas a few days past Christmas and
all through the land,
The children were bored with their
presents so grand.

The games and the dolls and the
trucks and toy dishes
Had failed to fulfill their deep,
innermost wishes.

The lights and the tinsel that
glittered before
Seemed not so delightfully bright
anymore.

The stockings were limp and the
parents were too
As they thought of the bills that
soon would come due.

The cookies were gone, the
fruitcake in crumbs
As overfull feasters downed Roloids
and Tums.

The patient old angel up on the
treetop
Smiled sadly at hearing the dry
needles drop.

While below, mid the wrappings
now tattered and torn,
Lay one broken ornament, all so
forlorn.

The carols and hymns that
delighted the ear
Had been packed up in mothballs
to save for next year.

The wreaths and the bells and the
snowman-shaped candles,
The Santa Claus mugs with their
candy-cane handles,

The mistletoe, ivy, and red holly
berry
Seemed cheerless today and not at
all merry.

Yes, Christmas was over, as over
could be;
A more let-down season you never
did see.

But I realized then that it need not
be thus
For Christmas can live on in each
one of us.

Wherever the Savior, the Son of
God, reigns,

The spirit of Christmas forever
remains.

All through the year we can know
in our hearts
The peace and the joy that His
spirit imparts.

The Babe in the manger, now
grown to be King,
Makes grateful hearts praise Him
and happy tongues sing.

So Christmas will never be over
and done
As long as we honor and worship
the Son.

Barbara Schultz
Daughter-in-law of
Donald L. Shultz
Local 134, Chicago, Ill.

Treasures

We bought a vase, my mate and I,
While on a trip one day.
It was a thing of rare beauty
Though it was made of clay.

We wrapped it very carefully
And placed it in the car.
We drove home, oh, so prayerfully
Our treasure not to jar.

We had a perfect place for it,
And felt we could not wait
To place it there upon the shelf
Before the hour grew late.

It fell to me to take it in—
An honor and a duty;
But lo, my grasp was not too sure,
And I destroyed its beauty.

It shattered there before our eyes
And lay upon the ground.
An earthen vessel made of clay
Is not so very sound.

Don't put your treasures in a bowl
Or vase that's made of clay,
Unless you want to take the chance
That they will fade away.

For precious things cannot be
bought
Like diamonds in a store;
So, safely keep what God has
wrought
And never ask for more.

Virginia Blakemore Moody
Wife of Dwight L. Moody
Local 412, Kansas City, Mo.



My Children

As I sit and watch my children play,
I think how many times will I have
this day;

As they grow tall, strong, and bold,
Will they sit and watch Dad grow
old?

Will we have things we can savor,
And me keep the memories of
them forever?

For my children have been a
wonderful thing of joy;
They will be loved forever, whether
girl or boy.

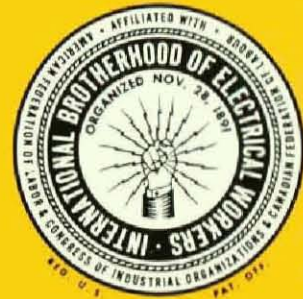
If there's only one or two or even
five,
Keep their memories happy and
alive.

For when I pass and leave this
land,
May they always remember me and
walk hand in hand.

I am a proud man as you can see
by far.
They may be poor, but successful
because of what they are.
May they have love, happiness, and
peace—
For this, and eternity I can rest in
peace.

Joe Piranio
Member of Local 124
Kansas City, Mo.

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**



1986



JANUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY

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23	24	25	26	27	28	

MARCH

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23 ^{23/30}	24 ^{24/31}	25	26	27	28	29

APRIL

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JUNE

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29	30					

JULY

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AUGUST

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24 ^{24/31}	25	26	27	28	29	30

SEPTEMBER

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28	29	30				

OCTOBER

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19	20	21	22	23	24	25
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NOVEMBER

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23 ^{23/30}	24	25	26	27	28	29

DECEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

WORK SAFELY IN "EIGHTY SIX"