



he IBEW Journal's history series (part nine of which appears in this issue) has been documenting times in the United

States and Canada—not long ago—when we had no minimum wage, no mandated safety standards, no child-labor laws, no discrimination protection. A time when union organizers more often

than not were gunned down or thrown in jail. A time when employers controlled anything in their employees' lives they cared to control. And it was only with enlightened, progressive labor leadership we were able to overcome those problems and get to where we are today.

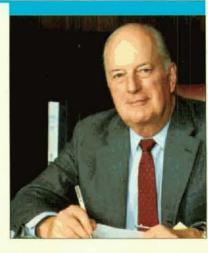
With all the instability, strife and turmoil in the world and in our lives today, it's sometimes hard to remember the things for which we should all be thankful. With the negative so strong and vocal, it is often hard to be the least bit positive.

This is not to say labor's job is anywhere near finished. There are far too many barriers to fairness on the job which still need to be addressed-racial and sexual discrimination, "right-to-work" legislation and the threat of being permanently replaced while involved in a strike, to name a few. But labor-endorsed bills and much hard work are being focused on these problems.

Our problems will never be solved by those who bury their heads. Problems can only be solved by those who see challenge as opportunity, difficulty as something to overcome and hurdles as something to vault.

The job organized labor has set out for itself is enormous. Our biggest advantage, however, is that we are on the side of Truth, Justice and Dignity. Every time we stand up for fairness—on the jobsite, at the bargaining table or on the picket line—we light a spark which, with other sparks, builds into a flame of tremendous power, sweeping around the continent and the world, consuming oppression and injustice.

We have much to be thankful for this Thanksgiving season—for our union and the progress we have made. We must build on that progress and look to a future of possibilities, of improvements, of hope—a future in which the IBEW will continue to light the flame of unionism for us all.



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COVER PHOTO:

Local 2221, Iron City, Michigan, welder Corey Wahoviak welds on a snowplow center hinge assembly.

Photo courtesy Reg Lipp, Falcon Photography





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KEPING AMERICA COMPETITIVE AND PLOWING AHEAD

This article is another in the IBEW Journal's occasional series featuring American manufacturing on the comeback trail—America fighting back.

verywhere the signs are pointing to the end of the Cold War. Despite developments in the Persian Gulf, it is clear that the massive military buildup of the last 30 years is coming to an end. And without a military buildup defense contractors,

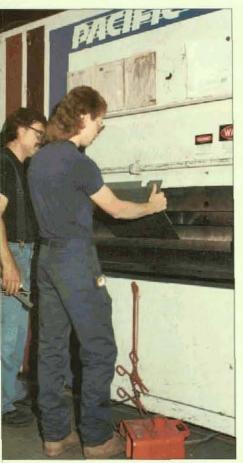
and with them countless subcontractors, are now beginning to look for other work. Likewise, companies geared to work in the booming nuclear-power-plant construction industry of the 1970s find themselves today with very little new work.

These two industries—defense contracting and nuclear-power production—highlight a growing problem for American companies: how to convert a highly skilled work force into a new field and keep America competitive. IBEW Local 2221, Iron Mountain, Michigan, members are leading the way to success.

Local 2221 was chartered in 1966 by now Sixth District International Vice President James Conway. During the '70s the local's members

Local 2221 President Jim Golden (left) views a test operation performed by Dave Peroceschi (right) as Mike Schultz (partially hidden) looks on.





All photos courtesy Reg Lipp. Falcon Photography

employed at the Systems Control Division of M.J. Electric Inc. were working predominantly on equipment for the nuclear-power industry. When there was less and less work in the nuclear field, the company made the tough decision to look to something new—manufacturing "The Boss" hydraulically controlled, adjustable snowplows.

According to a statement by IBEW member and M.J. Electric owner Warren Brule, "The transition from a custom-products orientation to a production-product orientation has been a learning process. This shifting required cooperation between the company management and the union members. [Both have]...given full cooperation in developing and improving a highly successful product."

Like the Local 498, Traverse City, Michigan, members building state-of-the-art automatic guided vehicles featured in a previous "America Fights Back" article [see "High Tech—IBEW Made," June 1990],

Local 2221 members (from left) Mike Schultz. Vice President Dave Chicha, leadman Dave Peroceschi and Shop Steward Danny Steeno study the disconnect system of "The Boss" snawplow. abricator Todd Kraemer builds a jig used in the assembly and welding of the snowplows.

Coordinator and Local 2221 Business Manager LeQuia supervises fabricator Shawn Hanson in a bending operation for one of the reinforcing pans for the plow.

Leadman Shift

teamwork has proven to be a strong tool for the Local 2221 members now manufacturing the plows.

Local 2221 Business Manager F.D. LeQuia feels cooperation has helped in the success of the snowplow project. The local still does electrical panel and box work; but "in a very competitive electrical market," said LeQuia, "the plows have been our edge. They've kept us competitive."

"The switch [from working on mostly nuclear-power components to working on the plows] was difficult," said Brother LeQuia. "We weren't used to building our own jigs and fixtures or producing high-volume products. . . . It was tough the first year." But the local has prospered in large measure thanks to the snow-plow diversification. In the last 10 years since the local has been making plows, it has almost doubled in size, according to LeQuia.

The plow has a hinge in the middle and is hydraulically adjustable from inside the cab. Not only can it be positioned at any angle in front of the truck, but by moving the hinge, the blade can be fashioned into a "V"-shaped wedge or inverted to form a "V" scoop. The company also produces traditional straight plows.

More and more companies are being faced with the dilemma of slowdowns in their industries. A great deal of media exposure is given to companies which don't make itjobs are lost, families hurt and foreign competition gains another step. But Local 2221 is proving you don't need to produce exotic machinery to take on the world, just a lot of effort and teamwork. With a new twist to a very old-fashioned piece of equipment-the snowplow-Local 2221 members have pulled their company out of a depressed industry into a steady market, building a worldbeater.

With the early winter roads icy and full of snow, the future looks bright for Local 2221 and "The Boss."

NJATC-

Training For Tomorrow

"It is essential that we give our dedicated instructors the tools to do the job."

- J.J. Barry

In 1941 the IBEW and the National Electrical Contractors Association formally joined forces to create a training program to provide qualified, skilled electricians for the expanding electrical industry. The National Joint Apprenticeship and Training Committee for the Electrical Industry, with local chapters around the United States, has been training apprentice electricians ever since.

The NJATC is presiding over a significant step in the development of its program—the inauguration of a training center for the instructors. The first industrywide instructor training institute was recently conducted as a joint venture of the

NJATC and the University of Tennessee. More than 200 experienced instructors successfully completed the week-long seminar at the U.T. Knoxville campus coordinated by NJATC Director A.J. Pearson and his staff, in cooperation with U.T. Technology and Adult Education Department head Dr. Gerald Cheek and members of the U.T. faculty.

Asked to comment on the new instructors training, IBEW President J.J. Barry said, "Experience gained at this first institute will enable us to present even more meaningful instructor training in the future. It is essential that we give our dedicated instructors the tools to do the job."

The NJATC apprentice program

Participants in the week-long instructors training institute.





On hand to kick off the instructors training program were, from left, Robert W. Dunleavy, Executive Assistant to the International President; NECA Director of Labor Relations Geary Higgins; IBEW International Vice President Carl Lansden; and NECA Southern Regional Director David Roberts.

consists of classroom work and daily on-the-job training. The program combines theory with practical knowledge. It includes instruction in subjects ranging from basic math to advanced fiberoptic networks and simultaneous employment in a variety of electrical jobs.

Instructor Bill Anderson, himself a graduate of the apprentice training program, said of his involvement with the students, "I love it. I want to give something back." Apprentice instructor R.J. Lane said about his students, "It's not just putting pipe in the ground. It's not just running wire through the pipe. [They]...must be able to reason,...be able to take a



NJATC instructors pick up material used in the instructors training seminars.



A group of instructors during one of the seminars.



International Vice President Lansden addresses the training institute participants.

problem and reach a conclusion that's correct." The NJATC gives them that power to reason. "All of the classroom work is training," continued Brother Lane, "for when they're out on their own and they're trying to perform" on the job.

With the new instructors training seminars, instructors will be better prepared to perform in the classroom. And instructors' performance is becoming more and more demanding as the electrical industry relies more heavily on the use of, and requires the installation of, high-tech equipment. The NJATC will keep producing quality instructor training because, as President Barry said, "The future of our industry depends in large measure on the ability [of our instructors] to succeed in the classroom."



Progress And Growth

For a Changing World

ocal 357, Las Vegas, Business
Manager Cecil Wynn opened the
46th Annual Ninth District Progress
Meeting under the lights of the Las
Vegas Strip August 1-3. Local 396,
Las Vegas, Business Manager Jim
Brimer led the recitation of the
Pledge of Allegiance; and Nevada Assemblyman (and Local 357 member)
Bob Price welcomed the delegates to
his home state.

Ninth District International Vice President S.R. "Jack" McCann introduced the guests on the dais and gave a special welcome to the recently elected business managers who were attending the meeting in their new capacity. He then called on International Secretary Jack Moore to speak.

Secretary Moore reported on the above-average returns on investments for the IBEW Pension Plan and the NEBF. He announced an increase in the NEBF benefits starting in January 1991 (if approved by the NECA Convention). He reminded members to keep their pension and beneficiary information current. And he told the delegates about the Brotherhood's planned 100th anniversary celebration, which will be held in October 1991 in conjunction with the 34th International Convention in St. Louis. He suggested delegates contact their employers to see if they would be interested in providing exhibits at the convention.

On the political front, Secretary Moore discussed proposed legislation, such as the antistriker-replacement bill and family-leave bill, and pending congressional debates of note to labor; such as those on healthcare, the budget battle, taxes, and the savings and loan scandal. He said the savings and loan scandal is a national disgrace and could cost over \$2,000 per person in the United States. It may be much more. He said the American trade deficit with Japan is getting worse, and we are losing more plants and more jobs to stiff foreign competition. He said something must be done, and it can only start if the membership is politically active.

The IBEW/COPE program is an important avenue for members to become politically active and make a positive difference in the political arena, and Secretary Moore honored all the locals in the district which contributed generously. He presented a special plaque to Local 639, San Luis Obispo, California, Business Manager Mike Mowrey for his local's particularly generous activities on behalf of COPE.

International Secretary Emeritus Ralph Leigon spoke to the delegates on IBEW history. He was on the International Executive Council from 1960 to 1976 and served as International Secretary from 1976 to 1985, With great pleasure he announced he had attended every Ninth District Progress Meeting from 1950 until 1985.

Picking up on Secretary Moore's theme of the importance of being politically active, International Treasurer Tom Van Arsdale talked about



Some of the delegates



International Vice President McCann speaks to the delegation.



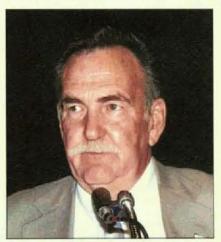
Secretary Moore (left) is assisted by Secretary Emeritus Leigon (right) in presenting a COPE plaque to Local 639 Business Manager Mowrey (center) for his local's generous COPE participation.

the need for members to support prolabor legislation—especially, he said, revisions in worker's-compensation laws and state requirements for minimum levels of hospital and doctor care.

IEC Chairman Clyde Bowden reported on employee-involvement programs. The Brotherhood has concerns about these programs, he said; and he urged members to study them closely before adopting them. Eighth District International Vice President Jon Walters discussed the challenges labor will be facing in the '90s and emphasized the importance of the education programs implemented by International President J. J. Barry. "We are living in a changing world," he said, "and we must have the abil-

ity to adapt to those changes." And IEC member Tom Sweeney spoke on maintaining unity within the five branches of the Brotherhood.

Nevada Governor Bob Miller addressed the delegation, welcoming the members to his state and pledging his continuing support to the labor movement. And NECA Western Regional Director Dan McPeak spoke about the progress he saw with the market-recovery programs of the IBEW and NECA. He discussed several videos concerning the electrical industry and said "the level of cooperation in the Ninth District between



IEC Chairman Bowden speaking about employee-participation plans.



International Treasurer Van Arsdale asking members to support prolabor legislation.

NECA and the IBEW is higher today than ever before."

Workshops were held the second day of the meeting for the Construction, Broadcast and Telephone, Government Employees, Manufacturing, and Utility Branches. Delegates discussed each workshop when they reconvened the following day.

Vice President McCann said in the final session the No. 1 priority of the IBEW is to organize. He pointed to an 845-person gain in "A" membership which was tempered by a loss in "BA" members. Thanks to the market-recovery program the Brotherhood was able to obtain over two million man-hours of work in the district last year, reported Vice President McCann; and that indicated a strong signal of positive growth for the future.



Vice President Walters addressing the members.



IEC member Sweeney emphasizing unity.



1891~1991

CELEBRATING 100 YEARS OF BROTHERHOOD

IBEW vs. The Corporations

1891-1920

As the ninth part of its 18-part history series, the IBEW Journal continues its brief overview of confrontations between labor and management in the United States with examples from IBEW history.

about 1900, the IBEW sought to consolidate its position as the bargaining representative for all electrical workers. While this goal appears to have been achieved in several cities, including Kansas City, Kansas, and Mount Vernon, New York, during this period, the union made little headway against employers in other areas; for example, the Edison Company of Rockford, Illinois, which routinely discharged workers for joining the union.

On May 1, 1900, organized electrical workers embarked upon a campaign of concerted activity. Nearly 100 workers struck for the eight-hour day in Rochester, New York; linemen employed by the New England Telephone and Telegraph Company struck in Springfield, Massachusetts; 1,500 electrical workers in New York City ceased performing their jobs; and 400 electrical workers in Philadelphia walked off their jobsite. Records indicate at least one strike in 1900 concerned safety: Electric-light workers in Baltimore struck over an increase in wages, basing their demand on the increase in voltage which made their work more hazardous.

While many of these strikes were unsuccessful, one two-week strike resulted in a signed agreement. An IBEW local in San Francisco signed Independent Electric Light and Power Company to a contract providing \$3.00 per day in wages and an eighthour day for linemen.

The late Herbert C. Edwards, third from left, a member of Local 744 (then in New York City) and Local 3, New York City, takes a break with other members of a Western Union crew in Winfield, Long Island, in August 1921.



Union's Influence Improves

The second decade of the IBEW showed an increase in the union's influence and a corresponding decline in labor strife between electrical employers and employees. A study done by Charles Franklin Marsh indicates that between 1903 and 1908 only nine of 28 cases in which conditions were improved involved a suspension of work.

The involvement of officials at the International and District Council level in negotiations apparently accounted for much of the peaceful settlement of these contracts. However, another significant factor was the nature of the industry. Demand for electrical workers was high, particularly during this era when the electric light and power industry was undergoing its great expansion. This expansion resulted in the use of electricity in all aspects of everyday life, from factory to farm, from office to kitchen. Thus, while unions in other industries at this time were suffering declines in membership and bargaining strength, electrical workers enjoved amazing increases. From 1903 to 1906 the number of cardcarrying electrical workers tripled to about 30,000.

However, the participation of International and District Council officers in contract talks didn't preclude strikes entirely; although the officers' intervention helped prevent hastily called, unauthorized actions. In one case where the Vice President wasn't notified of repeated strike action within several months by the local, the union lost "the best job in the state of Wisconsin," according to Vice President F.G. O'Connell.

Often the job action wasn't



John Baccaglini, second from left, a member of Local 3, New York City, shown with a crew on the West Side Highway construction. Foreman Duke McSpedon is at left; to the right, following John, are Jimmy Highland, Herbert Kretzer, Red Sykes and J. Werner. All but Brother Baccaglini are deceased.

taken by the local union but by the company. In 1907 following the organization of a local in Kenosha, Wisconsin, the Kenosha Gas and Electric Company locked out those employees who had joined the union. The dispute wasn't settled (in favor of the union) until January 1908, thanks mainly to the support of the building trades.

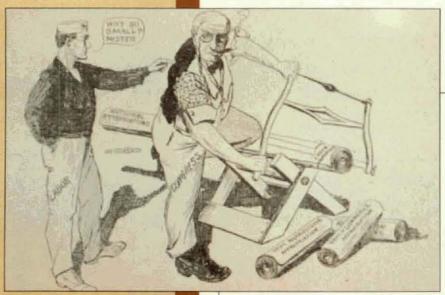
Internal Strife

The Reid-Murphy Split in the IBEW's leadership lasting from 1908 to 1913 ("The Third Revolution," IBEW Journal, June 1990) not only resulted in a bitterly divided membership, but also affected the union's ability to prevail in labor/management disputes. While some electrical workers and their employers continued their ongoing work arrangements, the Reid faction disrupted relationships among others. For example, Local 61 of Los Angeles reported in 1911 that the formation of a Reid local resulted in Local 61's inability to improve working conditions for its members at Southern California Edison Company, Los Angeles Gas and Electric Company, and the Pacific Light and Power Company.

In many cases across the United

States, each group engaged in strikebreaking against the other. The Reid faction broke strikes and founded locals of members employed at lower wages than the McNulty group's locals in Pittsburgh, Buffalo, Chicago, Gary, Dallas and other cities. During the secession period a strike demonstrating the legitimate (McNulty) Brotherhood's influence on wages and working conditions in the electric light and power industry occurred against the Pacific Gas and Electric Company.

The "Light and Power Council of California," including workers aligned with the Reid faction, was formed in December 1912 to unite the different organizations working for PG&E, particularly for signing joint agreements. Reid electrical workers, some stationary firemen, gas workers and miscellaneous repairmen answered the strike call on May 7, 1913. Within two weeks Vice President Grasser of the McNulty group agreed to provide electrical workers to the company and had signed agreements covering wiring and conduit work and the construction, operation and maintenance of transmission, distribution and telephone lines and their connected apparatus. Although wages and working conditions



From June 1919 IBEW Journal

weren't significantly improved, the importance of these agreements was getting the company to "employ only members of the International Brotherhood of Electrical Workers, affiliated with the American Federation of Labor, together with its subordinate local unions..." Compared to destroying the Reid electrical workers, wages became secondary.

The strike also caused the splintering of several other unions and trade union groups, which supported one side or the other of the electrical workers' dispute. The settling of the strike in January 1914 coincided with the return of most of the secessionist electrical workers to the IBEW led by President McNulty.

When It Works

When strikes are conducted successfully, they can have farreaching effects on not only the strikers, but on succeeding groups of members. A successful strike by Local 84, Atlanta, lasted from August 1916 until March 1919. But for the next nine years, the company was strongly unionized with almost-continuous signed agreements with the local.

The strike began when 18 men were fired for union membership. The 150 linemen were joined by the street railway and gas workers. Although a wage increase was negotiated, the primary reason for the strike was the right to organize. The members won that right and also reinstatement of the original 18 fired workers and preferential listing for those strikers desiring reemployment. Two reasons for the success of the strike were the leadership of the local's business manager and the support given Local 84 by organized labor in Atlanta and throughout the country.

The April 1919 strike by telephone operators against New England Telephone Company was one of the most massive strikes in history involving mostly women. It resulted when the Post Office Department didn't provide a wage-adjustment procedure for the demands of the operators, instead using a system omitting union bargaining with management. After attempting to follow this system, but receiving no reply from Postmaster General Burleson and after working for several months without a contract, the operators were ready to strike.

The IBEW leadership was concerned about attacks on telephone workers' right to organize and bargain, but it urged the operators to wait until the results arrived in May on a referendum for a nationwide strike of telephone workers. Since March 1919 Julia O'Connor, head of the IBEW Telephone Operators' Department, had trouble preventing the 4,000 Boston operators from striking. But in April the operators' patience ran out.

More than 2,000 Boston telephone operators and representatives of every IBEW operators' local in New England jammed Faneuil Hall on April 11. Vice President Gustave Bugniazet attended the meeting with instructions from acting President James Noonan to try to prevent a strike. Brother Bugniazet's efforts failed, and the motion to strike passed unanimously. Subsequently, Sister O'Connor issued orders to leave the job at 7 a.m. on April 15 and presented the workers' wage-increase demands.

The strike shut down telephone service in Massachusetts, Rhode Island, Maine, New Hampshire and Vermont. But the women didn't at first have the support of the male telephone workers in the five states; and AFL President Samuel Gompers, supporting the IBEW leadership, sent a telegram opposing the strike. Nevertheless, the women set up 24-hour picket lines, very likely a first for any women strikers. Workers, such as taxi drivers, belonging to unions coming in contact with strikebreakers refused their service to the strikebreakers. The police in Boston and other New England cities were exceptionally sympathetic to the strikers, even to

lending raincoats during a storm and getting lunch for the strikers.

The strike lasted five days, with the IBEW male telephone workers joining the women the third day. Postmaster General Burleson relinquished his opposition to bargaining, and a settlement was reached which included the operators' right to bargain with the company's general manager. The strike was considered a potent victory for the telephone operators, who also returned to their positions with full seniority. In addition, they demonstrated their ability and determination, while challenging established male trade union authority, to secure better wages and conditions for telephone operators.

Portion of the striking operators during the 1919 New England Telephone strike. (The Boston Globe, as it appeared in Labor's Flaming Youth, Telephone Operators and Worker Militancy, 1878-1923, Stephen H. Norwood.)





Strike Committee meets with Boston Mayor Andrew Peters. Seated are Mayor Peters and IBEW Telephone Operators' Department Director O'Connor; standing are, from left, Bridie Powers, Mary Mahoney, May Matthews and Mary June. (The Boston Globe, as it appeared in Labor's Flaming Youth, Telephone Operators and Worker Militancy, 1878-1923, Stephen H. Norwood.)

CANADIAN LABOUR REPORT

Electrical Industry Leads the Way In Human-Resources Initiatives

ince 1985 representatives of labour and management in the Canadian electrical and electronics manufacturing industry have conducted studies and generated proposals for the development of a human-resources strategy to improve the industry's skill levels and ensure the availability of training for workers who might be displaced. The industry, which employs close to 180,000 people, is one of the most competitive around the world. Rapid technological change requires constant upgrading

of skills among all employees to enable the industry to compete internationally and help improve job security.

In July these efforts culminated in the launching of an innovative training initiative benefiting employees and employers throughout the industry. Representatives of the International Brotherhood of Electrical Workers, the Electrical and Electronic Manufacturers' Association of Canada, the Communications and Electrical Workers of Canada, and the United Steelworkers of America signed a Declaration of Trust establishing the Sectoral Skills Council of the Canadian Electrical and Electronics Manufacturing Industry, with equal representation of labour and management. This is the first time a comprehensive training initiative for a specific Canadian industry has been jointly developed by labour and management.



In addition to directing the training initiative, the council will also administer an Industry Training Fund. Employees, employers, and the federal and Ontario governments will contribute equally to the fund. Management and groups of employees at specific workplaces must mutually agree to take part in the training fund, which will be available to all employees of participating firms. Employees of at least four workplaces have already negotiated clauses into their labour contracts covering the establishment of a training fund.

Each workplace participating in the fund will have an account administered by the Sectoral Skills Council. How that account is used will be decided by a committee of management and labour representatives at participating workplaces. Funds can be used to increase employee training in portable skills which can be applied to more than one firm. Employees can also use part of the fund for their career-related training and education.

Regarding the fund, Ontario Skills Development Minister Sean Conway said, "Through [it] business and labour are taking increased responsibility for training, and they are working together to provide training tailored to the needs of specific industry sectors." Also commenting was Minister of Employment and Immigration Barbara McDou-

gall: "The Sectoral Training Fund is an innovative proposal that will serve as a model for greater private-sector involvement—and funding—in training as well as other human-resourcedevelopment issues."

Co-chairpersons of the council are Hal Dickout, president and chief executive officer of Square D Canada Electric Equipment Inc. and Glenn Pattinson, vice president of the Communications and Electrical Workers of Canada. They acknowledge that by jointly working on industry skills-development issues, labour and management have come up with a number of new approaches to achieve benefits for both employees and employers. Among these are:

- the involvement of management and labour from one sector of the economy;
- for the first time management and employees will contribute to an industry training fund with addi-

- tional funding from government;
 the establishment of training committees made up of management and labour at participating workplaces;
- the availability of training programs to all levels of employees at large, medium or small manufacturing firms in the industry; and
- an emphasis on portable skills which can be used by an employee in more than one firm.

A key aspect of the extensive dialogue between management and labour in establishing the skills council is that both groups fully recognize areas of mutual interest. "The initiatives...fully recognize the need within the electrical and electronics manufacturing industry for employers and employees to jointly develop programs that enhance workers' skills to help secure jobs," said Mr. Dickout. "This will greatly assist firms to compete in the international marketplace," he stressed.

At the same time, labour and management appreciate that many areas covering their relationship must still be worked out as part of the collective bargaining process, "By discussing a wide range of human-resources issues with management, we have identified a number of areas of mutual interest," commented Mr. Pattinson. "By working jointly with management, we can help to secure our members' jobs and keep the industry strong. At the same time all parties continue to recognize the important role of collective bargaining in determining wages and other benefits," he added.

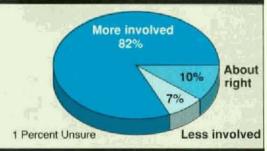
Polls Chart Support For Government Healthcare In America

he free-trade agreement between Canada and the United States caused many Canadians to fear the downgrading and/or privatizing of Canada's social-welfare network in response to the concerns of American government and business groups. However, surveys show that Americans, discouraged with the high cost, often low quality and widespread lack of coverage of their private healthcare system, would like the government to accept a larger share of responsibility for development of a public program.

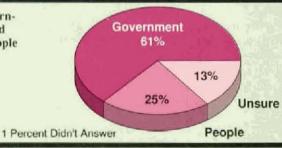
The following charts depict typical results of these surveys.

A Los Angeles Times poll, from which the data for these charts is taken, outlined a positive interest in the healthcare system in Canada as a preferred alternative.

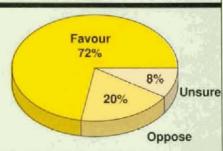
 Should the government become more involved or less involved in healthcare, or is its involvement about right?



2. Do you think the government should pay for good healthcare or should people pay for it themselves?



3. If it meant an increase in your taxes, would you favour or oppose a national, comprehensive plan?



Of those in favour more than half indicated "strongly." Also, of those opposed about half indicated "strongly."

Members Encouraged To Make '90s A UNION Decade

nternational Vice President James P. Conway gave a big Chicago welcome to delegates attending the 45th Sixth District Progress Meeting on August 23. Following recital of the Pledge of Allegiance, Sarita Triplett, vice president of Local 188, Chicago, sang the national anthem and gave the invocation.

Vice President Conway's remarks touched on several of the labor and economic controversies of the past year; including the Eastern Airlines strike and Frank Lorenzo's ultimate departure, the savings and loan scandal, and the unending escalation of healthcare costs in the United States. During his discussion of the latter topic, Brother Conway described the development of Canada's national healthcare system. He noted the situation existing in Canada in the early '60s (before national healthcare) was very similar to that in the United States now-40 percent of Canadians weren't covered; of those covered 30 percent were covered inadequately. His discussion on this subject included the costs of the system in each province and territory and who pays those costs. Vice President Conway encouraged the delegates to communicate their concerns on healthcare, education, the effects of deregulation and other topics to their legislators in Congress.

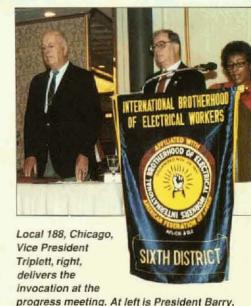
International President J.J. Barry reported on the success of the Education Program's first year, describing some of the courses offered and encouraging the delegates to let their Vice President know what their needs are in this area. He noted that, pursuant to his directive to the Bylaws Approval Department to computerize all local union bylaws, approximately 15 percent of the locals are now on computer. While this project is being accomplished, all bylaws are

"[Healthcare] is the single most important issue facing the families of America. The problem needs to be addressed, and we need to find solutions."

> —International Vice President James Conway

being reviewed—a task which is long overdue in many cases. He reminded the delegates that rules for nominations and elections in the bylaws were developed to meet or exceed LMRDA requirements. Therefore, neglecting to follow the rules may have serious consequences.

Brother Barry pointed out several concerns regarding the formation of "Europe '92." For example, to meet the European Community's rules of origin, U.S. and Canadian companies are building facilities in Europe. This does nothing for workers over here; products made here for export to Europe will be made there, and capital for modernization of facilities here will be spent there. In addition, mergers and joint ventures in Europe will create industrial giants to which our firms will have difficulty adjusting. EC '92 is requiring businesses to base their decisions on what is good for the EC. If U.S. companies don't even consider "Is it good for America?" when they make decisions, it follows that their business plans



won't include considering "Is it good for our workers?"

and in the center is Vice President Conway.

President Barry also addressed the lack of an energy policy in the United States and how this is affecting the availability of adequate, affordable energy. As he noted, "We must begin building now in order to forestall impending serious economic prob-



Singer Kristin Lems, right, with artist Peggy Lipschutz and one of her drawings.

Vice President Conway introduces the Women's Conference Planning Committee.

lems that will undoubtedly occur without an adequate domestic supply of electrical energy." He also discussed some of the legislation important to workers now pending before Congress: bills on telephone monitoring, construction safety, telecommunications and campaign-finance reform. Of particular concern is the striker-replacement bill, which seeks to prevent the hiring of permanent replacement workers during a labor dispute.

International Secretary Jack Moore reported on the financial health of the Brotherhood, noting investments are showing a good rate of return. He also described the IBEW centennial and Convention activities planned for next October in St. Louis. Among the planned events is an exposition including a display from the IBEW Archives and, to show the diversity of the jobs of IBEW members, exhibits by various IBEW employers.

Brother Moore also described the functions of IBEW/COPE. More than collecting contributions for political candidates, COPE serves as a com-

Senator Simon addresses the meeting.

Senator Simon addresses the meeting.

TERNATIONAL BROTHE OF ELECTRICAL WOR



Vice President Conway, left, introduces Chicago Mayor Daley as Legislative Activities Director Emig looks on.



Vice President Conway, at podium, delivers his message to the delegates. Seated on the dais are, from left, IEC member Acton, IEC Chairman Bowden, IEC member Missey and International Secretary Moore.

munications outlet to candidates and to IBEW members, promotes voter registration, and gets the vote out on election days. Secretary Moore also noted the importance of reapportionment and how it can affect labor's friends in Congress and the state and local legislatures. Vice President Conway presented a check to Secretary Moore for contributions from the delegates attending the progress meeting; and Locals 134 and 1031, Chicago, and 723, Fort Wayne, Indiana, also presented COPE contributions to Brother Moore. Forty-one locals in the district received certifications for 100 percent participation in 1989.

Guest speakers at the progress meeting included Senator Paul Simon (D-III.), Chicago Mayor Richard M. Daley, Dr. Linda Murray of Cook County Hospital, IBEW Director of Legislative Activities Mike Emig, International Executive Council Chairman Clyde Bowden, IEC members Richard Acton and Robert Missey, City of Hope National Labor Director Richard Egan, and IBEW Director of Research and Economics Robert Wood.

Women's Conference

Prior to the progress meeting, the Seventh Annual Sixth District Women's Conference convened. The delegates heard presentations from several speakers on such diverse topics as "Accentuate the Positive," "Survival in the Corporate Jungle," "Power Communications/Conflict Resolution" and "Where Women Will Be in the 21st Century." Among the speakers was Mary Ann Van Meter, Director of the IBEW Journal Department, who discussed "Moving On Up in the IBEW."

One of the most moving segments of the conference was a session of labor songs by Kristin Lems. She was accompanied by Peggy Lipschutz who sketched charcoal drawings of the topic of each song. The drawings were given away following the performance.

RESEARCH AND

The Need For Healthcare Reform

In this year's August and September issues of the Journal, we discussed the enormity of the healthcare problem in the United States and examined the causes. In this concluding column we take a look at Canada's healthcare system and offer suggestions for short- and long-term reform measures of the U.S. system.

he United States and South Africa are the only two countries in the industrialized world that do not provide some form of national healthcare for their residents. Other nations provide universal access to quality care while controlling costs.

The Canadian System

Canada's healthcare system is considered by many critics and analysts to be one of the best in the world. Universal health insurance covering hospitalization and physicians' services has been in effect for 20 years. Every resident of Canada is eligible, and everyone is entitled to the same benefits. The system was established on the precept that the many who are well should pay the costs of healthcare for the few who are ill.

The Canadian system is based upon five fundamental principles: 1) public administration-government is the sole insurer for the listed and insured health services; 2) universality-everyone who is a bona fide Canadian resident is covered for the first and last dollar; 3) accessibility-every Canadian resident is guaranteed reasonable access to needed healthcare services; 4) comprehensiveness-hospital and physician services must be covered; and 5) portability-every Canadian resident can receive healthcare services anywhere in the country at no cost.

Financing

The Canadian system is financed mainly through progressive taxes; that is, taxes that increase as income increases. Federal, provincial and territorial taxes pay for more than 95 percent of all hospital and physicians' costs. Overall costs in the system have risen approximately the same as the increase in national in-

come, whereas increasing healthcare costs in the United States continually take a bigger portion of after-tax income.

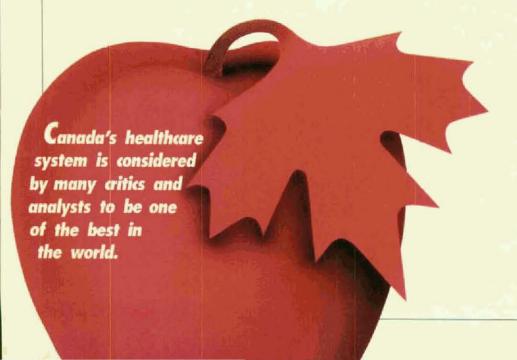
The Canadian federal government pays one-quarter of the costs through transfer payments to the provinces and territories as long as they offer comprehensive, universal health coverage that meets certain criteria determined by federal legislation. All of the provinces and territories participate; their programs are administered by their health departments or other government agencies. Most of their programs provide benefits beyond the basic, federally mandated coverage, including such items as laboratory costs, ambulance service, outpatient prescription drugs, assistive devices, nursing-home services, dental care and vision care.

The provincial and territorial plans are financed primarily through public funds (taxes); some provinces have also legislated health-insurance premiums and/or employer payroll taxes. The provincial and territorial governments also set medical fees.

Doctors

One basic weakness in the Canadian system is the fact that most doctors, like those in the United States, are paid on a fee-for-service basis. This practice tends to encourage some doctors to perform unnecessary services, thereby adding to the cost of healthcare.

Fifty percent of all physicians in Canada are general practitioners; in the United States only 10 percent are general practitioners. Specialists in both countries charge considerably more than general practitioners. They are also more likely to use expensive high-tech diagnostic and therapeutic procedures, whether or not essential to the care of their patients. The ratio of physicians to population is approximately the same



in both of our nations, but the United States has 33 percent more surgeons per capita. It follows that U.S. residents undergo 40 percent more operations per capita than Canadians. Patients in both nations may go to physicians of their own choosing.

Patients' Payments

In Canada patients are not at all involved in payment for their healthcare. Reimbursement of services in full takes place between the public insurer and the provider of services. It is a simplified process that is much cheaper than the U.S. way. It has been estimated that the cost of running the U.S. payment system—aside from the costs of patient care—may account for more than half the difference in total cost between the Canadian and U.S. healthcare systems.

Private Insurance

There is no role for private insurance companies in Canada's national healthcare plan. There is, to be sure, private insurance for some forms of healthcare, cosmetic surgery, the difference between hospital-ward and semiprivate/private-room coverage, etc. For hospital and medical care, however, private insurance coverage for services included in the public plans is prohibited.

Suggestions For Reform

While we are not advocating that the United States copy the Canadian system in its entirety, we believe that all parties to be involved in reform of the U.S. healthcare system would profit from an in-depth study and analysis of Canada's system. The important thing to remember, however, is that the time for reform

CONSUMER PRICE INDEX

Month Year		UNITED STATES CPI-W (1982-84=100)	CANADA CPI (1986=100)
August	1990	129.9	119.8
July	1990	128.7	119.8
August	1989	123.2	115.1

U.S. CPI-W increased 1.2 index points during the last month or 0.9%. The increase during the past year was 6.7 index points or 5.4%.

Canada CPI increased 0 index points during the last month or 0%. The increase during the past year was 4.7 index points or 4.1%.

Sources: U.S. Department of Labor, Bureau of Labor Statistics Statistics Canada

Prepared by: IBEW Department of Research and Economics, September 1990

of our system is long overdue. The triple problems of access, cost and quality of care are pressing national problems that require immediate attention and comprehensive national solutions.

The United States needs both shortand long-term solutions; piecemeal approaches will not work. Short-term planning should include the cost-effective use of healthcare dollars and improvement in the quality of and access to basic levels of healthcare coverage. Long-term planning must cover a better healthcare system in toto, the promotion of preventive care and healthy lifestyles, long-term cost effectiveness, and the evaluation of technology and establishment of guidelines for its deployment and use.

We repeat our earlier statement that the United States needs to organize business; labor; local, county, state and federal governments; providers; insurers; and consumers into an interacting network that will: 1) recognize the crisis; 2) identify the problems that have contributed to this crisis; 3) determine short-term and long-term solutions; and 4) set into motion a system that will serve our common needs with available, cost-effective and quality healthcare for all citizens.

We believe healthcare reform should be based on the following principles:

- Universality—High-quality healthcare should be available to all Americans, regardless of age, sex, race, health status, employment, income or full-time status.
- Affordability and accessibility—Nobody should go without adequate healthcare because of inability to pay. Out-of-pocket charges should not limit access. The unemployed and the poor and their dependents should have affordable access to healthcare services.
- Efficiency—The national healthcare plan should restrain rising costs; prohibit doctors, hospitals and other providers from charging patients more than they are paid under the program; reduce paperwork and red tape; provide consumers, purchasers and providers with full information on cost and quality of healthcare services; and coordinate the expansion and updating of existing healthcare facilities and the acquisition proliferation of and new healthcare technology.
- Public accountability—Development and implementation of the national healthcare plan should be administered by an independent organization or agency. Labor, management, consumers and the healthcare community should be provided the opportunity to participate in the program's development and implementation.
- Public/private administration—
 National standards for the program must be established at the federal level. Pooled funds should be available at the federal, state or regional level for the purchase of affordable, community-rated coverage administered through insurers or other third parties.

TWO MEMBERS

L.U. 1 (i,em,spa&rts), ST. LOUIS, MO—On June 23 we honored Bill Matthews and Bert Andrews at their retirement ceremony. These men have long, active union affiliation—they are sons of and fathers of journeyman wiremen. Bill is the son of Jimmy Matthews; Jimmy was initiated in 1905 and served on the Examining Board from 1912 to 1952. Bert is the son of Frank Andrews; Frank was initiated in 1918 and stayed active until 1967.

These Brothers' strong participation in the local has been evident. Both have been elected as election tellers and delegates to two IBEW Conventions and served as Building Committee members, foremen and general foremen, and as stewards on large projects. Bill worked at the Associated Electric Powerhouse in New Madrid, and Bert worked at the General Motors plants in St. Louis and Wentzville.

They received ceremonial watches and a proclamation from the Missouri House of Representatives citing their contributions over the years to the labor movement. Some 150 members attended their retirement function. These Brothers are honorable individuals, good friends and strong trade unionists.

With regret we report the deaths of the following members: Robert Spencer, Gilbert Reinke, Charles Bruner, Charles Sanders, Chester Senf, Ronald DeBlasi, Frank Steinbruegge, Edward Sheets, Clyde Leggitt Sr. and Marjorie Richards. Our sympathy is extended to their families and friends.

ROBERT EGAN, P.S.



Local 1, St. Louis, MO, Bros. Andrews and Matthews.

PARTICIPATION MOUNTED

L.U. 17 (o,u,lctt&catv), DETROIT, MI—What a proud day for labor this year in Detroit. The participation in our Labor Day Parade increased by 100,000. Detroit Mayor Coleman Young said. "[The turnout] indicates the premature pronouncements of the demise of labor were somewhat off the mark. These [people] are alive and kicking."

Everyone was given a Local 17 hat and T-shirt, and rented buses and vehicles were furnished by our various employers for our participants. The vehicles were decorated with Local 17 banners and American flags for the proud march down Woodward Avenue. At the completion of the parade, we made our traditional stop at Local

LOCAL LINES

The January and February issues of the IBEW Journal are being combined. All local union (odd- and even-numbered) and retiree "Local Lines" articles intended for these two months should have been received in the International Office no later than November 5.



Local 17, Detroit, MI, members marching in the parade.

58 for refreshments and brotherhood. Afterward, we returned to our local for a cookout. It was a day to remember for those who participated, and it was a clear message to every employer throughout our great nation.

We still have a call out for journeyman linemen on the Construction Agreement. Hopefully we will have an agreement soon with the six signatory contractors for our 600 members on the Line-Clearance Agreements.

With sincere sorrow and regret, we record the deaths of Bros. Alex Kastraba, George Wagonjack and Robert Woodard. We pay tribute to their memories by expressing to their families and friends our sincere sympathy.

JAMES G. DAVEY, B.M.

PRES. BALDWIN HONORED

L.U. 25 (i,o,rts&catv), LONG IS-LAND, NY-On Aug. 24 our local and Locals 3, New York; 1049, Long Island; and 1381, Hicksville, hosted the 20th Annual IBEW Softball Tournament. Thirty-seven teams from 16 states and Canada, representing four districts of the IBEW, attended. Int. Vice Pres. Donald Funk was also there. Local 3 won. Local 1788, Toronto, received this year's Brotherhood Award. The MVP Award went to Scott Gershwinder from Local 3. The tournament banquet was held at our hall. with entertainment provided by Local 103. Boston. We thank all the participants for making this tournament a long-running success, and we look forward to seeing everyone next year.

Congratulations to Pres. Charles "Tim" Baldwin on being honored as the Suffolk County Chapter of the American Red Cross Man of the Year. His qualifications for this award in-

clude the initiation of the Employee Assistance Program for our members, his work in scouting and receiving the Presidential Volunteer Award on behalf of the union. Tim serves on the boards of Labor Employment Community Services Agency, Suffolk County American Red Cross and the New State Labor Community Services Agency. His involvement in all these activities aids our local in maintaining leadership in the Long Island labor community.

ROBERT J. NELSON, P.S.

PROGRESSING

L.U. 43 (i&rts), SYRACUSE, NY— Our clambake at Hinerwadel's Grove was a great success. Many of our retirees and their spouses attended, so they had a chance to renew old acquaintances and meet some of the younger people who are the future of our industry.

Our Elgin 1 job-targeting program fund is beginning to accumulate. By

press time, some of this money may have already been put to use. Due to a temporary increase in employment, our organizing efforts are meeting with some success.

Our prayers and thanks go out to any reserve military member who was called in to join the active personnel in the Middle East. The emotional and financial burden placed on their families is hard to bear.

BILL LEFANCHECK, P.S.

BRO. WOODARD HONORED



From left, Local 51, Springfield, IL, Unit Chmn. Jim Williams presents 50-year service award to retired Bro. John Woodard.

EMPLOYMENT ENJOYED

L.U. 55 (o,u&lett), DES MOINES, IA—Our union party was held on Aug. 14 at Local 499's hall; 96 members were recognized for their years of service. Those in attendance who received awards were Frank Miller, 40 years; Charles Middleton, 35 years; Butch Tiffany, 25 years; Al Dean and Richard Gilmore, 20 years; and Robert Dilky, 15 years. Among others who received pins this year were Howard Clayton, 40 years; and Richard Kauzlarich, Robert Lathrop, Paul Kauzlarich and Swan Terry, 35 years.

We recognized seven jouneyman linemen who graduated from the apprenticeship program: Todd Amberg, Greg Perrott, Charles Schafer, Daniel Pressler, Michael Maddy, Dennis Gamble, Pat Garrison.

Many contract negotiations are under way, and the opener for line construction was on Sept. I: Work is good in our jurisdiction. All journeymen and apprentices are working; hopefully this will continue.

SANDY OPSTVEDT, ASST. B.M.



From left, Local 55, Des Moines, IA, service-award recipients Bros. Miller, Gilmore, Middleton (business manager), Dean, Dilky and Tiffany.



From left, front row, Local 57, Salt Lake City, UT, Executive Board members Bruce Herd, Sandi Ross; back row, Sue Brown, Ron Anderson, Calvin Ockey, Owen Ashbaker.

GIVE THANKS!

L.U. 57 (o,u,lctt&t), SALT LAKE CITY, UT-The local union election was held in June, and the newly elected officers were administered the oath at the July 6 meeting. Bus. Mgr. Blaine Newman, also delegate to the IBEW Convention, ran unopposed. The other newly elected officers are Pres. Wayne Woolsey (delegate to the IBEW Convention), Vice Pres. Paul Newman, Treas, Ron May and Rec. Sec. Norman Brown. The Executive Board members are Ron Anderson, Owen Ashbaker, Sue Brown, Bruce Herd, Calvin Ockey and Sandi Ross. The Examining Board members are Owen Ashbaker, Ron May and Brent Worlton.

The Executive Board members understand the adversity and troubled times we're in and intend to meet the challenge.

The local's golf tournament was a scramble format and was won by Bros. Marc Brunatti, Troy Passey, Kelly Shafer and Max Murdoch, Everyone had a good time; the barbecue was

excellent, thanks to the cook crew.

On Thanksgiving Day let's give thanks that we have the IBEW to make our lives better. When we shop for Christmas and throughout the year, look for the union label.

Happy Holidays!

NORMAN R. BROWN, P.S.

OUR ENEMY: APATHY

L.U. 59 (i,o,u,t&em), DALLAS, TX—There has been little news regarding the progress of the superconducting super collider. We'll report the facts when we're updated. The Davis-Bacon wage-rate survey was taken; and while union trades took a beating overall, the IBEW retained its wage and fringe package for building construction. The state of Texas, which is furnishing more than 17,000 acres for the project, has started its purchases.

Morrison-Knudsen has been awarded the \$1-billion construction management over all building shells, roadways, shafts, tunnels and casings; and the contract was to be drawn up and signed by September. The SSC laboratories will manage all other work necessary to complete the project. No construction contracts have been let. While there has been some test equipment, including one magnet delivered for testing, one holdup has been the environmental-impact study, which was due September 1989; hopefully it will come any day now.

This area has been down for quite some time, with one-third out of work due to the economy and a very small percentage of work being done union. We need to inform and organize all good, well-trained workers nationwide and participate in all meetings and be willing to work for our local. Members should be proud of their knowledge and skill, be willing to learn and expand their trade, and give a day's work for a day's pay. Don't become apathetic-apathy is the worst enemy unions can have. So, when the superconducting super collider starts to roll, maybe we can, too.

CALVIN H. CARLEN JR., P.S.

THINK SAFETY

L.U. 77 (o,u,lett&mt), SEATTLE, WA—There have been several fatalities and serious accidents in our jurisdiction. Safety must be constantly on our mind—identify, isolate, test and ground. Mike Woods, one of our recent fatalities, left two small children. Care and compassion from our members helped establish the Woods Trust Fund. We have raised more than \$8,000 thanks to you.

The Unit Conference was wellattended. We were honored with a
visit from Gov. Booth Gardner who
commended the local for its delegation to the Workers Memorial ceremony. Pres. Richard Becker has resigned, and Dick Vaughn is the new
president. Tom Hayes is the vice president, and Dave Eastwood is on the
Executive Board. The Executive
Board appointed Ray Warren as busimess manager due to the resignation of
Joe Murphy.

Construction work is moving along well; all books are clear. Rick Johnson has been appointed business representative for the Construction Unit. Our Kennewick office has a fresh coat of paint and new carpet. We have upgraded our computer system, and system training and testing are being implemented in our Seattle office.

REUBEN GABLE, R.S.



From left, Local 79, Syracuse, NY, Vice Pres. Russell Kiggins, Treas. Robert Krenrich, Matthew Wagner, Fin. Sec. Kenneth McAndrew, Jennifer Coughlin, Rec. Sec. Frank Esposito and Pres. Ray Vallilee.

SCHOLARSHIPS AWARDED

L.U. 79 (u), SYRACUSE, NY-In August the Peter A. Reap Scholarship Award winners were the first to be honored by our local. Jennifer Coughlin, daughter of Bro. Daniel Coughlin, and Matthew Wagner, son of Bro. John Wagner, were awarded the scholarships on the basis of grades and highschool activities. The applicants were also required to submit a paper on what they thought unions represent and how they have affected them and their families. The \$500 scholarship honors Peter A. Reap, who was president of the local from 1949 to 1971. The scholarship will be awarded annually to Local 79 members' sons and daughters who plan to further their education.

The local's annual golf tournament was held in August; the beautiful weather and a good turnout made it successful. Our annual clambake was held in September after a year's hiatus due to our 90th Anniversary Dinner-Dance. If you missed either of these events, keep an eye out for next year's announcements.

Niagara Mohawk Power Corp. is concluding its self-evaluation program as ordered by the Public Service Commission. Our officers and members await the results; it's sure to have an impact on our local.

We encourage all members to attend the union meetings held on the third Thursday of each month, so first-hand information can be obtained on all developments.

JOHN E. DELPERUTO, P.S.

20-DAY STRIKE ENDS

L.U. 89 (t,lett&o), SEATTLE, WA— Three negotiations have taken place, which kept our business manager and office staff busy. First, CP National employees represented by Locals 89; 125, Portland, OR; 396, Las Vegas; 659, Medford, OR; 1245, Walnut Creek, CA; came under the Allel umbrella of benefits through joint negotiations. It took two ballots before the agreement was ratified, and then it was ratified by only one vote. Those employees aren't very happy over the Alltel medical package.

Next, GTE employees went on strike on June 22 after negotiating since April 2. This was the first strike against GTE in 16 years. The committee recommended rejection based on the takeaways in the benefit package and a low wage increase. When negotiations resumed and the company submitted another best offer, the committee still recommended rejection; but the agreement was ratified on July 10 by 155 votes. The employees returned to work on July 12 after a 20-day strike. The Bargaining Committee thanks the office staff, picket captains and all the members who walked the picket lines. Your tireless, unending support gave the committee great comfort; and your efforts are deeply appreciated.

Finally, our local and Contel negotiated to put two agreements together, one in Oregon and the other in Washington. The agreement provides for a three-year contract with 3 percent, 3 percent and 3 percent plus a \$300 ratification bonus for all employees. It also provides a \$650 incentive bonus for all employees payable in 1992 and 1993. The medical provisions were drastically reduced.

During the Contel negotiations the company announced a merger in principle with GTE. There will be more on the Contel-GTE merger in our next article. Our construction members are all working; work is really picking up.

AL DENTON, P.S.

PSC CONTRACT SETTLED

L.U. 111 (o,u,em,mt,spa,lett&rtb), DENVER, CO—The Public Service Co. contract is settled. After marathon mediation sessions with Arbitrator Lawrence Holden Jr., the local and PSC reached an agreement July 30 on a new, three-year contract.

The contract expired Dec. 1; numerous unresolved issues were set to go to arbitration, a development brought about by the local after months of frustrating and unproductive bargaining. Mr. Holden, however, forced the union and the company into 20-hour mediation sessions as a last attempt at resolving issues before arbitration.

Wage increases are 4.6 percent for the first year, retroactive to Nov. 27, 1989; 4.2 percent the second year; and 3.4 percent the third year. The two sides approved dropping Good Friday and Veterans Day as holidays and gave employees three personal-leave days annually. Vacation time was expanded to include three weeks after seven years of service, four weeks after 15 years and five weeks after 24 years.

On the 401(k) plan, the company will now match at 100 percent the first 3 percent of the employees' pretax contributions and then 50 percent of the next 3 percent of the employee's contributions. Persons retiring after 1990 will be on the same Met Life plan as employees. Retirees will pay approximately \$48 per month for themselves and dependents. Wages, hours and working conditions for newly organized dispatchers and testers were not agreed upon. Mediation began Sept. 6, with arbitration to follow.

JOHN L. DAVIS, P.S.

WORKING SAFELY SAVES LIVES

L.U. 113 (i,o,u,catv&ees), COLO-RADO SPRINGS, CO—After a fairly good year, it looks like the work during the winter will be poor. Ongoing projects at Falcon Air Force Base have kept the majority of our members, as well as travelers, busy throughout the year. However, with continued cutbacks in defense spending, the future doesn't look good for our local. Hopefully our contractors can pick up the slack and get some commercial work rolling.

Another nonunion apprentice was killed in our city, bringing the number to three killed in the last two years. All were apprentices, and all three were working on voltages exceeding 250. Hopefully OSHA will cite the contractor, Riviera Electric, for improper training. Had these individuals been working for a union shop, they might still be alive. Our agreement states two people must work together on any voltage over 250, at least one of them being a journeyman.

Our IBEW Golf League Invitational Tournament was a huge success, with 35 members participating in the summer-long event. It was strictly an interleague competition, and they played once a week. We hope for more participation in next year's tournament.

The local's self-funded, fast-pitch

The local's self-funded, fast-pitch softball team enjoyed a successful and fun-filled year. Our team was the only union team in the citywide league, and the local is proud of the good showing. Bros. Dave Scott and John Sedlak worked hard and deserve praise.

LARRY SZABELSKI, P.S.

PAC—OUR BEST TOOL

L.U. 125 (o,lctt&u), PORTLAND, OR—Our new Executive Board members are Pres. Sam Eastman, Vice Pres. John Schassen, Rec. Sec. Ray Cowell and Treas. Bob Kenny. Executive Board members at large are Don Ward, Chris Stevens, Bob Guenther. Wayne Barnes and Bus. Mgr. Bill Miller The new Examining Board members are Norm Cole, Doug Nash, Kevin Sullivan, Bill Falk and Bob Waide.

Our softball tournament was a big success. Attendance was good, and everyone had an enjoyable time. The tournament was won by Local 659,



From left, Local 141, Wheeling, WV, picnic golf-scramble participants.

Medford, Brothers from Grants Pass. A contribution went to the Emanuel Hospital Burn Center in the amount of \$1,800.

A good way to control our destiny is to become politically active by becoming a PAC member. Our PAC is our best tool for survival. As people work with their tools, they become more effective with them. More PAC participants equals more clout with our legislators. If all our members participated in a PAC, it would cost each member \$4.00 per month. We must work together to maintain and improve our hours of work, wages and benefits. The results benefit the entire membership—the burden of the work and contributions shouldn't be carried by the minority.

Bro. Don Tobin was seriously burned while working in a PP&L substation. Our hopes and wishes go out to him for a speedy recovery.

Remember our less fortunate during the holidays. We wish everyone a Safe and Happy Holiday Season.

RAY COWELL, P.S.

VOLUNTEERS RECOGNIZED

L.U. 141 (i,o,u&ees), WHEELING, WV—Our election results are as follows: Pres. John Clarke, Vice Pres. Ted Kemp, Rec. Sec. Dave Myers, Treas. Tom Namack, Bus. Mgr. Jim Stubenrod.

Thanks are in order to our Negotiating Committee. Our new agreement provides a modest pay raise, increased pension and health-insurance contributions, and the establishment of an education fund.

A summer picnic was held at Wheel-

ing Park on July 14 for our members and their families. It was a great success due to the efforts of Picnic Committee Chmn. Larry Skrypeck, his committee members and many volunteers. Bro. Lawrence Wallace did a fantastic job organizing activities for the children. We thank them all.

While we extend heartfelt condolences to our members who lost loved ones and property during the flooding in our area, we make note of our members who came to the aid of the flood victims in every possible way. With their help the rebuilding process has begun.

A new asset of the Apprenticeship Committee is the George Rolf Trust Fund, established to assist the apprenticeship program and those enrolled.

You can be a cornerstone of your economic stability. Purchasing union-made goods and services strengthens the process which provides our livelihood. If we aren't conscientious about our purchases, who will be? Look for the union label—it matters.

TOM CONNER, P.S.

ELECTION RESULTS

L.U. 145 (i,o,u,em,rts&spa), ROCK ISLAND, IL—The results of our election are as follows: Pres. Lonnie Stephenson, Vice Pres. Carl Daggett, Rec. Sec. Michael Boldt, Treas. David Dau, Bus. Mgr. Gerald Kavanaugh. The Executive Board members are Ronald Jordan, Gary Sackfield, Gary McMahill, Gary Hughes, Paul Lartz, Gary Nowak and Scott Verschoore. John Coleman, Larry Gull and Wes Petifer are the Examining Board members. The IBEW Convention

delegates are Lonnie Stephenson and Gary McMahill. The alternates are Carl Daggett, John Coleman and Paul Lartz. Congratulations and good luck, officers.

Our work situation seems to be improving, with only about 50 members on Book I. Hopefully we'll have full employment soon.

The local union picnic was held on Aug. 4 at the Hillcrest Recreation Center. We thank Picnic Chmn. Bob Bickle and his wife, Judy, and his entire Picnic Committee for a job well-done. Their work and dedication made it a great day. Service pins were distributed. We enjoyed seeing everyone there, especially the retirees. They made us the strong union we are today. It's up to us to keep that tradition going. Remember to always look for the union label, or buy U.S. and Canadian products—be proud to be union.

JOHN FOUNTAIN, P.S. LONNIE STEPHENSON, P.S.

MEMBER MOURNED

L.U. 160 (o,lctt&u), MINNEAPO-LIS, MN—With deep sorrow we pay our last tribute of respect to the memory of Darrell E. Mausoif, who died on Aug. 23. Heartfelt sympathy is extended to his family and friends.

DAVID C. RING, B.M.

WORK LOOKS

L.U. 181 (i), UTICA, NY—Thanks in large part to the state prison system expansion, work continues to be good in our area. We've also managed to pick up most of the private-sector jobs because of our good estimates and quality workmanship. This was evident when the nonunion general contractor at Griffiss Air Base in Rome, tired of shoddy work done by nonunion electrical contractors, hired a union contractor, Oneida Electric, to correct and complete the work. Since then other parts of the job have been given to Oneida.

All the building trades participated in the DAD's Day campaign by collecting money to be used to find a cure for diabetes. This year our local collected \$3,500 in four hours—the largest amount of the \$10,000 collected by



Some of the many Local 145, Rock Island, IL, retirees who attended the picnic.



Local 181, Utica, NY, members who participated in the DAD's Day campaign.

all the trades combined. Congratula-

Our local was saddened by the death of Michael Rastani Jr. who drowned while boating with friends. Mike was a second-year apprentice and was well-liked by everyone who had the chance to know and work with him. Our sympathies are extended to his family. His friendliness, humor and smile will be missed. Mike's father, Mike Rastani Sr., is a member of our local.

KEITH MACGREGOR, P.S.

INVOLVEMENT APPRECIATED

L.U. 189 (u), SIOUX CITY, IA— When Perry Creek flooded, 40 of our members volunteered their labor by filling sand bags. Their volunteer efforts were gratefully received.

The Eleventh District Progress Meeting was held in Rapid City, SD. Bus, Mgr. Bill Wilson, Asst. Bus, Mgr. Dick Smuck, Pres. Skip Jahde, Vice Pres. Scott Malcom and Rec. Sec. Mark Jeretowski attended the meeting. We thank Bus, Mgr. Randy Stainbrook and all the members of Local 1250 for a fine hospitality room.

The Annual Sioux City Local 189 Picnic was held on June 23. We thank Bros. Jahde, Ton Barnes, Greg Sands, George Heilman and Craig Jensen for the best picnic in recent memory.

Remember to buy and sell the union

SCOTT H. MALCOM, V.P.

HALL IS ALMOST DONE

L.U. 223 (i.govt&em), BROCK-TON, MA—The results of our election are as follows: Pres. Ronald Dutra, Vice Pres. Michael Nee, Rec. Sec. Paul Schwotzer, Treas. Richard Bradbury, Bus. Mgr.-Fin. Sec. John Revil III (his fifth elected term).

The Examining Board members are Earnest Vohnoutka Jr., Richard Dansky, Kevin Henebury and Ronald Hibbard. The Executive Board members are John Perry, Ernest Correia, Gregory Rego, Roger Holmes, Richard Cashman, Edward Campbell Jr., C. Robert Canessa and Elaine Williams. The delegates to the IBEW Convention are Manuel Andre and Bruce Oliveira. Congratulations to the new officers. Special thanks go to Election



Some of the members and their guests at the Local 189, Sloux City, IA, picnic.



From left, Local 223, Brockton, MA, Dinner-Dance Committee members Bruce Oliveria, Tim Cayton, John Oliveria, Fred Toomey, Chmn. Paul Souza, Joe Revil, Sonny Wise and Walter Kaulus.



Local 257, Jefferson City, MO, graduates.

Judge Tom Smith and his committee for an excellent job on June 9-10.

The construction of the new union hall is coming along smoothly. The slab has been poured and inspected, and the structural steel has gone up. Everyone was looking forward to the completion of the project in October.

Our second Annual Dinner-Dance was held at the Venus DeMilo in Swansea, with approximately 420 people in attendance. By the positive response and good time we had, it looks like next year's dinner-dance will be an even bigger success. We thank the committee members for their fine efforts.

MICHAEL E. NEE, P.S.

TRAINING FOR THE FUTURE

L.U. 237 (i), NIAGARA FALLS, NY—Our first Stewards Training Course was conducted by Int. Rep. Gene Adams. Among the topics discussed were stewards' responsibilities, their legal rights and obligations, and how to handle job problems. It's a credit to the International for conducting these seminars and other educational programs.

A special union training course, written by journeyman Richard Stoneham, was taught to our apprenices. The course included the history of organized labor with emphasis on the struggles of our Brothers and Sisters when organizing. This class will be offered to our journeymen in the future. A special thanks to Dick for his time and effort in designing the course.

Graduation ceremonies were held on June 29 for the apprenticeship class of '89. John Antone, Dave Caldwell, Ralph Camarre, Mark Grozio, Salim Kinan, Keith Krull, Alan Nelson and Franklin Ray received certificates. Congratulations and continued success in your electrical careers, journeymen!

Our annual family picnic was held on Aug. 11. We thank Jim Hodgson and his committee for the outstanding job they did in planning this event.

The employment picture is improving. We thank our sister locals which are still employing some of our members.

Don't forget the monthly meetings on the third Thursday at the American Legion Portage Post.

DIANE L. PORTER, P.S.

GOOD NEWS FOR GT

L.U. 257 (i,em,rtb,rts&spa), JEF-FERSON CITY, MO—Construction is starting to pick up; 77 members are still on Book 1. Two powerhouses shut down in September: Callaway, 49 days; Thomas Hill, 20 weeks.

General Telephone has had some good news. We'll be taking over some operations being done in Illinois, and our group will expand to take care of the extra work. Grievances are moving slowly. Bloomington can't seem to get answers back in a timely manner. We have a couple of arbitrations coming up—bumping and vacation bidding.

Central Electric has several new employees, and there is overtime. Since the last contract the work picture has done a complete reversal. Orders are looking good through the first of the year—the future looks better than it has for several years.

C. PHIL BUTTS, P.S.

TRIBUTE TO BRO. WARNER

L.U. 271 (i,rtb,rts&spa), WICHITA, KS—When Bro. William Warner passed away, we lost a true and loyal member whose kind and noble character will always be remembered. We pay tribute to his memory by expressing our sympathy and regret to his family and friends.

JACK WILSON, B.M.

A HUMAN CONCERN

L.U. 313 (i&spa), WILMINGTON, DE—Work is still a little slow, but the situation should improve slightly. We thank our sister locals which have kept a number of our members working during some difficult times.

Our members, under the guidance of Delaware State Building Trades Council Pres. Rick Crawford and Asst. Bus. Agent Bill DeLuca, continue to donate their time and talents to the Sojourners homeless shelter. Support for this project has been very positive from all the trades involved. Our thanks and a big cheer also go to Nick Avioli, owner of First State Electric, who is running the electrical portion of this project.

Two tragedies in a short-time span

have befallen us and two of our families. Bros. Gary Cavelli and Chris Rossi were killed in automobile accidents. These Brothers will be sorely missed, and our hearts go out to their families.

ALBERT F. BRADBURY, P.S.

WORK PICTURE HOPEFUL

L.U. 317 (i,o,u,t&rts), HUNTING-TON, WV—Our work picture is holding up fairly well with approximately 650 people employed. About 24 inside wiremen are on Book I, and we're working about 110 travelers. Our outside work looks good for the rest of the year.

Large expenditures may be announced by Gavin Powerhouse, Philip Sporn or both within the next year. The Gavin project would consist of scrubber installation, and Sporn is expected to announce a fluidized bed boiler system. The Goodyear expansion is being bid and should create work for our members. Armco Steel in Ashland, KY, has requested authorization for expenditures of \$280 million during the next five years; and Ashland Oil has major projects being planned.

Maintenance work is promising in our nearby plants, but new construction around our area is being lost to nonunion. Even our friends at Marshall University, with whom many of our members have been loyal fans, have decided to build their new stadium with out-of-town nonunion contractors.

The Apprenticeship Committee is starting a new class this year; hopefully they will be able to expect reasonably steady employment during their five years of training. We welcome our first female, Deborah Blazer.

Our Annual Family Outing was held on Sept. 8 at the Glenbrier Country Club on Route 2.

A quarterly newsletter is being distributed to our members to help keep them informed of union business and to get them more active in union affairs and to attend meetings. We have 10 percent more members at our meetings since the first of the year. Our greatest strength is in numbers and member participation. We encourage everyone to attend and get involved.

MARK SINGER, P.S.

NEW OFFICERS SWORN IN

L.U. 323 (i,u,es,rts,lctt&spa), WEST PALM BEACH, FL—Int. Vice Pres. Dan Waters presented certificates to the members who participated in DAD's Day. We were the top money-raising local in our jurisdiction, collecting 43 percent of the funds. Over 65 members participated in this worthy cause, Don't forget to mark your calendars for next year's event on June 15.

In addition to the presentation of the certificates, Vice Pres. Waters swore in our newly elected officers: Bus. Mgr. George Hudspeth, Pres. Lee Bromley, Fin. Sec. Bob Fisher, Vice Pres. Bobby McGehe, Rec. Sec. John Hall, Treas. Dan Henning: Exec. Bd. members Henry DeVroomen, Richard Genchi, Paul Hochman, Bill Collins; Examining Bd. members Charles Swan, Allen Angeletti, Grant Hobday. Delegate at large to the Building Corporation is Dale Ewing, Good luck to all the officers.

RAYMOND E. KENNY, P.S.

PROGRAM UNDER FIRE!

L.U. 343 (i&st), LE SUEUR, MN— Our apprenticeship program is under fire. A proposed revision to the federal regulations for apprentice programs could drastically change our apprenticeship and our future as electricians. It would also eliminate ratios of apprentices on jobs. Contractors could have many more apprentices than journeymen and wouldn't have a journeyman working one-on-one to show us the trade. When an apprentice turns out, jobs will be harder to get because contractors would rather hire a lot of apprentices.

Additionally, this proposal would allow out-of-state contractors to bring their own apprentices with them when they have a job. Then, when the contractor leaves, the apprentices can stay. This would mean a lot more apprentices competing for our jobs. Please act quickly before this proposal becomes a regulation.

Work in our jurisdiction has slowed down but is expected to pick up. We thank all the locals which have found employment for our travelers.

Remember to buy U.S. and Canadian products, United forever; divided never!

JASON J. TUTTLE, P.S.

DEDICATION RECOGNIZED

L.U. 349 (i,u,mps,em,rtb&spa), MIAMI, FL—The local held its elections in June. At the next meeting we were honored to have Int. Vice Pres. Dan Waters administer the oath of offace to the newly elected officers.

Before the meeting officially opened, Pres. Marty Chew introduced state House Rep. Alberto Gutman, 105th District and Hialeah Council member Bob Ruiz. They were at the meeting to represent the city of Hialeah in honoring Bro. Art Fernandez for his work in organized labor and politics. The city of Hialeah declared July 5 as Art Fernandez Day and presented Bro. Fernandez with a plaque.

Pres. Chew then opened the meeting. Vice Pres. Waters administered the oath to Pres. Chew, Vice Pres. William "Bill" Dillashaw, Rec. Sec. John McHugh, Fin. Sec. Al Glynn, Treas. Richard Ericson, Bus. Mgr. Fernandez; Exec. Bd. members Chew (chairman), Dillashaw (vice chairman), Leo Flynt, Robert Parker, Frank Albury, Bill Aylor and Jack Slattery. The Welfare Board members are James Pettis, Sam Brown, Joe Schauers, Eddie Pryor and Paul Jeannin. The Examining Board members are Rick Hammes, Pete Garcia and Dennis Garrard.

After the ceremony Bro, Waters presented Bro, Glynn with a plaque for his 22 years of service as financial secretary. Bro. Glynn received a well-deserved standing ovation.

God bless, and may peace and harmony prevail,

WILLIAM "BILL" DILLASHAW, P.S.



Local 357, Las Vegas, NV, Bros. Nino Butterowe, Andy Reitz and James Garfield, third-generation IBEW graduates.

JOURNEYMEN HONORED

L.U. 357 (i,o&c), LAS VEGAS, NV-The ceremonies for the 1990 graduating apprentice class were held at the union hall. Bus. Mgr. Cecil Wynn was master of ceremonies for the 17 graduates. The Golden Sidecutter Award for class attendance was presented by the JATC to Pat Gloeckner and Lionel Tyree. The Perfect Attendance Award was presented to Nino Butterowe, John Fishback, Rob Nelson and Andy Reitz. The Mike Laux Award, a \$100 U.S. savings bond, given for union-meeting attendance, was presented to Shawn McClone. Also for union-meeting attendance, the Richard Wright family presented a \$50 bond to both Mike Davis and Tiny Scriven

The Arc Welding Award, a \$400 bond from the local and a \$50 bond from the Dick Cuthirth family were presented to Pat Gloeckner. For academic excellence, a \$100 bond was presented by the local and a \$50 bond was presented by the IBEW Plus Credit Union to James Garfield, Bernon Edmondson was presented a \$100 bond by the Southern Nevada Chapter, NECA, and a \$50 U.S. savings bond by the IBEW Plus Credit Union.

Mike Davis received a \$100 bond presented by REECO and a \$50 bond by the IBEW Plus Credit Union. Robert Nelson received a \$200 bond from Dynalectric and a \$50 bond from the IBEW Plus Credit Union. The outstanding graduate was John Fishback, who received from the JATC a \$200 bond and a watch inscribed: John F. Fishback, Outstanding Graduating Apprentice, Class of 1990 Electrical JATC. John also received from the IBEW Plus Credit Union a \$50 bond. Each graduate received an IBEW tie tac given by the Cecil Wynn family.

We're saddened by the passing of the following members: Robert Nichols, Bobby Hamilton, Michael Grimes, Henry Snyder, May they rest in eternal peace.

ALLEN J. GLASS, P.S.

HARD STRUGGLE PREDICTED

L.U. 369 (i,o,u,em,rtb,rts,es&spa), LOUISVILLE, KY—Our new contract went into effect on June 1, with a new pay increase the first two years and negotiations for the third year. Negotiating Committee members, Bus. Mgr. Chuck Kimberlin, Pres. Jim McNay, and Bros. John Buchanan and Ron Bedwell, did a fine job.

Asst. Bus. Mgr. Terry Luckett is now in charge of organizing the nonunion shops in our jurisdiction. An uphill battle is predicted for Bro. Luckett, and the full support of our members is needed to make this successful.

The 1990 Bowling Tournament held June 8-10 was a great success. Tournament Chmn. Art Decker, Bro. Kenny Schrader and the rest of the committee put in long hours. The local was proud to host this event for the members and their families.

Our local joined with other locals to help Habitat for Humanity build a blitz house in one week, Bro. Gary Redmon coordinated this project. Our local has once again united to help the community.

WILLIAM G. FINN, P.S.

50-YEAR PINS AWARDED

L.U. 375 (i), ALLENTOWN, PA— At one of our union meetings, 50-year pins were awarded to John Gorman and Charles Plarr. Int. Rep. Ed Troy presented the awards. The Brothers



From left, Local 369, Louisville, KY, Bros. Gary Redmon, Terry Bickel, Bob Starck, Kenny Allgeier and Todd Costelle at the Habitat for Humanity project.



From right, Local 375, Allentown, PA, Bus. Mgr. William Newhard, Bros. Plarr and Gorman and Int. Rep.

gave a brief account of their experiences while working at the trade and why they were glad to be members of the IBEW. Best of luck and good health to you and your families, Bros. Gorman and Plarr.

Work in our area remains slow: many thanks to our sister locals for employing our members during these troubled times.

Our annual clambake was held at Hunsicker's Grove. Although there was a modest turnout, we had a beautiful day. Our family picnic was held at Dorney Park. We had another nice day for this event.

Remember: With the winter season approaching, be careful while driving, hunting, fishing, boating, etc. Work safely—Happy Holidays!

RANDOLPH J. PARKS, P.S.



Local 401, Reno, NV, chefs at the

WORK SCENE GRIM

L.U. 401 (i,o,rts&caty), RENO, NV-We have little work in our jurisdiction. At Project No. 1, 7th and Keystone Freeway, we have signal lights and underground work. On Project No. 2, the powerhouse in Thousand Springs has just crashed. All the financial backers have pulled out. Consequently, there won't be a powerhouse. So before you travel our way, make sure you know what the situation is. Call first! This way you won't be spending your hard-earned money on a

We have 30 people on Book I; not too much work. Book II is around 20 people. Many Book-II members have gone to find work elsewhere. The future is unpredictable.

Our annual picnic, held on July 14, turned out to be a great success. The members did an excellent job, and everyone had a good time. Hope to see everyone at our regular annual picnic in 1991.

JOE VILLATORO, P.S.

BUILDING DREAMS

L.U. 405 (i,spa,rtb&em), CEDAR RAPIDS, IA-The work situation is very good; hopefully it will continue for a long time.

A house was wired for Habitat for Humanity; the work was donated by our members from Esco Elect House Division: Paul Beatty, Austin Novak, Tom Shea, Stan Pfoff, Chris Degue, Fritz Fredricks, Ron Titlbach, Good work, fellas!

Another house was done by our members for Ha Cap. The following members took on an old house and made it look new inside: Carmen Oyloe, Joe Zoll, Sue Zoll, Cliff Higgins, Tom Shea, Doug Mackert, Carl Kilpatrick, George Miller, Stan Marple and Scott Schilling, These members are commended for their community spirit.

Hang together or hang separately.

CLIFFORD HIGGINS, P.S.



Local 415, Cheyenne, WY, apprentices Kent Benson and Jesse Boone admire the watch presented to JATC secretary Barbara Rodgers in appreciation of her work.

SEMINAR **INFORMATIVE**

L.U. 415 (i.c.em&govt), CHEYENNE, WY-The annual picnic was a huge success, with a large number of members in attendance. A good time was had by all. Pins were presented to all retired members and to members with 20 or more years of service,

The V.A. Center Unit held its annual picnic on Sept. 8. The V.A. Center was honored during Cheyenne Frontier Days with the Vietnam Moving Wall Memorial on display on its grounds. Aug. 20 was the official dedication ceremony for the new clinical addition, with many dignitaries from Wyoming in attendance,

Doug Frew, Chris Durmas, Clay Rouse, Brian Cox and Ron Harris attended the Apprentice Instructor Training Seminar at the University of Wyoming. Int. Vice Pres. Jon Walters attended the September regular meet-

CAROL J. JENSEN, P.S.

NOW IS THE TIME

L.U. 429 (i,o,u&em), NASHVILLE, TN-Is it possible that the IBEW's local unions operate with approximately 10 percent to 20 percent membership attendance at the meetings and are deciding on floor votes what is best for the others? Can this be the same union which has at a local union level less than 50 percent of its members electing local union officers? How do we seem to operate so well? Could it be that the ones who participate try harder



Some of Local 405, Cedar Rapids, IA, volunteers: Bros. Beatty, Novak, Shea. Pfoff, Degue, Fredricks, Titlbach.

or is it luck? Could it be we just don't

Brothers and Sisters, it's time to wake up and commit to two words: participate, contribute. This is a redflag warning-now is the time. Members need to participate in local union meetings. Now is the time to strengthen our union. Only by a majority participation can this be accomplished. You are IBEW members which gives you power, use this power wisely.

Work in our area is slowing down. with Saturn near completion. Bridgestone is still going steady, but other jobs seem to be fading out.

We thank the elder statesmen of our local union. For the past 30 years, these members have sacrificed so much so we can enjoy a good standard of living today.

Our local grieves the passing of Bros. Nat Hayes and Lance Johnston. Best wishes and our condolences are extended to their families.

RONNIE DICKERSON, P.S.

OFFICERS INSTALLED

L.U. 443 (i,o&mo), MONTGOM-ERY, AL-Int. Vice Pres. Dan Waters swore in the following newly elected officers at the July regular meeting: Vice Pres. Lonny Ward, Pres. Jack Price, Treas. Alton Bowden. Rec. Sec. Lawrence Robinson, Bus, Mgr. Paul Grissett; Exec. Bd. members Byron Dunn, Randy Price, R.W. Hurley, Jimmy Blankenship, Jimmy Nix.

We have been involved with an outage at Farley Nuclear Plant, Hopefully we can employ some members from the locals which have been good about working our members when we didn't have work

ALTON H. BOWDEN, P.S.

WHERE DO YOU STAND?

L.U. 459 (u,em&ees), JOHNS-TOWN, PA-This article was written while we were in the heat of negotiations with our biggest employer. When you're directly involved with contract negotiations, you learn an important point: The best way to protect workingpeople and their benefits is with legislative protection, especially with the concessionary trends going on today. Workingpeople should hear the company say there's no legal requirement for a benefit. The only safe items are those the law requires. Don't think companies will pay anything without our laws and unions.



Lee Ann Perry presents Int. Rep. Larry Rossa with awards won at a Local 459, Johnstown, PA, event,



Local 443, Montgomery, AL, officers, board members and Int. Vice Pres. Waters (back, row, far left).

U.S. companies are becoming totally profit motivated. Most of them have no loyally to a government or a community, let alone their workers. Company officials like to point out the lower costs of foreign competitors, forgetting many of these countries have national healthcare, family medical leave, etc. Companies cry cost containment, yet U.S. CEOs make more and get more.

Corporate crime is on the rise; workers and consumers will pay for this abuse. Companies use the political system to hurt workers, lower taxes and cut needed regulations. Workingpeople need education about democracy, and they must get back to grassroots politics; or they can sit back and lose what legislative protections they already have. All workingpeople and their families need to decide what they will do—involvement and betterment, or apathy and continual setbacks.

Happy Holidays to everyone.

JOE SANNA, P.S.

LOCAL MOURNS MEMBERS

L.U. 465 (u&lett), SAN DIEGO, CA—With deep sorrow and regret we record the passing of the following members: Ben W. Kolodge, Leo F. Smith, Donald B. Swinney, George R. Underwood, Sam Berardini, Stanley L. Turley, Willis J. Mac Master, Marion E. Holder and Fred B. Pumphrey Sr. We pay tribute to their memory by expressing to their families and friends our sincere sympathy.

DAVID A. MOORE, B.M.

OFFICERS SWORN IN

L.U. 481 (i,em,spa&rts), INDIAN-APOLIS, IN—We held our election on June 20, and the newly elected officers were sworn in at the July 10 meeting. Congratulations to all the winning candidates, and we thank all the candidates for their time and commitment to the local. Thanks also to Election Judge Robert Cadwell and the tellers. They did an excellent job.

When we started publishing a newsletter for our members, the first four issues were approved on a trial basis. At the July 10 meeting, a motion was made and approved to continue funding the newsletter. Bus. Mgr. David Ruhmkorff decided to use the newsletter for all the official correspondence between the members and the local. Therefore, it's important for all members to make sure the union office has their current address on file. Any members wishing to contribute to the newsletter should contact the union office.

Since our working agreement doesn't recognize Veterans Day as a holiday, we thank all of our Brothers and Sisters who served in the military. We urge everyone to reflect upon the sacrifices these men and women made to protect our way of life and values we depend upon. God bless you.

MARTIN WESTERFIELD, P.S.

AGREEMENT

L.U. 499 (u), DES MOINES, IA—The Physical Unit employees of lowa Power voted to ratify a new agreement just two hours before a strike deadline. Some of the major items addressed were medical insurance, two-man rubber-gloving (single phase only), operators at the power plant racking breakers in and out, one man lifting a hot-line clamp, increases in the pension, and a 4 percent wage increase for each of the next two years.

Our hearts go out to the families of the following fallen Brothers: Larry Barsetti, Bruce Taylor, Jim Wilkison, Bill Wilson and Richard Fuhr.

DONALD D. KRAUSE, ASST. B.M.



From left, front row, Local 553, Durham, NC, graduates Bros. Nobles, Ash; standing, Bro. King, Sister Rimmer, Bros. Boyd and Cahali.

EMPLOYMENT IS SCARCE

L.U. 553 (i,o&em), DURHAM, NC— We congratulate our 1990 graduating apprentices; Joel Nobles, James Ash, Tracy King, Faye Rimmer, Paul Boyd and Richard Cahall, and their instructor, Marvin Gentry.

Work remains slow in our jurisdiction; we have many members traveline.

Bus, Mgr. Asenath McLeod is in the hospital recovering from a stroke. Our thanks to all the locals for the many phone calls and cards she received; Sister McLeod appreciates your thoughtfulness.

FAYE RIMMER, R.S.

FUEL PRICES CONCERN ALL

L.U. 557 (i,em,rts&spa), SAGINAW, MI—Skyrocketing fuel prices are hitting everyone's pocket. It will be hard to predict what the cost of living will be in 1991. For members working out of state, this increased their out-of-pocket expenses. It's bad enough being on the road but a higher increase in returnhome costs for the weekend is difficult to accept, especially when the fuel pumped doesn't cost the chemical giants a nickel more than before the Persian Gulf crisis.

Action between the local and contractors resulted in solving the apprenticeship issue of what size the next class should be, Following mediation at the NLRB, the decision was published; and the situation was analyzed. Two apprentices will start once the



Local 569, San Diego, CA, longtimers.

normal process of selection is com-

The bridge-lighting project is completed for 1990. In newspapers the credit for getting the job done was clearly given to our local in a frontpage article. Jobs were manned, and a few people were put to work for a few months. The red, white and blue fiber optics on the railroad-bridge overstructure is spectacular. It symbolizes our concern for our overseas armed forces and intensified Labor Day.

JOHN E. CLEMENS, P.S.

LONGTIMERS

L.U. 569 (i,o,rts,spa,mt&mar), SAN DIEGO, CA—At the July general meeting, it was an honor and privilege for Bus. Mgr. Tom Pridemore and the members of the local to recognize the following longtime members for their dedication to the union and the electrical industry: J. H. Barnes, W. H. Dunn, J. H. Morse, C.H. Sherman, Thomas Clark, J.A. Marchese, Clifford Peel, R.R. Stark, 55 years; L.M. Benintende, M.H. Cowardin, E.E. Elliott, N.D. Ferguson, W.A. Mills, Lester Sheggeby, L.A. Colden, H.R. Cummings, F.C. Ferguson, Frank Hauser, LS. Palmer, R.C. Unander, 50 years.

JOSEPH HEISLER JR., P.S.

RELIEF REPS BENEFICIAL

L.U. 589 (rr), JAMAICA, NY—Relief representatives are members who are selected by primary representatives to fill in for them while they are on vacation or out sick. These representatives are a credit to our union. Bus. Mgr. John Caggiano reports the Relief Representative Program has proven itself to be most beneficial. The representatives who perform this service without salary must attend the same training seminars as the regular representatives.

Before this program was instituted, management would sometimes take advantage of the absence of the union representative and violate our agreement. We now have someone in most of the areas and hope to be 100 percent covered by the end of the year. We are grateful to Bros. J. Anderer, E. Czarnecki, A. Greci, T. Heslin, R. Scarcello and R. Vitzthem for undertaking this important task. If your area doesn't have a relief representative and you think you would like to come forward, please contact your representative or call your union office.

We wish everyone a Happy Thanksgiving and a Safe, Joyous Holiday Season. Let's give thanks for the past and present members of our local.

JULIUS D. PASSERO, P.S.

CONGRATULATIONS, BRO. SWEENEY

L.U. 595 (i&o), OAKLAND, CA—I have been appointed press secretary by Pres. Walt Corvello. I encourage all members to contact me regarding any issues they feel are newsworthy.

Congratulations to the newly elected officers: Pres. Corvello, Vice Pres. Doug Royer, Treas. Matt Maloon, Rec. Sec. Jerry Goulart; Examining Bd. members Lou Reid, Rich Corvello, Victor Uno, Bob Owyang, Marv Jensen; Exec. Bd. members Jon Lockwood, Dan Chivello, Fred Hammer, Warren Jones, Leo Torres, Joan



From left, Local 557, Saginaw, MI, Bros. at the Freeland Prison site for K&H: Ken Flattery, Dean Consela, Paul Chesla, Walt Yarmouth, Tom Waite, Terry Mitchell, Mike Marsden, Duane Vashold; kneeling is C. Nowickie.

Weber. Special congratulations to Bro. Thomas Sweeney who ran unopposed and begins his 27th year as business manager.

As an elected delegate, I attended the AFL-CIO Constitutional Convention in San Diego with Bro. Maloon and Sister Carol Pelz. During the convention political endorsements were made. I met with Dianne Feinstein, Leo McCarthy, John Garamendi, Arlo Smith and other Democratic, prolabor candidates seeking election. They all support labor 100 percent. Labor must stick together, get out the vote and elect labor friends to office.

Make your local strong—attend meetings and support COPE.

DIANNE E. REYNOLDS, P.S.



From left, Local 595, Oakland, CA, Bro. Maloon, Sister Pelz, United Farm Workers Pres. Cesar Chavez and Sister Reynolds.

WORK SAFELY; THINK SAFETY

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL—The Annual Apprenticeship Graduation Dinner, sponsored by the JATC, was held at Jumer's Castle Lodge on June 22. JATC Coordinator Dean Holderfield presented diplomas to Allen Burgin, Kenneth Hill, Dana Nichols, Kenneth Tellez, Scott White, Todd Young and Beckylynn Erschen. We congratulate the graduates and wish them every success.

Our 14th Annual Softball Tournament was held on Aug. 11. We express a job well-done to those who were involved in the tournament both on and off the field.

Brothers and Sisters, we have had quite a few personal injuries, ranging from scraped hands to a broken leg. Let's take the needed time to be safe at all times—not only for our own sake, but for the sake of the people who depend on us.

With sincere sorrow and regret we record the passing of Bros. Guy Jack Hensler and Neil Burgin. We pay tribute to their families by expressing our heartfelt sympathies.

AL MARTIN, P.S.

THE NEXT

L.U. 611 (i.o.u.t.lett&rtb), AL-BUQUERQUE, NM—Jenaro "Junior" Pedroncelli is our new business manager. We know Junior will do his best to represent our local. The other newly elected officers are Arnold Tucker, Andy Palmer, Robert Wilcox, Hal Kissinger, Melvin Serna, Jerry Gregory and Antonio Gonzales, who were elected to the Executive Board. Elected to the Examining Board were Marlin Spreaker, Tom Duran, Fred Montoya, Pete Lowe and Rick Whitehouse. Bennie Sandoval is our new treasurer.

This year our local graduated five apprentices: Steve Lopez, Dennis Lucero, Richard Mirabal, Eddie Pedroza, Jaime Montero. Congratulations to these new journeyman wiremen.

We express our sympathies to the families and friends of the following members who have passed away: Dan Pfaff, Claude Brians, Clyde Williams, Jose Brito, Joseph Andregg, Williams, Walsh, Ernest Lowe, Audrey King, Louis Wilcox, Jimmy Hook Sr., Jerry Sullins, John Werner, Jose Andazola,

DARRELL J. BLAIR, P.S.

LOCAL PAYS

LU. 613 (i.o.em.rts&spa), ATLANTA, GA—James S. Holleman, initiated on Feb. 3, 1947, passed away on Aug. 10; Samuel J. McLendon, initiated on Feb. 3, 1947, passed away on Aug. 14; Thomas B. Watkins, initiated on Nov. 30, 1954, passed away on Aug. 21; Robert C. Casteel Sr., initiated on Dec. 10, 1953, passed away on Aug. 24; Henry Jones, initiated on March 19, 1958, passed away on Sept. 2; and James F. Burkhalter, initiated on April 3, 1973, passed away on Aug. 18. We pay tribute to their families by expressing our heartfelt sympathy.

RONALD A. NAPTY, B.M.

NEW MEMBERS ANNOUNCED

L.U. 627 (u), FORT PIERCE, FL— Our election was held, and we congratulate our new officers. Jim Posey didn't seek reelection as vice president, and Jim Ross didn't run again as an E-Board member and system council delegate. We thank them for the great job they've done.

Approximately \$30,000 was collected for the Martin and St. Lucie Counties United Way. All members should be proud of this achievement.

A reminder: Screening for new members will be held prior to the E-Board meetings instead of the union meetings. We welcome the following new members: James Davis, Brooks DuBois, David Lucas, Scott Telle, Clarence Terry and John Stidd.

A honorary withdrawal card was granted to Hank Balzer, who has been a great asset to the local. He served as a steward and as an apprentice instructor; he also held two journeyman tickets. Good luck, Hank!

Get-well wishes are extended to Bro. Steve Grandt's father, Robert, a retired member of Local 17, Detroit, He underwent extensive heart and artery surgery.

We thank the Picnic Committee for a fantastic time at the picnic, and we thank the members who participated in all the festivities.

The holidays are near, and we wish all members and their families safe and happy holidays.

D.S. INGRAM, P.S.

SPREADING THE WORD

L.U. 631 (i&em), NEWBURGH, NY—On behalf of the local and the Organizing Committee, we're happy to report the local has signed Rudy Angelo Electric. This company has been around the area for over 25 years, and now it's an IBEW contractor. It is aggressive and is always bidding work. Let's show the company it made the right choice by joining with us.

Everyone should have noticed the eight "Union, Yes!" billboards located in our territory. We spread them around to get the maximum exposure in order to put the union idea into people's minds. If you have any other ideas which might help spread the message, contact the Organizing Committee. The committee meets the Wednesday after the union meeting at 6 p.m. at our hall.

The softball team thanks all the fellow members who supported the team. The team placed third in the New York State AFL-CIO Tournament in July. It would be nice to see a few more IBEW teams involved. By next year over 30 teams are anticipated, We also played the IBEW Tournament in Long Island, which is always a success.

Our eight new apprentices are on their jobs and attending school. It's up to us to teach them the trade and appreciation of the union. If the new people aren't taught what it's all about while they are apprentices, the union will suffer. Let's teach by example, and our local will continue to put out the best journeyman wiremen possible.

We thank the members who volunteered to picket. A union is like an army—you can't fight without your troops.

SAM FRATTO III, P.S.

OFFICERS ELECTED

L.U. 637 (i,o,u&rts), ROANOKE, VA—The results of our June 22 election are as follows: Bus. Mgr. D.N. Johnson, Pres. C.D. Blankenbeckler, Vice Pres. H.W. Blankenship, Rec. Sec. Peter Stocki, Treas. A.F. Taylor, Fin. Sec. L.F. McGlamary; Exec. Bd. members R.G. Arthur, J.B. Carter, J.R. Craig, R.S. Murray, G.C. Tosh Jr., D.H. Unroe, G.H. Waldron. Elected to the Examining Board are C.W. Calvert Jr., L.M. Gill Jr., B.K. King, W.R. Lowery and C.C. Phillips.

and C.C. Phillips.

A Stewards Training Seminar was held at our meeting hall, The seminar was attended by our officers and job stewards. Special thanks to Int. Rep. Steve Stump for the well-conducted, informative session.

The work picture looks fairly good for the future. Even though we don't have full employment, most of our members are working.

members are working.

We've been active in the organizing campaign, with great success in some aspects. Some of this success has been underwritten by contracts being awarded to union busters BE&K at a local Westvaco papermill.

Please remember that one of the keys to success for all workers is in the hands of our local and national politicians. Please support candidates who back workers' rights, and contribute to IBEW-COPE.

L.F. McGLAMARY, F.S.

WORK SCENE

L.U. 673 (i.o.u,rts,spa&t), PAINESVILLE, OH—The annual picnic was held in near-perfect weather. Two hundred people en-



From left, Local 627, Fort Pierce, FL, newly elected officers: Gary Aleknavich, B.J. Davis, J.E. Kennemore, Karen Sayre, Randy Watson, Rick Curtis, Wendell Mixon, Mike Bryce and Wendell Pistole.



Local 637, Roanoke, VA, officers and stewards at the seminar.

joyed the outstanding entertainment planned by the Picnic Committee.

In August the wiremen's golf outing was held, and 400 people had three beautiful days of weather. We thank Dick George, Lester Richmond, Daryl Kelsey and the entire Golf Committee for their excellent planning.

Our softball teamentered in a trades' tournament the weekend of Sept. 7; 18 of our members signed up to play. Our basketball team has been practicing for the fall basketball season, and players are looking forward to spirited competition for our local.

Once again our local will show its generosity and community spirit by volunteering countless hours of time for Better in Mentor Days.

Work looks good for the season; there are several big jobs coming up, and it will be good to have our members working.

We're saddened by the loss of Bro. Lloyd Breedlove; we extend sincere condolences to his family and friends.

TIMOTHY GARRETT, P.S.

CYCLING FOR THE HOMELESS

L.U. 683 (i&em), COLUMBUS, OH—Our election was held on June 14; Joe Hoover captured his fifth term as husiness manager-financial secretary, becoming the second longest-term business manager in the local's history. Jim Kulp is the president, and Steve Lipster is the vice president. The recording secretary and treasurer, respectively, are Hugh O'Brien and Ralph Landers.

Incumbents Bob Dolder, Joe Wall and Dan Laemmle were reelected to the Executive Board. Joining them will be Mike Conley, Steve Mathias and Gary Greic, The Examining Board members are Ernie Williams, Mark Laemmle and Dan Conroy, Good luck to all the officers.

Almost 800 members and their families attended our annual family picnic at Hickory Lakes. A special thanks to Bill Carpenter and his committee for a beautiful job preparing for the event.

The local held its second Beat the Cold Bicycle Marathon, raising money for the homeless. Thirteen riders drove 35 miles, raising \$1,500 for the Open Shelter of Columbus. A special thanks to Sister Cynthia Clem for organizing and to the riders for helping the local fulfill its community obligation. So far the local has raised over \$3,000 to aid the homeless problem in Columbus. Hopefully this tradition will continue.

Joe Caldwell has been appointed registrar for the local, replacing Jim Kulp, Bro. Caldwell has been a member for 16 years and is actively involved in the Democratic Party. Welcome aboard, Joe!

RALPH LANDERS JR., P.S.

IBEW-COPE SUPPORTED

L.U. 723 (t,rtb,rts&govt), FORT WAYNE, IN—On Aug. 23-24 Pres. Alan Bender, Vice Pres. Michael Shaffer, Bus. Mgr. Michael Fox and Bus. Rep. Ronald Bame attended the Sixth District Progress Meeting in Chicago. At the meeting Bus. Mgr. Fox presented a check to Int. Sec. Jack Moore, representing a contribution to the IBEW-COPE Education Fund.

The local held its annual picnic for its Terre Haute members on Sept. 1. A good time was had by all; there was plenty of food and refreshments.

Congratulations to our latest retirees: Eugenia Parker, Donald Davis, James Smith Jr., Edwin Olson, Nelleta Reidenbach, Lorene Westmeier and Vivian Prouty.

MARK MILLER, P.S.



From left, Local 723, Fort Wayne, IN, Bus. Mgr. Fox presents COPE contribution to Int. Sec. Moore while Int. Vice Pres. James Conway looks on.

WELCOME,

L.U. 725 (i,rts&spa), TERRE HAUTE, IN—Congratulations on a job well-done to Bus, Mgr. Bill Brooks and Org. John Jones. County Line Electric, a nonunion contractor in the Terre Haute area, is signatory to our agreement and will be hiring from our local. The Target Program and the efforts of others behind-the-scenes played a major role in this accomplishment. It goes to show that when long-term goals are set and some sweat and elbow grease are applied, good things can happen. Welcome aboard, County Line!

Attention retirees: Don't forget the local has started a Retirees Club. If anyone is interested in participating, please contact the union hall.

Our work situation remains good, with some travelers still working. See you at the union meeting.

Bro, Steve Posey placed second overall in the IBEW State Golf Tournament. Congratulations, Steve!

GARY WALLACE, P.S.

EXCELLENCE DEMONSTRATED

L.U. 759 (u), FORT LAUDER-DALE, FL—With the addition of new Exec. Bd. members Mark Guistwite and Pete Durkin, nearly all bargaining unit departments are represented. This will enhance the effectiveness of the board.

Rod Jensen, Mark Guistwite and

Charlie Coxon assisted in the installation of the new roof-top air conditioner. We certainly appreciate their efforts. The members are commended for their participation in the sales and purchases of our drawing tickets. Your support provides maintenance and improvements to the hall. The new air conditioner was purchased from this fund.

A bid to rebuild a pump at the Port Everglades plant was saved from going to an outside contractor. Bro. Randy Lee convinced management that the plant machinists could do the job more economically and in less time. And that is exactly what they did. Well-done by a union team!

Two teams from our area participated in the Linemen's Rodeo held in Kansas City. The participants were journeymen Rod Jensen, Joe Suarez, Mark Guistwite, Jon Mills, Curtis Thrasher, Scott Walker and apprentice lineman Tim Brucker. Sponsorship of the teams was shared by our local and Florida Power and Light Co.

In the past year our local leaders have stressed the importance of PAC support and have asked for participation. With the support from existing PAC members, the membership rolls have doubled. PAC represents us all. Thank you for your continued support.

A reminder: Contract negotiations begin next year, and now is the time to consider contract changes. Forms will be available soon for proposals.

S.A. GERENCER, P.S.

TEMPERATURE SOARED

L.U. 769 (o,u&t), PHOENIX, AZ—It was extremely hot in our jurisdiction, with temperatures over 120 degrees. A worker can get used to working in hot weather, but 120 degrees is something else. Our safety meetings were geared to heat-related problems. However, there isn't too much work going on right now. We have quite a few members on the books, and we suggest calling our hall first if you're thinking of heading our way.

Int. Pres. J.J. Barry visited with several of our members at different jobsites and also met with other locals and their members on their jobsites. He had dinner later in the evening with representatives from locals throughout the state.

After numerous negotiating meet-

ings the Kingman Unit has reached an agreement with management. As usual, Bus. Mgr. Ed Nicksic put a lot of time and energy into the negotiations.

Bro, Junior Lambert has passed away; may he rest in peace.

Be union; buy union.

ED O'BRIEN, P.S.



Local 779, Columbus, GA, Bros. Lowery, left, and Johnson display awards.

AGREEMENT RATIFIED

L.U. 779 (i,o,em&govt), COLUM-BUS, GA—Our membership ratified a new, two-year agreement for the inside and outside members on Aug. 6. The new agreement calls for a 40-cent-anhour increase in wages, plus a 15-cent increase into our pension for the first year. The second year will include a 45-cent-an-hour increase in wages.

We're still working about 150 travelers in our jurisdiction, but the work is beginning to wind down. We appreciate the help from our travelers and are pleased to be able to provide work for

Our annual apprenticeship banquet was held at the Ramada Inn Banquet Room. Bro. David Lowery was presented with the Apprentice of the Year Award, and Bro. Ed Johnson was presented an award for his union participation as an apprentice. Congratulations, David and Ed!

Best wishes to Bro. Raymond Collier on his retirement. Enjoy, Raymond!

It's with sorrow and regret we report the passing of Bro. Max Wolf. We extend condolences to his family and friends.

COLLEEN WATSON, P.S.



From left, Bus. Mgr. Clyde Bowden (Local 387); Local 769, Phoenix, AZ, Bus. Mgr. Nicksic; Arizona AFL-ClO Sec. Chuck Huggins; Seventh District Int. Vice Pres. Orville Tate, Int. Pres. Barry, Exec. Asst. to the Int. Pres. Vince O'Reilly and Rec. Sec. Ed O'Brien.

BRO. WILLE HONORED

L.U. 949 (u,em&t), BURNSVILLE, MN-Wayne Wille and his wife were in a video rental store in Mahnomen when they heard a woman yell to the owner to call 911 because her dad was having a heart attack, George Kremple had fallen between a chair and the wall. Bro. Wille noticed that no one was taking action; therefore, he moved the man so he could put him on his back. At that point Kremple's face was turning purple, and his eyes were glazed. Wayne administered CPR (with two mouth-to-mouth breaths and then chest compressions). After a few repetitions, Kremple began labored breathing, and his face color began to return. An officer from the Sheriff's Dept. arrived with a nurse; then an ambulance took him to the Mahnomen hospital, where he survived.

Bro. Wille was presented the IBEW Life Saving Award for his unselfish deed, and we salute him!

VINCENT R. GUERTIN, P.S.



Local 949, Burnsville, MN, Bro. Wille (left) receiving award from Bus. Rep. Vince Guertin.

EMPLOYMENT STEADY

L.U. 969 (i,o&u), GRAND JUNC-TION, CO-The books were relatively clear during the summer, with projects in southwestern Colorado to the Roaring Fork Valley and on into the Aspen area. The big one, as far as residential/commercial work goes, is the Aspcol project in the Starwood subdivision of Aspen. It's a 55,000square-foot home being built for Prince Bandar, the Saudi Arabian ambassador to the United States. This mountain estate will have approximately 126 telephones, 20 or more bathrooms, courtyards, fountains and bullet-proof wall paper. It's a hightech residence, and we are especially proud of one of our NECA contractors which got the job over a very aggressive nonunion company. B&B Electric, a longtime local electrical contractor, has the job along with our union electricians. The local and the contractors have been working together to get the jobs; and our members have been hustling to make sure they are completed in a timely, qualified fashion. This joint venture is a feather in the caps for everyone involved, and we congratulate them.

Basalt Electric has the new schools in Basalt, Carbondale and Glenwood Springs. There's a new addition to the Mesa Mall in Grand Junction, and service seems to be going well, Quality Electric has 4,000 feet of conveyor belt at one of Routt County's mines, which is good for everyone. This county is an area we need to concentrate on to regain work. Hopefully this is a foot in the door.

Our sincere concerns for Bro. Bill Cutter who has been hospitalized. Fourth-year apprentice Alex Polzene came in contact with 277-volt lightning and fell 20 feet. We wish him well.

Special mention to our travelers: We will keep you better informed via the IBEW Journal.

MARK E. LEHMANN, P.S.

CONTRACT

L.U. 981 (u), NEWARK, OH—The local ratified three-year agreements with Ohio Power for Unit I, Transmission Section and Division 4, Zanesville/Division 5, Newark. Improvements were made in wages and fringe benefits, Congratulations to the Negotiating Committees.

Int. Sec. Jack Moore commended the local for its efforts with the COPE drive.

JERRY KLIES, P.S.

UNIONS WORK

L.U. 995 (i,o,rtb,rts&spa), BATON ROUGE, LA—If you still don't think unions are your only salvation, you have a problem; and chances of your success financially in an honest and dignified manner are questionable. We have enough enemies outside the labor movement; we don't need them inside. The IBEW, AFL-CIO and all the people connected with the labor movement are still working hard to better our working conditions and give us a higher standard of living. You can help!

PETE MACALUSO, P.S.



Posing in front of the Local 995, Baton Rouge, LA, union hall are, from left, Bus. Mgr. John P. Woodward, Pres. K.E. "Ricky" Russell and Int. Reps. Jimmy Russ and Bob King.

SUMMER EVENT SUCCESSFUL

L.U. 1033 (rr), CALGARY, ALTA.— The picnic was organized by Picnic Committee members Dale Gale, Clarence Lepage and Malvinder Khaira. Pres. Laurie Rupert presented prizes to the children who won events. We're grateful to all the participants and their families who made the event a grand



Some of Local 981, Newark, OH, members restore towers damaged by a tornado.



Local 1033, Calgary, Alta., members and their families at the prize presentation.

success. We earnestly hope they will extend their cooperation for such events during the coming year.

MEL KHAIRA, P.S.

ELECTION RESULTS

L.U. 1109 (em), GOSHEN, IN—Our election was held in July; and the newly elected officers are Pres. Betty Hampton, Vice Pres. Larry Martin. Rec. Sec. Carolyn Richards, Fin. Sec. William Lower and Treas. Candi Spencer. The Executive Board members are Chmn. Jean Bailey, Ramona Huber, Steve Miller, Keith Wortinger and Jim Sherman.

We're looking forward to a good term with our new officers and feel confident the members chose the right people to run the local. We currently have 688 active members and 52 unemployed Brothers and Sisters.

We've completed an arbitration, one of the first in many years; We'll be entering negotiations after the first of the year, and we're trying to get all the training we can so we'll be qualified to represent our members well. Our local is 50 years young and has had quality people running it. Although we may have a few problems now, we're confident our officers will lead us in the right path to solidarity.

BONNIE K. NETTROUER, P.S.

AGREEMENT APPROVED

L.U. 1147 (u&mo), WISCONSIN RAPIDS, WI-The members ratified our contract between Consolidated Papers Inc. on July 5. The terms of the new, four-year agreement are general wage increases each year, additional increases in the pension fund each year, increased life insurance, an additional floating holiday and other small gains in minor items. Employee contribution to the health insurance fund was also increased. We thank the bargaining unit which put in many long hours: Jim Giese, Roger Honeyager, Roger Emerson, Wayne Wesenberg. We also thank the Solidarity Committee which was helpful in keeping the members informed.

We welcome five new members to our ranks: David Freeman, Patrick



Some of Local 1109, Goshen, IN, officers and board members.

Worzalla, Leland Scanlan, Daniel Schill, Matthew Tepp.

Our annual picnic was held on Aug. 30. As usual, the Picnic Committee did an excellent job in planning, handling and cooking. Special thanks to our retirees who attended the picnic. It's always fun when we can see and talk to the members we don't see daily.

Congratulations to Fred Piltz, who was honored by the I.O. with a 50-year pin, certificate and card. Bro. Piltz retired from our local in 1967.

Remember to buy union-made, U.S. and Canadian products.

ROBERT M. TOMCZAK, P.S.



Labor Hall of Famer Ron Weakley visits Local 1245, Walnut Creek, CA.

ORGANIZER HALL OF FAMER

L.U. 1245 (o,u,t,em,catv,trtr,govt &pet), WALNUT CREEK, CA—Ron Weakley, the union organizer who unionized Pacific Gas and Electric employees nearly 40 years ago, has been inducted into the Northern California Labor Hall of Fame. He accepted this honor during ceremonies in Burlingame. Weakley, a founding father of our local, won the audience with remembrances from an earlier era of union struggle.

When Weakley was working as a laborer for PG&E in the early '40s, union organizing efforts were fragmented. He and other workers began to assemble at mealtime and before and after work to discuss how to organize the company. During those years Ron was involved in organizing efforts under Congress of Industrial Organizations. However, by the late '40s, he and co-workers were disenchanted with the CIO. In 1948 a charter was issued from the IBEW to try to organize all of PG&E.

In 1951 three IBEW locals were almagamated into Local 1245, (which had been chartered 10 years earlier as a small craft local) and Weakley became the first business manager. He was reelected each term until he retired in 1971 to accept a job with the U.S. Dept. of Labor. Ron, whose father first joined the IBEW in 1905, is now retired and lives in Hawaii.

Our members donned black arm bans at several PG&E locations, including Gas T&D and Electric T&D workers at PG&E's Belmont Service Center to protest the U.S. Dept. of Transportation's regulations requiring random-drug testing of pipeline workers. These regulations went into effect April 21, and we have bargained with PG&E concerning its implementation of the testing as required by law. To protect workers' rights, the union has sought to insure that reliable methods of specimen collection and storage be

used. The union also wants to make sure the testing is truly random and isn't being used to single out certain individuals.

ERIC WOLFE, P.S.

27-YEAR MEMBER RETIRES

I..U. 1307 (u&caty), SALISBURY, MD-On Sept. 30 Bro. Maurice Crawford started as a janitor in the Building Maintenance Dept. in Salisbury and transferred to junior clerk in the CPR Dept. on Feb. 24, 1964. Maurice progressed to clerk on June 9, 1975, and then to intermediate senior clerk on April 11, 1977. On March 1, 1982, Bro. Crawford became intermediate senior clerk in the Maps and Records Dept. and was promoted to senior clerical associate on June 26, 1989, a position he held until his retirement of Oct. 1. During his 27 years of membership, he served as job steward. We wish him a long and happy retire-

Live better; work union.

E.D. SPARKS, F.S.

MEMBERSHIP ROLL INCREASED

L.U. 1347 (u), CINCINNATI, OH— Retiree Paul Geiger, former president and assistant business manager, died in August. Prior to his retirement, Paul worked in Electric Meter.

The local gained 45 new members in September. This is the largest gain in a single month since Zimmer Station was staffed in the late '70s.

The agreement between the company and our local will expire March 31, 1991, at midnight. A Negotiating Committee was selected in October, and meetings will start in December or January. It's important that all of the contract-negotiation surveys are returned so that all interests and concerns can be noted.

Cincinnati Gas and Electric and the local supported the United Way Drive.

Officers of the company and the union had a joint tour of a United Way agency, Pres. Tim O'Leary is active as a member of the board of trustees for United Way.

Support your local union; meetings are on the second Friday of the month at 7 p.m. at 4100 Colerain Avenue.

GREGG BENNETT, P.S.

SUPPORT THE PAC

L.U. 1357 (t), HONOLULU, HI— The local wishes a happy retirement to the following members: Ralph Leo, Roberto Tampos, Calvin Watase, Masa Kino, Helen Scofield, Kayo La Benz and Evelyn Kaeo.

PAC attack is on the rise; see your shop steward or PAC member to sign up. Come on and join the fight for labor.

Our statewide softball tournament, hosted by Unit 9, will be held on Nov. 10-11 at Keehi Lagoon Park on Oahu.

Our local mourns the passing of Rep. Harold Dias Sr. on June 11. Harold's presence at membership meetings, safety meetings, etc. will be missed dearly. His contributions to the membership were of the highest caliber. Our deepest sympathy is extended to his wife. Linda, and his entire family.

DANETTE VICTORINO, P.S.

STATION II

L.U. 1359 (u), CHICAGO, IL—Station II (Fisk) has concerned and caring people who have volunteered their time and gave of themselves to help the fight against cancer by donating a substance found in the bloodstream called platelets. When patients undergo chemotherapy, their platelets are destroyed or greatly damaged. By this humane and unselfish act of kindness, many cancer patients are given a chance to live longer. We salute Station II and all concerned.

We send get-well wishes to former

Pres. Ralph Phelps who is recovering from a stroke, and our prayers are extended to Bro. McInerney who's wagering a valiant fight against cancer.

This month's solid-gold salute goes to Bro. Joe O'Boyle, a man who is a vital asset to our local. Bro. O'Boyle is gifted with humor and has ability to see needs in our union. Joe is one of the spearheaders of our Blood Donor Drive—we salute him!

JAMES E. FOND, P.S.

SUPPORT NEEDED

L.U. 1367 (u), CHICAGO, IL—The Executive Board met to elect a new chairman and secretary. Congratulations to Exec. Bd. Chmn. Richard Rubas and Rec. Sec. Alan Viggiani.

Pres. William James and the Executive Board expressed their sincere desire to do everything necessary to see that grievances are moved within the time limit of our bylaws and contract. All 17 presidents are meeting with the company with time-step allowances for these grievance procedures. Pres. James and the board will set up committees to address the overhead upcoming packages with the company. We'll use the vast knowledge from members within the group who are affected by these packages.

The foundation of the company rests with the workers. Every member of this local should be present for regular meetings. A lot of issues are voted on there; changes are happening daily, and the members should be present to discuss what's going on in their departments. Being complacent means you accept the outcome. Surviving these changing times brings on a commitment to get involved with your elected officers. The officers and the Executive Board members will uphold our contract and prepare for upcoming negotiations for wages and benefits. Your support is appreciated and needed.

RICH RUBAS, P.S.

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.

Mail To: Address Change Department International Brotherhood of Electrical Workers

1125-15th Street, N.W. Suite 903 Washington, D.C. 20005

ADDRESS CHANGE?

NAME			
NEW ADDRESS			
CITY	STATE	ZIP CODE	
PRESENT LOCAL UNION NUMBER			
CARD NUMBER			
(If unknown, chec	ck with Local Union)		
CURRENTLY ON PENSION			
OLD ADDRESS	(Please affix	(Please affix mailing label from magazine	
CITY	STATE	ZIP CODE	
OH I			

Don't forget to register to vote at your new address.

WHAT A CREW!

L.U. 1377 (em,mt,ees,bo,c&rtb), CLEVELAND, OH—Despite the all-day rain, 750 people attended our fifth Annual Family Picnic, making it successful. For those who didn't make it, the water park offered rain checks to everyone who purchased tickets.

On behalf of all the officers and staff, we wish everyone a Safe Holiday Season. Drive carefully and enjoy the holidays.

ED BURKE, P.S.



From left, signing the contract are Local 1385, Albany, NY, Pres. Ragone and Rec. Sec. Rossi.

AGREEMENT REACHED

L.U. 1385 (uow), ALBANY, NY—On June 6 Pres. Donald Ragone called a special meeting to explain and vote on the agreement for System Council U-11 and Niagara Mohawk Power Corp. Pres. Ragone and Vice Pres. Ed Bell responded to all questions presented by the members. Afterward, a ratification vote was taken.

The members voted to accept the new, three-year contract. On June 21 System Council U-11 signed the contract with Niagara Mohawk in Syracuse. The signing was attended by Pres. Ragone, Vice Pres. Bell and Rec. Sec. Sam Rossi. Several issues needed clarification between the locals and the company, which were discussed immediately following the signing.

Since the ratification of the contract, grievance meetings and other business have been put back on the agenda. PACE is still a priority program for Niagara Mohawk. Numerous IBEW members have been put on the program virtually full time to accomplish the goals PACE has set. PACE meetings are being attended by members all over the system. To keep updated with the issues presented by the new contract and with PACE, members need to attend monthly meetings.

TAMMY MANCUSO, P.S.

IN MEMORIAM

L.U. 1439 (u), ST. LOUIS, MO—It's with sorrow and regret we record the passing of Bro. Albert J. Young on June 11. Bro. Young was initiated in July 1948. We pay tribute to his memory by expressing to his family our most sincere sympathy.

ROBERT KOMO, R.S.

CONTRACT

L.U. 1501 (em,mo,rts,ees,pet&catv), BALTIMORE, MD—We completed negotiations for a new Canadian Totalisator contract, which went into effect July 1 and expires June 30, 1993. We thank Bro. Patrick Molloy and Vincent LuePann and Robert Vataja who served with him on the Negotiating Committee.

A summary of the agreement is an immediate increase of 90 cents per hour across the board. A 5 percent wage increase in the second and third years of the agreement. If the proposed Goods and Services Tax increases greater than 6 percent in the measured period, an additional 2 percent increase will also be granted. There was some language negotiated to change the two-tier structure, and the dental program will be carried by a Canadian carrier. The medical insurance and dental coverage will now cover spouses of retirees until they reach age 65. Full pension will be granted when age and years of service equal 85.

Members will be paid at a rate of 20 cents per kilometer for mileage. Revision in the seniority provision to benefit the members and new successor and assigns language which works in conjunction with the language that is in the American Totalisator Agreement which protects the members when the company (General Instrument) is sold.

Note: The sale of General Instruments to Forstman Little and Company, a liquidating firm, was final on Aug. 15. Fortsman Little will sell off Worldwide Wagering portion of GI in which the union has taken an active bid under the Employee Stock Ownership Plan. However, this is in its early stages; an update will follow.

DION F. GUTHRIE, B.M.



Local 1505, Waltham, MA, scholarship winner, Ms. Clements, displays degree.

SCHOLARSHIP WINNER GRADUATES

L.U. 1505 (em), WALTHAM, MA— One of our scholarship winners, Theresa Clements, daughter of Terry Clements, wrote a letter thanking the local for the opportunity to make her dream of a college education become a reality. Theresa graduated from Emerson College with a bachelor of science degree in communications. She plans to pursue a career in radio communications. Our congratulations to her and her family.

Our local negotiated three four-year scholarships as a fringe benefit for our members. Applications can be obtained at your plant labor-relations office. The National Merit Scholarship Foundation is solely responsible for evaluating the applicants to determine the winners.

As Veterans Day approaches, it's

appropriate that we take the time to reflect upon the sacrifices made by the men and women who have served or are serving in the U.S. armed forces. The freedoms and opportunities we so often take for granted exist because of their willingness and determination to serve our country. The officers of the local express their gratitude to all the people who unselfishly dedicate themselves to the protection of the United States, especially those serving in the Middle East.

PETER F. CAMERATO, P.S.

UNITY CREATED

L.U. 1547 (i,o,u,c,rr&em), AN-CHORAGE, AK-The election held on June 2 resulted in a runoff election held on July 2. The election for unit officers was held at each unit general meeting during June. Elected to serve on the Executive Board for the next three years are Pres. Vernon "Bud" Garrison (IBEW Convention delegate), Vice Pres. David Elliott, Rec. Sec. Elma Williams, Treas. Knute Anderson and Bus. Mgr.-Fin. Sec. Gary Brooks (IBEW Convention delegate). Unit Executive Board members are Ron Smith, Unit 101; Carl Crosman, Unit 102; Mike Notar, Unit 103; and Dennis Zeiser, Unit 104. The Examining Board members are Pete Blair, George Fuhry, Randy McGovern, Kevin Montoya and Debra

We thank all the members who participated in the election process by taking time to exercise their right to vote. A special thanks to Election Judge G.W. Keyl and his assistant Frank Gwartney for their time and energy. We also thank Election Tellers Bill Seitz, Chuck Johnson, Joe Carlson and Greg Fast for being the election tellers.

We acknowledge our outgoing officers and express our appreciation to them for their leadership, dedication, donated hours and efforts in serving the needs of the local the past three years.

Working together we will all do our best to move our local and the IBEW in a positive direction. Working together will create unity, thereby making us stronger so we will be prepared to assume our place as the greatest, most powerful labor organization in Alaska.

ELMA M. WILLIAMS, P.S.

CONGRATULATIONS, "RED"

L.U. 1579 (i&o), AUGUSTA, GA— The work situation in our area has stabilized with only a few members on the books. Alrich has the stronghold in town with work at Procter and Gamble and the Port Royal Hotel on the Savannah River site. Bechtel took over the electrical work at the Savannah River site. We're hoping for better relations at the plant than we've had in the past. Meanwhile, at Federal Paper Board, Cleveland performed a four-day shutdown. We showed the people at Federal the quality work we can do. Hopefully we can take more work away from our nonunion counterparts.

Congratulations to Cecil "Red" McManus on his 50 years of service in the IBEW. His commitment and pride in his work are truly what unionism is all about. We congratulate Allen Williamson on his appointment as director of the JATC. He will be an asset to our committee.

Our second Annual Bob Reid Memorial Golf Tournament attracted nearly 100 members, and our softball team did well this season.

With deep sorrow we report the passing of Bros. W.F. Russell, H.M. Center, F.J. Lloyd Jr., J.D. Carver, H.L. Harper Sr, and H.M. Center. Our sympathy is extended to their families and friends. They will be sorely missed.

R. MICHAEL GREENE, P.S.



Local 1579, Augusta, GA, Bus. Mgr. T.S. Yarbrough presents 50-year pin to Bro. McManus.

COPE FUND BENEFITS

L.U. 1583 (mt&p), PALATKA, FL—The local held its Annual COPE Cookout at Barnard Farms. Brotherhood, fellowship and a little golfing were enjoyed by all who came. Monies collected went toward the COPE drive. As each year passes, the turnout is greater; and the whole event is better for it. We thank everyone for their help.

JEFF EMERSON, PRES.



From left, Local 1583, Palatka, FL, Vice Pres. Jeff Varnadoe, Mike Motes, Charlie Smith, Rec. Sec. Stuart Dean, John Bass, Jerry Stephens, Greg Barnard and David Jones.

EDUCATING OUR MEMBERS

L.U. 1593 (u), HAZEN, ND—We have settled with BNI Coal, where we used the integrative negotiations process. Bus. Mgr. Jerry Mattern attended the Eleventh District LAMPAC Meeting in Denver. Jerry reported that there's legislation in Congress which will adversely affect our industry. We're working on educating our members about this legislation and the importance of COPE.

Congratulations to Bro. Wayne Hermes who won the Pride Industries Bridge-to-Bridge 5-k walk.

We thank our members for volunteering to hang door hangers for Measure No. 3, which allows more money for research and development of lignite.

CURT HENKE, PRES.

TRAINING INFORMATIVE

L.U. 1753 (mo), CHARLESTON, SC—On June 16, 17 members attended the IBEW Stewards Training Course conducted by Bros, Han Massey and Ross Hudson. The class was informative and well-presented. Those in attendance have been IBEW members for at least one year to over 35 years, with some going back to the construction of the mill and having been originally represented by Local 776.

We have four appointed stewards, and the officers and members who attended are interested in learning more about unionism and how to deal with the company.

We have one year left on our working agreement. With the Republicans still in control, we're not looking forward to negotiations, having been on strike in 1982 and having lost wages and benefits the other two negotiations since then.

All members are urged to attend union meetings. Without your support, we'll never turn the situation around.

THOMAS W. HINSON, R.S.

WORK PICTURE LOOKS GOOD

L.U. 2109 (em), ATHENS, GA—At our July monthly meeting, it was our privilege to have Int. Vice Pres. Waters swear in the newly elected officers. Int. Rep. Joe Davis also attended the meeting and explained the various training programs available through the Fifth



Some of the Local 1753, Charleston, SC, members.

District office, Our local will continue to attend these educational training programs.

The work picture looks good for the remainder of this year and hopefully next year.

JOE FIELDS, P.S.

NOT ALL FAIR

L.U. 2145 (govt), VALLEJO, CA— A reduced work load costs 827 of our members their jobs. Another 111 were reassigned, and 357 were changed to lower grades. It's hard to see people you work with laid off; and hopefully these members will do alright in another job, or maybe even return to Mare Island Naval Shipyard someday.

This last year we were subjected to a new wrinkle in the Office of Personnel Management. The annual performance appraisal was modified to give seniority to workers. Formerly layoffs were performed by seniority in two broad subgroups: veterans and non-veterans. If you were rated outstanding, you were given 20 years seniority; exceeds fully successful equals 16 years; and successful employees were given 12 years; and marginal/unsatisfactory employees get zero years.

For example, employee "A" has 15 years real seniority and employee "B" has 8 years. Employee "A" works for a manager who only likes to give satisfactory/successful appraisals. So for the last three years, "A" has earned an additional 12 years of seniority and now has 27 years of seniority. Employees "B", whose boss likes them and have given them outstanding performance appraisals the last three years, now have 28 years of seniority. Employee "A" is fired because he or she is one year junior to Employee "B".

BRUCE R. DWYER, P.S.



From left, Local 2109, Athens, GA, Bus. Mgr. Joe Fields, Rec. Sec. Mary Stephens, Int. Vice Pres. Waters and Pres. Dozler Stephens.

STRIVING FOR EXCELLENCE

L.U. 2156 (cm), GAINESVILLE, FL-Since Gates Energy Products purchased the GF battery business, our goal has been to achieve world-class performance through dedicated teamwork, training and the effective use of our technical systems. Our advancement toward this goal was evidenced when it was announced we were among the 15 top manufacturing companies in America who applied for the Malcom Baldrige National Quality Award. We are proud of the contributions we've made finishing in the top. Even though we weren't the winner of the award this year, the experience we gained through the process will make us an even stronger contender next year.

As of June 15, our Millennium products began appearing in retail stores throughout the country. Look for and please purchase these power cells and chargers.

Buy and support your union!

R. JACKIE WARD, B.M.

OFFICERS

L.U. 2199 (uow), BUFFALO, NY— The results of our election are as follows: Pres. -Bus, Mgr. William McMahon, Vice Pres. Eleanor Neri, Rec. Sec. Bernadine Stoll, Fin, Sec. Susan Shia. Treas, Susan McCarthy. The Executive Board members are Sharon Arundell, Edward Good, Douglas Green, James Hall, Kevin Joynt, Cynthia Pachol and Gary Szwajkos.

DOUGLAS GREEN, E.B.

LOYALTY

L.U.2287 (em), OXFORD, OH—Our contract expired in September, and negotiations are under way. One of our main concerns is our insurance. The hat and T-shirt sale is progressing well. Every Friday is Union Day, where our members show their loyalty and support of the local by wearing these items.

Six of our members are retiring from the company. Most of them have worked here for 19 to 20 years, and we will miss them. They are Barb Turner, Ed Harrison, Harry Smith, Grace Ezsol, James Haslit and Georgia Snowden. A few of our laid-off members have been called back to work.

Our local sponsored a pig roast on Aug. 25, coordinated by Ray Melton and Tom Peffley. We thank our members for their contributions to this event.

JEWEL D. FLETCHER, P.S.



From left, at the Ninth District Progress Meeting are Local 2293, Long Beach, CA, Pres. Sanford, Bus. Mgr. Ramos and Vice Pres. Walsh.

THE HEAT

L.U. 2293 (govt), LONG BEACH, CA—So far we've done a commendable job rallying the support of our local, state and federal government toward keeping Long Beach Naval Shipyard open; but the decision hasn't been made. It's up to us to help our elected officials remember by showing them we haven't forgotten. The vote in Congress is tentatively set for January 1991. Don't let the Middle East crisis fool you. Until Congress makes a decision, our yard still faces a possible closure. Don't let your legislators forget; let's keep rallying!

The Ninth District Progress Meeting, held in Las Vegas, NV, on Aug. 1-3, was productive and informative. Pres. Mike Sanford, Vice Pres. Joe Walsh, Bus. Mgr. Art Ramos, Treas. Fred Johnsen and Press. Sec. Rory Litonjua attended the meeting. The delegates participated in the government employees workshop, where many of our problems were discussed and solutions and ideas were exchanged.

On behalf of Bro. Joe Walsh, the local thanks everyone who has contributed to his legal-defense fund.

RORY R. LITONJUA, P.S.

SEMINARS INFORMATIVE

L.U. 2321 (t&caty), MIDDLETON, MA-The local has held several health seminars on repetitive strain injuries. It focused on carpal tunnel syndrome, which is quickly becoming a problem with people who work on VDTs. We had a good turnout from members who are now aware of how to help prevent these injuries. From these health classes we have formed a Health and Safety Committee, which is working on the workplace problems and making some necessary changes. Maybe we can get the company to purchase more ergonomic designed furniture for our jobs to prevent loss

time due to the strain injuries.

Much-needed funds were raised for our Sunshine Committee at our golf tournament at the Crystal Springs Golf Club-it was a sellout! Our Sunshine Committee was started during the 15week strike to help people who needed money or food. We had a group of dedicated members volunteer each day to make calls or write letters for donations. We helped 40 families financially, and we helped our members who needed food. Several of our members donated their trucks to pick up the food and then set up an assembly line in our basement at the union office. If it weren't for the dedicated members in our local, many of our people would have been hungry. This is what you call unity

DONNA BOUCHER, R.S.



Local 2321, Middleton, MA, winning team.

DON'T FIRE WORKERS WHO STRIKE

Write your Senators to co-sponsor S.2112.
Write your Member of Congress to co-sponsor H.R. 3936.

ACTION IS NEEDED

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY-The association meeting of chapter officers on June 5 dealt with a number of plans and suggestions to bring about favorable action on bills to create a comprehensive, high-quality care, cost-contained national healthcare program. The National Healthcare Report from the Congressional Pepper Committee was read, analyzed and deemed incomplete and unsatisfactory. The association will support a bill developed by the NCSC, which will be introduced in Congress soon. This bill is more complete and contains provisions more acceptable to retirees and elderly.

A Medigap Reform Bill, which we support, will be introduced in Congress. This bill will impose much-needed restrictions on insurance companies and will result in benefits to the elderly. We support and will lobby for passage the Social Security Reform Act introduced by Sen. Daniel Moynihan (D.-N.Y.). If passed, this bill will take Social Security out of the federal budget. It will cut back the payroll tax to its previous level and make Social Security an independent agency, and it will be funded on a pay-as-you-go basis.

Many chapters recessed meetings for the months of July and August. Business requiring membership participation was communicated by letter or a call for a special meeting. Donations to COPE and the Harry Van Arsdale Jr. Foundation are continuous and ongoing Members are urged to be generous in providing working funds to carry on these worthwhile objectives.

JACK HALPERN, P.S.

OFFICERS INSTALLED

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY, NASSAU COUNTY CHAPTER—Bro. Francis "Bud" Whale, former recreation director, ran a trip to the Pocomont Resort in the Poconos Mountain from June 10-15; 31 couples had a great time.

The installation of officers, board of

RETIREES CLUBS

directors and trustees was held at our June 18 meeting, Bro, Joe Jacobson, director of all Retirees Clubs for Local 3, administered the oath. Before the installation, Bro, Jacobson gave a short talk and held a question-and-answer period. The officers are Chmn, John Scunziano, Vice Chmn, Vincent Di Fazio, Treas, Robert Grant, Fin. Sec. Jack Schwarty, Rec. Sec. Howard Lash, Sgt. at Arms Herbert Briet and Trustee Nick Negro. The board of directors are Frank McGovern, Ray Newbold and John Shea.

Bro. Scunziano raffled complimentary tickets for the Mets games at Shea Stadium for various dates. Sickness and Distress Chmn. reported Bro. Al Wagner was in the hospital in Florida with pneumonia. However, he's now recovering at home in New York. Bro. Morgan also reported Bro. Herbert Briet and his wife, Emille, celebrated their 50th wedding anniversary at Disney World in Florida. Congratulations!

CHESTER A. ARNSTEIN, P.S.

99 PROUD YEARS

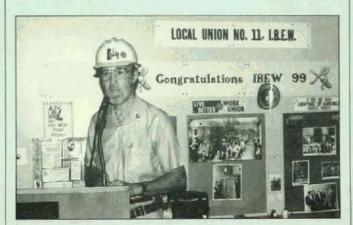
RETIREES CLUB OF L.U. 11, LOS ANGELES, CA-Our annual potluck was held at the Marina near Venice. Chmn. Mildred Mercado and the committee members planned the affair around the theme, 99 years of the IBEW. Our retirees are setting the stage for the IBEW to celebrate its 100th anniversary. David Mercado arranged pictures and artifacts of the electrical industry in Los Angeles that were on loan from our Training Trust Museum, with the cooperation of Marty Hunt and Bus, Mgr. Skip Henke.

Prizes were given for best work clothes, such as hard hats and tool holsters. The members were honored for the electrical installations they worked on in the Los Angeles area the last 60 years. The members outdid themselves preparing the delicious food. It was a day to remember.

We urge all retirees to share these good times and friendship with us on the second Wednesday of each month. Call or write the local for further information.

The club and the NCSC have been urging Congress and the state legislators to pass a universal, comprehensive health plan to improve the nation's healthcare system.

> BRODEA DROGIN, P.S. GENE DROGIN, P.S.



Local 11, Los Angeles, CA, Retirees Club Pres. Frank Stricklin.

CHARTER MONTH

RETIREES CLUB OF L.U. 24, BALTIMORE, MD—Our ninth Anniversary Luncheon Meeting was a great success; 85 people attended. Nine members were presented awards by the American Red Cross for volunteering their help during the past year in Local 24's Labor of Love Blood Donor Drives. A bouquet of red roses was displayed in memory of the deceased members of the local. Bro. Skip Anderson was awarded a plaque for his involvements in the local.

Charter month was celebrated at the August meeting. Int. Rep. Steven Stump presented pins and citations to electricians with 50 or more years of service. They are T.O. Mattheiss, Edward Ely, Robert Johnson, 50 years; W.A. Parsons, 60 years; M.T. Heinbuch, 65 years; and Preston Wyatt, 70 years. Bro. Ely, Heinbuch and Wyatt weren't present at the meeting.

Our group took a train through the Allegheny Mountains. We enjoyed a beautiful scenery, good food and pleasant fellowship. A trip to Atlantic City was planned for Sept. 24 and to the Allenberry Playhouse on Oct. 24. Happy Holidays!

MAXWELL MACE, P.S. JEAN MACE, P.S.

RETESTS ARE VITAL

RETIRES CLUB OF L.U. 26, WASHINGTON, DC—Two bus trips were planned for July and September. We assisted the local at the golf outing and the picnic in August. Our annual raffle will be held this month. The proceeds, after the prize money is distributed, are used to purchase medical equipment for all members.

Everyone is urged to take advantage of the asbestosis x-ray, a retest is especially important for those who had x-rays done more than two years ago and were found to be negative. Recent studies have shown that persons whose initial x-rays were negative have approximately a 40 percent chance of testing positive two years later.

EUGENE S. LONG, R.S.



Local 38, Cleveland, OH, Retirees Club members.

FUN-FILLED YEAR ENJOYED

RETIREES CLUB OF L.U. 38, CLEVELAND, OH—Since June is a good month for walleye fishing in Lake Erie, some of us decided to try our luck. Cpt, Don Hubert proved his skill by finding the spots where the fish were biting. We all had a good time and brought home our limit.

In July 50 members met at the Thistledown Race Track Club House for dinner. Afterward, we played the horses. One of the races was named after our club, which was quite an honor. Sanford Laidman organized this event and did a wonderful job.

The highlight of our summer events was the annual August picnic; it was a huge success. As chairman of the picnic, I thank the committee members for their cooperation. Perfect weather, delicious potluck dishes donated by the ladies and good fellowship made this day memorable. We went on a train ride on the Cuyahoga Valley Line to view the beautiful autumn colors.

RALPH A. SCHUMANN, P.S.

RESULTS

RETIREES CLUB OF L.U. 41, BUFFALO, NY—The newly elected officers are Pres. Harry Mueller, Vice Pres. Thomas Rettig, Treas, Will Hardy, Sec. Lucian Schwab and Sgt. at Arms Kenneth Smalley. The board of directors are Chmn. Florian Pawelski, Ralph Egloff, Earle Heusinger, Robert Kirbis, Edward Semilich and Edward Wahl. Congratulations!

We had an outdoor stag at the Caddy Shack and a meeting at the union hall, which we hope will be an annual event—the turnout of 82 members was excellent. A special thanks is extended to the local for giving the pensioners preferred parking at the annual stag picnic. The family picnic at the Friendship House is always a success. Thanks to Earle Heusinger, a bus trip is planned to Belhurst Castle in Geneva, NY.

Plans are under way for our Christmas Party to be held at the Donovan Post on Dec. 13. We guarantee this party will put you in the holiday spirit. Tom Retric, P.S.

OFFICERS SWORN IN

RETIREES CLUB OF L.U. 58, DETROIT, MI—Former Pres. Frank Sadowski swore in our new officers after a well-planned dinner at the hall with an attendance of 69. The officers are Pres. Bill Rushford, First Vice Pres. Lou Serlin, Second Vice Pres. Don Ross, Third Vice Pres. Ed Hickey, Rec. Sec. Herb Maffen and Treas. George Strelczuk. The board members are Ken Glatz, Dan Botts, John Greenwood, Evelyn Ross, Vera Rushford, Helen Serlin, Jadwiga Miller, Bill Aromovich, Bill Krause and Charles Drake.

Our new officers were congratulated and wished the greatest success in their efforts to advance one of the longest established retirees groups in the IBEW. Bro. Sadowski and Emma Harris were thanked for their many years of effort and work on behalf of the club.

Our annual corn roast was held at Metro Beach on Aug. 22 with 72 people in attendance. We thank Cleo and Marge Caccia for their tireless efforts completing the details to make this event successful.

Our group participated in the Labor Day Parade; a special note is given to John Hornyak, who was the oldest member in the parade, 96. Pres. Rushford led the group with the U.S. flag for the entire distance. The local union hall and the adjacent park were used to serve refreshments.

HERB MAPPEN, R.S.

POLITICIANS VISIT CLUB

RETIREES CLUB OF L.U. 110, ST. PAUL, MN—Pres. Howard Ellsworth was not feeling well, so Rudy Vierath presided over the group of 45 attendees at the meeting.

The ladies outdid themselves, particularly in desserts. Polly and Emil Ranallo chaired the Local 110 Food Committee; and with the help of the retirees, lots of food were served at Highland Park. Thanks to the retirees and members of the local, the picnic was a huge success. Bus. Mgr. Bruce Campbell and his wife visited with the members and their families. Congressman Bruce Vento and Lt. Gov. Marlene Johnson shared some time with us.

Treas. Bob Ayers reported, "We are now solvent." Sunshine Committee

Chmn. Al Kaatz reported on the passing of Bro. Jim Brende and Mrs. Walter Nickel. We stood in a moment of silence to honor them. Eleanore Smith's hip surgery was successful. Charles Gehrman made motion for two couples to assist Al and Vicky Kaatz of the Sunshine Committee in visiting house-bound members.

I paid tribute to the Deegs for some 60 plus years, starting with Jim Sr. to son, Pete. The local is supportive of this dedicated family.

On Sept. 10 at 10 a.m. the club's business meeting was held at the hall; then we went to Como Park. Members got a poison lecture on hazards to children, dogs, etc. Les Wolfgram won the door-prize money. Members made complimentary remarks about Bro. Campbell's newsletter and his articles in the IBEW Journal.

STAN SAYRE, P.S.

WAY TO GO!

RETIREES CLUB OF L.U. 134, CHICAGO, IL.—The Program Committee scored a bull's-eye when it booked Master Sgt. Jack Foell for our August meeting. Sgt. Foell is an intelligence specialist with the 928th Tactical Airlift Group, a combat-support squadron based at O'Hare field. His program was especially interesting since it coincided with the Iraqi invasion of Kuwait.

On Sept. 11 we had tickets to the Cubs game, and Commonwealth Edison superintendent Bob Mack presented a program on Sept. 12. Breakaway Travel was scheduled to present a program on an Alaskan cruise at our

Oct. 10 meeting followed by a night at the races at Maywood Park on Oct. 20.

We thank the many Journal readers who have joined our club. We try to give you what news is available covering our local. All Retirees Club mail should be sent to Bud Cleary, 2664 W. Eastwood, Chicago, IL, 60625.

BUD CLEARY, P.S.

WE'RE GROWING!

RETIREES CLUB OF L.U. 211, ATLANTIC CITY, NJ—We're proud to be retired members of the local, and we're proud of the local's support to our club.

We had a meeting in June, and 55 members were present. There was a surprise birthday cake for Bro. John Forbes; he was presented with a 65-year pin and certificate from the local. We have a picture of the presentation made to Bro. Forbes by Bus. Mgr. George Fenwick.

Longtime member Nijah Leeds, who was a member for 70 years, passed away. Bro. John Fish's wife. Marie, who attended our meetings also passed away.

We're growing by leaps and bounds. All retirees are urged to join the club; you'll enjoy meeting with your friends and hearing news which interests everyone. The time is well-spent, and we thank the local and God for these good

Any local which doesn't have a Retirees Club should consider starting one. You'll be glad you did.

THEODORE E. FLEMING, P.S.



Some of Local 211, Atlantic City, NJ, Retirees Club members.

OFFICERS ELECTED

RETIREES CLUB OF L.U. 242, DULUTH, MN—Ourclub, consisting of Locals 31 and 242 retirees and their spouses, elected a slate of officers. They are Pres. Fred Patten, Vice Pres. Naylor Nord, Sec.-Treas. Martha Kesti; and Exec. Bd. members Ed Pierce, Gen Pierce, Matt Kesti, Ed Liska and LeRoy Wahlstrom.

The club meets for lunch on the last Tuesday of the month at various locations throughout the area. Meeting notices appear on the Labor World, stating the place and time of the meetings. Food-shelf donations are brought in by the members. All IBEW retirees and their spouses are encouraged to attend.

MARTHA KESTI, SEC.-TREAS.

SERVICE AWARDS PRESENTED

RETIREES CLUB OF L.U. 245, TOLEDO, OH—At our June meeting Ray Zychowicz, president of the local, presented service pins and certificates to the following members: Robert Barron, Paul Forche, William Kriener, Lyle Kurfis, William Lenz, Duane Vanell, R. Wheeler, Ted Woodfill, Carl Yenrick, John Young, 50 years, E.J. Kish, E.A. Landis, A.J. Madden, H.H. Robinson, C.B. Segrist, 55 years. Also 59-year member J.M. Cartlidge was presented with a cake for his 90th birthday.

The July meeting was attended by 170 people; our guest speaker was Clifford Kurt from the Better Business Bureau. He informed us of the many ways we can be taken by unsrupulous companies. Mr. Kurt also informed us of the many honest business organizations which are recommended by the BBB. When was the last time you received a letter or telephone call saying you're a big winner and should send money to claim the prize? Check it out, first!

The club enjoyed the September Golf Tournament and the Annual Fish Fry at Lake Erie Pickeral in October. We're looking forward to our 15th Anniversary Party this month and the Annual Christmas Party in December.

To the new 120 Toledo Edison retirees: Come join the fun, good food, great guest speakers and fellowship you'll like us.

CARL M. YENRICK, P.S.

CLUB UPDATE

RETIREES CLUB OF L.U. 292, MINNEAPOLIS, MN—Our annual picnie was held at Minnehaha Park Pavilion in June. The Prom Catering Service, one of the only union caterers in the Twin Cities, served a chicken dinner and an apple pic for dessert. After the dinner Bus. Mgr. Dave Hannan, who is with the State Board of Electricity, gave a short address. Afterward, Fin. Sec. Chuck Berger and Health and Welfare Dept. Representative Bob French were introduced.

Bus. Mgr. Hannan then presented William Leeper Jr. and Dwight Hokenson with 50-year awards, and Mrs. Sidney Sanford was presented a plaque in memory of her husband for his excellent years of service as president of our club. Fin. Sec. Berger gave the retirees caps from the members. He also gave Local 292 sweatshirts for drawings with \$10 cash drawings. We had an excellent turnout.

RUSSELL L. HOUCK, PRES.

CERTIFICATE PRESENTED

RETIREES CLUB OF L.U. 429, NASHVILLE, TN—At our August meeting Bus. Mgr. Clarence Reynolds presented William Smith with a 50-year certificate and pin. Congratulations, Smitty! Also at this meeting Bus. Mgr. Reynolds announced the local hopes to tour the new GM Saturn Plant, which is in full production.

We encourage all retirees to attend our meetings on the fourth Monday of each month at 12:30 p.m. Everyone brings a dish or two for our lunch. We always have good food and a fine conversation.

The club traveled to Crossville, TN, to attend the play "Tennessee USA" at the Cumberland County Playhouse. This was an entertaining and informative play. Afterward, we had a delicious buffet dinner at Cumberland State Park.

WILEY E. POPE, PRES.

REFLECTIONS

RETIREES CLUB OF L.U. 480, JACKSON, MS—Our club celebrated its eighth anniversary on June 5 with a noon banquet. We were proud to have Int. Rep. Marvin Apte as guest speaker. Bro. Apte gave some interesting insight of the history of our local,

When a charter was issued in Jackson, this was due to the work and dedication of our older members who have passed away. Our first recording secretary was L.W. Spann, and our first financial secretary was J.T. Martin. The meetings were held on the second and fourth Mondays at the Bricklayer's hall. Our deceased members would be proud to see how we live today.

After lunch we had our monthly meeting which was presided over by Fred Tolleson, The following new officers were sworn in: Vice Pres, M.L. Woodward, Rec. Sec. Red Magee; Exec. Bd. members J.N. Rook, Jack Keller, Carson Stribling, Red Magee and Wendell Gardner. Herman Pepper was elected Sargeant at Arms. Frank Worthy was named honorary member of the Executive Board, Bro. Worthy has been unable to attend due to illness. Mrs. Elizabeth Rideout is recovering from a h art attack; she's been doing well. Bro. Stribling and his wife have been ho-pitalized. They've improved and attended a meeting.

Membership in the club is growing; it gives us a good feeling to see and talk with the co-workers we've worked with through the years.

W.K. Kellum, P.S.

ATTENDANCE IMPROVING

RETIREES CLUB OF L.U. 481, INDIANAPOLIS, IN—Several members of the club were among the labor group that attended the picnic and rally sponsored by the Central Labor Council on Labor Day. Gov. Evan Bayh and several political candidates attended. A good program, plenty of food and entertainment was provided.

A bus load of members and guests went to the horse race at River Downs track. A euchre party at Port-O-Call Club was well-attended on Aug. 16.

Our bowling team is alternating between Expo and Eagle Bowls; it is soliciting more bowlers. Mr. McCall, a longtime advocate of organized labor, was at our August meeting with a video film on the development of organized labor, which started in 1933. He stated the AFL-CIO has about 250,000 retirees in Indiana. Mr. Marquis of Merchants National Bank attended our meeting and explained the cost-saving advantage of using a revokable living trust instead of a will. With a living trust the executor distributes the assets. with a cost of about one-half of a will, which must go through probate court.

Attendance is better at our club meetings. Plan to be present at our meetings each month on the second Thursday at 11 a.m.

BOB LAWSON, P.S.

RELOCATION ANNOUNCEMENT

RETIREES CLUB OF L.U. 501, WHITE PLAINS, NY—With an attendance of over 140 people, we enjoyed the annual luncheon party held on June 12 at the Rye Golf Club. Bus. Mgr. George Horrigan's remarks were well-received by the retirees; he spoke



From left, Local 501, White Plains, NY, Retirees Club members Chris Stube, Fred Wright and Andy Kohut.

on improvements in the pension plan, which are being reflected in our monthly checks. Administrator Robert Beres pointed out improvements in the welfare fund, which will benefit the retirees when meeting some of their expenses. A 50-50 raffle was handled by Bros. Don Carlucci and Sidney Frank followed by 120 door prizes donated by the members. Our fall luncheon party will be held on Nov. 13—same time, same place.

Our club now meets in the American Legion Club House, Legion Drive, Valahalla, NY, on the fourth Tuesday of the month. The telephone number is 946-7351. Because of the increase in rent, we had to move from the Knights of Columbus building, where we met for the past 21 years.

Our club suffered a great loss with the sudden death of past Pres. Robert Jacobson; he will be sorely missed.

WILLIAM E.KRELL, P.S.

RETIREES HONORED

RETIREES CLUB OF L.U. 520, AUSTIN, TX—The retirees were honored at a special awards ceremony and luncheon on July 25 in the local union meeting hall. Several 50-year pins were presented to members, and a 65-year pin was presented to longtime member Harry Bernhard. The luncheon, sponsored by the local, was a Texas-style barbecue. Forty-eight retirees and their spouses attended this special celebration. A lot of old stories were exchanged and enjoyed by all.

The club meets the last Wednesday of the month at 11:30 a.m. in the union hall for a short business meeting and then a potluck luncheon. Please come and join us!

LUCILLE STORALGE, P.S.

JOIN THE FUN!

RETIREES CLUB OF L.U. 558, SHEFFIELD, AL—Our meetings are on the second Tuesday of each month at 1:30 p.m. at the union hall in Sheffield except December, which is at 11:00 a.m. for our Christmas dinner. We urge all retirees and their spouses to attend this dinner, bring a covered dish, and join in the fun. We hope to have the band play for us again this year.

CHARLES W. RICHESON, PRES.



Local 245, Toledo, OH, Retirees Club members display pins and certificates.

OFFICERS ANNOUNCED

RETIREES CLUB OF L.U. 592, VINELAND, NJ-Local 592 hosted a meeting for the Retirees Advisory Council, which is composed of delegates from all the locals in New Jersey. A luncheon was served with desserts furnished by the women from the local. The following were elected as officers for the next two years: Pres. Henry Hill, Local 592; Vice Pres. Harold Bender, Local 164, Jersey City; Rec. Sec. Trudi Cunningham, Local 675, Elizabeth; Treas. Phil Bingenheimer, Local 211, Atlantic City, The Executive Committee members are Edward Fette, Local 400, Asbury Park; Les Littlely and Ralph Parks, Local 439, Camden

Al Evanoff of the Hospital Workers and the United Senior Alliance spoke of the need for a national health plan. JERRY KEYES, P.S.

A TIME FOR

RETIREES CLUB OF L.U. 595, OAKLAND, CA—Our Retirees Club reports a membership of 160 members, which includes members, their spouses and some associate members

With the Thanksgiving Holiday upon us, it's time to assemble and give baskets of food to the poor. This will be the third consecutive year food is being collected and distributed to the needy through the Baptist Church across the street from our hall. Any donations of food or money will be gratefully accepted. Donations can be left in the office or the retirces' hall. The boxes of food will be assembled during the second and third weeks of November.

The club visited Reno, NV. Pres. Art Nunes said, "It usually relieves us of our money, but getting away is worth it," Typically, two overnight trips to Nevada are planned each year; a great time is had by all.

Club meetings are on the second Friday of each month at the hall; meeting time is 12 p.m.; all are welcome.

Our Christmas Party will be held at Francesco's Restaurant in Oakland; a large turnout is expected this year. Warm holiday greetings are sent to everyone.

DIANNE E. REYNOLDS, P.S.

MEETINGS RESUMED

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL—Many of our members had vacation travel plans during the summer, so the club didn't meet during July and August. However, there were activities taking place. On July 25 Earl Detwieler, Frank Pumphrie and Louis Hedgecock went to a COPE meeting for retirees at the Central Labor Council hall in Cocoa, FL. Several retirees from other clubs were at the meeting, and most of the discussion was with ideas and methods of getting out the vote in the November elections.

I had the privilege of being a retiree representative in screening this areas' political candidates for union endorsement at the CWA hall in Port Orange. The screenings took place in July. After that a vote for the local candidate endorsements was taken at the Spaceport Central Labor Council Meeting in Cocoa on Aug. 1. From there, the congressional and state office candidates were voted for endorsement at the COPE Convention at Clearwater on Aug. 3-5. The selection process for endorsements is a thorough procedure. If every member, active and retired, could experience the process, there would be no questions on any of the endorsements

We lost Bros. Merle "Pots" Johnson, Ray Walker, Bill Gormley, Tom Burkis, Eddie Lynn and John Crad-

RESTORE BALANCE IN COLLECTIVE BARGAINING!

H.R. 3936 and S.2112 would ban the permanent replacement of striking workers and prevent employee discrimination based on participation in a labor dispute.

The balance of power in collective bargaining has become an imbalance of power. Private employers now resort to hiring SCABS, often advertising for them while contract negotiations are underway, and promising them **permanent** jobs.

We must preserve a worker's right to strike without fear of losing his or her job.

dock. Many of us worked with these Brothers for years, and we'll carry some remembrance of each one of them for the rest of our lives.

LOUIS HEDGECOCK, P.S.

CHECK US OUT!

RETIREES CLUB OF L.U. 1504, INDIANAPOLIS, IN—Quite a few members passed away this year. With the breakup of Western Electric, members have gone to different plants, retired, etc. It was really nice to see so many old faces coming to join our club. We hope they will continue to come.

Every month we have chairpersons volunteer to plan our activities, and we serve refreshments. We play Bingo, Monte Carlo and sometimes the Indianapolis Senior Citizens Kitchen Band entertains us. We hold our annual picnic in June, with a pitch-in dinner, card games, etc. We also give away gifts,

Many of us went on trips which were well-planned. We went to the horse race track in Kentucky and spent four days in the Ozarks in Missouri. We take one-day trips, i.e. baseball games to Cincinnati. Other activities are playing cards every Third Wednesday of each month. We're very active in helping members through the Government Food Giveaway, garage sales and Gleaners' Food Bank. Our club is growing every month, and we hope it stays one big family.

"The ladder that leads to success cannot be climbed with hands in yourpockets."

DOROTHY PRICKETT, P.S.

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.

Mail To: Address Change Department International Brotherhood of Electrical Workers

1125-15th Street, N.W. Suite 903 Washington, D.C. 20005

ADDRESS CHANGE?

NAME		
NEW ADDRESS		
CITY	STATE	ZIP CODE
PRESENT LOCAL UNION NUMBER		
CARD NUMBER (If unknown, check v	uth Local Lining)	
CURRENTLY ON PENSION	mir cocar critory	
OLD ADDRESS	(Please affix mailing label from magazine	
CITY	STATE	ZIP CODE
FORMER LOCAL UNION NUMBER		

Don't forget to register to vote at your new address.

UNITE YOUR

NEW JERSEY RETIREES CLUB— We're pleased with the large atten-

dance of delegates and their spouses at our meetings. We hope to have 100 percent attendance from all our locals. The information about our increases in New Jersey taxes given by COPE Chmn. Al Ghuzzi, Local 675, Eliza-

in New Jersey taxes given by COPE Chmn. Al Ghuzzi, Local 675, Elizabeth, was informative. Write letters to your representatives, and voice your opinion about all these increases. Bro. Howard Fish, Local 211, Atlantic City who is our Medicare and Social Security reporter, gave an informative report. We thank the officers for keeping us up-to-date with pertinent information.

A moment of silence is held at each meeting in memory of our deceased members. We're the only statewide organization. We urge all states to start a group. It's a great way to unite your locals and have them receive statewide information. You will find it's a great benefit to everyone. We thank all the locals for providing us with a place to meet each month and for the delicious meals we have had.

WESLEY LYNCH, P.S.

TECH TALK

Electrical Construction, Part 1: Lighting Our Buildings

s far back as the third millenium B.C., early records described wood fires, torches, stone lamps burning animal fat or vegetable oil, and candles as the sources of light used by man as he changed his habitat from a cave to a hut to a house. Eskimos traditionally used shallow dishes, hollowed from stone, holding a fiber wick soaked in fish oil or animal fat. In excavations of ancient cities, vessels made of clay with a cloth wick in the spout were found. Artificial lighting was revolutionized with the discovery of supplies of natural gas, coal and oil. Keroseneoil lamps, gas-flame lamps and wax candles were used during a major part of the 19th century (Figure 1). All these light sources were inclined to flicker or smoke and were very inconvenient as well as dangerous.

Toward the end of this same pe-

riod, during which the discoveries of the arc and incandescent lamps emerged, coal fueled a central power plant, heating water which was transformed to steam. The steam drove a turbine, which in turn drove an electric generator. The generator, of course, supplied current to the incandescent lamps. These achievements contributed greatly to the attainment of electrically illuminated buildings and homes. The outcome can only be credited to the pioneers who researched the concept of electric lighting power.

Electric Dynamos (Generators)

André Marie Ampère (1775-1836), one of the greatest scientists of the early 19th century, discovered many of the fundamental laws concerning the flow of electric current. In 1832 Ampère's mechanic, Hippolyte Pixii, attempted to make the generator into a practical source of electricity. He built a machine with a magnet, calling it a magneto generator (Figure 2). The magnet rotated under coils of wire. He invented a reciprocal device called a commutator to get current going only in one direction for his work in direct-current electrochemical experiments. The commutator converted the current generated by induction from one moving back and forth along the wire (alternate current) to one moving only in one direction (direct current).

The first important electrical-industry breakthrough of the 1870s was the work of Charles Francis Brush (1849-1929), an American chemist, who was the pioneer innovator of the

Figure 1. Examples of early attempts to create artificial light

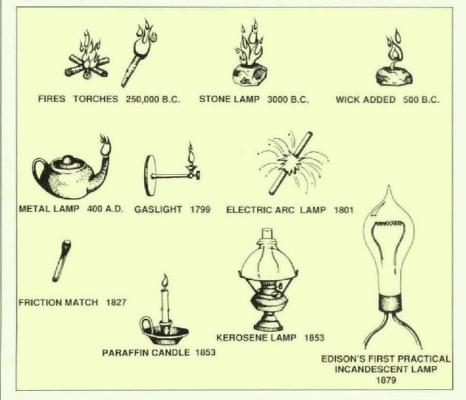
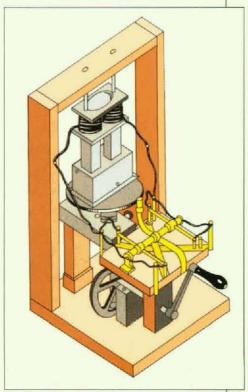


Figure 2. Pixii magneto generator



arc light. His hand-built dynamo was one of the first to show that electric power could be put to practical use. Brush believed he could replace the street and commercial gaslights with arc lights if he could improve the dynamo which furnished current to arc lighting.

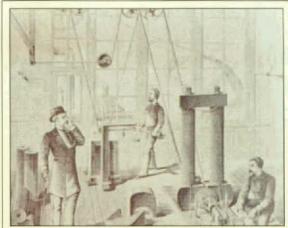
Working on this premise, Brush constructed the first arc-light dynamo driven by a team of horses operating a treadmill. He obtained the facilities, manpower and funds to expand his work. His experiments produced new materials which aided his quest to create a more-steady light. Brush also discovered an improved composition of the carbon electrodes, which extended the life of the carbon. He later developed a double-carbon lamp which emitted light steadily for almost 16 hours.

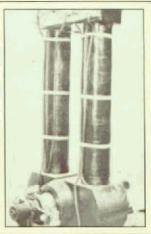
By 1880 more than 5,000 Brush arc lights were illuminated, powered by Brush dynamos. The possibilities for using electricity to power machines began to look extremely good. Brush was responsible for the first commercial power station in the world used for arc lighting, which opened in 1879. This station, constructed with two Brush dynamos, supplied current for 22 arc lamps. A few years later Thomas Edison (1847-1931) built the first commercial power station for incandescent lighting.

When Edison began his work on electric light, he knew he had to improve the dynamo required for his system. Largely through the efforts of mathematician/physicist Francis Robbins Upton (1852-1921) Edison successfully made an efficient dynamo and named it "long-legged Mary Ann" (Figure 3).

Edison had always thought of electric lighting as a system, not only for distributing light, but also as a power source. Several years were devoted to this theory, resulting first in the establishment of a stronger, longer-lasting tungsten filament in Edison's incandescent lamps; and second, in the development of a central multiple distribution system with switches and circuits which could provide enough electricity to light homes and busi-

Figure 3. Edison's "long-legged Mary Ann" generator





nesses. During this complex research, which included solving problems connected with generator efficiency, an underground main system, switches and sockets, Edison built a junction box with circuits from which electric power could be distributed (Figure 4). After four years of labor, the Edison system was ready for commercial operation.

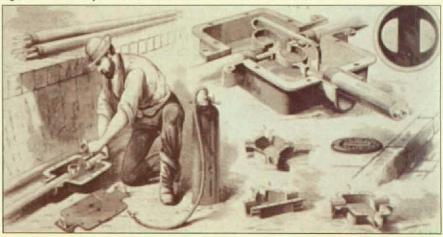
Edison activated the first central electric-power generating station in 1882 for incandescent lamps, called the Pearl Street Generating Station. It was built with six Edison jumbo generators, each with a capacity of 100 kilowatts (Figure 5). This power plant operated on direct current as did Brush's 1879 model. Generators were driven by reciprocating steam engines. The feasibility of electric-power transmission was proven when the station supplied 7,200 16-candle-power over an area of one-sixth of a square mile. Later developments that

same year provided 1,284 incandescent lamps for 59 customers.

It was George Westinghouse (1846-1914) who introduced the high-voltage alternating-current single-phase system for the transmission of electricity. Westinghouse foresaw the capabilities of AC electricity, which could be distributed over great distances, as opposed to DC, which was limited to a radius of two to three miles. After studying previous patents of foreign and domestic inventors of transformers, Westinghouse discovered the key to high-voltage distribution.

Other notable inventors who added to the success of the AC system were Nikola Tesla (1856-1943), who discovered the principle of the rotating magnetic field and the basis for practically all AC machinery, and William Stanley (1858-1916), who invented the transformer and was the first to install an AC distribution sys-

Figure 4. Edison's junction or service box to connect electric service



tem. Thereafter, AC generators quickly replaced DC generators as the preferred system.

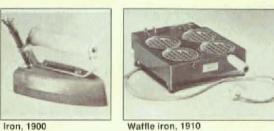
Initially, generating stations were located near populations because of limited transmission of power over long distances. Following Westinghouse's 1886 introduction of a highvoltage AC system allowing transmission of power over long distances, power stations could be located practically wherever desired. Evidence of the capabilities of the AC system caused an escalation in the development of electric power plants.

Electric Power In Buildings

The light bulb brought electricity into buildings and homes. The first home to have electricity with incandescent lighting was the Sarah Jordan Boarding House adjacent to Edison's Menlo Park laboratory. As electricity in homes expanded, people were more than willing to pay the expenses required for generators and switches and wires and meters for the convenience of lamps they could switch on and off. Electricity could also be used for other household purposes; such as irons, heaters and sewing machines. Because of the increase in newly developed appliances and the demand for electric current in the home, new power lines were installed.

Since the 1800s electricity has played an ever-increasing role in people's standard of living. When incandescent and arc lights were in-

Figure 6. Early electrical appliances in the home





Shaving mug, 1914



Fan, 1890, attached to light plug. Wall outlet and plug came in the 20th century.





Heater, 1900



Toaster, 1908

Electric hot plate or table stove, 1908

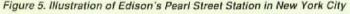


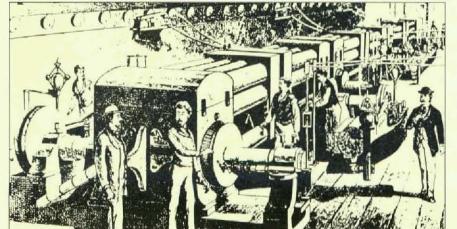
Cigar lighter, 1911

stalled in hotels, stores, homes, businesses and industrial plants, electric lighting's utility surpassed all expectations. The extensive possibilities of electricity were evident in its early application to motors, transformers and generators. As the construction of electric power plants improved and multiplied, the capability of installing electricity into homes and industrial buildings for a variety of uses came to fruition. Electricity was used to operate pumps, power tools, elevators, air conditioners, refrigerators, industrial machinery and many other kinds of equipment.

From 1890 to 1920 some of the electrical appliances available for use in the home were the fan, hot plate, coffee pot, waffle iron, shaving mug, heater, portable drill, corn popper, hair dryer, vacuum cleaner, stove and dishwasher (Figure 6). Thus, consumers received improved power options to fulfill any purpose in the home. There is no doubt electricity has enriched lives everywhere and has dramatically altered the world.

Illustrations on these two pages from Lighting a Revolution, Smithsonian Institution.





IBEW MEMBERS

Education Is One of District's Priorities





Vice President Waters, right center (dark jacket), and International Representative Joe Davis, far right, with the officers attending the Leadership Training Seminar.

"It is only through hard work, dedication and continuing education that you, as local union leaders, can successfully meet the challenges confronting the union leaders of today."

- Vice President Waters

President Dan Waters conducted the annual Fifth District Leadership Training Seminar in August. Fiftynine delegates from 28 local unions attended the program, which is designed to enable newly elected local officers to carry out their duties.

Overhead slides, handouts and a video supplemented several presentations, including one by a representative of the U.S. Labor Department's Office of Labor-Management Standards. Some of the areas covered were steward training, bylaws, recordkeeping requirements and election requirements.

The Leadership Training Seminar is only one of the Fifth District's continuing-education programs for local union officers. Vice President Waters has scheduled several leadership training programs for the officers and intends to develop and offer other educational programs as well.





We Must Always Remember

Local 488, Bridgeport, Connecticut, Business Manager Frank J. Carroll Jr., right, presents a memorial photo plaque of the L'Ambiance disaster to Assistant Secretary of Labor Gerald F. Scannell. The photo, taken at the disaster site, shows the names of the workers—including an IBEW member—who were killed in the building collapse. The photo plaque hangs in a conference room at the Department of Labor.



Building a Better Community

Local and International Officers of the IBEW stand before a construction project being funded by various union and industry pension plans, including the IBEW-NECA Pension Benefit Trust Fund, in Las Vegas. From left to right are Local 11, Los Angeles, Assistant Business Manager Richard Sprague; Local 11 Business Manager Floyd "Skip" Henke; Local 357, Las Vegas, Business Manager Albert "Cecil" Wynn; International Secretary Jack Moore; Ninth District International Vice President S.R. "Jack" McCann; and Eighth District International Vice President Jon Walters.

"Give Me A Union-Made Car!"

amela Richards, a worker at Chrysler Corporation's Toledo (Ohio) Precision Machining plant, made this point abundantly clear when she refused to accept a non-union Honda Accord she won on a game show. "I don't want this Honda. I'm union," she said on the show.

Because of her stalwart loyalty to the union-made, American auto industry, Sister Richards had to settle for \$1,000 from the Cash Explosion Double Play show sponsored by the Ohio Lottery Commission instead of the \$17,600 Honda. Although her comment was censored out prior to the show's broadcast—so viewers never heard her prounion remarks—her action did not go unnoticed by fellow trade unionists.

After learning of her noteworthy stand, AFL-CIO President Lane Kirkland decided to present her with the vehicle of her choice on behalf of the federation's affiliated unions. "As a union member, she knows all about Honda's conduct in trying to



Union member Pamela Richards accepts the keys to her new Dakota from AFL-CIO President Kirkland in front of the federation's headquarters. "Union, Yes!"

keep a 'union-free environment' at its Marysville, Ohio, plant," Kirkland said. He also protested the censoring of her remarks: "That strong statement deserves to be heard," he said, "because Mrs. Richards expresses the sentiments of millions of American workers about the products of antiunion employers."

Sister Richards had the opportunity to express her views on "CBS This Morning," "A Current Affair" and National Public Radio. In an interview with a Toledo *Blade* labor reporter, Pamela said, "The union has given me a lot of things. When I started out at Chrysler, they built up my benefits and the wages.... If they worked that hard for me, then I can buy a car we build!" Her selection: a Dodge Dakota pickup because of the quality of her husband's old Dodge Ram with 100,000 miles on it.



Brother Thomson Resigns From NCSC Board

Local 1505, Waltham, Massachusetts, member Lawrence Thomson, center, has resigned his position as a General Board member of the National Council of Senior Citizens. Brother Thomson served on the board for more than 15 years, imparting his knowledge and understanding of senior concerns. His replacement will be Local 1505 Brother Armand Massé, right. The IBEW thanks Brother Thomson for his years of dedicated service and welcomes Brother Massé on board. With the two Brothers is IBEW Director of Special Services Everett Lehmann

EXECUTIVE COUNCIL MEETING

MINUTES AND REPORT OF THE REGULAR MEETING OF THE INTERNATIONAL EXECUTIVE COUNCIL

This regular meeting of the International Executive Council was called to order by Chairman Bowden at 8:30 a.m., Monday, August 27, 1990. Other members of the Council in attendance were McNulty, McAvoy, Sweeney, Missey, Raspberry, Bexley, Acton and Mulloney.

INTERNATIONAL PRESIDENT

President Barry met with the IEC a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

INTERNATIONAL SECRETARY

Secretary Moore presented financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brothcrhood—both in Canada and the United States. Secretary Moore also assisted the IEC on several other matters.

FINANCIAL REPORTS

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

INVESTMENTS

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

LEGAL DEFENSE

Payments for legal defense made from the Defense Fund were examined and approved in accordance with the requirements of Article XI, Section 2, of the Constitution.

TRANSFER OF FUNDS

In accordance with the provisions of Article XIV, Section 11, of the IBEW Constitution, the sum of \$72,409.10 was transferred from the Military Service Fund to the IBEW Pension Fund covering the months of May, June and July 1990.

PBF TRUSTEES

The International Executive Council sitting as the Trustees, along with the International President and International Secretary, of the IBEW Pension Benefit Fund reviewed fund investments and related matters.

RETIREMENT OF OFFICE EMPLOYEE

The following employee of the IBEW applied for retirement. The IEC approved her request as shown:

Geraldine McLindon—effective December 1, 1990 (I.O. Employee)

FORMAL INVESTIGATION

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

LOCAL UNION UNDER SUPERVISION

At the request of the International President and in accordance with Article IV, Section 3, subparagraph (9), of the IBEW Constitution, the IEC authorized the continuation of International Charge of Local Union 382, Columbia, South Carolina, for an additional six (6) months.

APPLICATION FOR VESTED PENSION RIGHTS

International Office employee Margaret M, Berwanger, who is no longer employed by the IBEW as of July 2, 1990, applied for vested pension rights. This was granted under the provisions of Article III, Section 18, of the IBEW Constitution.

APPOINTMENT OF CAMPAIGN CONTRI-BUTION ADMINISTRATOR

International President Barry appeared and advised the IEC of his appointment of Timothy F. Cleary of Bethesda, Maryland, to succeed John H. Fanning as Campaign Contribution Administrator, a position established under the regulations issued by the IEC under Article III, Section 12, and Article XVIII, Section 21, of the IBEW Constitution. Mr. Fanning had passed away since the last meeting of the IEC. The IEC acknowledged the outstanding service he had performed in his seven years as the Campaign Contribution Administrator for the IBEW. Based on its review of the background and qualifications of Timothy F. Cleary, the IEC approved his appointment by President Barry as Campaign Contribution Administrator, effective September 1 1900.

CORRESPONDENCE—JOSEPH T. SMALL AND DON HURST

The IEC considered the request of Joseph T. Small and Don Hurst, members of Local Union 212, Cincinnati, Ohio, addressed to the IEC under date of June 5, 1990, that the IEC make certain revisions in the IBEW Constitution and other IBEW

documents, based on an April 27, 1990, decision of Assistant Secretary of Labor A. Mary Sterling. After a review of all of the circumstances of this case, the IEC denied the request of Brothers Small and Hurst.

CHARGES FILED WITH THE INTERNATIONAL EXECUTIVE COUNCIL AGAINST JOHN ARNING JR.

Brother John Arning Jr. is a pension member of the International Brotherhood of Electrical Workers. Charges were filed with the International Executive Council alleging that Brother Arning Ir. was violating the provisions of Article XII. Section 4(d), of the IBEW Constitution. Article XII, Section 4(d), provides in part as follows:

"(d) Prohibition of Work. It is a condition for admission to pension benefits, including vested pension right and the continuation thereof, that the member shall not perform any work of any kind coming under the IBEW's jurisdiction either for compensation or gratis for anyone...."

Specifically, the charges allege that Brother Arning Jr, was actively engaged in the electrical industry in the state of Texas while on IBEW Pension Benefit.

The authority of the IEC to enter this proceeding is provided by Article XII, Section 6, of the IBEW Constitution:

"Sec. 6. Any member violating any of the provisions of this article, or any member aiding or abetting a member to do so, after investigation by the IEC and being found guilty, may be permanently barred from ever participating in these benefits, and may be suspended, expelled or assessed as the IEC may decide."

Article IX, Section 4, of the IBEW Constitution provides:

"Sec. 4. The IEC shall have the power to try any L.U. or member charged with injuring the interests of the IBEW by actions in violation of the IBEW laws or the obligation of the member, and may revoke or suspend charter or membership. (Nothing in this Constitution shall be construed to conflict with this power of the IEC.)"

The IEC reviewed the charges and ordered that a hearing be held on the allegations contained therein.

The hearing was held as scheduled on July 30, 1990, at Local Union 716, Houston, Texas. Brother Dale Wortham, Assistant Business Manager of Local Union 716 and the charging party, presented into evidence facts and exhibits supporting the charges that Brother Arning Jr. was actively engaged in the electrical trade while on pension benefit.

Brother Arning Jr. was properly notified of the charges and the time, date and place of the meeting by certifind mail. He was advised of his rights, including his right to cross-examine witnesses, to appear in his own defense and all other rights consistent with a full and fair hearing. Brother Arning Jr. did appear at the hearing and readily admitted performing electrical work for Wellington Electric Company, a nonunion electrical contractor, while collecting pension benefits from the IBEW. In his opinion, this action did not violate the provisions of the IBEW Constitution.

The IEC, from the evidence and testimony before it, finds Brother John Arning Jr., Card No, C44266, who is on the IBEW pension benefit rolls as a retired member, guilty as charged of violating the provisions of Article XII, Section 4(d), of the IBEW Constitution, Brother Arning Jr. is hereby suspended from receiving any IBEW Pension Benefit Fund benefits for a period of one (1) year.

Further, Brother Arning Jr. is ordered to deposit his card in Local Union 716, Houston, Texas, and thereafter pay such dues and assessments as are required by the local union by laws and the IBEW Constitution for active members to maintain good standing for the said period of one (1) year, and

Further, it is ordered by the IEC that Brother Arning Jr. be required to process his application for pension benefits in the prescribed manner at the expiration of said one (1) year.

CHARGES FILED WITH THE INTERNATIONAL EXECUTIVE COUNCIL AGAINST GLEN A. POWELL

Brother Glen Powell is a pension member of the International Brotherhood of Electrical Workers. Charges were filed with the International Executive Council alleging that Brother Powell was violating the provisions of Article XII, Section 4(d), of the IBEW Constitution, Article XII, Section 4(d), provides in part as follows:

"(d) Prohibition of Work. It is a condition for admission to pension benefits, including vested pension right and the continuation thereof, that the member shall not perform any work of any kind coming under the IBEW's jurisdiction either for compensation or graits for anyone..."

Specifically, the charges allege that Brother Powell was actively engaged in the electrical industry in the state of Texas while on IBEW pension benefit. The authority of the IEC to enter this proceeding is provided by Article XII, Section 6, of the IBEW Constitution. Section 6 provides:

"Sec. 6. Any member violating any of the provisions of this article, or any member aiding or abetting a member to do so, after investigation by the IEC and being found guilty, may be permanently barred from ever participating in these benefits, and may be suspended, expelled or assessed as the IEC may decide."

Article IX, Section 4, of the IBEW Constitution provides:

"Sec. 4. The IEC shall have the power to try any L.U. or member charged with injuring the interests of the IBEW by actions in violation of the IBEW laws or the obligation of the member, and may revoke or suspend charter or membership. (Nothing in this Constitution shall be construed to conflict with this power of the IBC.)"

The IEC reviewed the charges and ordered that a hearing be held on the allegations contained therein.

The hearing was held as scheduled at Local Union 716, Houston, Texas, on July 31, 1990. Brother Dale Wortham, the charging party and Assistant Business Manager of Local Union 716, presented into evidence facts and exhibits suporting the charge that Brother Powell was actively engaged in the electrical trade while on pension benefit.

Brother Powell was properly notified of the charges and the time, date and place of the meeting. He was advised of his rights, including his right to cross-examine witnesses, to appear in his own defense and all other rights consistent with a full and fair hearing. Brother Powell did appear at the hearing and admitted performing electrical work for the Hi-Tech Electric Company. In his defense, Brother Powell stated he was unaware he was violating the provisions of the IBEW Constitution by performing this electrical work. He stated he was sorry and had ceased performing said work.

The IEC, from the evidence and testimony before it, finds Brother Glen A. Powell, Card No. 977643, who is on the IBEW pension benefit rolls as a retired member, guity as charged of violating the provisions of Article XII, Section 4(d), of the IBEW Constitution. Brother Powell is hereby suspended from receiving any IBEW Pension Benefit Fund benefits for a period of three (3) months.

Further, Brother Powell is ordered to deposit his card in Local Union 716, Houston, Texas, and thereafter pay such dues and assessments as are required by the local union bylaws and the IBEW Constitution for active members to maintain good standing for the said period of three (3) months, and

Further, it is ordered by the IEC that Brother Powell be required to process his application for pension benefits in the prescribed manner at the expiration of said three (3) months.

Designal Harry A.

NORMAL PENSIONS APPROVED

The International Executive Council approved three hundred and ninety-seven (397) normal pension applications, as follows:

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Jermy, Loren W106	Schwarz, William C 164	Martin, Aaron	Phillips, William L 443	Danseimi, Karl S	Golder, Alan C	
Flagg, John F 107	White, Donald P 164	Fraser, Douglas K	Teel, Clarence L	Dillman, Cecil L	Johnson, Harry F. 81	
French, Harold R	Allen, Fred J 175	Sternberg, Richard E 322	Beatty, Harry R	Hursey, Darwin J 601	Pence, Claude D	
Jackson, Richard E 107	Dunaway, Heldria F 175	Moree Jr., Desmond L 323	Gangitano, Mario	Faught, Donald R 602	Graves, Fred 84	
Sheppard, Jonny A	Kachelhoffer, Donald J 176	O'Donnell, William H 323	Greenwood, Harry B 456	Harwood, Billy J 602	Marter, Haskel N	
Donatell, Robert C 110	Blow Jr., George W 177	Miller, Richard R 325	Bertolino Jr., Peter P 459	McPherson, Ray E 605	Pack, William T	6
Scherer, James R 110	Newman, James C 177	Newkerk, James W 325	Ludwig, Louis J 459	Jones, Arthur E 606	Richey, Billy J 84	
Huskey, Lex H111	Smith, Robert E,	Foultz, Carl J 328	Crabtree, Benjamin T 460	Raulerson, Charles E 606	Sheppard, Paul W	
Rodriguez, Ruben111	Williams, Joseph E	Leflin, J. L	Goldsboro, Paul	Word, James S. 606	Sutherland, Milton 84	
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Brearley, Harold D	Fletcher, Thomas J	Ball, Richard 332	Kukla, Theodore S. 465	Drake Sr., David H. 613	Butler Jr., Harry L	
Ogletree, Robert W	Mason, Delbert 191 Paull Jr., Harry A	Evans, John D. 332	Anderson, Charles E 466	Dutton, Raymond 0. 613	Dult, Harry C. 85	
Moseman, William 122	Cheek, Jesse D 193	Gronroos, Olavi A	Cassell, Leonard A	McGehee III, Edward W 613	Coleman Jr., John P	
Ashlock, Harold K	Martiniez, Julian F. 194	Johnston, William A	Swanson, John D. 471 Ellis, Robert D. 477	Carnozzi, Peter C. 617 Dalmaso, Lidio J. 617	Granger, Willie L	
Curry, John T	Swearingen, Thomas R. 197	Kron, Jack L	Hall, Lenis T. 479	Olsen, Robert W	Schnellinger, Ray L	
England, John E. 124	Erickson, Olaf J. 203	Adams, Richard L	McNell, Roy E 479	Sawyer, Windell	Prieskorn, Harry E	
Greene, Warren L. 124	Cory, Darrell C. 204	Duncan, Charles E 340	Youngblood, Charles T 479	Tisdale, Harold G	Johnson, Billy B. 89	
Krause, Henry 124	Allegretta, Joseph V 208	Kough Jr., Walter W 340	Abell, Herman E 481	Webbe Jr., Harold W 617	Hensley, Earl E 900	
				The state of the s	777	-

Poolson, Francis G	903
Bourgoujian, Aram	910
James, Thomas C.	932
Consess Descrip B	004
Seaman, Nelson B. Dalton, Thurl Shepheard, Ross H. Coffey, Donald H. Nass, Robert A.	934
Dalton, Thurl	940
Shepheard, Ross H.	948
Coffey, Donald H.	952
Nass, Robert A	952
Anderson, Lyle F	953
Barr, Howard M.	953
Milliren, James A.	953
Savicky, Mike	956
Savicky, Mike Rankin, Frederick T	968
Morgenweck, Ellsworth C.	970
Thompson, Laurence G	970
Funk, James C.	972
Rask, Arthur L.	975
Broussard, Arthur L	995
Coady, Walter T.	1049
Lee, Douglas V.	1077
Page, Patrick B.	1077
Eggleton, Jeffery O	1095
Barrett, Robert C.	1122
Beck, Wayne B	1124
Hummel, Frederick M	1124
McHenry, William R	1124
Myers, Jack	1124
Kido, John S	1186
Miyashiro, Tadao	1186
Okuhata, Sadamu	1186
Oshiro, Chester N	1186
Oyama, Satoshi	1186
Seo, Masami	1186
Youngblood, Manuel L	1205
Griffin, Phillip K	1245
Hayes, Francis D.	1245
Malek Jr., Joseph	1245
Simons, Edgar D	1245
Bolas, Clarence J.	1249
Dosztan, Andrew A	1249
Bolas, Clarence J. Dosztan, Andrew A. Martin, Harold W. Wiedemann, Richard A.	1249
Wiedemann, Richard A	1249
Burn, Rex A	1250
George, Robert	1253
Schultz, Dale E	1302
Sikes, Charles T.	
Roberts, Gordon	1316
	1319
Brooks, Nelton L.	1340
Nicholas, Ralph M Obranovich, John J	1340
Obranovich, John J	1340
Ellett, Ralph E.	1379
	100
Flory, Robert L	1393
Richter, Kenneth A.	1393 1426
Thursday, Holmidate Fe. Illimite	1426
Schmidt, Donald E	1439
Lancaster, Charles F.	1478
Stareck Fidon I	1523
Stareck, Eldon L	1531
McFarland, James R	1547
James, Curtis L	1579
Ford, James D.	1583
Schmall, John C.	1672
Troxel, Lawrence W	1710
Roach, Harrison N	1749
Pizzolato, Leo J.	1788
D'Reine William E	1925
Birmingham, James D	1996
Sumners, James C	2077
Pasch Jr., Harold	2150
Rhode, Clifford W.	2150
Schreiter Jr., Raymond J.	2150
Chambers, Jack V.	2295
Hughes, Harry B	2295
CARD IN FORM	MERLY
	FL.U.
	FL.U.
Mortimore, William R.	6
	6
Mortimore, William R. Toopinian, Zakar Fitzgerald, William F. Edmunds, William G.	6

Comer, Joseph L ...

Ledwin, Henry ...

Reinig, Raymond W.

Dlouhy, Robert G.

Burnham, Alan B.

Starkey, Charles J. ...

Pierz, Joseph J.

Robinson, William F. ..

Eisenbarth, Dean E.

Gatherer, William T. ..

Forbes, Earl J.

Cuzzourt, Hollis C. ..

Kelly, James P.

Novack, Leo A.

Pfeifer, Henry F.

Caddigan, Robert P.

Rogoski, William L. ...

Trumbull, John W.

Maloney Jr., Richard M. ...

Bistram, Martin E. .

Parker, William H.

Cressman, Richard A.

Alberson Jr., Willie M. ...

Ketzscher, Charles B.

Forgeron, Dominique J.

Gallant, Vincent P.

Hickerson, Buddy C.

Buell, Kenneth L.

Fraterman, Marius .

Long, Norman D. ...

Hutter, Robert F. ..

Novinger, John B.

Luciani, Ignatius J.

Vanwoerkom, Melvin J. ...

Santoro, Louis A.

Tullis, James E.

Keller, Coy L ...

Cox. Donald S.

Davis, Aubrey L.

Keith, Elton G.

Forbes, Alexander F ...

Wright, Joseph L _

Halpern, Morton

Anderson, Richard W.

Toms, Norman W.

Perkins, Donald P.

Silva, Edwin T.

Smith, James M. ..

Bourg, John H.

Eaton, Harry R ...

Birckhead, Merle G. ..

Hoffman, David N.

Wagner, Robert W.

TOTAL DISABILITY PENSIONS

The Council approved two hundred and forty-two (242) total disability pensions, as fol-

Demoulin, Charles E.

Niezwaag, Leonard A. ...

Francis, Kenneth J. ..

Gleason, Leo T. ...

APPROVED

Bocek, Eugene

Wells, Clyde A.

Barth, Wesley D.

Newmons, Willie D.

Bateman, Clement K. 1466

Kimpel, Dean R. ... Johnson, Earl R. ...

Rutledge, Alfred C.

Scott, William D.

Feinauer, Victor C.

Regan, John B.

Herdine, Roland C. ...

Burke, Gerard A

Tarpo, Doyle C

Hoheisel, Richard R. ...

Almira, Argelio O. 41

23

41

41

46

46

47

47

51

58

65

68

69

77

77

79

81

84

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134

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134

160

165

204

204

212

293

295

295

303

326

352

386

400

400

405

413

499

500

501

501

569 573

627

650

695

807

820

841

889

910 946

952 979

1055

1131

1181

1231

1249

1260

1377

1385

1412

1460

1464

1515

1515

1557

1965

.... 2150

MEMBERSHIP

IN L.U.

Bedsole, Edward A.	.3
Curcio, Alexander J.	. 3
Deutsch, Michael	. 3
Flynn, John E. Haviland, William	. 3
Jamieson Jr., Raymond F.	3
Johnsen, Gottfred	_3
Kelly, Thomas J.	3
Manzella, Joseph F. Vanrossem, Charles P. Williams, Joseph D.	3
Williams, Joseph D.	3
Owens, William L.	. 6
Sutton, Edward H.	6
Williams, Joseph D. Owens, William L. Sutton, Edward H. Klekotka, R. D. Hogan, George P. Murphy, Edward M. Bernard, Donald G. Gisson Lee R.	. 8
Murphy, Edward M	. 9
Bernard, Donald G	11
Gipson, Lee R. Harrison Jr., Eugene E.	11
Hurst, Marlin W.	11
Hurst, Marlin W	11
Nelson, Berwin H.	11
O'Connor, Harry L	18
Rice, Haverly W.	18
Vrooman, James A	18
Waite, Billy F Daniel, Jimmy L	22
Mooney, William E	24
Penn, John W	24
Rankin, Austin L	24
Balvin, Albert F	25
Duff Jr., Daniel R.	26
Starkey Richard A	26
Clarin, Ronald Campbell, Walter G. Marks, Garret P.	38
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Jacocks, Daniel R	52
Breeden, Raymond J. Kidder, James B.	.53
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Boylan, Donald K	. 86
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Tracey, John R.		145
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Reister, Gary L.		183
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Barentine, Man		295
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Stafford, Billy		38
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Crump, Willian	n M.	48
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Murray, Harolo	f М	49
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Hipple Jr., Tho	omas E	51
Parker, Johnie		52
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McCalmont, D Jones, Edward		56
Smith, Albert I		57
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Decker, Harry	iry L	65
Decker, Harry Atkins, Robert Poole, Richard	iry L L	65

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Christy, Lloyd D.

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Greene, Ford C.	
Duffels, Robert	701
Mattox, Halleck F.	
Low, Robert H.	712
Trihub, Rolland R	714
Combs, John A	716
Delany, William H.	716
Russell, Jerry C.	716
Link, Jacob J.	724
Reinoehl, William K.	725
Bennett, Joseph A	728
Gulinello, Mario	
	728
Gossage, Albert L.	760
Allison Jr., Earl L.	769
Gardner, Robert F	796
Redden, Jack B.	812
Thomasson, Clois M	816
Flannery, Donald R	835
Gary, Billy L.	835
Hudson, Grady E	846
Duplessis, Joseph R	852
Hoffman, Moritz T	903
Ladouceur, James R	910
Music, Wallace H	915
Schumacher Sr., William	F. 952
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McClelland, James M	1070
McClelland, James M Curammeng, Enrique A.	1070 1186
McClelland, James M Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253
McClelland, James M Curammeng, Enrique A. Aube Jr., Leo Tarvin Jr., Roger	1070 1186 1253 1253
McClelland, James M. Curammeng, Enrique A. Aube Jr., Leo Tarvin Jr., Roger Hafner, George W.	1070 1186 1253 1253 1319
McClelland, James M Curammeng, Enrique A. Aube Jr., Leo Tarvin Jr., Roger Hafner, George W Schreier, Hans G.	1070 1186 1253 1253 1319 1319
McClelland, James M. Curammeng, Enrique A. Aube Jr., Leo Tarvin Jr., Roger Hafner, George W. Schreier, Hans G. Spencer Jr., David L.	1070 1186 1253 1253 1319 1319 1319
McCielland, James M Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1393
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo. Tarvin Jr., Roger. Hafner, George W. Schreier, Hans G. Spencer Jr., David L. Tatum, Harry E. Templeton, William R.	1070 1186 1253 1253 1319 1319 1319 1393 1516
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1393 1516
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547 1555
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo. Tarvin Jr., Roger. Hafner, George W. Schreier, Hans G. Spencer Jr., David L. Tatum, Harry E. Templeton, William R. Garrett, Dale S. Catton, Tom Goguen, Omer Rabun, Billy M. Woodward, Harold V.	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547 1555
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547 1555
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo. Tarvin Jr., Roger. Hafner, George W. Schreier, Hans G. Spencer Jr., David L. Tatum, Harry E. Templeton, William R. Garrett, Dale S. Catton, Tom Goguen, Omer Rabun, Billy M. Woodward, Harold V.	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547 1555 1579
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo. Tarvin Jr., Roger Hafner, George W. Schreier, Hans G. Spencer Jr., David L. Tatum, Harry E. Templeton, William R. Garrett, Dale S. Catton, Tom Goguen, Omer Rabun, Billy M. Woodward, Harold V. McLeod, Lloyd G. Adams, J. D. CARD IN FOR	1070 1186 1253 1253 1319 1319 1319 1393 1516 1525 1547 1555 1579 1788 1925
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1319 1319 1319 1319 1516 1525 1547 1555 1579 1788 1925
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo. Tarvin Jr., Roger Hafner, George W. Schreier, Hans G. Spencer Jr., David L. Tatum, Harry E. Templeton, William R. Garrett, Dale S. Catton, Tom Goguen, Omer Rabun, Billy M. Woodward, Harold V. McLeod, Lloyd G. Adams, J. D. CARD IN FORI THE I. O. (1) Ruggeri, Anthony B.	1070 1186 1253 1253 1319 1319 1319 1319 1516 1525 1579 1788 1925
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo. Tarvin Jr., Roger. Hafner, George W. Schreier, Hans G. Spencer Jr., David L. Tatum, Harry E. Templeton, William R. Garrett, Dale S. Catton, Tom Goguen, Omer Rabun, Billy M. Woodward, Harold V. McLeod, Lloyd G. Adams, J. D. CARD IN FOR THE I.O. (Ruggeri, Anthony B. Schroder, Michael E.	1070 1186 1253 1253 1319 1319 1319 1319 1516 1525 1579 1788 1925 MERLY
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1253 1319 1319 1319 1319 1516 1525 1547 1555 1579 1788 MERLY UF L.U. 3 3 95
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1253 1219 1319 1319 1319 1319 1516 1525 1547 1555 1579 1788 1925 MERLY UF L.U. 33 395 1344
McCielland, James M. Curammeng, Enrique A. Aube Jr., Leo	1070 1186 1253 1253 1253 1319 1319 1319 1319 1516 1525 1547 1555 1579 1788 MERLY UF L.U. 3 3 95

CARD IN THE I.O.	OF L.U.
Ruggeri, Anthony B	3
Schroder, Michael B	
Layne, Robert A	95
Kotlar, Joseph R	134
Stewart, Robert E	
Swenson, Wayne H.	134
Luthy, David	
Salamone, Sam P	310
Juarez, Johnny	390
Dupuis Jr., Owen V.	
Hayes, D. O	
Lockwood, Arthur E	
Palashewski, Elmer	L 569
Tripp, Albert R	
Mueller, Paul R	
Aftern, Merle R	949
Livingston, Robert	L 1001
Rouse, Carol W	1393
Davidson, Bobby L.	
Evans, Grant C	
TOTAL DISABILITY	LENGIONS

TOTAL DISABILITY PENSIONS DENIED

The following five (5) total disability pension benefit applications were denied:

MEMBERSHIP

	IN L.U.
Isbell, Dicky F	34
Christy, Lewis E	98
Vanhorn, Robert W	292
Zuelzke, Gordon K	494
Stuckey, Alfred R	606

APPLICATIONS FOR VESTED RIGHT TO PENSION BENEFIT APPROVED

The International Executive Council approved applications for vested right to pension benefit of the following members:

CARD IN THE I.O.	FORMERLY OF L.U.
Shur, Emanuel .	11
Dunlap, William	W 387
Moseley, Dale T.	965

MEMBERSHIP IN L.U.

Greenfield, Chester	52
Dressier, Leo L.	
Sells, Billy J.	
Abel, Albert W.	254
Fantini, Mario	353
Quies, Karl	353
Althoff, Kenneth L.	387
Guin, John H.	_ 387
Hook, Thermon W	387
Hudgins, Donald R	387
Ludlow, James E	387
Rohan, Michael W	_ 387
Ziesmer, Robert P.	387
Henderson, William H	397
Butler, Daniel	409
Sorenson, Douglas	424
Ward, Jerry V	_ 428
LaFaive, Leonard V	494
Lambrecht, Harold R	763
Nimerichter, Edward J	763
Swanson Jr., Emil W	763
Padgett, Grover F	772
Wicker, Robert S	
Bowling, Charles F	976

PAYMENT OF DEATH BENEFITS NONRETIRED MEMBERS

The International Executive Council approved payment of death benefit payable under the provisions of Article XII, Section 2, of the IBEW Constitution to the following one hundred and eighty-liva (185) nonretired mr.mbers' designated beneficiaries:

MEMBERSHIP IN L.U.

	_
Cox Jr., James N.	_1
Rueve, Raymond P.	_ 1
Butler, F.	3
Edreira, R.	3
Felix, Gruz L.	3
Gallagher, Thomas P	3
Green, John J.	3
Krakower, Eugene A.	3
Kratenstein, Herman	3
Kretzschmar, George	3
Mangino, John P.	3
Menendez, Aristides	3
Pusey, Lascelles V	
Saccone, Frank J.	3
Shaw, William A.	3
Stirna, George M.	3
Gordon, Charles D	5
Keener, Eugene N	5
Cummins, Wilfred N	11
McClanahan, Donald D	-11
Wagner, Robert	
Garner, James F	12
Fenner, C. R	24
Moore, James E	24
Wege, John L.	26
Wells, L. D.	
Marek Jr., Robert B.	38
Maxey, Ira D.	38
Michaels, Russell C	
Avery, Curtiss R	_41
Robinson, Albert E.	4
Leonard, Paul A	
Dudley, Norman F	
Ford, Katherine L	
Lastinger, Woodrow	
Johnson Jr., Joseph L	
Kelly, Thomas W.	
Hobbs, Willard D.	5
Miller Jr., Russell A.	51

Edmunds, William G.

Vantassel, Ronald E.

Workman, Roy A.

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PAYMENT OF DEATH BENEFITS RETIRED MEMBERS

The Council approved the payment of death benefits, auth ized under the provisions of Article XII, Section 2, of the Constitution to the following thirty-six (36) retired members designated beneficiaries:

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Neal, John H.	60
McDonald, Michael D	68
Helgerson, Dwight L	77
Gould, Randall	

New Campaign Contribution Appointed Administrator

nternational President J.J. Barry, with the approval of the International Executive Council, has ap-

pointed Timothy F. Cleary of Bethesda, Maryland, as the IBEW campaign contribution administrator, effective September 1, 1990. Mr. Cleary succeeds John H. Fanning, who passed away earlier this year.

The new administrator has had a distinguished

career in public service. He served as an attorney for the Legal Bureau, New York City Police Department; as an attorney in the Office of the Solicitor, U.S. Department of Labor; as chief counsel to the Occupational Safety and Health Review Commission and as a presidentially appointed member and chairman of the commission from 1973-1985. Mr. Cleary received his undergraduate and law degrees from Fordham University in New York City.

The position of campaign contribution administrator was established under the regulations governing campaign contributions to candidates for international and

local union office. These regulations were adopted by the IEC under the provisions of Article III, Section 12, and Article XVIII. Section 21, of the IBEW Constitution.

Questions concerning the application of the campaign-contribution

regulations should be addressed to Timothy F. Cleary, Campaign Contribution Administrator, International Brotherhood of Electrical Workers, 1125 - 15th Street, N.W., Washington, D.C. 20005. Please note that, under the regulations, the campaign contribution administrator is the only individual authorized to render written advisory opinions regarding the requirements of the regulations.

The Brotherhood congratulates Mr. Cleary on his appointment and wishes him every success in his new position.



BIRTH DATES CORRECTED

Moretz, Ralph Goode, Kennet Rogers, Richar

Young, Albert

Schaff, Anthon

Acceptable documents were submitted, and corrections have been made in the Interna tional Office records of the following members:

el J	103	CARD IN	FORMERLY
am J	126	THE I.O.	OF L.U.
	126	Service as an	
R	134	Davis, R. W	
h.P	134	Bridges, H. G	
	143	Cocking, W. F.	
eth B	Access Statements	Butler, Roy C.	
D		Gruiff, Samuel C	1200
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Hanni	324		EMBERSHIP
	353	·	IN L.U.
J	494		111 10.00
	501	Hart, George F	1
И	531	Marotta, Gerard F	
Н	613	Sutton, Edward H.	6
W	673	Breeden, Raymond	J. 53
1 H	676	Dennison, Alton E.	
ilee A	733	Horn, Willard J	77
M	760	Candela, William	
n R	846	Tate, Tom	
d H	1319	Conover, Clive R	
J	1439	Goldman, Maurice I	
y M	1547	Tagliaferri, A.	
		Loiselle, C. J.	

MEMB	IN L.U.
Hart, George F.	1
Marotta, Gerard F.	3
Sutton, Edward H	6
Breeden, Raymond J	53
Dennison, Alton E	71
Horn, Willard J	77
Candela, William	90
Tate, Tom	95
Conover, Clive R.	98
Goldman, Maurice E	98
Tagliaferri, A.	99
Loiselle, C. J.	103
Forseth, C. T.	125
Calbow, Richard W	134
Cunningham, F. J.	134
Williams, Delton T	134
Jones, William M.	194
Myers, Wayne A	212

lein, Frank	213	Young, Raymond	429
eary, George E	213	Pavia, Giacomo S.	
akland, Edward E	213	Sherrick, D. W.	557
ohnson, Thomas M	223	Lalonde, Raphael	568
cutt, Ralph V.		Cupples, Earl S.	
Volf, Leroy H.	292	Dunford, James H	637
Aoree Jr., D. I	323	Eslick Farl R.	640
dame, Armando J	332	Rodinis Jr., S. R.	640
inderson, D. S	332	Knowlton, Donald S	675
arham, Raymond E.	349	Benthall, Julian M.	_ 684
ritz, Robert C.	350	Wheeler, J.	684
laranpatos, P. M.	353	Stricklan, Ernest	700
aylor, Frank P.	353	Daugherty, A. D	841
rowell, Robert H	353	Duplessis, J. R.	852
sen, Paul R	357	Avery, Carl J.	876
(eeler, Warren J	379	Rankin, F. T.	968
Buin, John H.	387	Wiedemann, R. A.	1249
Rohan, Michael W	387	Rone, John T.	1439
Berens, Leon R	388	Ramras, Daniel	. 1547

THE NEXT REGILI AR MEETING

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This regular meeting of the International Executive Council was held in Washington, D.C. The meeting adjourned Friday, August 31, 1990.

The next regular meeting will commence at 9 a.m., Monday, December 3, 1998, in Washington, D. C.

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

Notice of IBEW Agency Feepayers Objection Plan for 1991

mployees who pay agency fees to IBEW local unions pursuant to collective bargaining agreements in the United States, but who are not members of the IBEW, may object to supporting certain activities of the International and its local unions, and may obtain a reduction in their agency fees, under the terms of the IBEW Agency Feepayers Objection Plan and similar plans maintained by IBEW local unions. Agency feepayers are employees covered by unionsecurity agreements who meet their financial obligations to the union by paying all dues, fees and assessments uniformly required of members, but who elect not to become members of the union.

Feepayers should note that by electing not to become full-fledged IBEW members they forfeit the right to enjoy a number of benefits available to members only. Among the benefits available only to full union members are the right to attend and participate in union meetings, the right to run for union office and to nominate and vote for candidates for union office, the right to participate in contract ratification and strike votes, the right to participate in the development and formulation of IBEW policies, the right to participate in the formulation of IBEW collective bargaining demands, and the right to serve as delegates to the International Convention.

The procedure for obtaining a fee reduction is as follows: The objection plan runs on a calendar-year basis, and objections must be filed annually. Feepayers who wish to file objections for calendar year 1991 must do so during the month of December 1990. Objections should be addressed to the International Secretary, IBEW, 1125 - 15th Street, N.W., Washington, D.C. 20005, and, to be timely, must be postmarked during the December open period. No special form is required to register an objection. However, please include your full name, your mailing address, the local union to which you pay fees and your nonmember identification number (if known). In addition, if you move during the year please advise the International Secretary of your new address.

Each feepayer who files a timely objection with the International Secretary will be entitled to reductions under both the International and local union objection plans. As early in 1991 as possible, the International and local unions will mail separate reduction checks to each objector, along with detailed explanations of the kinds of expenditures on which the fee reductions are based.

The reductions are based on the percentage of the unions' expenditures during the previous fiscal year that were devoted to "nonchargeable" activities: that is, activities which objectors may decline to support. For example, the International determined that 13.4 percent of its expenditures during the 1989 fiscal year were for nonchargeable activities. Of the fees paid by a feepayer in 1990, \$72 constituted per capita payments to the International. Accordingly, feepayers who filed timely objections for last year received reduction checks for \$9.65, or 13.4 percent of their annual per capita payments. They also received separate checks from their local unions reflecting the reduction in the portion of their fees retained by the

Under the plan objectors are charged only for activities which are reasonably related to collective bargaining, to the efforts of the IBEW or its affiliated local unions to advance the employment-related interests of the employees they represent or to preserving the institutional status of the organization. To understand the difference between chargeable and nonchargeable expenditures, the following illustrations may be helpful.

Among expenditures chargeable to objectors (and therefore retainable by the IBEW and its locals) are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employer and union representatives and with employees on

employment-related issues; proceedings on behalf of workers under the grievance procedure, including arbitration; legislative activities dealing with matters related to or affecting conditions of employment of employees in the branches of the electrical industry represented by the IBEW or its locals, or related to the unions' institutional status; internal union administration and management; and litigation related to the above activities.

Among expenditures considered nonchargeable, which objectors are not required to support, are those made for political purposes, for general community service and legislative activities which benefit IBEW-represented employees as citizens rather than as workers, and for certain costs of affiliation with non-IBEW organizations.

The Agency Feepayers Objection Plan is as follows:

IBEW AGENCY FEEPAYERS OBJECTION PLAN

1. Nonmembers' Right To Object

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union pursuant to a collectively bargained unionsecurity provision in the United States will have the right to object to expenditures of his or her fees paid for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the IBEW and/or its affiliated local unions. For the purposes of this plan, such activities will be referred to as nonchargeable activities. The agency fees paid by a feepayer who perfects an objection under the procedures set forth below will be reduced by an amount reflecting the portion of the expenditures of the local union and the IBEW which are used for nonchargeable activities.

2. Procedure for Filing Objections

Objections must be made annually and will be effective for a single

calendar year (January 1-December 31). An annual notice of this plan will be published in the IBEW Journal in November of each year. Each feepayer who wishes to file an objection must do so in writing, addressed to the International Secretary (I.S.) at the International Office of the IBEW. 1125 - 15th Street, N.W., Washing ton, D.C. 20005. In registering their objections, objectors must include their name and address, the local union to which they pay fees, and their nonmember identification number, if known. Objections must be postmarked during the month of December preceding the calendar year for which the objection will be in effect, or during the first 30 days after the objector commences paying fees to an IBEW local union as required by a collective bargaining agreement. Objections must be renewed annually during the month of December.

3. Reduction in Agency Fees

The agency fees of employees who file timely objections will be reduced for the 12-month period beginning January 1 of the year for which they are registering their objections and ending December 31 of that calendar year. Timely objections filed by individuals who enter a bargaining unit during the course of the year will be effective through December 31 of that year. Objectors will be expected to remit the full amount of fees charged by their respective local unions. However, as early in the calendar year as possible, or as soon as possible after the objection is filed, each feepayer who has perfected his or her objection under this plan will receive refunds from both the International and the local union to which he or she pays agency fees, reflecting the reduction in payments to which he or she is entitled.

Agency fees are composed of a portion forwarded to the International as per capita taxes and a portion retained by the local union. When the I.S. receives timely objections, he will forward the names of objectors to the local unions to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector's fees and will issue checks reflecting

the reduction in per capita payments to which objectors are entitled. In addition, each local union will establish its own plan for determining the reduction in its portion of the agency fees to which objectors are entitled and for issuing checks in the appropriate amount to its objectors.

4. Calculation of Reduction In Per Capita Payments

Before the beginning of the calendar year, the I.S. will calculate the reduction in the International's per capita to which objectors will be entitled as follows: The I.S. will determine the International's total operating expenditures for all purposes during the preceding fiscal year and the total expenditures made for activities which are not chargeable to objectors. The I.S. will then calculate the ratio of nonchargeable expenditures to total expenditures. These calculations will be verified by an independent auditor.

5. Per Capita Reduction Check

As early in the year as is practical, the I.S. will mail to each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. All reduction checks will be sent by registered or certified mail and will be accompanied by an explanation of how the amount was determined and an explanation of the appeal procedure.

6. Appeal to IEC

An objector who has filed a timely objection who disagrees with the per capita reduction provided by the I.S., in the belief that it does not accurately reflect the International's expenditures on nonchargeable activities, may appeal to the IEC.

- a. The appeal must be made in writing and must be received in the office of the I.S. within 21 days of the date on which the objector receives his or her per capita-reduction check. The appeal should explain the basis of the challenge.
- b. While the appeal is pending, the I.S. will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended

during the appeal procedure. In the event that the IEC, or the impartial arbitrator (should an objector appeal the IEC's determination as provided in paragraph 7 below), determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the LS., additional checks will be issued at the close of the appeal procedure for the balance of the reduction due, as determined by the IEC or arbitrator.

- c. All such appeals will be consolidated and will be considered and decided by the IEC at its next regularly scheduled meeting. The I.S. will bear the burden of justifying his calculations.
- d. The IEC will notify the objectors in writing of its decision and its reasons therefor as promptly as practicable by registered or certified mail.

7. Appeal to Impartial Arbitrator

Any objector who disagrees with the IEC's determination may appeal to an impartial arbitrator.

- a. The appeal must be made in writing and must be received in the office of the I.S. within 21 days of the date on which the objector receives the IEC's decision.
- b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- c. Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions will be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- d. The cost of the arbitrator's serv-

(Continued on Page 48)

IN MEMORIAM

EWBA Death Claims Approved for Payment in August 1990

Local	Surname Amount	Local	Surname Amou	t Local	Surname Amount	Local	Surname Amour
3	Gallagher, T. P 2,400.00	Pens (3)	Schoenfeld, T 2,400.0	Pens. (68)	Kukol, R 2,400.00	Pens (164)	McAlinden, P. C 2 400.0
3	Krakower, E. A 2,400.00	Pens. (3)	Vadala, D. F 2,400.0	TO THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN T	Larounis, G. D 2,400.00	Pens (166)	Provost, F. W 2 400 0
3	Menendez, A 2,400.00	Pens. (3)	Warshofsky, J 2,400 0		Vawter, T. R 2,400.00	Pens (175)	Bostain, D. J 2.400.00
3	Butler, F	Pens. (3)	Weil, E. A 2,400.0		Haggerty, J. B 2,400.00	Pens. (175)	Hauger, H. V 2.400.0
11	Felix, C. L	Pens. (3) Pens. (3)	Werth, J 2,400.0 Zoubek, F 1,200.0	29 0 020	Bain, L. W 2,400.00	Pens. (177)	Goff, W. M 2,400.0
12	Garner, J. F 2,400.00	Pens. (5)	Boley, J. H 2,400.0		Hanenburg, A. A 2.400.00	Pens (185)	Morrison, G. W 2.400.00
26	Wege, J. L	Pens. (5)	Hempfield, F. A 2,400.0		Wavra, L. R 2,400.00 Gehrke, G. C 2,400.00	Pens. (191) Pens. (193)	Michelson, S. G 2,400.00
31	John, R	Pens. (5)	Krieger, H. W 2,400.0		Monasmith, O. M. 2,400.00	Pens. (194)	Kavanaugh, K. L 2.400.00 Sanders Sr., H. E. 2.400.00
38	Maxey, I. D 2,400.00	Pens. (5)	Poeschi, A. L 1,600.0		Helgerson, D. L 2,400.00	Pens (200)	Johnson, W. R 2.400.00
41	Avery, C. R	Pens. (5)	Reagan, J. M 2,400.0		Longaker, L. I 2,400.00	Pens. (202)	Fenton, E. D 2.400.0
42	Leonard, P. A 2,400,00	Pens. (6)	Herr, J. P 2,400.0	Pens. (77)	Milne, D. L 2,400.00	Pens. (212)	Scherer, C 2.400.0
51	Johnson Jr., J. L 2,400.00	Pens (6)	Magliano, F. J 2.400.0		Williams, C. E 2,400,00	Pens. (226)	Blandin, J. V 2.400.00
52	Kelly, T. W 2,400.00	Pens. (9)	Buetow, E. J 2,400.0		Castleman, G. E, 2,400.00	Pens. (226)	Coy. H. S 2,400.00
68	Beers, G. A	Pens. (9)	Francisco, L. Y 2.400.0	2 2 2 2	Mallory, L. C 2,400.00	Pens. (238)	Harrison, H. A 2,400.0
84	White, H. G 2,400.00	Pens. (9)	Pembrake, M. J 2,400.0		Loos, O 2,400.00	Pens. (245)	Dunfee, P. R 2,400.0
10 25	Alford, S. E	Pens. (10)	Fisher, J. A 2,400.0	Comment of the second	Brown, M. C 2.400.00	Pens. (245)	Meyers, R. O 2,400.0
34	Pauu, S. T 2,400.00 Dunne, E. T 2,400.00	Pens. (11)	Bishoff, J 2,400.0	TOTAL PROPERTY.	Conheady, H. J 2.400.00	Pens. (245)	Miller, H S 2,400.0
34	May, J. T	Pens. (11) Pens. (11)	O'Connor, B. E 2,400.0		Comeau, J. A 2,400 00	Pens. (246)	Brindley Jr., G. A 2,400 0
34	O'Connor, B. M 2,400.00	Pens. (11)	Proffatt, C. P 2,400 0		Hickey Jr., J. A 2,400.00 Sweeney, E. D 2,400.00	Pens. (246)	Roberts, R. J 2,400.00
36	Price, D. C	Pens. (11)	Schroeter, L. P 2,400.0		Pihlkrantz, G. J 2,400.00	Pens. (257)	Crum, H. D 2,400.00
46	Kite, C. E	Pens. (11)	Usry, R. A 2.400.0		Furnice, H. D 2,400.00	Pens. (259) Pens. (262)	Korkatti, N. J 2,400.00
64	Wyman, G. F 2,400.00	Pens. (11)	Werkman, R. M 2,400.0			Pens. (263)	Aldrich, J 2,400.00 Carter, S. S 2,400.00
12	Dunn, J. R 2.400.00	Pens. (11)	Williams, C. M 2.400 0			Pens. (271)	McClelland, O. B. 2,400.0
29	Paroda, F. O	Pens. (16)	Winstead, J. W 2,400.0			Pens. (278)	Sigler Jr., C. L 2,400.0
22	Gatti, W. T2,400.00	Pens. (18)	Brown, R. O 2,400.0			Pens. (281)	Earliarl, R. L 2,400.0
49	Janes, E. R 800.00	Pens. (18)	Isenor, W. N 2,400.0	Pens. (116)		Pens. (284)	Chappell, F. O 2,400.0
53	Brockmann, H 2,400.00	Pens. (18)	Larocco, G. F 2,400.0	Pens (122)	Dickens, A. C 1,200.00	Pens. (292)	Marchessault, G 2,400.0
53	Manas, M 2,400.00	Pens. (18)	Sullivan, E. J 2,400.0		Hermann, P. G 2,400.00	Pens. (302)	Ghent, J. L 2.400.0
53	Taylor, D. A	Pens. (24)	Hubbard, E 2,400 0	The state of the s		Pens. (302)	Gustafson, C. W 2,400.0
53	Young, D. W 2,400 00	Pens. (24)	Koenig, P. R 2,400 0			Pens. (302)	Orr, K. W 2.400.0
53 54	Vankempen, P. J 2,400.00	Pens. (25)	Parker, H. J 2,400.0			Pens. (304)	Asher, O. R 2,400.0
69	McBride, M. S 2,400.00 Banet, P. E 2,400.00	Pens. (25)	Shev, I. R 2,400 0			Pens. (304)	Baumgart, H. R 2,400.0
69	Noe, D. O	Pens. (26) Pens. (27)	Snyder, H. G 2,400.0 Rudasill, L 2,400.0			Pens. (304)	Hicks, J. E 2,400.0
69	Harwood, O. L 2,400 00	Pens. (35)	Soule, R. F 2,400.0			Pens. (305)	Meyer, E. R 2,400.0
41	Harper, D. L 2,400.00	Pens. (38)	Holztrager, C. D 2,400 0			Pens. (306)	Newbauer, R. H 2,400.00
55	Welch, J. F 2,400.00	Pens. (41)	Adrian, G. C 2,400 0			Pens. (309) Pens. (317)	Hug, L. J 2,400.00 Hall, J. B 2,400.00
7.4	Dean, R. D2,400.00	Pens. (41)	Peeler, H. B 2,400.0			Pens. (317)	Rinehart, R. C 2,400.00
95	Godley, C. R2.400.00	Pens. (42)	Fadde, A. H 2,400.0			Pens. (322)	Haggerty, W. D 1,897.3
70	Parris, J. N 2,400.00	Pens. (43)	Schoenberg, L. G. 2,400.0			Pens. (324)	Davison, T. P 2.400.0
01	Hensler, G. J 2,400.00	Pens. (44)	Carroll, C. D 2,400.0	Pens. (134)		Pens. (324)	Hise, A. W 2,400.0
13	Coleman Jr., C. 2,400.00	Pens. (45)	Marzullo, W 2.400.0			Pens (325)	Smith, G. W 2,400.0
68	McGlothin, J. D 2,400.00	Pens. (46)	Caputo, L. L 2,400.0			Pens. (332)	Leach, F. G 2,400.00
75	Mezglewski, F. J 2,400.00	Pens. (46)	Engstrom, A 2,400.0	1 1021 Carrier 1012 Carrier		Pens. (332)	Suhr, T. A 2,400.0
83 02	Trimble, R. T 2,400.00 Mott, T. W 2,400.00	Pens. (46)	Keehn, V. G 2,400.0			Pens. (333)	Stevens, L. L 2,400.00
16	Davis, G. S	Pens. (47) Pens. (47)	Christophers, J. D. 2,400.0 Fraser, T. J 2,400.0			Pens. (340)	Pierson, R. P 2,400 0
24	Mulholland, K. F 2,400.00	Pens. (47)	Munger, R. T 2,400.0			Pens. (349)	Lutz, P 2,400.00
34	Davenport, R. W 2,400.00	Pens. (48)	Gauger, J. A 2,400.0		Jones, R. N 2,400.00 Kantanen, V. A 2,400.00	Pens. (349) Pens. (349)	Pulver, D. C 2.400.00 Signorelli, V. A 281.40
84	Putnam, C. R 2,400.00	Pens. (48)	John, C. S 2,400.0			Pens. (351)	Hoffman, A. L 2,400.00
93	King, K. D 2,400.00	Pens. (48)	Nelson, J. C 2,400.0			Pens (353)	Gower, E 2,400.0
47	Manuel Jr., J. C 2,400.00	Pens. (48)	Sardotz, J. C 2,400.0			Pens. (353)	Tighe, E 2 400 0
88	Crouse, J. M 2,400.00	Pens. (48)	Vaage, K. D 2,400.0			Pens (354)	Jensen, J. P 2,400.0
88	Fax, W. A	Pens. (49)	Raber, C. J 2,400.0	Pens (134)	Napier Jr., R 2,400.00	Pens. (354)	Wyman, C. J 2,400.0
95	Glanders, D. A 2,400.00	Pens. (51)	Boughton, R 1,440.0	Pens. (134)	Neubauer, E. C 2,400.00	Pens (359)	Oberly, H. L 2,400.0
). (3)		Pens. (51)	Wieczorek, F 1,600.0			Pens. (364)	Fox, T. A 2,400.0
1 (1)		Pens. (52)	Stevenson, W. J 2,400.0			Pens (387)	Henry, J. D 2,400 0
1. (3)	: 사용 :	Pens. (53)	Breeden, R. J 2,400.0			Pens. (388)	Probst, R. W 2,400.0
). (39). (14		Pens. (53)	Hawkins, L. A 2,400.0			Pens. (400)	Hendrickson, R. W. 2,400 0
ins. (Pens. (53) Pens. (57)	Storts, H. P 2,400.0 Fontaine, L 2,400.0			Pens. (401)	Onberg, E. A 2,400.0
ins. (Pens. (57)	Klingler, M 2,400.0			Pens. (409) Pens. (413)	Higham, W. H 2,400.0
ens (Pens. (57)	Rohalt, R 2,400.0			Pens. (425)	Lester, J. C 2,400.00 Sych, E. J 2,400.00
ens. (Pens. (58)	Knop, A. F 2,400.0			Pens. (429)	Hayes, N 2,400.0
ens. (Pens. (59)	Nankivell, A. P 2,400.0			Pens. (429)	Lea, M. H 2,400.0
ens. (Pens. (60)	Neal, J. H 2,400.0			Pens. (435)	Boyer, A 2.400.0
ens. (Pens. (64)	Davis, E. R 2,400.0			Pens. (441)	Lankard, G. E 2,400.0
ens. (3) De Fato, M 133,33	Pens. (66)	Collier Jr., B. C 2,400.0	Pens. (153)		Pens. (441)	Lewis, M. E 2,400.0
ens (Pens. (66)	Hobgood, J. D 2,400.0			Pens. (441)	Maxwell, W. C 2,400.0
ens (Pens. (66)	McMillian, M. A 2,400.0	Pens. (159)	Idem, J. H 2,400.00	Pens. (441)	Oharra, M. J 568.0
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ens. (Pens. (66) Pens. (68)	Johnson, R. F 2,400.0			Pens. (442)	Martin, R. H 2,400.0

ocal	Surname Am	ount Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amoi
ens. (466)	Beall, W. C2.40	0.00 Pens (648) Majott, D. E.	2,400 00	Pens. (953)	Espeseth, K.	1 2,400.00	Pens. (I.O.)	Hirsch, F. F	2,400
ens. (467)	Burkholder, R. L 2,40			2.400.00	Pens. (953)	Kunick, M. L.	2,400.00	Pens. (I.O.)	Hord, H	2,400
ens. (477)	Newell, W. B 2,40			2,400.00	Pens. (965)	Hartmann, H.	900.00	Pens. (1.0.)	Hynan, F	2,400
ens. (479)	Dill, J. W 2,40	0.00 Pens (655	Martin, W. A.	1,200 00	Pens. (1024) Roberts, F.	2,400.00	Pens (1.0.)	Jones, H. E	2,400
ens. (481)	McBride, O. J 2,40	0.00 Pens (659		2,400.00			2,400.00	Pens. (1:0.)	Kimball, W. A.	2,400
ens. (481)	Vanblaricum, G. W. 2,40	0.00 Pens. (659	Pike, L. E	2,400.00	Pens. (1076	Clemens, W.	F 2,400.00	Pens. (1.0.)	Klaepter, O. L.	2,400
ens. (483)	Floberg, V. A 2,40			2,400.00			2,400.00	Pens. (I.O.)	Knutson, I. E	2,400
ens. (490)	Trefethen, H. H 2,40	0.00 Pens. (666	Sprouse, J. W	/ 1,600.00	Pens. (124)) Howell, R. M	2,400.00	Pens. (1.0.)	Kotlar, J. R	2,400
ens. (494)	Behling, R. P 2,40	0.00 Pens (666		2,400.00	Pens. (1245) Kaiser Jr., E.	J 1,200.00	Pens. (1.0.)	Lindley, L. H	2,400
ens (494)	Cichosz, F 2,40			J 2.400.00	Pens. (124)	Miner, R. D.	2,400.00	Pens. (1.0.)	McGinnis, J. W	2,400
ens. (494)	Grenyo, S. A 2,40	0.00 Pens (675		2,400.00	Pens. (124)	Montilion, M	2,400.00	Pens. (I.O.)	McNamee, J. P.	2,400
ens (494)	Todd, S. W 2,40			2,400.00	Pens. (124)	Bernardi, J. 1	/ 2,400.00	Pens. (I.O.)	Miller, W. S	2.400
ns. (497)	Oaks, C. D 2,40	0.00 Pens (683		W 2,400.00	Pens. (124)) Hallock, F. B	533.33	Pens. (I.O.)	Moore, C. L.	2,40
ins (499)	Fauble, F. W 2,40	0.00 Pens (683	Robinson, G.	W 2,400.00	Pens. (124)) Wells, W. A.	2.400.00	Pens. (1.0.)	Mueller, R. W.	2.40
ns. (499)	Heaberlin, P. H 2,40		Young, E	2,400.00	Pens. (130)) Anderson, M.	A 2,400.00	Pens. (I.O.)	Neal, H	2,40
ns. (500)	Fuqua, C. L 2,40	0.00 Pens. (695	Allen, D. L.	2,400.00	Pens. (134)) Coffman, J. I	2,400.00	Pens. (1.0.)	Nordstrom, A. F	2,40
ns (505)	Ashcraft, M. S 2.40	0.00 Pens. (697	Ashley, W. B.	2,400.00	Pens. (134)) House, T. R.	2,400.00	Pens. (I.O.)	Philyaw, H. E.	2,40
ns (517)	Berg, W. J 2,40	0.00 Pens. (697	Blaney, W. J.	2,400.00	Pens. (1516) Arnold, H. W	2.400.00	Pens. (I.O.)	Powers, S. J	2.40
ns. (518)	Cook, H. F 2,40	0.00 Pens. (697	Mejean, C	2,400.00	Pens. (154)	Alford, J. J.	2,400.00	Pens. (I.O.)	Reusse, A	2,40
ns. (518)	Haddock, M. C 2,40	0.00 Pens. (702	Holtz, A. L	2,400.00	Pens. (154)	Schaff, A. M.	2,400.00	Pens. (I.O.)	Rieber, J. G	2,00
ns. (520)	Kanetzky, J. W 2,40			E 2,400.00	Pens. (1579	Russell, W. F	2,400.00	Pens. (1.0.)	Ryan, E. D	2,40
ns. (531)	Mounce, A 2,40			2,400.00	Pens. (1749	Sanders, J. L	2.400.00	Pens. (I.O.)	Scheda, J. P	2.40
ns (553)	Santarsiere, D 2,40			C 2,400.00	Pens. (1769	Shaver, H. L.	2,400.00	Pens. (I.O.)	Schmalz, R. R.	2,40
ns. (558)	Hodges, C. S 2,40			2,400.00	Pens (1814) Stewart, K. C	2,400.00	Pens (I.O.)	Schnepf, E. H.	2,40
ns. (558)	Stephenson, F 2,40			2,400.00	Pens (2035	McDonald, L	0 2,400.00	Pens. (1.0.)	Senkint, J. P	2,40
ns. (558)	Tucker, H. W 2,40	0.00 Pens (734		2,400.00	Pens. (207)) Freitas, J	2,400.00	Pens. (1.0.)	Shepard, R. M.	
ns. (558)	Willis, J. N 2,40			2,400.00	Pens. (215)) Krystowiak, A	2,400.00	Pens. (I.O.)	Sims, W. W	2.40
ns. (569)	Cannell, H. P 2,40			2,400.00	Pens. (1.0.)	Aldrich, I. D.	2,400.00	Pens. (1.0.)	Soons, D	
ns. (569)	Haugen, E. I 2,40			2,400.00	Pens. (I.O.)	Alletto, J. M.	2,400.00	Pens. (1.0.)	Thompson, L. V	V 2,40
ns. (569)	Palmer, I. S 2,40	0.00 Pens (769	Lambert Jr.,	E. F 2,400,00	Pens (1.0.)		2,400.00	Pens. (i.0.)	Ulrich, A. W.	2.40
ns. (588)	Fitch Jr., F. M 2,40			H. D. 2,400.00	Pens. (1.0.)	Boyer Jr., D.	H 2,400.00	Pens. (1.0.)	Vansicklin, A	2,40
ns. (595)	Ferguson, H. T 2,40	0.00 Pens. (774		2,400.00	Pens. (I.O.)	Buono, A. J.	2,400.00	Pens. (1.0.)	Wade, B. W	2.40
ns. (595)	Mardock, M. L 2.40			2.400.00	Pens. (1.0.)	Campbell, C.	G 2,400.00	Pens. (1.0.)	Walton, J. E.	
ns (595)	Shumate, B. R 2.40	0.00 Pens. (801	HIII. A. A	2,400.00	Pens. (1.0.)	Caster, L. E.	2,400.00	Pens. (1.0.)	Wiley, J. E	2.40
ns. (604)	Motyleski, W 1,50		Ryan, W. J.	2,400.00	Pens. (1.0.)	Chatigny, J.	2,400.00	Pens. (1.0.)	Williams, E. L.	
ns. (617)	Floro, J. L 2,40	0.00 Pens. (816	Norris Jr., C.	V 2.400.00	Pens. (I.D.)	Clover, W. H	2,400.00	Pens. (I.O.)	Wilson, W. M.	2,40
ns. (617)	Willis, F. R 2.40			2.400 00	Pens. (I.O.)	Coor. C. B	2,400.00	Pens. (1.0.)	Winter, E	2,40
ns. (631)	Hendricks, G. A 2,40	0.00 Pens (828	Clouse Jr., W	.H 2.400.00	Pens (I.D.)	Creech, W. L	2.400.00	Pens. (I.O.)	Wirt, G. D	2.40
ns. (636)	Jackson, H. S 2,40			2,400.00	Pens. (1.0.)	Dubick, M	2,400.00	Pens. (1.0.)	Witts, L	
ns. (637)	Patterson, T. H 2.40			2,400.00	Pens. (1.0.)	Duling, C. E.	2,400.00	Pens. (1.0.)	Workman, H. E	
ns. (639)	Arellanes, N 2.40) Jaramillo, C.	B 800.00	Pens. (1.0.)	Edminister, (i. S 2,400.00	Pens. (I.O.)	Wright Jr., E. E	2.40
ns. (640)	Gray, W. H 2.40			2.400.00	Pens. (1.0.)		2.400.00	Pens. (LO.)	Zuttermeiste, F	
ens. (640)	Montano, F. F 2,40			2,400.00	Pens. (I.D.)	Giraldi, A. J.	2,400.00			
ns. (640)	Thorsby, H. E 2,40			1,200.00	Pens (I.O.)	Greenalch, L	2,400 00	Total Amou	nt 5	1,112,98
ns. (647)	Kramer, J. M 2,40			2.400.00	Pens. (I.O.)	Harris, S. C.	2,400.00			
ns. (647)	McHughes, W. N 2.40			2,400.00	Pens. (1.0.)		2,400.00			

and the second second		IBEW PENSION BENEFIT FUND	ELECTRICAL WORKERS' BENEFIT ASSOCIATION	NATIONAL ELECTRICAL BENEFIT FUND
International Brotherhood of Electrical	Number admitted to pension last month	454		463
Workers	Total number on pension	87,085		48,547
Pension and	Total pension payments last month	\$ 4,971,112.55		\$ 15,995,435.62
Death Benefit Payment	Total pension payments last 12 months	\$59,280,312.92		\$180,181,728.53
Report	Death benefits paid last month	\$ 78,197.10	\$1,146,539.44	
August 1990	Death benefits paid last 12 months	\$ 991.125.63	\$12 953 194 36	

Dues Rebate Notice

(Continued from Page 46)

ices and the costs of any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.

e. The decision of the impartial

arbitrator will be final and binding.

8. Appeals from Local Union Fee Reductions

An objector who has filed a timely objection who disagrees with the reduction provided by the local union to which he or she pays agency fees, in the belief it does not accurately reflect the local's expenditures on nonchargeable activities, may appeal through procedures established by the local union. However, in the event any objector challenges both the reduction received from the I.S. and from the local union, an effort will be made to coordinate such appeals to the extent practicable.

The IBEW takes great pleasure in announcing the Founders' Scholarship Program for 1991.

The IBEW offers its members a maximum of 12 Founders' Scholarships annually for university study leading to bachelor's degrees in specified fields. The number of scholarships awarded is determined by the number of qualified applicants—one scholarship for each 25 qualified applicants or major fraction thereof. The scholarships are each worth a maximum of \$12,000 distributed among a maximum of eight years of undergraduate study toward a bachelor's degree in any approved field. They will be granted on a competitive basis to qualified candidates from all branches of the IBEW.

The IBEW Founders' Scholarships honor the small group of skilled and dedicated wiremen and linemen who, in November 1891, organized the International Brotherhood of Electrical Workers.

Eligibility—IBEW members who have been in continuous good standing for at least four years by the time they begin college study or are original members of a local union chartered less than four years are eligible to apply for the Founders' Scholarships. It is further required, where applicable, that apprentices shall have completed a full, formal apprenticeship as established in their trade and area.

Applicants are required to take either the Scholastic Aptitude Test (SAT) or the American College Test (ACT). The SAT will be administered in communities throughout the United States and Canada on

I B E W

Jounders' Scholarships

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November 3, 1990; December 1, 1990; and January 26, 1991. The ACT will be administered in communities throughout the United States and Canada on December 8, 1990; and February 9, 1991. All required papers must be received by the Scholarship Selection Committee by February 22, 1991.

Complete information on requirements, instructions and official application forms may be obtained from your local union or by writing to:

IBEW Founders' Scholarship Administrator 1125 - 15th Street, N.W. Washington, D.C. 20005

Please note: This is an adult program for IBEW members only. It is not open to sons and daughters of members, unless the sons and daughters themselves are eligible.

When writing, be sure to include your IBEW local union number and your card number.

The officers of the IBEW are indeed pleased the Brotherhood is able to offer these IBEW Founders' Scholarships to its members. It is their hope that, over the years, the awards will contribute not only to the personal development and achievement of the successful candidates, but also to the development and improvement of the electrical industry, of which the IBEW is a vital part.

SEND FOR IBEW SCHOLARSHIP APPLICATIONS

Please send me the leaflet, "1991 IBEW FOUNDERS' SCHOLARSHIPS," and necessary application materials.

NAME	(print or type)	
ADDRESS		
	(street)	
(city)	(state)	(zip)
IBEW Local Union No	Card No	

Note: All information must be supplied.

SUGGESTED COURSES

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