FAIR TRADE, NOT FREE TRADE

Whoever first thought of the expression, “nothing in life is free,” surely had the North American Free Trade Agreement (NAFTA) in mind when they did. Free trade with Mexico would be anything but free for American and Canadian working people, in fact it would cost us dearly. What we need is fair trade in North America, and now is the time to see to it that what North America gets is fair trade with our neighbors, not a fast-track, job-loss agreement.

Congress has begun to hold hearings on the proposed trade agreement, negotiated this past summer by the Bush administration with the governments of Canada and Mexico. Because Congress voted last year to give President Bush “Fast Track” authority during his negotiations, Congress will now only have the option of voting either “yes” or “no” to implement the full agreement, without any amendments being added. A vote on the complex, 2,000-plus page trade agreement is expected early next year.

Workingmen and -women in the United States and Canada need to examine this issue very carefully. Two key questions which need to be asked are, who and what will benefit from NAFTA? And, who and what will suffer? The overwhelming consensus in the labor community is that big business and multinational corporations would reap a great windfall with NAFTA; and working people, small business owners, and domestic companies in the United States and Canada would be hurt very badly by the proposed agreement.

Here are some of the facts:

• This trade agreement will not create jobs and promote growth in the United States. According to the Economic Policy Institute, jobs will be lost, not gained, in both the United States and Mexico. The study, entitled “U.S. Jobs and the Mexico Trade Proposal,” concludes “NAFTA is likely to destroy more than one million Mexican jobs.” In the United States the study states, “This report shows that with more sensible but still conservative assumptions [than those used by NAFTA backers] the same sort of economic models cited by the [Bush] administration produce estimates of U.S. job dislocations of 550,000 jobs after 10 years and a loss to the [U.S.] Gross Domestic Product (GDP) of $36 billion.” The job loss cited in the report is all in addition to the millions of jobs already directly and indirectly lost to Mexico.

• Mexico is not the United States’ third largest trading partner, as NAFTA proponents would have us believe. Almost half (45 percent) of U.S. trade with Mexico is, according to the AFL-CIO, between American corporations and their own Maquiladora subsidiaries in Mexico. Sending American components to American-owned plants in Mexico for assembly, then sending the completed product back to the United States for distribution and sale isn’t the type of “international” trade designed to create meaningful jobs north of the Mexican border.

• The United States, Canada and Mexico are not equals in the world economy. The U.S. 1990 GDP was $5.5 trillion; Canada’s was $517 billion; and Mexico was a mere $236 billion. That breaks down to a per-capita GDP in the United States of $22,000; in Canada, $19,500; and in Mexico only $2,600. The average hourly manufacturing wage in the United States in 1990 was $14.77; in Canada it was $16.02; and in Mexico, an inhumane $1.80. All this according to the CIA, The World Factbook 1991, OCED, the Main Economic Indicators April 1992, and reported in the AFL-CIO’s report, “International Trade, Where We Stand,” August 1992.

Neither the AFL-CIO nor the IBEW opposes the general concept of fair international trade, trade in which countries compete on an even playing field. In fact we wholeheartedly support such trade as beneficial to working people around the world. But NAFTA isn’t fair trade, and it certainly isn’t free. Before NAFTA costs us all, do what you can to stop it. Write your elected representatives and tell them we want fair trade, not this agreement. Tell them to vote “no” on NAFTA.
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COVER PHOTO:
The IBEW-installed light fixtures, seen in this view of the Mall of America, show only part of the way IBEW members were involved in the massive construction project.

16 Fourth District Local 1105, Newark, Ohio, member William Echols (left) accepts his IBEW Founders' Scholarship Award from International President J.J. Barry.
The Power Behind the Mall

100 Percent Union Team Builds Mall of America

If the phrase “shop ’til you drop” were in the dictionary, it would definitely be followed by a photo of the newly opened Mall of America, just outside of Minneapolis-St. Paul. At over 4 million square feet of enclosed space—including four anchor department stores; an indoor amusement park; hundreds of stores, restaurants, movie theaters and entertainment spots; and soon to include hotels and an aquarium—the Bloomington, Minnesota, mall is easily the largest building of its kind in the United States.

As incredible as the sheer size and complexity of the Mall of America project is, is that this 100 percent union-built effort was completed on time—early, in fact—and under budget. Union craftsmanship, including the work of approximately 600 IBEW Local 292, Minneapolis, Minnesota, members, brought the project...
in efficiently and professionally. And since the mall’s August opening, there have been nothing but rave reviews from shoppers and critics around the world.

Local 292 is no stranger to all-union project agreements. Business Manager Greg Shafranski said many of the construction jobs on which his members work are covered by a project agreement. He pointed to the Twin Cities’ new convention center, Norwest Bank building, and the First Bank building, all done 100 percent union, all completed on time and under budget. Contractors and workers are much better organized with a project agreement, Shafranski feels. He said, under the agreement the different contractors and trades are able to better communicate and to coordinate their work. “Because of the quality of our work,” he said, “the mall was able to open a month earlier than originally planned.”

Local 292 Business Representative Jim Marold agreed with Business Manager Shafranski about the importance of the union project agreement. He said the construction managers were so pleased with the quality and performance of the all-union work force that they have decided to continue using union workers in the next stages of the mall’s construction and maintenance.

Unions delivered quality work throughout the mall project, said Brother Marold. He stressed the states’ licensing regulations and the IBEW’s commitment to continuing education as ways the Brotherhood has been able to supply the highest-quality electricians for this and other projects, and has been able to keep its employers competitive in the region’s electrical industry.

Both Brothers Shafranski and Marold say the mall is like nothing they’ve ever seen. Shafranski said, “It has something for everyone.” The indoor amusement park,
called "Camp Snoopy," covers over seven acres. And the roller coaster and rides "aren't just for kids," says Shafranski. There are nightclubs, sports bars, a 14-screen movie theater, and all kinds of restaurants. And then there are the stores; and more stores; and more stores—about 400 in all. Surprisingly, even in this depressed economic climate, almost 75 percent of the retail space in the mall is leased. "The place has been packed with people," said Brother Shafranski. "All the area hotels are booked solid for three months."

The entire complex uses electric heat and air conditioning, and the wiring includes the state-of-the-art in fiber optics. There are over 50 electric roof-top units which keep air circulating, with over 180 exhaust fans moving air out. Sixteen unit substations were wired by IBEW members in the mall, along with 16 high-voltage emergency generators. IBEW members laid down almost 300 miles of underground conduit and installed over 2,000 custom fixtures.

The mall project, which Business Manager Shafranski believes is the largest job his local has ever been involved with under one roof, was made especially difficult because of the size of the site and the number of contractors involved. At any given time during the mall's construction, there could have been as many as 50 contractors employing IBEW members on the 78-acre site. Shafranski said it was difficult keeping everyone communicating, but he reported no major problems.
The Mall of America is the brainchild of Canadian developer Triple Five Corporation, Ltd., which owns and operates the gigantic West Edmonton Mall, near Edmonton, Alberta, Canada. Originally conceived as twice its current size, the Mall of America was planned to contain a convention center, office space, and several luxury hotels. But even its current 4.2 million square feet makes it the largest enclosed retail/entertainment facility in America.

Mall of America managers expect about 40 million people to visit the mall each year. That's an average of over a hundred thousand people a day passing through halls, turning on lights and computers all made possible by union craftsmen. It's doubtful the average shopper in the years to come will give much thought to the complex wiring systems under their feet as they stroll through the Mall of America, the systems which keep them comfortable year round and connect their charge cards with authorizing agents thousands of miles away. But it's possible when a few of those shoppers pause after a long day and look at the indoor marvel surrounding them, they might think of the men and women who put it all together. And for Local 292 members involved with the massive project, that would make it all worthwhile.
We Must Catch The Spirit of St. Louis

The Baton Rouge Hilton, Baton Rouge, Louisiana, was the site of the 1992 Fifth District Progress Meeting, which took place on August 2, 1992. President Herbert Prestidge, Louisiana Electrical Workers Association/Business Manager, Local 194, Shreveport, Louisiana, called the general session to order and welcomed the delegates to Louisiana. The invocation followed, delivered by Father Jerry Martin, St. Thomas More Church, Baton Rouge, followed by the Pledge of Allegiance, led by Business Manager John P. Woodward, Local 995, Baton Rouge. Chairman Prestidge introduced International Vice President H. Wade Gurley, who then introduced the officers and guest speakers for both the Women and Minority Issues Conference and the general session. In attendance were International Secretary Jack Moore; International Executive Council Chairman Clyde Bowden; and International Executive Council members Lance Blackstock and Alan Head.

Vice President Gurley spoke of the substantial progress made in the Fifth District over the past year, and gave an overview of the progress women have made over time, noting that “Many changes had been made in the format of previous meetings, intending to be changes of improvement.” He expressed hope that the women’s conference would meet their expectations of what a productive and progressive meeting should be. He mentioned that in keeping with his campaign promises of last summer, he intends to give the Fifth District back to the local unions and the membership.

Toward that end, Vice President Gurley had appointed a Progress Meeting Advisory Committee, composed of a representative group of 16 business managers and presidents of large and small unions, of mixed race and gender, and of varied crafts. After research and thorough discussions, the committee presented its recommendations, which included economic tailoring to decrease financial burdens; rotating the progress meetings among states within the Fifth District; and to include the Women’s Conference as part of the progress meeting.

Vice President Gurley then introduced the subjects of sexual harassment and minority issues, what they are and how to identify them. He reminded the Brothers and Sisters that there has been too much insensitivity to these questions saying, “We must realize that abuse of females most of the time comes in very subtle actions we may take and make....” He asked the delegates for their complete dedication to the mission of rebuilding and restrengthening the union for the betterment of conditions to, and welfare for, each and every member. The conference was turned over to the co-chairpersons of the Women and Minority...
Issues Conference.

Co-chair officials were President/Business Manager/Financial Secretary Ava Courson, Local 2064, Valdosta, Georgia; President/Business Manager Robbie Sparks, Local 2127, Atlanta, Georgia; and Business Manager/Financial Secretary Jackie Ward, Local 2156, Gainesville, Florida. Business Manager Woodward introduced the guest speaker, Don Gerald, State of Louisiana Equal Employment Opportunities Commission (EEOC), who discussed sexual harassment and held a question-and-answer period. A video was shown, after which Vice President Gurley led an open discussion. The progress meeting was then closed for the day.

The general session reconvened on the second day with the call to order by President Prestidge. The invocation was given by Rev. B.K. Miller, First Baptist Church, Baker, Louisiana, followed by the Pledge of Allegiance. Business Manager Woodward introduced the guest speakers. The Honorable Tom Ed McHugh, Mayor/President of Baton Rouge, spoke first, welcoming the delegates to Baton Rouge. He was followed by President Victor Bussie, Louisiana AFL-CIO, who extended a warm welcome and spoke of the 1992 political climate. Sr. Executive Assistant to the International President Vincent O’Reilly addressed the delegates, and stressed the importance of organizing and the challenges ahead for the Brotherhood.

Vice President Gurley presented his IVl report, which he called the “State of the Fifth District Address,” emphasizing the most pressing issues. He said, “We are alive, but we are not very well. And guess what? It all started about the same time Ronald Reagan and George Bush first took office in 1981.” He spoke of Reagan replacing the Air Traffic Controllers with scab strike breakers, and the employers in the private sector who did the same thing and got away with it. He reminded the delegates of International President J.J. Barry’s initiatives to stop the downward spiral of organized labor.

Honorable mention was given to local unions and individuals already engaged in vigorous organizing campaigns, as well as to the International Representatives who were recently appointed to spearhead their own organizing drives. He asked the delegates if they can remember anything, any program or benefit that is good for workingpeople that came from the Republicans. He closed his remarks by saying, “We must all go home and be a standard barrier for a change in the White House come January 1993.”

Secretary Moore addressed the delegates.

(Continued on Page 37)
Part III—
Women Operating Communications Lines
Of a Nation

The series highlighting trade-union women continues with a look at the trials and tribulations faced by courageous working women as they sought first to become telephone operators and then to organize their numbers. Portions of this historical account are excerpted from the publication Labor's Flaming Youth: Telephone Operators and Worker Militancy, 1878-1923, by Stephen H. Norwood.

Telephone operating became a woman's job during the 1880s, and was part of the trend toward feminization of lower white-collar work. When the telephone was introduced in the 1870s, the first telephone operators employed were teenage boys. While the pace of work was slow during the day, the boy operators were assigned a wide range of additional tasks, such as cleaning the exchanges. The companies were unhappy with their boisterous behavior, inattention to instructions and use of profane language with customers. They switched to female operators, whom they deemed capable of greater civility, could tolerate monotonous work and low wages. By the 1880s, most of the daytime telephone operators were young women and girls, but boys remained as night operators until 1904.

While women telephone operators have been largely ignored by history, they were the largest group employed by the Bell System, which held a monopoly on telephone service in the early 20th century. Organization was always present in the minds of the telephone operators and, of course, in the fears of telephone companies. Women also faced further discrimination by male telephone workers, and these men never suggested that women be organized into their locals. The women waged a long campaign against male trade unionists for self-determination within the labor movement. The establishment of separate women's locals made it possible for women operators to exercise some measure of control over their organizing efforts.

Early Working Conditions

Conditions faced by women telephone operators in the 1880s and 1890s were stressful and demeaning—a situation that continued unchanged until 1910. Wages and hours were completely without union influence. The company adopted a rapid pace for answering calls, strict supervision, and standardized procedures. Women worked with headsets that were heavy and uncomfortable, and sometimes worked 10-12 hours a day without specified relief
periods. A nine-hour day was common, but "split trick" shifts would stretch, in some cases, into a 14-hour workday. On the split trick, introduced by the New England Telephone Company, the operator's day was divided into two separate work tours, with several hours off in between. Many complained that they often had to work additional hours because boy operators assigned to relieve them did not show up on time or at all.

Overtime was declared to be an integral part of the scheduled hours, with extra periods assigned each operator each week for certain days without extra compensation. The operator was virtually compelled to do this extra work or face the displeasure of her superior. The working environment was poor. Women had to work in dingy lofts at the top of six or seven flights of rickety stairs. Stoves to warm the lofts in winter sometimes did not function, and operators had to sometimes work in cold rooms. This situation posed a fire hazard when the stoves did work, and caused severe health problems.

There were no "retirement rooms" where workers could take a break, or cafeterias, and operators often ate at their stations. Complaints would only increase the likelihood of job loss or hinder any chance at promotion. Weekly wages were grossly inadequate, with no pay during training and no compensation for sickness or disability. Work done on Sundays or holidays was not compensated.

Some of these difficulties were altered, however, when the Bell Company took a paternalistic stand, with the introduction of exchange cafeterias, retiring rooms, company-sponsored athletics and a benefit plan. These concessions were designed to generate a sense of belonging, loyalty to the company, and to promote work efficiency by reducing fatigue and nervous irritability produced by the faster pace of the company's rigid "scientific management system."

Nelle Curry, an investigator for the U.S. Commission on Industrial Relations, stated in 1915, "There is possibly no woman in any industry whose errors are more instantly checked by the incisive action of an overseer than the telephone operator." Los Angeles, California, operators suffered "punishment hours," where they would receive undesirable work shifts for such offenses as a slow disconnect or slow answer (over 10 seconds). Mary Quinn, an operator in Springfield, Massachusetts, who became the first vice president of the Telephone Operators Department, left the employ of the New England Telephone Company for six months in 1911 because a supervisor refused to let her go to the bathroom.

Julia O'Connor, then-president of the Telephone Operators Department, who began as a telephone operator in 1908, said, "... an operator is tested, observed, disciplined, almost to the breaking point. It is scarcely possible for her to obey any natural impulse without breaking a rule...."

**WTUL Assists Telephone Workers**

In the early 20th century, when union organizing was spreading, women workers received far more assistance from the middle- and upper-class women in the suffrage movement than they did from male trade unionists. Without the support of three major Boston-based suffrage organizations—the Massachusetts Woman Suffrage Association, the College Equal Suffrage League, and the Boston Equal Suffrage Association—and the support of progressive labor leaders in 1903 to establish the Women's Trade Union League (WTUL), telephone operators could not have organized in 1912. The League's first chapters were in Boston, Chicago and New York. In 1908 a chapter was formed in St. Louis, Missouri. Under the strong influence of WTUL, telephone workers worked tirelessly to promote trade-union commitment among women.

The American Federation of Labor (AFL) gave its formal support to the WTUL. The AFL was never comfortable with the league's feminism or the upper-class background of many of its leaders, and remained largely unresponsive to the needs of women workers. Some of the most prominent women allies and leaders in the Boston WTUL were Julia O'Connor, Elizabeth Glendower Evans, Mabel Gillespie, and Anna Molloy.

Increasing attention to women workers was seen after a wave of strikes from 1901 to 1911, in which New York's "Uprising of 20,000" was the most prominent. National attention was focused on the WTUL when it became deeply involved in the strike, and virtually stopped production in New York's garment industry. The WTUL also intervened in a strike by Roxbury, Massachusetts, carpet weavers, and organized them as a local of the United Textile Workers Union. By 1912, the WTUL had become a significant force in Boston.

**Strike!!!**

The working conditions of telephone operators received wide-spread attention as a result of an investigation into the 1907 strike of over 400 Bell Telephone Company operators in Toronto, Canada. This strike was brought on by
a company announcement that effective immediately, the workday would be extended three hours, with a wage increase disproportionate to the increased hours. This move deprived operators of overtime wages upon which they depended and without hesitation, they went on strike.

Although the strike ended without achieving any concrete gains or the desired unionization, the Canadian Department of Labour stepped in. They appointed a special Royal Commission to conduct hearings and make recommendations. Its findings concluded that the strike had been justified. The commission sharply criticized the Bell Company for its lack of concern for the health of the operators, emphasizing the physical and nervous strain to which the operators were subjected. From the east to the west, strikes occurred among unorganized women operators—some successful in gaining concessions, some unsuccessful.

In April 1919 a vote to strike by women telephone operators employed by the New England Telephone Company was one of the largest movements in history. Workers were denied a wage-adjustment procedure by the U.S. Post Office Department, which used an unfair system excluding union bargaining with management. After working without a contract for several months, the operators had enough. Julia O’Connor, then head of the IBEW Telephone Operators’ Department, led more than 2,000 Boston telephone operators and representatives to Faneuil Hall on April 11. A motion to strike on April 15 was unanimously passed, and telephone service was disrupted from Maine to Rhode Island.

IBEW male telephone workers joined the women on the third day of the five-day strike. Post office officials finally agreed to bargain with the union, giving former positions and full seniority back to returning workers and allowing the women bargaining rights with company officials.

Julia O’Connor also led the massive strike of 1923, where the central demands were the reduction of the workday from eight to seven hours; a reclassified wage schedule for differentials; and a wage increase of $5 to $9 per week. All were rejected by the company. Workers were also concerned about the introduction of the dial phone—a technology which would reduce the importance of telephone
operators and cause layoffs. It was a long, bitter strike, ending in defeat, and from that point, the Telephone Operators’ Union declined rapidly, and collapsed.

Pockets of telephone company unionism prevailed, however, for nearly half a century. To discourage further organization, the Bell companies formed “committees” to address employee concerns. Some operators reported that these committees merely addressed such trivialities as beach parties for employees. Forty percent of the operators were laid off arbitrarily. In the interim, the National Federation of Telephone Workers (NFTW) was formed, but was a loose confederation. Affiliates remained autonomous and each unit bargained with its respective company. However, the NFTW led the first nationwide telephone strike in 1947, involving over 300,000 workers. The defeat of this strike made it clear that a nationwide trade union was necessary if telephone operators were to successfully confront the highly centralized Bell management.

A few months later, the Communications Workers of America (CWA) was formed, an industrial union including telephone workers in all departments. They soon affiliated with the Council of Industrial Organizations (CIO) in 1949. The influence wielded by women prior to 1923 was never regained because of advanced telephone technology and resulting job loss. However, since 1919, divisional structures of the IBEW Telephone Department existed prior to its formal establishment in 1955. Approximately 10,000 workers were organized in the New Jersey Bell Plant and Accounting Department in 1955, and became local 827 of the IBEW. In 1956 nearly 16,000 women working in the Traffic Department of Bell of Pennsylvania were organized and became IBEW Local Union 1944. The IBEW also succeeded in organizing the New England telephone operators who had remained outside the CWA.

During its lifetime, the Telephone Operators’ Union not only significantly improved the wages and working conditions of telephone operators across the country, but also forcefully asserted their interests as women in the labor movement.

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**New Assignments Announced**

**Brother Lehmann Appointed CIR/Operations Department Director**

International President J.J. Barry announces the appointment of Human Services Department Director Everett Lehmann as the new director of the CIR/Operations Department in the International Office effective September 1, 1992. Brother Lehmann was elected by the union and management council representatives to the position of secretary of the Council on Industrial Relations for the Electrical Contracting Industry. In addition to his CIR duties, he will continue to be responsible for the IBEW’s Union Privilege Program and the Brotherhood’s Foreign Visitors program.

Brother Lehmann served as director of the Human Services Department upon its creation June 1, 1992. He had been appointed director of the Special Services Department in July 1976 by then-International President Charles Pillard. Previously he served as an International Representative in the Appeals Department.

The Officers, staff, and membership of the IBEW wish Brother Lehmann the best as he takes on his new role within the Brotherhood.

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**Sister Sanford Assigned to Coordinate Activities Of Human Services Department**

International President J.J. Barry announces the appointment of International Representative Royetta Karl Sanford to coordinate the activities of the newly created Human Services Department.

Sister Sanford will be responsible for the development and implementation of programs for minorities and women’s affairs and matters related to civil rights issues, child and elder care programs, community services and retired members activities. She will act as the IBEW’s liaison to such organizations as the National Council of Senior Citizens, the AFL-CIO Civil Rights Department, the President’s Committee on Employment of People with Disabilities, the American Red Cross, the United Way, the A. Philip Randolph Institute, the Labor Council for Latin American Advancement, the Asian Pacific American Labor Alliance, and the National Council on Aging, among others.

A native of Los Angeles, Sister Sanford was initiated into Local 18, Los Angeles, February 21, 1981. She served as business representative, and was vice chair of the Political Action Committee, and served on the VDT Task Force in her local. She was appointed an International Representative July 1, 1992, and was assigned to the Human Services Department in the International Office. Sister Sanford is also a member of the A. Philip Randolph Institute, and has been involved with PALM (Problems of Addictions Labor/Management), CLUW (Council of Labor Union Women), as secretary-treasurer of the EWMC (Electrical Workers Minority Caucus), and a member of the IRA (Institute of Industrial Relations Association).

The IBEW extends its best wishes to Sister Sanford as she assumes her new position.

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IBEW JOURNAL/NOVEMBER 1992
The 48th Annual Ninth District Progress Meeting was called to order in Spokane, Washington, August 12 by Local 73, Spokane, Business Manager Harry Barnes. He reminded the delegates that, at 98 years old, his local is one of the oldest in the IBEW. Local 73 President Jack Rosenbaum led the recitation of the Pledge of Allegiance, and Spokane Mayor Shari Barnard welcomed the delegation to the city.

Ninth District International Vice President S.R. McCann introduced the special guests with him on the dais. He then focused his remarks on the progress the district made since the previous meeting. He pointed to organizing as the district’s number-one priority for the future. He introduced Washington Governor Booth Gardner (D), who spoke briefly to the delegates.

International President J.J. Barry took his case directly to the membership. After a few comments where he pronounced organizing all workers in the diverse electrical industry the Brotherhood’s fundamental mission, he talked directly with the delegates. He fielded questions and engaged the delegation in a lively discussion.

International Secretary Jack Moore spoke next. He concentrated on the Ninth District’s fine contribution to the IBEW’s Committee on Political Education, IBEW-COPE. Local unions throughout the district contributed generously. Secretary Moore told the delegation, and each contribution represented an important step in labor’s many political victories. Secretary Moore then

Local 73 Business Manager Barnes welcoming the delegates to Spokane.

IEC member Sweeney (right) sitting with Governor Gardner.

Some of the Ninth District delegates.
August 11, Ninth District International Vice President S.R. McCann opened the First Annual Ninth District Women's Conference. It was held in Spokane, Washington, in conjunction with the Ninth District Progress Meeting. With the energized, largely female delegation at the conference, it was clear to see why 1992 has been labeled "The Year of the Woman." There was a real sense of excitement and of possibilities among the delegates, which made for a highly successful conference.

Local 1969, Redwood City, California, Business Manager Sharlene Bonnemaison introduced the conferences' steering committee and spoke about the progress the district has been making for women. And Local 73, Spokane, Business Manager Harry Barnes welcomed the delegates to Spokane.

Much of the conference focused on political involvement. Local 46, Seattle, Washington, Business Representative Jennifer Balliet, a Steering Committee member, introduced the featured speakers, beginning with Local 73 Assistant Business Manager Harry Reetz. Brother Reetz spoke about voter registration. The delegates then heard presentations from dynamic Washington State women politicians—State Representative Maria Cantwell, and State Senator (and U.S. Senatorial candidate) Patty Murray (D). State Senator Murray talked about sitting down at the table and finding solutions to problems real people face, problems like health-care and education. Puget Sound JATC Training Director Nancy Mason also spoke, discussing the subject of women in non-traditional roles and the problems they encounter. She declared the IBEW’s initials to also stand for "I Believe in Equality for Women."

In the afternoon International President J.J. Barry addressed the conference. He was followed by a presentation to the delegates on the issue of sexual harassment, which was made by attorney Sylvia Courtney. The presentation included a lively and informative question-and-answer period.

Presented COPE awards to those locals which contributed especially generously.

Later in the afternoon, delegates heard addresses from International Executive Council member Thomas Sweeney (Seventh IEC District); Daniel Suttner, from the NECA Inland Empire Chapter; Linda Johnson, from the City of Hope organization; and attorney Steve Kreem.

The progress meeting’s second day was devoted to workshops. International Representatives John Hunter and Charles Silvernale led the Broadcasting and Telephone Workshop; International Representatives Marvin Cook and Dan Bowers led the Construction Workshop; International Representatives Richard Barrus and Bill Grostich led the Government Employees Workshop; International Representatives Arthur Jones and Donna Hansen led the Manufacturing Workshop; and International Representatives Richard Robbins and Richard Rogers led the Utilities Workshop.

On the final day of the progress meeting, delegates attended a workshop led by International Representatives Richard Crawshaw and Louis Cortopassi on the Service Contract Act. The delegation then reassembled and gave reports on their workshops and they shared and exchanged ideas with one another. Vice President McCann thanked the host locals and all those who worked to ensure the meeting’s success, and he declared the meeting adjourned.
The Indomitable Will of Canadian Labour

"...We deserve the best education system; the best trained work force; the best equipped work force; the best health-care system for our greatest asset—the workingmen and women of this country and their families...."

—First District International Vice President, Ken Woods, 1992

Canadian workers have always had an unconquerable spirit, one that has been the mainstay against antiunion tactics. Economic throwbacks and government offensives launched to weaken union structures have seen a highly resilient work force, united to meet those challenges head-on. Some enterprising union members of the provinces of Canada have taken steps to elevate and stabilize their standing by updating their educational and technological skills. The good news is, they are making a difference.

Alberta Leads In Providing Workplace Training

As reported in the Canadian Industrial Relations and Personnel Developments Newsletter, the results of a recent survey conducted by Statistics Canada, showed that on the national average, Alberta leads the country in workplace training initiatives. Using an Adult Education and Training Survey and Labour Force Survey, Statistics Canada discovered that:

Workers in Alberta were The Most Likely to Take Employer-Sponsored Training in 1989-1990

<table>
<thead>
<tr>
<th>Province</th>
<th>% of paid workers</th>
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<tbody>
<tr>
<td>Newfoundland</td>
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<td>Nova Scotia</td>
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<td>Alberta</td>
<td>20</td>
</tr>
<tr>
<td>British Columbia</td>
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</table>

National Average

Note: Estimates for Prince Edward Island cannot be released due to high sampling variability.

Courtesy of Canadian Industrial Relations and Personnel Developments Newsletter.
The larger the firm, the more likely the provision of employer training;
Larger, unionized firms are under more pressure to provide their employees with training as a benefit;
People in white-collar occupations receive more training than their blue-collar counterparts (this is attributable to the increasing demands for technological, knowledge-based, managerial skills in today’s workplace);
Workers who receive the least amount of training are those in pink-collar jobs (primarily women in service-oriented jobs).

The percentage of workers taking employer-sponsored training in Canada ranges from a high of 18 percent in the province of Alberta, to a low of approximately 9 percent in Newfoundland. Saskatchewan follows Alberta, with nearly 15 percent of its workers involved in employer-sponsored training programs. Saskatchewan has joined with Alberta to form a land company, funded by building trade unions to build unionized construction projects.

British Columbia has a notable 14 percent of its workers enrolled in employer-sponsored training programs, as well as a further initiative—the Train-the-Trainer Program currently in progress.

With continued union-management cooperation, workplace training and retraining will increase tenfold, enhancing technical skills to meet the challenges of industry in the 21st century.

Longevity in The Brotherhood

Research, done to determine which local unions had members with over 70 years of service, has found several Canadian locals with that distinction. Although the earlier years were not without blood, sweat and sacrifice, the basis for longevity and cohesiveness in the workplace remains focused on unionism—the brainchild of the IBEW Founding Fathers. Unionized workplaces were, and are, necessary for fair wages, fair work hours, and a stable, safe and dignified work environment.

These members have demonstrated by their longevity, dedication and commitment in their respective locals that the Founding Fathers were right on target. Unionism is workplace fairness and retains the fundamental common bond of working people everywhere.

Canadian locals, still active in 1992, boasting 70 year-plus members are:

Local 348, Calgary, Alberta, member F.W. Pepperdine was initiated into his local in October 1920, and was a member for 71 years. Brother Panelli is now business manager of the local.

Local 561, Montreal, Quebec, member P. Cobb was a 72 year member, having been initiated into his local in December 1919.

Local 230, Victoria, B.C., was recently saddened by the death of 72-year member M.A. Kinch in May of 1992. Brother Kinch was initiated into his local in 1919. Local 230 is currently managed by Business Manager Jack Bettsler.

Unions continue to give workers an independent voice in workplace decisions, and help to guarantee that workers share in the resulting gains in productivity and profitability, resulting in a higher standard of living. That's the secret of longevity.

The Grass is Not Greener

The Canadian Industrial Relations and Personnel Developments Newsletter reported in its June issue that expatriate companies that “pulled up stakes and left Canada for the lure of cheap land, nonunion labour and lower taxes... are now extolling the virtues of their former home—Canada’s industrial heartland of Ontario. In fact, some of those who left are now returning to their...roots.” The reasons most often given for returning to Canada is the quality of the work force. Overall, the province is said to have a work force that is better educated, more highly motivated and more productive; that higher per-hour labour costs are more than compensated for by a high-quality work force and high-quality products.
The 1992 Fourth District Progress Meeting was held August 25 and 26 in Columbus, Ohio, the site of AmeriFlora '92—the country's largest celebration of the 500th anniversary of Christopher Columbus' first voyage to the New World. Prior to the official opening of the Progress Meeting, more than 80 delegates attended the Fourth Annual Women's Conference. The important subjects of work and family, child care, parental leave and financial planning for single and working parents were introduced and discussed at length. Delegates participation was high and the conference was well received.

Fourth District International Vice President Paul J. Witte opened the general session on August 25, welcoming the delegates and guests to the conference. Warm greetings were also presented by the Columbus host Locals 71, 683, 1466, 1612 and 2020. Vice President Witte then introduced the keynote speaker—International President J.J. Barry.

President Barry began his remarks by pointing out that among the objectives of the Brotherhood, organizing all workers in the entire electrical industry is number one. He further announced that the Industrial Organizing Project, which has been under study for almost two years, will be implemented in the very near future. He emphasized the issues that affect union workers' lives, and said, "Our industrial organizing program is vital. It is designed to address and answer problems in all branches of the Brotherhood. If we are to be successful in our future efforts, it is essential to have a well-structured plan."

He touched on education, saying that training is one of the most important things we do in all of our branches. President Barry spoke on a number of subjects important to labor, and his remarks set the tone for what proved to be a very positive and enthusiastic meeting. Third District International Executive Council member Richard Acton and Fourth District IEC member Lance Blackstock spoke next, reinforcing President Barry's timely remarks.

Dr. E. Linn Draper Jr., president of American Electric Power, was a guest speaker. He covered a wide range of issues, including deregulation of the utility industry and his position on competing in a worldwide global economy. Dr. Draper spent considerable time re-
responding in a question-and-answer period, and complimented Local 696, Bellaire, Ohio; Local 978, Charleston, West Virginia; Local 981, Newark, Ohio; and Local 1466, Columbus, whose members are employees of American Electric Power.

The next speaker was David Silberman, president of the AFL-CIO Union Privilege Program, who explained in detail the particulars of the program and provided each delegate with valuable reference materials. President Barry and Vice President Witte then presented a certificate of award for the 1992 IBEW Founders’ Scholarship to William Echols, member of Local 1105, Newark, Ohio.

Executive Assistant to the International Secretary Roy Dickinson spoke on behalf of International Secretary Jack Moore, who was unable to attend the meeting. Executive Assistant Dickinson presented a report which included facts, figures and information relating to IBEW-COPE. Immediately following his remarks, President Barry and Vice President Witte presented the IBEW-COPE awards and commendations to a number of local unions. Special recognition went to Mike Hines, business manager of Local 88, Chillicothe, Ohio. His local’s large per-member contributions made it the number-one local in the Fourth District.

On Wednesday, August 26, the delegates attended their respective Branch Workshops. Topics discussed included the effects of the Americans With Disabilities Act on Unions, and Unions and the Media. Following the workshops, Vice President Witte reconvened the General Session where delegates heard a stirring address by Senator John Glenn (D-Ohio), a staunch friend of workingpeople. Senator Glenn pounded the Bush administration for its dismal track record on the economy, trade and policies unfair to the country in general and to the workingpeople in particular.

Following Senator Glenn’s remarks, reports on the workshops were given. Vice President Witte than thanked the host locals for their wonderful hospitality, and adjourned the Progress Meeting, wishing all delegates a safe trip home.
A New Course
For Organizing

In October 1991, at the IBEW's 34th International Convention, over 3,000 IBEW delegates, representing about 800,000 members, gathered in St. Louis, Missouri, to celebrate the union's Centennial. Standing in front of a larger-than-life-sized statue of the 10 founders, and beneath illuminated words reading, "Our Dream Lives On," International President J.J. Barry suggested how the delegates could truly honor the spirit and courage of the union founders. He said, "We can honor their legacy by rededicating ourselves to their vision of a labor union that represents every worker in the electrical industry....and by revitalizing the organizing activities of this great union...."

To meet that challenge and primary mission, President Barry has initiated the IBEW Industrial Organizing Project (IOP).

For several days, beginning June 6, 1992, 40 IBEW leaders met in Baltimore, Maryland, to chart a new course for the union's organizing program. These members of the IBEW's Strategic Organizing Plan Work Team represented every union branch and district, and included local union business managers, International Representatives, Executive Assistants to the International President, and International Vice Presidents. They were participating in a historic effort to implement the philosophy and tenets of the IOP movement.

In welcoming the Work Team, President Barry told participants, "Your own efforts can have a profound impact on the future of the IBEW. Whether or not these deliberations truly influence our next century, and shape a legacy that future IBEW generations will inherit, and honor the celebrated legacy of our forebears—well, that depends on you."

The Work Team participants were guided by the spirit of their forebears—10 labor pioneers who met a century ago in St. Louis sharing a bold dream of building a national union. In the constitution the founders adopted, the union's mission was declared in unambiguous terms: "To organize every worker in the entire electrical industry...into local unions."

The extensive research on organizing, conducted by Cornell University; the input of hundreds of IBEW members and leaders; the analysis of the IOP Steering Committee; and the collective judgment and recommendations of the Strategic Organizing Plan Work Team, reflects the proficiency and principles of IBEW organizing activity and effectiveness toward expanding union membership.

However, the IBEW faces some clear and difficult choices, realizing that only a fundamental change in the union's approach to organizing and a commitment of substantial human and material resources to its organizing mission can save the union from continued decline. In each of the last five years, the IBEW has endured a loss of membership due to industrialization, capital flight, antiunion employers and consultants, antilabor politicians and union complacency. If the IBEW chooses to do nothing and persists with its current approach to organizing, its membership rolls will continue to hemorrhage and its influence will continue to erode.
As a result, it will become increasingly difficult to serve the needs of IBEW members. Only by organizing the thousands of unorganized electrical workers, working in nonunion environments, can the IBEW effectively negotiate and enforce decent contracts, establish and preserve jobsite justice, and fight for a better life for all members.

**Implementing IOP Strategies**

Implementation of the IOP will involve a major shift of the union’s resources; the use of creative organizing tactics; the recognition and rewarding of successful organizing; and a new focus of organizing that matches the fervor the IBEW generally reserves for servicing. The Education Department is also creating a Membership Education and Mobilization (MEMO) program to help rank-and-file members understand why the IBEW and other unions must organize millions of unrepresented workers to rebuild declining bargaining strength and regain influence.

During the week of August 23, 1992, 35 International Representatives gathered at the George Meany Center, Silver Spring, Maryland, to participate in the IBEW’s New Organizers’ Training Program, which will soon be offered to local union organizers. To build a team of organizing leaders, President Barry has appointed International Representatives Freddy Allen as Director of Utility and Telecommunications Organizing; James Rudicil as Director of Construction Organizing; and Melvin Horton as Director of Manufacturing Organizing. Executive Assistant to the International President Michael D. Lucas has been assigned exclusively to organizing, and will be the medium through which greater coordination and organizing accountability will be achieved.

The kind of fundamental change contemplated by the IOP is not without risk. But everything learned through research and analysis indicates that the risk of inaction could be calamitous. The future of the IBEW depends upon the revitalization of its organizing activities. Many within the IBEW believe it is both necessary and possible to organize a significant number of new members. In order to organize the thousands of electrical workers who do not yet enjoy the benefits of union representation, the IBEW must mobilize its considerable resources and talent. What is needed is the political will and commitment to get the job done. To renew its organizing mission, the IBEW will rethink traditional and accepted wisdom, and welcome new and creative ideas. In that way, the union can meet the challenge posed by President Barry at the 34th IBEW International Convention and Centennial, and truly honor the great legacy of its perceptive founders.
The IBEW congratulates these dedicated Brothers on their new appointments, and extends its wholehearted support as they work to swell the ranks of the Brotherhood.

**Freddy Joe Allen**

International Representative Freddy J. Allen, who was initiated into Local 801, Montgomery, Alabama, in 1960, was appointed Director of Utility and Telecommunications Organizing, effective August 1, 1992.

Representative Allen has a long union career, serving as vice president, president and business manager of his local from 1962 to 1968. During that time, he also served as an Executive Board member and business manager of System Council U-19 from 1975 through 1978. Labor-related committees on which he served included the Grievance and Negotiations Committees.

Brother Allen was appointed an International Representative on May 1, 1979, and assigned to the Organizing Department, where he was involved in numerous organizing campaigns in varied locations.

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**James Wilson Rudicil**

International Representative James W. Rudicil was appointed Director of Construction Organizing, effective September 1, 1992. He was initiated into Local 275, Muskegon, Michigan, in September of 1969, and served as business manager/financial secretary. Committees within the local on which he served were the Apprenticeship Committee, the Negotiating Committee, and the Sick Benefit Fund. Brother Rudicil was appointed an International Representative on July 18, 1980, and was assigned to the Sixth District as a field representative.

His labor-related activities include service as secretary, Southwest Building Trades Council; chairman, Muskegon Building Trades Affiliates; member of the Board of Directors, Muskegon Area Labor Management Committee; and member of the United Labor Community Services Committee. Other notable endeavors undertaken by Brother Rudicil were as treasurer of the Muskegon County United Way; chairman of the board of the Muskegon County United Way; vice chairman, Muskegon County Economic Development Commission; and chairman, Muskegon County Energy Commission.

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**Melvin Warren Horton**

Initiated into Local 2188, Shreveport, Louisiana, in March 1966, International Representative Melvin W. Horton was subsequently elected vice president of his local and served on the Executive Board. He worked on several committees within his local, including the Bylaws, Grievance and Negotiating Committees. Appointed an International Representative on February 1, 1972, Brother Horton was assigned to the Organizing Department, responsible for organizing all branches within the Brotherhood.

In his position as an International Representative, Brother Horton assisted in the organization of several shops, including Pennsylvania Power and Light; Niagara Wire, in Florida; and the John Oster Company of Tennessee. Brother Horton conveyed union philosophy as a featured speaker at conferences, meetings and special events. He was reassigned to the Fifth District in 1977, and was recently appointed Organizing Director of Manufacturing, effective October 1, 1992.
BIENNIAL CONVENTION

L.U. 1 (Iemspa&calt), ST. LOUIS, MO—On Aug. 31 Donald Gralike, acting as temporary chairman, opened the 16th Biennial Convention of the Missouri State AFL/CIO. Following the preliminary agenda, he presented the chair to Missouri State AFL/CIO Pres. Daniel McCoy for the implementation of imposing business. Topics addressed included prevailing wage laws, per capita affiliation, striker replacement, public employee bargaining, and COPE resolutions.

Guest speakers included Democratic statewide and congressional candidates, who spoke about jobs for U.S. workers, the need to reestablish our industrial base, problems with the North American Free Trade Agreement, health care and the Nov. 3 elections. Of particular note was an address by Kansas City Mayor Emanuel Cleaver, whose focus was the devastation of our economy brought about by the "politics of greed," and the Republican mastery of the sure- fire lucrative division in the traditional coalition of labor, farmers and minorities.

Several floor resolutions were introduced and discussed. Most notable among the resolutions was one opposing the proposed constitutional amendment on term limitations; the resolution was presented by state Rep. Tom Green.

The convention concluded with high hopes for victory in November. We are saddened to report the deaths of the following, said 3 members: Carl Baum, Walbert Lagermann, Jane Hood, Edward Hamrick, Richard MacDonald, Edward Schoolman, Robert Kinsley, Henry Spurrier, Carl Stuart. Glenn Drysdale, Harold Stucke, Louis Rosenkoetter, Charles Williams and Will Vaughn. We extend our condolences to their families and loved ones.

ROBERT EGER, P.S.

WORK PICTURE GOOD

L.U. 17 (ona&calt), DETROIT, Ml—The work picture on the 6-17-1 A agreement that celebrates out and outstanding members work days five a week, nine hours a day. Journeyman linemen are still needed. We ratified an agreement with the city of Detroit. At press time we were negotiating the supplemental agreement. Negotiations will begin early with Harrow Cable. In August we had a large retired workforce and 1-1's on the 6-17 LCTI agreement; but as of press time, we anticipated call-outs to begin in October. With Detroit Edison all grievances that were time-protected are being addressed and resolved.

Our 100th Anniversary Celebration Dinner/Banquet was Sept. 24 at the Hyatt Regency Great Lakes Ballroom in Dearborn. Int. Pres. J.J. Barry, Int. Sec. Jack Moore and Int. Tres. Thomas toys and a parade at the event. The program featured a tribute to Local 17 and to our deceased business manager, Peter J. Manus. The spirit of the evening was "The Dream Comes Alive On." As we celebrate our 100th anniversary, we must remember those who went before us who believed in and worked to help realize the dreams that we carry on today.

We were honored to have Local 17 lead the AFL-CIO Solidarity Labor Day Parade in Detroit, in recognition of our 100th anniversary. The Labor Day festivities became a full day event, beginning with a 5 a.m. breakfast. Following the parade, a barbecue and socializing took place at the union hall. We encourage anyone interested in Local 17 to join the Retirees Club. The retirees have an excellent newsletter, and they meet monthly at the union hall for a potluck lunch. Special speakers and topics of interest are scheduled, and everyone enjoys a good time.

Be safe.

BOB SROQUIN, B.M.F.S.

LOCAL LINES

In the first month after Jack assumed his new job, building trade members on Long Island held large demonstrations and packed town board meetings to draw attention to our severe unemployment situation. The poor economy, along with rampant "NIMBY" (Not In My Backyard) attitudes, has blocked large construction projects and idled 30,000 construction workers on Long Island. Jack faces a huge task in attempting to turn the construction employment situation around. We offer him our continued support and our best wishes.

Bro. William "Bill" Lindsay was appointed as our new business manager July 11. Bill entered the trade as an electrical apprentice in 1963. Over the years he was elected to serve on the Executive Board and as vice president. In 1978 he was appointed to serve as a business representative. He earned his master's degree in industrial and labor relations in 1984 and now teaches labor courses through NYSSSLR/Cornell University. Members of other IBEW locals may know Bill due to his involvement with the Long Island IBEW Softball Tournament since its inception 22 years ago. Bill promised to hit the deck running in his new position, and he has done just that. These are difficult times, and we need his leadership.

On July 20 Local 25 moved to its new headquarters at 370 Vanderbilt Motor Parkway, P.O. Box 18033, Hauppauge, NY 11788-8833. Our new telephone number is (516) 273-4567. See you at the union meeting.

ROBERT J. NELSON, P.S.

NEW HEADQUARTERS

L.U. 25 (Ioa&calt), LONG ISLAND, NY—Our local union underwent significant change in July. Bro. John "Jack" Kennedy resigned as business manager of Local 25 to assume the office of secretary-treasurer/business manager of the Nassau/Suffolk Building Trades Council. With a career spanning 40 years in the industry, Jack has garnered a list of credits and titles too numerous to mention here. What is important is the attitude he brings to his new position.

REGAINING MARKET SHARE

L.U. 43 (cura&calt), SYRACUSE, N.Y.—At the time of this writing, the market was still slow in our area. However, Bus. Mgr. Jerry Coner says there is a good chance things will pick up during the winter. It appears that the time and effort our officers have expended to regain some of our market share is going to pay off.

The presidential elections will be over by the time members receive this issue. Let's hope union members will have done their duty by voting. It's important for us to make our newly elected officials (at the national, state and local levels) aware of the problems we face, especially with unemployment. The lack of employment affects our members in more than one way. Obviously everyone needs a paycheck to survive, but also must keep job and wage plans are struggling because of a lack of funding. This fund- ing shortfall, coupled with rising costs, is creating severe problems for plans all over the country. It is up to each of us to press our legislators to address these issues.

BILL LEFKOWITZ, P.S.

ATTEND MEETINGS

L.U. 51 (ona&LettR&kett), SPRINGFIELD, I.1.—We have experienced flat construction periods and increased grievance/arbitration caseloads this year.

Let us hope that on Nov. 3 we will have elected leaders (from the president of the United States on down) who are supportive of workers and of organized labor. We need officials in office who will support the right of workers to strike without risking losing their jobs to strike breakers. We need leaders who will support legislation to assure that right.

Attend your local union meetings. This is the place where it all begins, where union members come together. This is where we can find the helping hand when the burdens become heavy.

DOMINIC F. RIVARA, P.S.

OFFICERS AND BOARD MEMBERS

From left, Local 53, Kansas City, MO, Bros. Leo Hayde, Andy Hayde and Dana Hayde take oath.

AGREEMENT RATIFIED

L.U. 53 (ona&LettR&kett), KANSAS CITY, MO.—A new one-year construction agreement was ratified by the members in August. The agreement provides a 4 percent wage increase. Thanks to the Negotiating Committee members for a job well-done.

Fortunately, construction work has now slowed down. There are no requests for linemen at this time.

We are happy to report that Andy Hayde was sworn in at our July local union meeting. Andy represents the third generation of the Hayde family to

belong to IBEW Local 53. He is the grandson of Bro. Leo Hoyle and the son of Bro. Dana Hoyle. Father, son, and grandson took the oath together.

Congratulations to Sister Renee Paluka, our first woman officer in the 75-year history of Local 53. Sister Paluka was appointed treasurer. She replaced Bro. Carl Sahl, who retired that same month. Welcome aboard, Sister Paluka.

Teresa Villarey, P.S.

CONGRATULATIONS,
JOURNEYMEN

L.U. 71 (north&east), COLUMBUS, OH—Congratulations to our newest journeyman linemen on their successful completion of the ALBAT program. We wish them the best for a long, successful career in the trade.

We were proud to have our local act as co-host, with other IBEW locals in the Columbus area, for the IBEW Fourth District Progress Meeting Aug. 24-26.

We work in our jurisdiction has slowed down, we have quite a few members on the Books.

Congratulations to Bro. Ed "Hoghead" Powell on being chosen Assistant Business Manager of the Year for the district.

We extend our sympathy to Pres. Don Taylor and his family on the recent loss of his father.

Congratulations to apprentices Kyle Sudder, Jason Mitchell, Russ Sowards and Chris Corney for their fine performance in the Lineman's Rodeo competition.

We hope our members will have turned out in good numbers to vote in the Nov. 3 election. Attend your union meetings each month.

Walt Sickles, B.M.

WORK LOOKS STRONG

L.U. 77 (uw,mt&lett), SEATTLE, WA—Although employment held steady throughout early 1992, we experienced a slowdown during the second quarter. However, the projected construction workload for the fourth quarter of 1992 and the first quarter of 1993 looks very strong, and the local probably will need linemen to man the various jobs. Also, several utilities in our jurisdiction are looking at expanding or upgrading their Snohomish County PUD No. 1, phone number (206) 258-8211; and Mason County PUD No. 3, phone number (206) 426-8255, to name two. If any construction members are interested in employment in our area, we recommend calling the local at (206) 323-0565 before traveling here.

In our last IBEW Journal "Local Lines" article, we reported that the city of Bellevue and Local 77 had reached a tentative agreement on a new three-year contract. The city council rejected that agreement. However, the parties met again since then and reached a new tentative agreement. The agreement provides for a 5 percent wage increase for all classifications, effective April 1, 1992, bringing the journeyman communication and signal technician rate to $21.23 per hour in the first year; a 3.15 percent increase, effective Jan. 1, 1993, bringing the journeyman communication and signal technician rate to $22.36, and effective Jan. 1, 1994, an increase of 90 percent of the Seattle/Tacoma CPI with a minimum of 3 percent and a maximum of 6 percent.

We wish you and your families a wonderful Thanksgiving.

Lee Walter, P.S.

NEW MEMBERS SWORN IN

L.U. 79 (o), SYRACUSE, NY—Fifteen new members were sworn in at a union meeting. The new members are from Suburban Gas Co., a private gas utility that has been acquired by Niagara Mohawk Power Corp. We welcome our new Brothers into the local.

Our annual clambake was a great success. Thanks to everyone who supported it. A special thanks to Tony Ronus, who chaired the event, and Tony Rusko, who chaired the Door Prize Committee, also did a great job.

Congratulations to Bros. Dick Wilson and Leo Napoliello on their appointments. Best wishes and good health to both.

With sadness we note the passing of Bro. Bruce Haller and extend our condolences to his family. We held a moment of silence in Bro. Haller's memory at our September meeting.

As the end of 1992 approaches, we should begin to think about the coming year and the end of our current contract. Write down your ideas for contract proposals so we can submit them for consideration. Consider how we can help strengthen our union and demonstrate our solidarity as we enter contract negotiations.

The officers and board members wish our Brothers and Sisters a happy holiday season and a healthy, prosperous new year.

John E. Delucchio, P.S.

CONGRATULATIONS,
BRO. SEARS

L.U. 111 (o,o,em,mt,spa,rb&lett), DENVER, CO—Bro. Leroy Sears of Fort Morgan, CO, is the proud new owner of an IBEW 40-year pin. The service pin was presented by Bro. Mark Taylor, a Local 111 steward at Unit 12, Morgan County Rural Electric Assoc. Roy's entire career has been with Morgan County REA. He began work there shortly after returning home from the Korean War in the early 1950s. He worked on line crews for 13 years and has been area serviceman in the Wiggins area west of Fort Morgan since the late '60s. Morgan County REA serves a region of nearly 5,000 square miles in northeastern Colorado.

Congratulations to our newly elected officers and Executive Board mem-

bers. The officers are: Bus. Mgr./Fin. Sec. Robert H. Mason, Pres. David L. Williams, Treas. Mary C. Kelley and Rec. Sec. Dennis LeTarget. Gary Hamilton was appointed to replace Mark Quintana on Aug. 7. Executive Board members are: James McDermott, Geraldine Cook, Bruce Davis, Patrick Weak, Steven Martin, Greg Mutchler, Matthew Martinez and James Gallegos.

While average voter turnout for general elections is about 30 percent, 43 percent of our members voted in the Local 111 election of officers. This really shows that the members back the leadership. In terms of voter participation, union members are a cut above the general public. For whatever reasons, the general public is increasing its staying home on Election Day, choosing not to be a part of the process, no to have a voice. It is our duty as citizens and as trade unionists to help people realize they can make a difference. We must help revile the political system, get people involved in democracy and encourage them to vote. How do we do that? By getting involved in union or community efforts to register voters.

John L. Davis, P.S.

LOCAL 111
DENVER, CO. Bro. Leroy Sears (left) receives a 40-year pin presented by Bro. Mark Taylor.

MOTIVATED WIREDMEN

L.U. 129 (lo,spa), LORAIN, OH—"Cold, high and dirty," was the call from Local 129 referral agent Gene Armstrong as he filled calls for the steel mill from Book II. The USS/Kobe No. 3 blast furnace weld job is progressing as scheduled. Making an industrial project of this size, under such extreme conditions, with skilled, motivated wiredmen could only be done from the ranks of the IBEW. Our members' performance, measured in both quality and quantity, has been outstanding, again proving the union is the way to go. Thanks to all mem-

bers from far and wide for a job well-done.

The Nov. 3 elections will be over by the time members receive the Journal. We hope union members will have sent a loud, clear message to all levels of our government that labor is the backbone of this country, and we will be heard.

A hearty congratulations to the 18 new journeyman wiredmen, the largest class ever to top out of Local 129. Many committees and boards need your help to build a better union. There's no time like the present to get involved. Help build America—buy North American, buy union.

Kenneth B. Berget, P.S.

STUDY STEWARDSHIP

L.U. 137 (tt), ALBANY, NY—The following newly elected officers were sworn in at a well-attended spring meeting: Pres./Bus. Mgr. Tom Primero; Vice Pres. Bill Crowley; Fin. Sec. Ken Borden and Rec. Sec. Terry O'Brien. Incumbent Mike Quirk was returned to office as treasurer.

Bro. Primero subscribes to strong stewardship, along with high visibility and accessibility of the officers for our Quad City local. The local union officers need our support as they lead the local to continued success.

When two candidates ran for the same office, only one of them could be chosen. So it was that Bill Rapp, who served under seven presidents and held local office for 25 years, was not returned to the board. Bill has done a lot for the local over the years, and we appreciate his service.

We thank the outgoing officers for their tireless efforts on behalf of Local 137. We also extend congratulations and best wishes to our new officers.

Charles M. Roman, P.S.

90TH ANNIVERSARY

L.U. 141 (lo&kees), WHEELING, WV—We at Local 141 are celebrating our local's 90th anniversary. Our charter, dated Oct. 29, 1902, bears the signatures of ten original officers of the new local. Our membership has grown, and we now represent 256 members in construction trades. In addition, we represent 68 members employed at Tri-State Electric, Warwood Armature, and South Central Power. We are proud to have represented union members for many years.

Local 141, Wheeling, WV, meeting and hiring hall.

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IBEW JOURNAL/NOVEMBER 1992
COMMUNITY SPIRIT

LU. 145 (October 1883), ROCK ISLAND, I1—Once again our members showed their community spirit by participating in the Caring Hands Across the River project, the kick-off event for the United Way Campaign in the Quad Cities.
Some of our members also took part in a work project to install ceiling fans at Butterworth School in Moline, IL. Thanks to everyone who donated their time and talents to these worthwhile community projects.

Local 145 was well-represented at the East Moline Labor Day Parade. With the local union banner leading the way, our members and their families rode on or walked alongside of our contractor vehicles and passed out candy. Many other union families lined the route to cheer them on. It was a great day for organized labor. Thanks to all who marched and to those who furnished vehicles for labor’s show of strength in the Quad Cities.

We hope everyone voted Nov. 3. We need a new probation administration.

We extend our sympathy to the family of Bro. Carsten Sorenson, who passed away.

Have a very safe and happy Thanksgiving.

JOHN W. FOUNTAIN, P.S.

FANTASY OF LIGHTS

LU. 159 (ii), MADISON, WI—This year’s Fantasy of Lights extravaganza is about to begin. All material and labor is donated for this beautiful display of Christmas lights relating to the winter season. Everyone should make an effort to see it.

Bro. Lee Lemens, who has been an active member since he joined the local in 1987, is retiring. We extend a big thank you to Bro. Lemens for all his service to the local union. Most recently he served as the local’s treasurer and worked at the University of Wisconsin electric shop. He has also served on the Executive Board, the Examining Board, and as financial secretary. Bro. Lemens has been a part-time IAM instructor since 1987 and has taught motor control, fire alarm and blueprint reading classes. He served on the Labor Temple Assoc. board of directors. Over the years he served on numerous local union committees, including the educational, entertainment, COPE, and State Employee’s Building Trades Bargaining committees. Thanks, Lee. We wish you all the best in your retirement.

We’ll miss you.

We are saddened to report the passing of Bros. Floyd Miller, Duane “Sonny” Millard, Don Bradford and Art Kleiman. Our condolences go out to their families and loved ones.

Remember to take part in all union activities in your area. Be an active union participant, not just a union member.

STEVE BRENING, P.S.

AID TO HURRICANE VICTIMS

LU. 177 (ii), JACKSONVILLE, FL—Our local, headed by Bus. Mgr. Mike Williams, arranged the use of a truck and trailer to haul necessities to our Brothers and Sisters at Local 349, Miami, to help ease their pain and suffering caused by Hurricane Andrew.

We only wish we could do more.

The Local 177 Labor Day Picnic celebration was great fun. We enjoyed the fellowship in a spirit of brotherhood. Thanks to Miller Brewing Co. and country music radio station 107, who supplied most of the beer, free of charge, as a tribute to the workingmen and women of Jacksonville.

In July Bro. Robert McCarthy attended the Democratic National Convention in New York as a delegate. He represented his local union well. Thank you, Robert.

The Nov. 3 elections will be over by the time members receive this issue of the Journal. We hope our Brothers and Sisters will have turned out to vote in large numbers to send a strong message and to elect Clinton/Gore and other friends of working people to office at all levels of government.

EDDIE DEMPSEY, P.S.

WORK IS SLOW

LU. 181 (ii), UTICA, NY—In June we elected a new business manager, James Roberts, and several new Executive Board and Examining Board members. Bro. George Travis was appointed as a full-time organizer. Congratulations to everyone, and to Bro. Al Dorr and the Elections Committee for doing an outstanding job. We have quite a few members on Book I. The work situation has reached a severe slowdown due to the recession.

By the time members receive their copies of the Journal, the Nov. 3 presidential elections will be over. We hope our members will have remembered to vote and to help bring about a much needed change in government, both at the national and local levels.

Enjoy the upcoming holidays with family and friends. Let’s be thankful for what we do have.

KEITH MCGREGOR, P.S.

SUBSTANCE ABUSE PROGRAM

LU. 165 (i), CHICAGO, IL—Bob Molloy began work at Illinois Bell in August 1968. Little did he know then that in time he would play an important role in the lives of so many people. Bob started in the Coin Department; advanced to the Wabash Frame Room in 1970; transferred to Wabash PBX in 1973; and became a system technician in 1983.

Several months ago, Bob Molloy was called to the union office and asked if he would like to spend about two weeks showing a video on substance abuse. The Substance Abuse Program, a joint venture of Local 165 and Illinois Bell, has been widely accepted by members and management alike. Demand for the video and additional information has been so great that Bob’s assignment was extended, and he continues with this work. The goal of the program is to save lives by educating our members about the devastating effects of alcohol and drugs.

Bob travels hundreds of miles a month showing these tapes and giving out reference cards and pens inscribed with our substance abuse hot line number. He reminds members there is someone to talk to, someone who cares, and someone who can assist them in getting help. It takes a special person to work in a program like this. Pres./Bus. Mgr. Alan Hallstrom and advisor William Volk did an outstanding job when they selected Bob. Molloy to help them in this venture. Thanks, Bob, for being there when you are needed.

ROLAND M. ANDERSON, P.S.

Local 159, Madison, WI, officers and board members, from left, Joe Stenger, Tom Niechman, Steve Bersing, Gerald Miller, James Rutz, Dennis McGilley, Thomas Kepler, Dennis Eley, Thomas Corcoran, and Mike Lako. Missing from the picture are Tim Hesey and Jerald Meixner.
WORK SCENE STEADY
L.U. 193 (I.o.m.,rs&spa&kltt), SPRINGFIELD, IL—The work scene here has been steady, with six members on Book I and 60 on Book II. The coal gasification project has been put on hold for now.

CWLP negotiations for all electrical classifications under current agreement should be under way by now. The current contract expires Oct. 1. Apprenticeship classes began in September for CWLP. 21 apprentices are enrolled. Classes for 34 inside apprentices started Sept. 1. We wish the apprentices good luck in the coming school year.

Organized labor had a good turnout for Springfield's Annual Labor Day Parade Sept. 7. The Annual Labor Day Picnic was held at Center Park.

Service pins were awarded to the following members: Gus Laubner (65 years); LaFae Kane (60 years); R.A. Booker, D.R. Myers and Joseph Clark (55 years); Walter Goodman, Henry Stasbaugh, Maurice Shofner and Lewis Wondem Jr. (50 years).

The Local 193 softball team won the consolation trophy at the state tournament in Champaign, IL. This is our first state tournament trophy in 12 years. Congratulations, team.

We are saddened to report the deaths of the following Brothers: Max Riker, Gerald Busey and Bill Gall. We extend our condolences to their families and friends.

The Nov. elections will be over by the time our members receive the Journal. We hope union members exercise their right and their duty to vote.

DON HEDSON, P.S.

OFFICERS SWORN IN

Work is good now at the Harrison go-gen. The Wal-Mart and Tops Market jobs peaked, but with winter approaching they will probably slow down.

Remember, local union meetings are the third Thursday of every month at the Elk's Lodge on Third Avenue.

JAMES G. TEBBENBERRY, P.S.

STEP FORWARD TO HELP
L.U. 231 (l.o.m.,rtb&spa), SIOUX CITY, IA.—As of press time in late summer, our local was fortunate to have all its members and even some travelers employed in the Sioux City area. Gateway 2000, a computer telenursing company and an asbestos abatement job at West High School are the largest employers. It is good to have our members working back home.

Our new apprentice class is hard at work. Congratulations to apprentices around the country on being selected to enter a great trade and a great union.

Local 231 joined the Dakotas & Western health insurance group in the spring, after enduring spiraling increases under our previous carrier. The Dakotas & Western Plan is a self-insured group of IBEW locals that understands the importance of health-care coverage at a reasonable cost.

Some Brothers who haven't been fortunate enough to keep their jobs have had to pay some out-of-pocket premiums. We hope work will improve and take care of this problem.

The third Wesco/I.B.W Golf Tournament was held Sept. 12. Along with the great golfing, there was a dinner and prizes were awarded. The participants always enjoy this event. The costs of the tournament winners were not available at press time.

When I accepted the position of press secretary, I didn't know exactly what would be involved. But I realized our members look for our local union letter in the Journal. We sometimes let things slide, thinking someone else will take care of them. But we should all step forward to help out with the work that needs to be done. Our Union is worth the extra effort. If each one of us does our share to contribute, we can accomplish tremendous things.

Remember to attend your local union meetings. The local union welcomes your thoughts and ideas. Members participation makes the local work for all of us.

GERALD GRESMEY, P.S.

LABOR DAY PARADE
L.U. 245 (O.ugv,rtb&kltt), TOLEDO, OH.—Negotiations are under way between the city of Bryan, OH, and the employees of the city electric company. The bargaining department won the right to represent those workers this spring.

An offer has been made to purchase WTV-17, Channel 17, but we have yet to see how this will affect our members employed there.

We celebrated the 90th anniversary of Local 245 in October. Our local was formed just 11 years after the IBEW was founded. Happy Birthday, Local 245!

Our fifth annual family picnic was a big success. The weather cooperated—that was one of the few nice weekends of the summer.

The IBEW and other trade unions from the Toledo area were well represented at the Toledo Labor Day Parade. It is particularly necessary that unions pull together at this critical time in history, for organized labor faces many challenges.

We are saddened to report that Bro. Ernie Euches was killed in an automobile accident Aug. 27. Bro. Euches, who was a lineman with Toledo Edison Co., served as an apprentice instructor.

We extend our condolences to his family and loved ones. He will be sadly missed.

CODY RAMAY, P.S.

BRO. BLAISE AWARDED
L.U. 261 (mar,mo&set), GROTON, CT—Bro. Richard Blaize was awarded the IBEW Certificate of Recognition for his commendable actions during a battery unloading accident in our shipyard. His calm, quick action resulted in the saving of the riggers and immediate medical attention. We are proud of Bro. Blaize and congratulate him on a job well done.

Kathy and Bob Shirley graduated from the AFL-UFO United Way counseling course. Congratulations to them both. We know the need is great during these tough economic times.

Due to our local's austerity programs this year, rather than have our regular local union picnic, several Coffee Pot Committees got together and organized one large picnic, which was open to all members and retirees and their families.

The main organizers of the picnic were Ken Billington, Tom Douglas, Glen McKee and Tom Rettig. Many other members helped in numerous ways to make the picnic a success. Retired Bro. Tom McGovern, a former long-time local union press secretary, brought along photos and memorabilia from the past 40 years. We thank everyone who helped with the event, those who made special contributions, and those who participated. Thanks again to the participating Coffee Pot Committees that helped organize and finance our picnic this year.

Spanish-built replicas of Christopher Columbus's three ships, the Nina, Pinta and Santa Maria, were recently on view in our area. Bros. Rich Delatorre and Hummel Johnson, Rich Ryan, Gary Shaw and Mike Zaccaria volunteered their time to help with security during the week-long exhibition. The visit of the ships was culminated with the launching from our own shipyard of the 688-class, fast-attack submarine Columbus (SSN-770), the first ship of the Santa Maria lay at anchor. What a sight to see—the Old World and the New.

Our local union members donated 73 punts of blood during the August blood drive.

Pres./Bus. Mgr. Steve Alger initiated a newsletter called LIVEL WIRE. It
features a message from the business manager and information on insurance, safety, veterans issues and other timely topics.

BOB NELSON, P.S.

GRADUATES HONORED

L.U. 271 (Lthr, rt, &spa), WICHITA, KS—Our local held completion ceremonies for the 1992 graduating class of electrical apprentices in June. Bus. Mgr. Jack Wilson was the master of ceremonies. Dinner was followed by a certificates and awards presentation. Graduating class members introduced their wives and guests and were then presented with certificates from the national JATC and the Kansas Apprenticeship Council.

Those graduating were: Shannon Beltz, Jeff Brockmeyer, Chris Butts, Aaron Chaplin, Andrew Cowley, Jeff Elrod, Dale Green, Steve Kingsley, Chris McKee, Charles Schiesser, Matt Schulze, Kemp Smith and David Woley. The 1992 Outstanding Apprentice Award went to Charles Schiesser. The following six graduating apprentices received plaques for their perfect four-year attendance records: Shannon Beltz, Aaron Chaplin, Andrew Cowley, Charles Schiesser, Kemp Smith and David Woley. We are proud of this class, and we look forward to many good things from these young journeymen.

BILL McGOOD, T.B., D.D.

PICNIC A SUCCESS

L.U. 305 (Lthr), FORT WAYNE, IN—Congratulations to our local union officers, who were installed in July. Serving as an officer requires a lot of time and effort, and the officers appreciate the support of the members. A supportive membership helps the offices carry out their responsibilities and contributes to the success of the local. Become an active member.

Our annual Labor Day family picnic was a huge success. Events such as this are important to the survival of unions. Make an effort to participatejoin us for the next one.

We are saddened to report the passing of Bros. Joseph L. Creek and John C. Winters. We extend our sympathy to their families, our thoughts and prayers are with them. See you at the next union meeting.

NUR T. MEYER, P.S.

Some of the Local 271, Wichita, KS, members of the 1992 graduating class of electrical apprentices.

Local 343, Le Sueur, MN, apprenticeship graduates.

SOLIDARITY WORKS

L.U. 343 (I&t), LE SUEUR, MN—Once again this year, Labor Day served as an occasion to remember those in organized labor who went before us; those who worked hard, at great cost to themselves, to pave the way for the rights of working people. We must look to the future and recommit ourselves to the cause of strengthening our union and our local. Labor Day is traditionally a time for union members to unite in the spirit of solidarity. We must practice solidarity—it works.


Congratulations to our most recent apprenticeship graduates. We wish the new journeymen good luck in their careers.

Thanks to everyone who helped to make this year’s local union picnic such a success. This event requires a lot of time and effort; we appreciate all the work our members put in.

Many thanks to the travelers in our local who are doing quality union-crafted work.

Have a blessed Thanksgiving and a wonderful holiday season.

JERRY SCHULZ, P.S.

CONSTRUCTION IN PROGRESS

L.U. 357 (Lo&c), LAS VEGAS, NV—Local union elections were held in the spring, followed by a runoff election for the office of business manager and vice president. Voter turnout was considerably higher than in the past. We extend congratulations to our newly elected officers, who are as follows: Bus. Mgr. Sam Darby, Pres. Richard Wright, Vice Pres. Alan Fogg, Treas. Alan Glass and Sec. Rec. Kama Anak, Executive Board members are Darrell Fogg, Willie Cherry, Andy Merritt, Ronnie Espinoza, Steve Barker and Richard Ogilvie. Examining Board members are Don McDermott, Jim Goodman, Mike Jolls and Chuck Finch. Thanks and congratulations to Bro. Gary Silva and the Election Committee for a job well-done.

We also congratulate and welcome aboard the new assistant business managers, Bob Barker and David Baker, and our newly appointed organizer.

George Herr.

Bus. Mgr. Sam Darby reports that as of August 1992, the books are moving pretty well, with construction of three major hotel casinos in progress. He does advise, however, that since there are over 350 Brothers on Book II, any members looking for work should call the local first.

Our sympathy goes out to the families and loved ones of our recently departed Brothers and Sisters. We are saddened by the passing of the following members: Clarence Druy (April 29); Joseph Hopster (May 9); Charles Prefett (May 14); William Fiscus (May 22); Donald Newman (June 17); Charles Nault (June 17); David Pfeifer (June 28); Hubert Neal (July 9); Lillian McCaen (July 19); and Paul Dodson (July 28). May they rest in peace.

Robert Hecht.

HURRICANE STRIKES

L.U. 359 (Un), MIAMI, FL—In the early morning hours of Aug. 24, disaster struck our area when Hurricane Andrew hit. When daybreak came and the winds died down, almost 175,000 people were left homeless, and thousands of others suffered major damage to their homes and businesses.

At our Turkey Point fossil plant, the wind caused major damage to the stack and split open one of the day tanks. At the Cutler plant the 50-ton turbine gang crane was twisted like a pretzel, and boats littered the parking lot and lay-down areas. Cement transmission poles were broken in half, and wood poles were pulled from the ground, and huge trees fell in our lines, and most roads were blocked. In many areas no buildings escaped Andrew’s wrath. Even in the areas not directly in the path of the eye of the storm, major damage occurred. Mere words, or even pictures, cannot begin to describe the amount of damage, pain and suffering the hurricane caused.

IBEW members are working day and night to restore service to over a million customers. Working along with Local 359 members are crews from other locals in System Councils U-4 and U-8, members from Tampa Electric Co., and members with utility companies from Georgia, Alabama, North Carolina and South Carolina and oth-
ers. This work will be one of the most monumental efforts ever undertaken by any utility in the world, but with the training and professionalism of IBEW members, the task will be completed.

Many IBEW sister locals have aided our members by donating food, clothes, building materials, etc. Many union Brothers and Sisters also donated money, time and labor to help rebuild and repair our members’ homes. We will never be able to repay those who have given and helped so much in our time of need. On behalf of the officers, the Executive Board, and especially the members who were helped, we thank all of those who have given so much. You have made a difference.

TERRY L. KASMER, P.S.

UNIONS MARCH ON ST. LUKES
L.U. 375 (tKees), ALLENTOWN, PA—On July 25 the Lehigh Valley Building Trades staged a protest march on St. Lukes Hospital in Bethlehem. The march was attended by about 2,000 union members and their families. Accompanying the building trades members were union officers from numerous manufacturing unions, along with members from the Teamsters union and the United Steelworkers.

The march was held to demonstrate to the hospital administration, its board of directors and the community our total dissatisfaction with the hospital’s awarding work to nonunion contractors, primarily from outside our area.

The recession has been devastating for our community. We have suffered mass unemployment, with manufacturing plants moving out of the country, decreasing output, or outright closing. St. Lukes decided to inflict more unemployment on the community that supports it. The actions of the hospital also contribute to the further erosion of the already reduced community tax base.

Without exception, these nonunion contractors have very limited healthcare, or none at all. How can this hospital and its administration be so blind and callous as to the effects of their decisions—the effects on the people who built and supported this hospital through the years? The hospital’s decision makers have turned their backs on us. Seemingly they could care less about the people in the community and what organized labor has done for the hospital in the form of blood bank drives and financial contributions.

CONGRATULATIONS, BRO. GRAY
L.U. 387 (tum&cL), PHOENIX, AZ—After losing several members to company layoffs at Arizona Public Service, we are faced with the task of doing more with less. The company implemented a three-day program it calls “FOCUS,” forcing members to bond with nonunion employees to come up with a so-called “team-decided” solution. Almost all of our members completed this process, just to find out that now there is a “RES-FOCUS” program. It never hurts to practice teamwork, but our members have lots of work to do, and we’re pushing to get the job done. Not a day goes by that our members don’t have to compete against nonunion contractors. The industry should have listened to the local about teamwork. Teamwork is what unions are all about.

Congratulations to Bro. Bryan Gray, an apprentice lineman who took first place at the National Lineman’s Rodeo in the “Slack Block” competition. We applaud Bryan on a job well-done and thank him for representing our local.

Local 375 participated in this year’s United Way Drive. Once again our members went above and beyond the call of duty. Our local made a major contribution to our community.

Thanks to all the members who have given us support as a rookie press secretary. Keep your mind on your job and stay safe.

LOIIE STIVERSON, P.S.

NEW SCHOOL YEAR
L.U. 379 (i,K,em&er), CHARLOTTE, NC—Our newly appointed apprenticeship board is hard at work getting everything in order for the new school year. New apprentices are Kelly Butler, Tommy Hill and David Willcock. I’m sure they will do a fine job.

This year marked the 28th Festival in the Park and the 28th time our Brothers have volunteered their time and labor for the occasion. The city of Charlotte recently renovated the park, and in the process all the old underground wiring was destroyed. The wiring system was installed around 1967 by Local 379 volunteers. The contract on the new underground work was awarded to Robinson Electric, one of our union contractors. The power poles were installed by volunteers from our union once again. A special thanks to D.C. McManus and Wilson Davenport for the many hours worked and to Foy & Son Electric for its involvement.

The work outlook is still slow in our jurisdiction, but we must not give up hope. Maybe things will turn around after the Nov. 3 elections.

BOB BURGESS, PRES.

LOCAL 375 ALL MEMBERS

WORK STEADY
L.U. 415 (i&k), CHEYENNE, WY—With the approach of fall and winter, work seems to be holding fairly well. With school jobs mostly complete, government work seems to be picking up. A nonresident contractor, Mech El Electric, signed a letter of assent after taking an Air National Guard job away from our state’s most notorious nonunion contractor. This puts six to eight people to work for eight to 10 months. We hope our local contractors can get in there and competitively bid on this work also.

Work in the Larimer area is picking up too. There is still talk of all the coal mines in the Gillette area doubling in size in the next four to five years, mostly as a result of the passage of the Clean Air Act. Our local mounts the death of Bro.

JOHN PHILLIPS, an 18-year member. John was killed in a motorcycle accident July 23. He was active in the local union. He served as treasurer the last three years and was reelected to that office in the June election. John used his professional photographic skills to photograph our members’ children with "Santa Claus" at the local’s annual Christmas party. We extend condolences to his family. John will be missed.

Let’s hope friends of labor will have been elected at all levels of government in the Nov. 3 elections.

Thanks again to all the locals around the country that employed out-of-work Brothers and Sisters. We hope we can someday return the favor. Have a happy and prosperous holiday season.

CAREY B. LANNING, P.S.

CO-GEN UNIT ON-LINE
L.U. 425 (tKko), FAIRMONT, WV—The 80-megawatt Granti Town co-gen Unit is now on-line after years of construction. The job is down to a small crew tying up loose ends and is nearly completed. The plant burns gob (waste material from mining), of which West Virginia has many unsightly piles. By using the gob for fuel, we hope the landscape around many of our abandoned mines will be brightened for the surrounding communities.

The FBI is building a temporary satellite office in Fairmont, at an existing mall, in preparation for the new FBI center in Clarksburg. Miller Electric, a union contractor out of Uniontown, PA, has the contract. The status of the main complex in Clarksburg remains to be seen. It would be a shame to let a major government agency go nonunion on a project of this size. If that should happen, our tax dollars would be used to underwrite our own standard of living.

We collected over $1,000 for Dollars Against Diabetes. The turnout was gratifying. Thanks to everyone who swamped and dodged traffic at the busy intersections.

Attendance for our annual banquet at the Elk’s Club in Morgantown was excellent. Everyone enjoyed the dinner, the dancing and the company. Bro. Larry Paris was the decor for the evening. It was great to see the retirees and to hear their tales of the ‘good old

Local 425, Fairmont, WV, Bros. Bob McClain and Willy Thorne.
days.” Thirty-year members received IBEW watches. Thanks to all those who helped and especially to Bro. William “Handheld” Thorne for his time and effort to make the event such a success.

The work picture in our area has slackened off, we now have members on Book 1. Thanks to the traveling Brothers and Sisters who helped us in the boom.

Working people have a big stake in the Nov. 3 elections. We hope for favorable election results so we can regroup and recoup from the losses of the Reagan-Bush years. If we stick together, we will prosper together. Keep the faith.

JEFFREY P. GIRDON, P.S.

CONSTRUCTION PROTEST
L.U. 445 (ispa&catv), BATTLE CREEK, MI—Area construction unions are in the midst of a 10-week First-Amendment-style protest under the leadership of organizer Jerry Devore. Herrick’s Farm Market came to town, huddled with civic leaders wishing to rebuild the community, and was subsidized in the purchase of the old Sears store. Then they hired predominantly out-of-town nonunion contractors to remodel the facility. The protest is informational and persuasive, rather than argumentative and confrontational. We hope we are raising public awareness regarding the foolishness of trying to rebuild the community while investing in non-community labor.

Work continues to be slow in Battle Creek and in most of the area. There’s talk about a lot of work coming up, but men are still on Book 1. Bros. Joe Gonzales and George Decker ended an eight-month wait for work and we’re happy for them. But we shouldn’t forget that their stories are the stories of thousands of workers around the country. In this election year let’s resolve to do what we can to shape the future of our nation and our Brotherhood.

Five new faces can be seen in the local. Steve Stringer and Kevin Blair joined the Brotherhood, having previously worked in a nonunion shop. These men deserve our respect and support for the courageous change they’ve made. The new apprentices are Mike Barnard, John Banks and Cameron Cunnings. Let’s hope we learn and grown with them as they learn and grow with us.

The Picnic Committee, headed by Bro. Steve Tramel, deserves our thanks. Over 130 people attended the annual festivities. Bros. Elmer Ditlno and Millburn Calhoun received their 50-year pins at the picnic. Both of them, and many other retirees in attendance, were happy, healthy and full of sass. Two Brothers unable to attend were Ray Landquist and Don Rodessler. Both are seriously ill. We remember them often when we gather, and we wish them the best.

Bro. Karl Johnson passed away. We mourn his death and extend our condolences to his family and friends.

Local 445 members and visitors in the jurisdiction have volunteered thousands of hours for union and community projects such as the picnic, the annual dinner-dance, the International Balloon Festival, the International Festival of Lights, Safe Place, and countless others. This work serves the twofold purpose of projecting a positive union image in the community and fostering a spirit of brotherhood.

Good work, one and all.

STEVE FRANKLIN, P.S.

HELIX ELECTRIC SIGNED
L.U. 477 (lo&a&l), SAN HERNARDO, CA—Thanks to the hard work of many people at Local 477, we were successful in getting Helix Electric, one of the biggest nonunion contractors in the West, to sign a collective bargaining agreement. We extend congratulations and appreciation to the local union staff, the members, and especially to Bros. Duane Moore, Mike Rank and Robert Brown who laid the groundwork to bring about this accomplishment.

We also thank Bros. Don Browning and Bill Waryas, who salted this job down. Without these salting efforts, we probably would not have signed the company. So we can see that salting does work when it’s applied right.

Our local filed charges with the NLRB against ITI, a Brown and Root subsidiary. The hearing was moved to Sept. 15, at ITI’s request. Bro. Moore submitted a settlement offer. ITI may decide to settle rather than be embarrased in court. The outcome had not been determined at press time.

The word is out—our organizing efforts are paying off. But we still need all you Brothers who aren’t working to come down and ask Bros. Bob and Duane what you can do to help.

The Local 477 annual picnic in August was a hit. Hats off to Dale Radeleff, Dave Ayers and the picnic staff for the well-organized effort. Many prizes were raffled; some of them were donated by area contractors. The food was great, and the refreshments were plentiful.

Re-sign was Oct. 2. General meetings are the first Thursday of every month at 7:30 p.m.

KEN “SORP” CHANAY, P.S.

SOFTBALL TOURNAMENT
L.U. 461 (ispa&l), AURORA, IL—Our local’s softball team concluded its 1992 campaign in third place, both at the Greater Aurora Turner League and at the 15th Annual Electricians Tournament. Seventeen Illinois locals competed at the Prairie Park ball fields in Champaign-Urbana.

Congratulations to our ballplayers on a superb season. Thanks to Carl Shindelbeck for his innovative efforts and to all those who supported the team. It was a best ever season.

KATHRYN B. HARIS, P.S.

WORK LOOKS GOOD
L.U. 481 (ispa&l), INDIANAPOLIS, IN—The work situation here is expected to be reasonably good for the winter. We hope we will be able to maintain full employment.

The first set of contracts for the United Maintenance Hub should be awarded by press time. A project on the northwest side of town called “North By Northwest” is in full swing; it’s a totally union job. The electrical work went to Lefever Electrical. The project utilizes funds from the Multi-Employer Property Trust Fund, which
SCHOLARSHIP WINNERS

L.U. 499 (ii), DES MOINES, IA—This year our local established the Jerry Dunagan Memorial Scholarship. We award $500 scholarships to four high school seniors who are dependents of our members. Our Executive Board had a difficult job picking the final four students, since all the applicants are real winners.

Those who received scholarships are: Amanda Quinn (daughter of Bro. Dennis Quinn), who is attending Briar Cliff College; Kimberly Rastetter (daughter of Bro. Mark Rastetter), who is attending the University of Northern Iowa; Robert Fowler (son of Bro. Dennis Fowler), who is attending the Massachusetts Institute of Technology; and Brian Watts (son of Bro. Dick Watts), who is attending Northeast Missouri State University.

Thirty members of Local 499 and 30 members of management attended a three-day Mutual Gains Bargaining Seminar put on by Cornell University. The program covered the DBW and Cornell throughout the United States and Canada. Officers from both the union and the company attended the seminar; they learned more about negotiations and each other, and they had a little fun.

DONALD D. KRAMER, B.R.

"MOVING WALL"

L.U. 501 (I&spa), WHITE PLAINS, NY—For the second year in a row, Local 501 electricians volunteered their services to supply power and lighting for the "Moving Wall," a one-half size replica in Westchester of the Vietnam Veterans Memorial in Washington, D.C. This event was hosted by the Vietnam Veterans of America Chapter 49, whose membership includes a number of Local 501 members. Many compliments were received from the visiting public. The occasion proved to be a tremendous public relations boost for our local union.

The work picture here is not very good. We hope a number of shopping malls will start up soon, along with work on a federal courthouse, a postal facility and an airline terminal. These and numerous other jobs are planned, pending funding and zoning approvals. Let's get out there to attend zoning hearings and local union meetings to stay informed.

Pickets are also needed constantly—to combat nonunion elements, to help other building trades in the area, to keep the public informed, and to organize. With pickets and the nonunion in mind, Dan McSpedan, the Local 501 organizer, and Bus. Rep. Tom Duur have held a number of Construction Organizing Membership Education Training (COMET) classes. The JATC is also offering many journeyman skill courses, and a course on "Effective Foremanship." We now have certified instructors in fiber optics and HVAC.

Soon we will offer another asbestos certification course. We must educate ourselves. Sign up for any and all courses offered.

We hope we will have succeeded on Nov. 3 in making this the year of organized labor.

THOMAS M. BUCKER, B.S.

THANKS, MEMBERS

L.U. 503 (i&c), MONROE, NY—We thank our members for helping provide the non-perishable items we sent to the victims of Hurricane Andrew in Florida.

Our members at Highland Telephones received a rebate in their medical premiums, while also seeing a premium reduction. Once again, thanks to Local 503 Pres. Robert Citrolo and the officers.

Our local will soon start planning for its 1994 50th anniversary celebration. Members who would like to help should call the union office.

SUSANNE HENNEBER, P.S.

HOLDING OUR OWN

L.U. 531 (i), LAPORTE, IN—Local 531 is holding its own in these difficult times. The hot-dip galvanize line at Bethlehem Steel has provided work for many of our journeymen and apprentices. This job has also employed Brothers from other locals. No doubt we will meet these new friends on the road somewhere, someday.

Our members and their families enjoyed the Local 531 picnic at the Porter County Fairgrounds. We were entertained with a dunk tank, games and clowns. The food, fun and fellowship were plentiful. Thanks to all those whose hard work made the event such a success. Volunteers will also be needed for future picnics.

We will have had some serious closures in our area. Let us hope union members turned out in large numbers to exercise their duty and their privilege to vote. For the sake of our jobs and our livelihoods, we need good, strong officials in place to lead our country.

We look forward to seeing you at the next union meeting.

DANIEL P. LUEK, P.S.

TAKE PART

L.U. 545 (I&em), ST. JOSEPH, MO—Our local union, like many others, is in the midst of battle. We face the challenge of continuing our educational efforts in order to retain competitive in our field. Each day we are confronted with the nonunion element. We search to find the "Made in the USA" label. Then we watch as companies move their manufacturing plants to countries paying substantially lower wages, forcing out the union labor that helped to build the company.

But why are we union members? It should be because we are proud of serving apprenticeship, learning our trade as we work, and making the community and the nation a better place for all. Members must take part in their local union and make it the symbol of strength and prosperity it was meant to be. As union members we can be proud to offer a quality job, completed on time, done right the first time, for a fair wage, in a safe and fair workplace.

Remember the Annual Old-Timers Meeting in November. Come see some of the members who helped form what we should be fighting to save—our union.

BIL SCHROEDER, P.S.

"CHRISTMAS IN JULY"

L.U. 557 (I&spa), SAGINAW, MI—For a short time in August, our out-of-work list was in single digits. The property issue for the CIESIN project structure will be resolved soon. That project will provide some jobs next summer. The Alma Total refinery has started and will keep some hands busy in the coming year. With these projects in the works, we hope long-term unemployment will be minimal. "Christmas in July" was a success. More than 40 homes were repaired by Local 557 apprentices, who volunteered their labor. Volunteer jobs are a good opportunity for apprentices to gain experience, with little economic expense to employers or customers.
Congratulations to Bros. Jack Travis and Carl Alfonso, who have retired. We hope their retirement years are filled with good health and happiness.

The August primary brought the defeat of several strong friends of labor, but we hope most of those elected will prove to be supportive of union labor. Let's hope we will have elected favorable candidates in the Nov. 3 elections.

JOHN E. CLEMONS, P.S.

A POSITIVE FUTURE


With this leadership and our Funded Market Recovery Program, the members of Local 569 are looking forward to a very positive future.

Bro. Sam Padilla again led the Local 569 softball team to victory in the annual San Diego AFL-CIO Labor Council softball tournament.

Congratulations, team.

JOSEPH C. HEDLER, JR. P.S.

HANDBILL LINES

L.U. 581 (Ideo), MORRISTOWN, NJ — Our local arranged two picket lines in our jurisdiction. In Randolph we set up a handbill line that brought out many of our members. An out-of-state employer paid to have his members at a local taking a major renovation at a Kmart department store. The response from the public to our presence was very encouraging. On a Saturday morning 20 percent to 40 percent of the potential shoppers decided to shop elsewhere after reading our informational flyers.

Down the road from this site was a picket line of a different nature. At Howmet Corp., a defense-oriented metals contractor, a nonunion contractor was hired to do electrical upgrade work. Many Brothers showed up to illustrate how many area craftsmen are in need of work. The contractor, demonstrating the attitude of an underemployed scab company, hired an armored car company to bring his men and materials into the plant. The company's response to the picketing was a real surprise to the calm and peaceful electricians of Local 581. We hope our continued efforts at these lines will yield positive results.

SCOTT WHITENACK, P.S.

SOLIDARITY

L.U. 589 (Irea), JAMAICA, L.I., NY — This past summer while traveling on vacation with my family, I made it my business to wear IBEW T-shirts. The response from other IBEW members was outstanding. I received big hollars, handshakes and well wishes that could make gray skies turn blue. I met IBEW members from Ohio, Pennsylvania, Maryland and New York. The IBEW union of hearts and minds is alive and well. IBEW electricians can and will forge ahead if local union members form a band of solidarity to enunciate all our members.

In July several Brothers received letters of commendation from the LIB for their outstanding performance during a power blackout at the Hillside Members regarding sexual harassment. Brother Nick DeStefano, Joe Franzoza and Andy Sheu are symbols of what the Local 589 family of electricians is all about.

It is a matter of concern that so many union members own foreign cars that were not made or assembled in America. It is time union members take a look at the quality product being produced by the United Auto Workers. The quality of American-made cars has improved; the quality exacting services Club donates cars just doesn't stand up anymore.

Let's hope we will have elected a friend of labor to the Oval Office on Nov. 3. The officers and staff of Local 589 wish the members and their families a happy Thanksgiving.

JULIUS D. PASSERO, P.S.

WOMEN'S CONFERENCE

L.U. 595 (Local 595, Oakland, CA) — Sisters Maria Schultz and Joan Weber attended the Ninth District Progressive Meeting in Seattle, WA, along with Bus. Mgr. Thomas J. Sweeney, Pres. Walter Corvello and Bro. Fred Hammer. The First Annual Ninth District Women's Conference was held on the first day of the meeting. The conference was a positive event. A workshop focused on the issue of sexual harassment. Sister Schultz reported that, "The union is exploring sexual harassment, how it manifests itself, and it is looking at ways to educate management and rank-and-file members regarding sexual harassment and its negative impact on the workplace." Many women hope more time will be allotted for the Women's Conference next year, with a more in-depth agenda devoted specifically to women's issues.

We send our best wishes for a speedy recovery to Bro. Benny Allsco, who was seriously injured while working on high-voltage equipment at the University of California, Berkeley.

The Retirees Club donates baskets of food to needy families each year at Thanksgiving. Donations of food and money to help with this year's Thanksgiving project will be appreciated. Donations may be left at the union office, or members may contact Retirees Club Pres. Ted Wallace.

DIANE REYNOLDS, P.S.


LINEMAN'S RODEO

L.U. 611 (Locals 611 and 610), ALBUQUERQUE, NM — Local 611 and JATC Training Dir. Chris Padilla announce the graduation of the 1992 apprentices. The new journeyman/women are: Charles Austin, George Biddulpho, Rodney Recente, James Berry, Robert Fred, Tobias Garcia, Mike Gollheer, Don Gurule, Nick Lomas, Jerome Lujan, Gary Martinez, George Muff, George Richardson, III, Glen Reybal, Richard Simard, Tom Statuta, Louis Thacker, Ronald Vigil and John Weyn. Congratulations to each of them and to this year's Outstanding Apprentice, Charles Austin. Our annual picnic at the Jemez Electric Cooperative picnic grounds Aug. 15 was attended by 381 people. Mike Miller, Hal Kissinger, Andy Palmer, Bennie Sandovol, Leonard Gragg and Brian Cordia raised $112 for the Legislative Committee by sitting on the dunk tank. Surprisingly, Brian raised the most money. Everyone had a good time.

The Ninth Annual Lineman's Rodeo was held in Kansas City, MO, Aug. 29. Local 611 members who participated were: Danny Lopez, Chris Harwood, Edward Morales, Jim Blea, Jerry Sema and Irv Walker, with Public Service Co. of New Mexico; and Rodney Garcia, Sammy Martinez and Randy Phillips, with Jasco of Wells World Services Inc. Richard Strasla from Public Service Co. and Local 611 member Robert Atencio judged the rodeo.

Bro. Dale McKee received the IBEW Life Saving Award plaque at the Outside Unit meeting in October. While working near Montejo Bay in the West Indies, Bro. McKee assisted in a possibly rescue of a fellow worker, who was electrocuted. Dale McKee was in accidental contact with a 6.9 kV conductor. With the assistance of other crew members, Bro. McKee successfully administered cardiopulmonary resuscitation.

We send our condolences to the families and friends of the following members, who have passed away: Urban T. Page, Augustin Martinez, Cole W. Ritchie, John M. Bowers, Peter Foehler and James Baldwin. May they rest in peace.

Attend your local union meetings and support COPE.

DANIEL BLAIR, P.S.

RALLY HELD

L.U. 613 (Locals 613 & 611), ATLANTA, GA — The work situation in Atlanta has not changed significantly. Too many of our members are still unemployed.

The business office is working closely with the labor movement in Atlanta and our State and Local Office.

A great turnout for our annual barbecue. We were glad to see everyone, especially the retirees and their families. It was a terrific day of fellowship and brotherhood.

Unfortunately, we lost some loyal and longstanding friends in the primary elections. The Nov. 3 elections will be won by the time members receive the Journal. We hope to have succeeded in getting friends of working people office at all levels of government.

We are saddened to report the passing of Bro. W. Edward Clark. Bro. Holloway was initiated into the union Dec. 17, 1951. He passed away Aug. 13. We extend condolences to his family and friends.

Attend your local union meeting.

LOUISE F. DUFFY, P.S.

BRO. DESIGNS NEW LOGO

L.U. 625 (i,mar,mts&skm), HALIFAX, NS — Many of our members have had to travel to look for work over the years, and in doing so they've made a lot of friends. Knowing how "tramps" are proud of their home locals, Bro. Ron Gillis (a 22-year member of Local 625 and a "tramp" himself for many years) designed a new logo for our local. The logo depicts Canada's maple leaf featured behind the famous sailing vessel, The Bluenose. It was launched in Lunenburg, Nova Scotia, on March 27, 1921, and over her 18-year undefeated racing history, she became immortalized as a legend.

Local 625, Halifax, NS, Bro. Ron Gillis displays the new logo he designed for the local.
among scaiting people; her image is still on the Canadian 10-cent piece. Thank you, Ron!

Over 300 members and their families attended the annual picnic at the Oak Island Inn and Marina. We enjoyed the boat tours of the beautiful Chester Basin, pony rides, games and plenty of good food. The events concluded that evening with a dance that lasted until 3 a.m. It was a great time.

Our Negotiating Committee signed a memorandum agreement at press time, it was hoped the contract would be ratified soon.

The nonunion element is creeping up on us. They have to be stopped. If we’re not part of the solution, then you’re part of the problem. So, get involved with whatever your local is doing to stop this trend. We can accomplish anything when we work together as a union.

War "Bill" E. L. Buekens, P.S.

BRO. HUGHES RETIRES

L.U. 631 ( knocked out), NEWBURGH, NY—Our local held elections in the spring, and we have started to chart the course Local 631 will take as we approach the next century. Many Brothers ran for office, which is great. It shows that our members are interested in the good of the union. I am honored and proud to have been elected business manager. Mike Magazine was re-elected as president. Rich Fisher was re-elected as vice president. Asst. Bui. Mgr. Steve Rockafellow was elected treasurer.

The Executive Board is made up of three incumbents—Harry Miller, Pat Eady and Rich Gilmore; and four new members—John Sager, Mike Shannon, Vinny Caserto and Brian Staat Sr. The Examining Board consists of incumbent Bob Memnerich and four new members—Pat Cricci, Warren "Buzzy" Denton, Greg Fratto and Roger Kennedy.

Good union members were elected to represent the local for the next three years. We can all work together to improve Local 631 at a time when we need to get our head in the Hudson Valley and Catskill areas.

We wish Bro. Ronald G. "Dutch" Hughes a happy and healthy retirement. Dutch is one of the most respected labor leaders in New York State. The labor movement will miss him. Dutch says he plans to stay in town; he’s not the snowbird type. He will continue to serve on several committees and boards in the area, and he promises he’ll still keep the best interests of the local in mind. Thanks, Dutch, for all your time and your dedication to Local 631.

SAMUEL FRATTO III, B.M.

LABOR DAY FESTIVITIES

L.U. 649 (location unknown), ALTON, IL—We have a good turnout for the Aug. 29 Labor Day parade. Local 649 members made a fine showing in our new IBEW T-shirts. Following the parade, a picnic was held at Gordon Moore Park, with food and drink for all. Softball tournaments, which began Aug. 26, concluded on the day of the parade. Our local’s two teams made a good showing, although we fell short of the big win. Thanks to those who played and to everyone who participated.

Terry Willett, P.S.

WORK IS GOOD

L.U. 659 (location unknown), MEDFORD, OR—Work has been good for inside and outside construction. We hope it will last awhile. Utilities are also very busy, with Pacific Power working towards more automa-

Members of Local 649, Alton, IL, turn out for the Labor Day parade.

local work will be needed.

Be union, buy union! See you at a meeting. Fire up some of those Brothers and Sisters to join you in attending. The meetings are only once a month, and our strength is in numbers.

Harold Keene, P.S.

95-FOOT POLES SET

L.U. 667 (location unknown), PEBBLE, CO—Members of our local, working for WestPlains Energy, raised three 95-foot "H" structures over the Arkansas River and U.S. Highway 50. The crew consisted of Gustavo Runco, Robert Chavez, Phil Marquez, Joe Martinez, Kevin Warmack and Ernest Aguilar. This was the first time West Plains Energy has set the 99-foot poles using their own manpower and equipment. Congratulations to our members on a job well done.

Our sympathy goes out to the friends and family of Bro. Glen Nevins, who passed away July 20.

Sharon S. Johns, P.S.

WORK PICTURE IMPROVED

L.U. 675 (location unknown), ELIZABETH, NJ—Our work picture has improved since the summer, when we had quite a bit of unemployment. GM has a retooling in progress, which has helped in an otherwise sluggish period. The proposed Clark co-gen is still being considered by their Board of Adjustment.

The local’s softball team, the Hooligans, ended a successful year in which they won the Union County Softball Division title and playoff championship. The team also participated in a number of IBEW tournaments throughout the summer, including the Long Island IBEW tournament and the Morrisstown tournament.

Congratulations to Bro. Frank Thomas, who retired after 25 years of service. Frank was an active member of the Fishing Club. We wish him a long and happy retirement.

Gary Pearls, P.S.

LOCAL MOURNS BRO. HAGBerg

L.U. 697 (location unknown), GARY and HAMMOND, IN—We are saddened to report the passing of Bro. Harold P. Hagberg, who died Aug. 1. Bro. Hagberg, a 65-year member of Local 697, was initiated into the local in 1927. He served for over 27 years as our business manager. Over the years he also served the local as Executive Board member, vice president and recording secretary.

As business manager, Bro. Hagberg was instrumental in establishing the local’s pension and health and welfare plans. He served with numerous community and civic organizations and was president of Munster Community Hospital Board at the time the hospital was built in 1973.

Bro. Hagberg was prominent in the labor movement, serving as president of the Northwest Indiana Building Trades Council and president of the Indiana State Building Trades Council for more than 20 years.

Bro. Hagberg was a leader with vision and courage. We extend our condolences to his family. He will be missed by all of us.

David Soderquest, P.S.

TOYS FOR TOTS

L.U. 699 (location unknown), ALEXANDRIA, VA—The U.S. Marine Corps Reserve Toy For Tots program will start soon. Let’s get out there and lend our support to the program. See your shop steward for more information.

Bro. David Staats is recovering from an accident at a substration last spring. We send David our best wishes and hope he is soon well. He is in our thoughts and prayers.

This is your local union. You have a right, as a responsibility, to participate. Make it a point to attend an upcoming meeting.

JAY W. MILES, P.S.

CASINO WORK WON

L.U. 903 (location unknown), GULFPORT, MS—Our local union members vol-unecered their labor to wire tree Habitat for Humanity houses in Gulfport (Harrison County). Hayes Electric.Pending the award of the contract, the local 903, along with the Mississippi Gulf Coast Building Trades, plans to participate in the Habitat’s three-year project to renovate and remodel its local volunteer headquarters in Pass Christian, MS. The Habitat presented shirts to members who donated their time, a plaque for the union hall and one for Hayes Electric.

Now, let the games begin! About 45 members of the Gulf Coast Building Trades Council picketed the Biloxi
BRO. ANDERSON HONORED
L.U. 949 (u & em), BURNSVILLE, MN—An open house for R.L. “Bob” Anderson, our former business manager, was held May 30 to honor him on the occasion of his retirement following 31 years of service with the IBEW. A large turnout of IBEW members, company management, friends and family came to honor and celebrate with Bob and share in the food and festivities. Thanks, Bob, for your years with Local 949. You served us well. Congratulations, and best wishes for much happiness in your retirement.

RAY TURNER, P.S.

LIFESAVING AWARD
L.U. 965 (u & em), MADISON, WI—The following Local 965 officers were elected to three-year terms: Mike Fin, Sec; Michael Kocher, Pres; Tony Bartels, Vice Pres; Michael Pyne, Treas; Richard Johnson and Sec; Gary McGrath. Elected to the Executive Board were Jim Mueller, Don Riggs, John Snader, Julie Hamness-Woods and John Zielinski. Congratulations to Bro. James L. Dean of the Nelson Dewey Unit of Wisconsin Power and Light in Cassville, Wi. Bro. Dean, a power plant mechanic, received the IBEW Lifesaving Award for coming to the rescue of a man who had fallen a piece of food lodged in his throat, lost consciousness and fallen to the floor.

LOCAL 949, BURNSVILLE, MN, BRO. R.L. "Bob" Anderson, former business manager, and his wife, JoAnne, at his retirement celebration.

Local 1031, Chicago, IL, newly retired members Epifanio Torres and Michaelene Bambo, joined by chief steward John Pruski (right).

The incident took place at a restaurant near Dubuque, IA, where Bro. Dean and his wife were having dinner. When he heard a glass tip over and saw a man clenching his throat and turning blue, Bro. Dean acted quickly. He instructed the waitress to call 911 and then performed the Heimlich maneuver, which he had learned in a Red Cross class offered at work. On the second attempt, the food was dislodged. Bro. Dean stayed with the man until he regained consciousness and became coherent. We applaud our Brother’s quick and heroic actions.

MICHAEL J. Pyne, P.S.

FOUR MEMBERS RETIRE
L.U. 1031 (em), CHICAGO, IL—Edward Bessler, Epifanio Torres, Virginia Roberts and Michaelene Bambo celebrated their retirement from Wells Gardner Co. at parties given by their friends and coworkers. Chief steward John Pruski and Pres. Joe Seripco joined the retirees for the parties.

Bro. Torres, who worked at Wells for 33 years, was hired Nov. 24, 1958, and was later initiated into the union. He worked as an analyzer. Epifanio plans to relax at his new home in Puerto Rico.

Sister Bomha, who worked 20 years at Wells, was hired April 11, 1972, and initiated later that year. She performed sub-assembly work and now looks forward to the relaxed pace of retirement.

Bro. Bessler, who worked at Wells 44 years, was hired March 29, 1948, and was later initiated into the union. He was a jeep driver, and he worked at the shipping and receiving dock. He plans to relax and enjoy taking it easy for now.

Sister Roberts, who worked 35 years at Wells, was hired in September 1957; she was initiated in November of the same year. She worked as a line assembler and in the insertion room. She looks forward to having more time to relax and be with her family.

We extend congratulations and the best of luck in their retirement to each of these Brothers and Sisters. We look forward to seeing them and other retirees at future local union functions.

JOSEPH C. SIPPEL, P.S.

GOLD PLAQUE AWARD
L.U. 1049 (u & em), LONG ISLAND, NY—The work picture for our craft group has improved dramatically, but it remains unstable due to the stalled economy. Our laid-off line clearance tree trimmers have returned to work; we hope the work continues.

A large portion of major overhauls is normally contracted out. However, this year only 6 major overhauls were contracted out, due primarily with in-house labor, and the job came in on time and under budget. Congratulations to all the Brothers involved in this effort.

IPPs and Co-Gens not only get tax breaks, but they also pay lower wages because they are nonunion. Their workers do the same job we do, but for less pay. Bus. Mgr. Richard Redmond and Vice Pres. Roger Cellan are working hard to get the Organizing Committee started to target these groups. Join the Organizing Committee to help keep union labor competitive; to keep the playing field level; and to expand our membership. Call the union office to join or to tell us of anyone you might know who works in these areas.

At the March of Dimes Walk-America Awards Dinner, Asst. Bus. Mgr. Ralph Banglelli accepted a gold plaque on behalf of Local 1049, whose walkers and workers amassed over 10,000 points. Of the 150 companies and groups that participated in Walk America, our local was 12th on the honor list. Thanks to everyone who made this possible. Special thanks go to our outstanding solicitors: Executive Board Chairman John Bartolotti, and Bros. Charles Cerriano, Robert Tocci, Walter Kedjierski and Rich Redmond Jr.

Before random drug testing went into effect at LILCO, numerous meetings were held to explain the program. A Local 1049 representative was present at the meetings to answer questions. Following a special membership meeting, we are pleased to announce that we have a drug-free work force.

Our local union picnic was a great success. There were refreshments and food galore, along with activities for the whole family. Thanks to the Picnic Committee co-chaired by Bill Graham and Jim Campidello and all those who helped make it happen. Thanks to Sue Campidello and the local union staff for their help with the monthly raffles. Raffle tickets for next year’s picnic will be available soon.

The United Way of Long Island campaign is under way. Local 1049 members will be stepping up to bat for the campaign as a way of supporting local agencies that help the youth and those in need. Due to government cutbacks, your contribution is needed more than ever this year.

Renovations and repairs on our meeting hall are completed. Thanks to the membership for their cooperation. We are proud of the finished product. Come to the next general meeting and see the difference.

WARREN E. O'NEILL, P.S.

LIFESAVING AWARD
L.U. 1085 (m), PENSACOLA, FL—Bros. Rhett Darby and Philip Bass received Life Saving Awards presented by Fifth District Int. Vice Pres. H. Wade Garley and Local 1055 Bus. Mgr. Joe Nobles. Congratulations, Brothers. Saving a human life is one of
the greatest services any person can perform. Our local has sponsored 14 members for this award, members whose decisive thinking and courage preserved a human life.

Our negotiating team, along with job stewards, unit chairmen and company management personnel, attended a new type of negotiating seminar presented by Cornell University. Negotiations began in late June, and the team was presented a package on Aug. 25. The package contains flexible work hours, extended rest time, some upgrades, improvements in living areas and fringe benefits. At press time, our team is traveling throughout the property to test this package.

Our members in the Eastern Division are once again working on ways to raise funds for the children at the Dee Hutton Cerebral Palsy Clinic. Let's all support their efforts.

By the time members receive this issue of the Journal, the Nov. 3 elections will be over. We hope we will have succeeded in electing officials who support our causes. Members involved with COPE will keep us informed regarding upcoming legislation important to working people, in such areas as affordable health care, unemployment benefits and workers compensation.

Ross Williams, P.S.

MEMBERS RESCUE BROTHER
L.U. 1245 (o.n.t.e.m.e.t.a.v; gotv. pt &tel; WALTUN CREEK, CA.—Union members at Merced Irrigation District reacted quickly when they saw the D-4 Cat fall on Bro. Bill Soto, burying him in the canal bank beneath several feet of wet earth.

They dug. "I really figured I was through. I didn't think I was going to make it," Soto later recalled.

Union members took turns digging the wet and heavy ground covering Soto until his face was uncovered. Participating in the rescue were fellow union members Carl Bronzini, John Hicks, Ed Del Dotto, Butch Witherell, Cliff Musick and John Goodson. When the Cat was secured so that it couldn't fall down any further, Soto, who suffered a collapsed lung and other injuries, was dug out and rushed by helicopter to Modesto Memorial Hospital.

Soto described the bumpy helicopter ride as "the longest 18 minutes" of his life. But thanks to the quick response by his co-workers, it was a ride that Soto lived to take. "I kept thinking of my whole family and how great these guys were, trying to get me out of there," said Soto. "I owe them my life; I really do." Erek Wolfe, P.S.

LOCAL MOURNS BRO. SHUTTER
L.U. 1249 (o.n.t.e.m.e.t.a.v; SYRACUSE, NY—Former Local 1249 business manager, William Shutter, passed away Aug. 21. Bro. Shutter served as business manager from 1965 to 1982. Bill was instrumental in beginning and sustaining the local's insurance and pension funds, as well as the journeyman linen apprenticeship program. Our sympathy goes out to his family and many friends.

We are proud of our journeyman graduates. As a fitting follow-up to the apprenticeship program, the Local 1249 team, composed of Bros. Randy Jones, Bob Whitaker and Mike Bordrich, captured the top prize given to a contractor team entry at the Lineman's Rodeo in Kansas City, MO. Bros. Doug Shutter, Razor Stevens and Dave Jorgensen also participated in the competition. Seventh period apprentice lineman Donald Wilbur participated in the apprentice competition. Congratulations, and thanks to these seven members, who worked hard and gave up their weekends to perfect their lineman skills. Hats off to each of them, and to instructor Bob Shutter, the apprentice coordinator. The large trophy they won will go in the trophy case for everyone to enjoy.

Some personnel changes have been made within the local. Bro. Richard Fulton was appointed as organizer. Bro. Gary Wahl is the test truck technician in the NYS Lineman's Safety Training Fund. Bro. Dan Daboe has been assigned to work with our insurance and pension administrator, James J. Winterhall. Bro. Winterhall is scheduled to retire Jan. 1, 1993.

The members had a great time at the local's Annual Mixed Clambake Aug. 15. Thank you, Brothers and Sisters, for your participation in this and all other Local 1249 events.

Andrew J. Morin, B.M.

CONGRATULATIONS, RETIREES
L.U. 1289 (o. m. c. v.; LAKEWOOD, N.J.)—We extend congratulations and best wishes to the following members who have retired: Frank Mannos, Rudy Schmidt, Charlie Tolly, Ted Raymond and George Muschalek. Local 1289 held a Family Day fundraiser to benefit the Helping Hands Committee. A total of $1,120 was raised. Proceeds will aid members of the local and their families.

We are saddened by the sudden on-the-job death of lineman Sam LaReite. Sam had 37 years of service, he was 61. At the time of this writing, the exact cause of his death had not been determined. We extend condolences to his family and friends.

Louis E. Shorham, B.S.

THREE MEMBERS RETIRE
L.U. 1307 (o. m. c. v.; SALISBURY, MD.)—Congratulations to William Bryan, Harold Venable and Anna Powell on their retirements.


Sister Anna Powell became a member Oct. 15, 1981, as a junior clerk in Cambridge, MD, after the company acquired St. Michaels Utilities. She remained in this position until her retirement July 1, 1992.

We completed our 1992 IBEW-COPE drive. Thanks to everyone who helped support this important project. Edward D. Sparks Jr., F.S.

SIX-CENT LAW REPEALED
L.U. 1339 (o. m. c. v.; BUFAZNO, NY.)—Our local union officers and Executive Board members have been busy with a number of issues. Our local worked successfully for the repeal of the New York state Six-Cent Law, which required utilities to pay excess power from nonutility generators for 6 cents a kilowatt. We formed a committee of IBEW members to lobby for repeal of the law. The committee, chaired by Tom Conine, was called the New York State Association of Electrical Workers Utilities Council on Co-Generators, IPPs and Nonutility Generators. Local union members did a great job sending letters to their legislators. Those involved were rewarded for their hard work with the successful repeal of the law on June 27. Thank you all for your help.

Think safety every day.

Rich Hubbard, P.S.

UNION COUNSELORS
L.U. 1347 (u.ees &c), CINCINNATI, OH.—Bus. Mgr. Jeffery Conner appointed Ralph Kelly as assistant business manager. We extend our congratulations to Frank, who is from the Transportation Dept. He will do a fine job.

At our summer picnic Aug. 14, we awarded years-of-service plaques and gifts to our members.

Bro. Greg Bennett and Stan Wells completed the Cincinnati AFL-CIO 1992 Union Counselors Course, sponsored by the Cincinnati AFL-CIO and the United Way & Community Chest (UW&CC). The union counselors' program trains union employees to help co-workers with off-the-job problems by connecting them with community service agencies. Participants attended weekly sessions on topics including public assistance, physical and sexual abuse, stress management, consumer credit counseling, AIDS in the community and workplace, workers compensation, and the United Way's information and referral program.

As graduates of the program, union counselors can refer fellow workers with problems to community service agencies and programs that can help. Local 1347 Pres. Tim O'Leary, the Cincinnati AFL-CIO Union Counselors Assoc., and the UW&CC Community Services staff facilitated the course.

Kenneth M. Gross, P.S.

ATTEND UNION MEETINGS
L.U. 1567 (u.m.c.v.), CHICAGO, IL.—Commonwealth Edison announced it is eliminating some management jobs, giving early retirement packages and eliminating some contractors, due to a
series of investment setbacks. The System Council is doing its best to remind the company that the pension package is for both the union and management employees. While all this change takes place, we are striving to maintain quality service. Members should attend union meetings to get reliable, first-hand information about exactly what changes are taking place in the company.

Regular Local 1307 meetings are held every second Wednesday of the month at the Hillside Holiday Inn at 8 p.m. Occasionally meeting dates are changed because of holidays. Check the bulletin board to confirm meeting dates.

By the time members receive this issue of the Journal, the Nov. 3 elections will be over. We hope union members will have turned out in large numbers to support the Democratic Party.

RICHARD RUBAS, P.S.

COLLECTIVE BARGAINING

L.U. 1505 (em), WALTHAM, MA—November is the month of Thanksgiving, a time when we reflect on things for which we are thankful. As workers and union members, one of the most important things we can be thankful for is our right to collective bargaining.

Without collective bargaining the worker would have no voice in the workplace. We would have no right to file a grievance if we were being treated unjustly. Without collective bargaining, the employer could hire and fire at will. There would be no justice in job promotions. The employer would set the hours of work and the level of wages.

Collective bargaining is the heart and soul of the union. Only as a unified and single group do we have the strength to bargain with an employer on an equal basis. Our negotiated benefits are the results of collectively bargaining. Collective bargaining is not only a cornerstone of the union, but a cornerstone of democracy as well. Think about it. If we were forced to deal with employers as individuals workers, where would we be?

We express appreciation to the members of Local 1505 who have served our country in the armed forces. American men and women have given their lives to protect the freedoms we so often take for granted. To these brave men and women, we wish a happy Veterans Day.

PETER F. CAMERON, P.S.

NO FOREIGN CARS

L.U. 1579 (6&8), AUGUSTA, GA—Our local union members voted unanimously to put up a sign in the union hall parking lot forbidding the parking of foreign cars there. The sign indicates that foreign cars will be towed at owners expense. Join us in buying American; the job you save may be your own.

The Nov. 3 elections will be over by the time members receive the Journal. We hope to have succeeded in electing friends of labor to office. Our members did help Bros. F.L. Handy win the Democratic primary for the county commission. We also helped elect Moses Todd, a member of the United Association of Plumbers and Pipe Fitters Local 150, to the county commission. This shows that by taking pride in our country and our communities, and by working together, we can elect people who will work for us.

Everyone had a good time at the local's Labor Day barbecue held at our new facility on Clark's Hill Lake.

The Local 1579 softball team heads for Macon, GA, once again for the state championship. Go team!

R. MICHAEL GREEN, P.S.

EMPLOYEE INVOLVEMENT AWARD

L.U. 1907 (em), FINDLAY, OH—Local 1907 and Harris Semiconductor are the proud recipients of the Employee Involvement (EI) Award, a prestigious award for labor-management cooperation. We received the award Aug. 6, and the day was declared the EI flag award day at the Findlay plant.

The award was presented by WCEI and the Northwest Ohio Center For Employee Involvement, in recognition of the progress we've made in developing an EI process.

A luncheon was given for all Harris employees who participated in the EI activities. The employees signed a banner, made by Cindy Stohler, which now hangs in the company's main lobby. Also attending the luncheon were guests from the community, other IBEW members, AFL-CIO representatives, and Harris company executives who traveled fromMelbourne, FL.

The Fourth District Progress Meeting in Columbus was attended by Local 1907 Pres./Bus. Mgr. Ken Ludwig; Treas. Sherrill Ludwig; shop stewards Paula Woodruff and Terrie Kozick; and EI facilitators Vanessa Thomas and Chuck Dyer, who conducted an Employee Involvement Workshop.

Thanks to everyone who helped make the Local 1907 golf outing held Aug. 22 at Sycamore Springs golf course such a success. Everyone had a good time.

Our local was privileged to present a check made possible from COPE funds to Ray Ball, a candidate for the U.S. House of Representatives from the 4th Congressional District. He is running against U.S. Rep. Mike Oxley, who has an unfavorable voting record for labor.

Congratulations to Sisters Carol Woesner, Dorothy Grohoske and Deloros Mull, who have retired. We wish them all the best for happiness and good health in their retirement.

MARK LAGRET, R.S.

Shown in the foreground are Local 1347, Cincinnati, OH, Pres. Tim O'Leary (second from right), Bros. Stan Wells (second from left), and Bros. Greg Bennett (right), joined by Dick All (left), president of the United Way & Community Chest, and Joe Velasquez (center), director, AFL-CIO Department of Community Services.

Local 1907, Findlay, OH, Pres./Bus. Mgr. Ken Ludwig (right) presents IBEW COPE check to Ray Ball, a candidate for the U.S. House of Representatives, as local members in background look on.

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

CURRENTLY ON PENSION Y N Sect. Sec. No

OLD ADDRESS

(please affix mailing label from magazine)

FORMER LOCAL UNION NUMBER

Don’t forget to register to vote at your new address.
CONTRACT INFORMATION

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY—The new contract has good news and bad news for pensioners and retirees. Bro. John Calascibetta, administrator of the pension, hospitalization and medical plans, explained the provisions of the new contract to the chapter officers at their July 7 meeting held at the retirees center in Local 3 headquarters in Flushing, NY. Bro. Calascibetta was introduced by Bro. Joseph Jacobsen, president of the IBEW L.U. 3 Retirees Association.

First the good news, as it affects pensioners and retirees. As of July 1, 1992, there will be an increase in the Joint Industry Board Pension of $1 per month for every year the member was employed or available for employment by a contributing contractor. Other benefits do not affect retirees, as they apply to working Brothers only.

Now the bad news. As of Jan. 1, 1993, generic drugs must be purchased if available. If name brand drugs are purchased and generic drugs are available, the member will have to pay the difference in cost to the pharmacist.

The surgical benefit will be paid equal to 110 percent of the usual, customary and reasonable (UCR) fee charged in the area where the surgery was performed. The benefit will not pay the full doctor’s bill if it exceeds the UCR fee by more than 10 percent. The fund will pay 110 percent of the determined UCR fee for doctors’ services in the area where services were performed. Dental benefits will be upgraded to 85 percent of the UCR fee for the first year and to 90 percent the second and third years.

There have been major changes to the deductible. The individual annual deductible has been raised to $500 and the family deductible to $1,500.

There is widespread unemployment in the construction and manufacturing industries in this jurisdiction, namely in New York City. Many Brothers are on extended furlough to spread the available employment among more members. These severe economic conditions result in reduced contributions to the various union welfare funds. The bad news, cited above, is necessary to prevent the erosion of the fund principal.

JACK HAPERS, P.S.

RETIRED

JULY 1992

ANNIVERSARY CELEBRATED

RETIREES CLUB OF L.U. 24, BALTIMORE, MD—Our members have enjoyed an interesting year under the capable leadership of Retirees Club Pres. Eloise Johnson. We welcome to-up-date information provided by the monthly speakers, on such topics as changes in Medicare and our own health and welfare program. The Travel Committee has arranged interesting monthly trips. Among the places we’ve visited are the Winterthur Museum in Delaware and the National Zoological Gardens. In Baltimore we visited the Science Center, IMAX and the planetarium. We also enjoyed a boat trip.

We are proud of Bro. Gilbert Mitchell, who provided some of the photographs of Baltimore in the May issue of the IBEW Journal. Bro. Mitchell is a talented photographer and magician. He entertained our group at the June meeting.

We celebrated our 11th anniversary July 21. After a short meeting, we enjoyed a luncheon and then danced to the music of the ’50s. A special display of union memorabilia dating back to 1898 was featured.

At the Charter Month Meeting, 16 retired Brothers received 50- or 55-

Simon Lodge in Elysan Park. We combined the luncheon with a celebration of the 50th anniversary of Local 11. Ass’t Bus.Mgr. Ted Ross reported on the status of the latest negotiations.

We thank Sister Iola Waxman and her superb staff for all their hard work to make the event a success. Among those who helped were Jo Converser, Johnnie Lenau, Sonia Begen, Mildred Mercado, Norma and Burt Young, Joan Hand, Bert and Roy Herringer, and Ralph and Edna Larkin. Mildred Mercado made individual place mats with the IBEW logo. Al Dawson, with his usual artistry, hand-lettered a huge banner to commemorate the local’s anniversary. Although there isn’t space to list the names of everyone who helped, we thank everyone who contributed.

We encourage our members to take an active part in the Retirees Club. We are not just a social club. We have a serious function, and we are particularly concerned with issues that affect seniors. So, we invite all retirees to join our meetings. Active members make for a strong club.

We are saddened to report the passing of our friend and Brother, Gene Drogan. We send our condolences to Br. Drogan and family. We will miss Bro. Drogan.

GILBERT S. HAND, P.S.

Local 24, Baltimore, MD, Retirees Club members celebrate their 11th anniversary at a luncheon meeting.

SERVICE PINS AWARDED


Our club enjoyed a successful Reno trip organized by our new tour director, George Boyle. The eighth annual Retirees Club picnic was in September. Thanks to all those who helped make it a success.

JUNE 1992

COME JOIN US

RETIREES CLUB OF L.U. 11, LOS ANGELES, CA—Our annual picnic luncheon was Aug. 12 at the Grace E.

Members recognized

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY, BRONX CHAPTER—Three members of our chapter received service awards on June 8. Bro. Michael Loretto, former treasurer, was awarded his 65-year membership pin. Churan Anthony Russoce and Treas. Peter Calbo were awarded their 50-year membership pins. The members extend congratulations to these Brothers. We are very proud of our distinguished officers.

JOHN COLES, P.S.

ANNUAL FISHING TRIP

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY, NASSAU CHAPTER—The Nassau Chapter had such a large group of members who wanted to go on our annual fishing trip to Bayberryland that Bro. Joe Jacobson decided we would go in two groups.

The first group went out on the fishing boat Rosie on May 18. That group caught about 20 fish. Bro. Kemper won the pool. Bro. Sawchuck took the second-place prize, and the third-place prize went to Bro. Tankenbaum for the largest fish that got away. We wound up the successful fishing trip with a wonderful luncheon and farewell dance. Bro. Mike Morgan was the chairman for this trip. Thanks, Mike, for all your hard work.

The second group had its fishing trip on June 1. They also went out on the good boat Rosie. They did a little better — they caught 30 fish. Bro. Savarese went home with first prize. Bro. Newman won the second-place prize and the boat pool. That group also enjoyed a great luncheon and farewell dance. Bro. Jack Schwartz was the chairman for the second group. Thanks, Jack, for a great job.

BILLY WADE, P.S.

Local 6, San Francisco, CA. Retirees Club members display their years-of-service awards.
year pins, certificates of appreciation, and Press.

John Reidenberg, Local 24 Press, Waldo Richardson in presenting the awards. Those who received 50-year awards were: John Baranowski, Norman S. Gaphorn, Donald L. Jackson, Willis H. Bond, William F. German Jr., Charles A. John Jr., R.M. Kendrick, Melvin Medicus, Gordon F. King and C.W. Pedlock Jr. Receiving 35-year awards were: Luciane Cruz, Edward M. Quelet, William A. Zimmerman, John F. Freund and P.T. Vail Jr. (now deceased). In August, members participated in the Union Labor of Love '92 helping America Red Cross Blood Drive. Thanks to those who volunteered their services to help make this another successful drive.

We wish our Brothers and Sisters and their families a happy, healthy holiday season.

MAX MAES, P.S.
JEAN MAES, P.S.

RETIREMENT DINNER

RETIREES CLUB OF L.U. 25 Long Island, NY—The second annual Gene Parrington Retirement Dinner was held May 15 to honor 34 new retirees and their guests. A total of 150 retired attended. Thanks to the continued improvement of his health, Gene Parrington, former club president, was able to attend. One of the highlights of the day was an appearance by the Local 25 bagpipe band, whose rendition of "Amazing Grace" brought tears to many an eye. A foot-stomping, hand-clapping sing-along of armed forces anthems followed.

A memorial service for members who passed away during the year was held at the June meeting.

Our summer activities included a boat trip to New York Bay July 5 for a viewing of the tall ships. We enjoyed a South Bay luncheon cruise and a trip to Ocean City, NJ, for lunch and a play. Affordable and comprehensive medical care is an issue of vital concern to retirees in this election year.

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OFFICERS SWORN IN


Retirees Club Pres. Mueller read off the names of 104 former members who have passed away since 1975, the year our club was organized. We extend our blessings to those who have gone on to their families.

We had a good turnout for this meeting, with 87 members in attendance. Keep on coming; you'll be sure to enjoy it.

TOM RUTTIN, P.S.

DINNER ABOARD BOAT

RETIREES CLUB OF L.U. 58, DETROIT, MI—Our retirees enjoyed a pleasant dinner aboard the boat Port Welcome docked near the ferry to Tarsen's Island. The 106 people present had a grand view of the boats passing by, and they enjoyed the reunion with many old friends.

Our business meetings are the second Wednesday of each month. They are especially informative, and we urge more retirees to attend. We can share information and discuss ways of solving any problems we might have. A delicious potluck dinner is served at the business meetings, and we have just about as much fun as we do at the social occasions.

HERB MARTIN, P.S.

ROOF RAISING HELD

RETIREES CLUB OF L.U. 80, NORFOLK, VA—Our retirees club held its 71st meeting July 1. We were organized in August/September 1986, and Bro. Dewey Horner was elected as our first president. There were 17 retirees present at that first organizational meeting. Now we have an active membership of 52. Bro. Sam Molley is our current president. We received our Certificate of Recognition in January 1988; it is on display at the Local 80 building.

We are saddened to have lost three of our members since our last meeting, but there is a bond among our group that will last forever.

We meet the first Wednesday of each month. There is always good food and fellowship. Our club enjoys such activities as oyster roasts, cookouts, trips, cruises, etc. Last month we held an old-fashioned roof raising for one of our members whose garage roof required replacement. The rains came, but the men worked steadily and the women cooked on the grill. We got soaked, but we had fun and were happy to help a member.

As the recently appointed club reporter, I will be submitting more news soon.

CLIF CAMPBELL, P.S.

COME JOIN US

RETIREES CLUB OF L.U. 99 PROVIDENCE, RI—We held our election of officers by paper ballot, and the slate was uncontested. The following officers were installed in May: Pres. Ronald Bitters, V.Pres. Ed Reotella, Sec. Joe Reilly and Tres. Bill Stromberg.

Club members enjoyed a four-day trip to Williamsburg, VA, in May. We visited the Village, Busch Gardens and the Old Dominion Opry. Videos and movies were shown en route.

On June 24 we sailed to Newport Harbor on the U.S. Coast Guard vessel enjoying a luncheon along the way. On June 16 the golf teams played at Goddard Park before our scheduled meeting at 1:30 P.M. In July our regular meeting was held at Goddard Park, where we had a cookout and games.

We congratulate Bro. Jack Hickey on his retirement and welcome him to the Retirees Club. Bro. Gene Lebrecht, our former treasurer, suffered a stroke and has been hospitalized. Bros. Angelo and John Chelke and Bob Demers have been ill. We wish them all a speedy recovery.

We are saddened to report the passing of Bros. Dave Jackson, Aldore Vachon, John Aveling, Joseph Johnson and Vinny DiChiaro. Vinny was our coffee man at the regular meetings. We will miss our Brothers, and they will always be remembered. May they rest in peace.

We welcome all our retirees to join us for the regular meetings held the third Tuesday of every month at 1:30 p.m. at the local union hall. We have a good time together and enjoy coffee and doughnuts. Remember, Brothers, your club can only move forward with your support. Come to the meetings and take part in our social affairs. Keep the spirit of brotherhood strong. May God bless you all.

PAT COLLECI, P.S.

WE CAN HELP

RETIREES CLUB OF L.U. 110, ST. PAUL, MN—The Retirees Club met Sept. 14 at 10 a.m. at the Moore Lodge Hall. Following the meeting, members were sent to Minnehaha Falls for a potluck picnic. Members brought food to share,

Local 38, Cleveland, OH. Bus. Mgr. Gilbert Steele (left) poses with Retirees Club members (second left to right) Bob Wallen, Fred Volk, Dick Kikta, Althea Posen, Bob Klamfas, Alice Flynn, Sam Laidman, Rose Tath, Bud Kildier and Bob Flynn.
and the club furnished pop, burgers, etc.

Speaking of sharing, why don’t we each share or give at least one hour a week of our time to help Local 110 and Bus. Mgr. Bruce Campbell police the nominating work in this area. Let’s think of ways we can help our union Brothers.

The Lakeville School electrical work went nominating. Remember, we have a stake in these things. Let’s do what we can to help strengthen the union.

We can show our “senior power” by helping to elect friends of labor to public office. We can encourage our children and grandchildren to get out to vote in each election. Local 110 member Ed Schones ran for a seat in the Minnesota Legislature. Election results weren’t available at press time.

The law firm of James & Samuel Spounias, of 460 Portland Ave., St. Paul, furnished a video and 22-page guide, “The Living Trust,” written and prepared by Colleen A. Cowlies, an attorney with legal authority on living trusts. Two young lawyers, Sam and Jim Spounias, answered questions from the floor for about an hour. They offered a 30-minute free consultation on living trusts.

The Local 110 picnic was a great success. Landmark contributed 40 12-packs for the occasion. The seniors served hot dogs and burgers. Everyone had a good time.

Retirees might want to consider a membership with the Minnesota Senior Federation, St. Paul. The organization puts out an excellent newspaper and offers members various discounts.

We have been made aware of several scams being sent through the mail. Any complaints regarding such material received in the mail can be directed to the office of Minnesota Attorney General Skip Humphrey.

ATTEND CLUB FUNCTIONS

JOIN OUR CLUB

RETIREE’S CLUB OF L.U. 211, ATLANTIC CITY, N.J.—Our club has had a busy time this year. Bro. Joe Stout received his BBEW 50-year award at a spring meeting. The Local 211 picnic was held in the summer. We had an Advisory Council meeting in August at the Sheraton Inn. The retirees always have a good time at these functions.

A lot of Brothers retire this year, and we would like to see them join our club.

We are saddened to report the death of Bro. David Beatty, a Local 211 apprentice. Bro. George Stockinger was hospitalized and is now on the mend. Bro. Howard Fish had bypass surgery. Bro. John Forbes is in the Lady of Lords nursing home.

We thank all the Local 211 officers and office staff for helping to make our club successful and keep it growing. We appreciate the special events they host for us.

THEODORE E. FLEMMING, P.S.

CLUB UPDATE

RETIREE’S CLUB OF L.U. 291, BOISE, ID.—We had a good turnout of retirees for the annual Eight District Progress Meeting.

Our annual picnic meeting was held June 16 at the home of the Rundles in Meridian. Club secretary Darlene Rundle was a great hostess. Her husband, Bob, did a fine job on the grill with the hamburgers and hot dogs. As usual, Otto and Ayres Peeling and Floyd and Lois Pinney supplied generous amounts of their delicious homemade wines. Guests included Bus. Mgr. Randy Ambuhl, office secretary Kay Imes, Ainer and Bessie Bermasolo, and John Barke. Retiree Club Pres. Bob Hett won the lottery ticket door prize. It was a great meeting.

The Local 291 annual picnic was Aug. 22 at Boise Municipal Park. A regular meeting was held Sept. 10 at North Chuckwagon.

LOUIE WILLIAMS, P.S.

MEMORIAL SERVICE

RETIREE’S CLUB OF L.U. 488, BATTLE CREEK, MI—Our Retiree Club’s annual Memorial Day service was held on the traditional day of May 30. The service was conducted by Retiree Club Pres. Charles Kelly. Remarks were made by Retiree Club Vice Pres. William Ring, Sec./Treas. Walter Nitsche and Pres. Kelly. Local 488 Apprentice Dir. Thomas Sportini and Local 488 Bus. Rep. Patrick Donahue also attended the service and addressed the group. Bro. Donald Manso also spoke, and Bro. Nino Franzino conducted a prayer. The members’ spouses were invited to the service, and those attending graciously provided the refreshments.

On behalf of our members, thanks to all who contributed to the occasion.

JOHN J. O’NEILL, P.S.

ATTEND CLUB FUNCTIONS

RETIREE’S CLUB OF L.U. 130, NEW ORLEANS, LA.—At our last quarterly meeting, 69 members and 44 spouses and guests were present. We would like to see more members attend and participate in club functions and activities. Refreshments were served after the meeting, followed by an hour of bingo. This was the first time we held bingo games. They were a huge success, so we’ll have bingo following the business at future meetings.

Retirees Club Vice Pres. and Activities Chair Lester Lethem arranged a shopping and dining trip to McComb, MS, which took place Oct. 8.

HERMAN A. RICHARD, P.S.

BROTHERS VOLUNTEER

RETIREE’S CLUB OF L.U. 531, LAPORTE, IN.—Bros. Ted Lamberson and Herman Reuer volunteered their skills to help renovate a house for abused children in Michigan City, IN. Thanks, Brothers, for sharing your time and talents.

We extend congratulations to the following 50-year members: Robert Clark, Don Deardorff, Robert Elshier, Robert Gross, Otto Hemphill, Charles Marshall, Ken Morse, Joe Nolan, Ralph Odle, Aron Peterson, Boyd Sherlund, Frank Szychalski, Ted Stade, Elwyn Wright and Robert Wright.

The Retiree Club held its annual picnic at Bro. Steward Lain’s cottage at Bass Lake. We had a good turnout, with 45 members present. Bro. Ralph Fuller traveled the greatest distance to attend, coming from North Carolina. Many retirees attended the Local 531 picnic Aug. 15 and enjoyed the food, fun and games. Even some of the younger electricians braved the dunk tank, with the proceeds going to the athletic fund.

By now many retirees are heading south or west for the winter.

We hope everyone remembered to vote Nov. 3.

FRANK LANDOWNIE, P.S.

A FAMILY GROUP

RETIREE’S CLUB OF L.U. 637, ROANOKE, VA.—At our April 8 meeting, the retirees made Easter hats, as shown in the accompanying photograph. Our regular meeting on May 13 was held at the Local 637 union hall on Peters Creek Road. On June 10 we met at Narrows, VA, for a picnic which we all enjoyed. We met at Lee Belcher’s home July 8; everyone enjoyed the delicious covered dishes. For the Aug. 12 meeting, we met at the union hall to discuss coming events for the year. Our club has become like a big family of Brothers and Sisters. We are a close knit group, and we enjoy one another’s company.

We are saddened to report the death of Bro. Lawrence O. Belcher. He passed away May 27. We all miss him.

As we approach the end of the year, we extend best wishes to the union men and women across this great land.

LEA BELCHER, P.S.
PARK PROJECT

RETIREES CLUB OF L.U. 714, MINOT, ND—Newly elected Retirees Club officers are: Pres. John Thomas, Vice Pres. Clarence Putz, Sec./Treas. Al Shrenk and Asst. Sec./Treas. Clarence Fischer. Don Rodgers and Vern Mikkelson were appointed to the Entertainment Committee.

We had a good turnout for our annual picnic Aug. 8. There was plenty of good food and cold beer, along with games of pool and cards. We all enjoyed ourselves.

We finished the first phase of our park project in Bismarck, with the completion of the sprinkler system. Now we are in the process of raising money, for a shelter, fencing and other improvements. To accomplish this undertaking, we will need the support of the community.

We put up a display of antique electrical materials in the training room. These items were collected and donated by Clarence Putz.

All retirees and those of you who are nearing retirement are invited to join us on Tuesday and Thursday afternoons for cards or pool at the union hall.

JOHN M. THOMAS, P.S.

NEW LABOR MUSEUM

RETIREES CLUB OF L.U. 948, FLINT, MI—Our landscaping members got right down to the task of moving grass, pruning trees and planting flowers at the union hall this summer. We do believe the Good Lord surely made self-propelled lawn mowers just for retirees.

Our migrating members with motor homes, Gene Allen, Jake Zeeman, Ken King, Jake Conrad, Charlie Marshall and Clark Lewis, are back in the fold.

Jim Peters got out of the Motor Home Club after rolling his vehicle over while towing it through Canada.

Retirees Club members and their spouses were guests at the dedication of Flint's new Labor Museum. It is an interesting project and well worth one's time to visit. The museum features the story of the founding of the United Auto Workers union and the UAW sit-down strike against General Motors. A large section of the museum is dedicated to the building trades locals.

When our group visited, we were treated to a continental breakfast, a tour and a nice lunch.

Jake Conrad is recovering from open-heart surgery. We wish you a speedy and full recovery, Jake.

At press time we were looking forward to another successful summer picnic.

GEORGE NICHOLS, PRES.

CLUB IN FULL SWING

RETIREES CLUB OF L.U. 995, BATON ROUGE, LA—From the Republican National Convention in Houston, we kept hearing how fortunate we are for all the supposedly great things the Republicans have done over the last 12 years. As mature voters we should know, at this point in our lives, which party best serves us. With so much at stake for the elderly, let's hope we got out the vote in the presidential elections to bring about a change in leadership.

Our Retirees Club is in full swing. We invite all retirees of Local 995 to check in with us on the first Monday of each month and join in the fun. Our annual barbecue was Oct. 24. Our Christmas party will be Dec. 19. Glad to be back with all of you. See you next time.

PETE MACALuso, P.S.

INSURANCE INFORMATION

RETIREES CLUB OF L.U. 1402, PITTSBURGH, PA—Fred and Betty Dietz hosted the Retirees Club picnic at their home in August. We enjoyed a catered lunch. There were games and prizes. Everyone had a great time.

We have been informed that information regarding our union life insurance benefit can be obtained from Ms. Chris Bagley, Grimes Aerospace, 250 East Broad St., Columbus, OH 43215. The telephone number is (614) 226-1575; you may call collect. Contact Ms. Bagley if you need to make a change of address or beneficiary. Since the life insurance was negotiated as a group policy, we do not individually have a policy in hand. A letter will be sent out to each person listing their beneficiary and amount of insurance. This letter is an important document. Be sure to keep it as a record of your life insurance policy. Current addresses were not available for all of those who are insured. So, we want to help pass this information along.

We are saddened to report the passing of Bros. Bill Ward and Bernard "Buzz" Schwartz. "Buzz" was a tool and die maker before he retired 15 years ago. He also served as treasurer of Local 1402. We always enjoyed seeing Bill and "Buzz" at our luncheons. We extend our condolences to their families. They will be sadly missed.

GENEVIEVE SHIBOGA, P.S.

MEETINGS WELL-ATTENDED

NEW JERSEY RETIREES ADVISORY COUNCIL—We are getting good attendance at our meetings. Most of our member locals have delegates at each meeting. Depending on the host local for the month, some members travel over 100 miles to attend. These are very dedicated people.

Our newly elected officers are Pres. Henry Hill, Local 592, Vineland, NJ; Vice Pres. Walter Rich, Local 439, Camden, NJ; Sec./Treas. Phil Bangheimer, Local 211, Atlantic City, NJ; Rec. Sec. Trudi Cunningham, Local 675, Elizabeth, NJ; Executive Committee members are Tom Sheridan, Local 581, Morristown, NJ; Arthur Newman, Local 400, Asbury Park, NJ; and Lester Litley, Local 439, Camden, NJ.

We extend congratulations to these officers and thank the retiring officers for a job well-done.

WESLEY LYNCH, P.S.

Fifth District Progress Meeting (Continued from Page 7)

...gates next, discussing first the presidential election, and then spoke in detail about the necessity of organizing, reinforcing President Barry's edict to "organize the unorganized." He raised the subject of IBEW-COPE contributions. He cited the great record in the Fifth District for its 100 percent local union participation, and congratulated them for their outstanding accomplishments. COPE certificates were presented to those locals—the top award of a Number One plaque, going to Local 480, Jackson, Mississippi, for the highest dollar amount per member in the Fifth District. It was accepted by Vice President Gary Greer, Business Manager Gene Douglas, and Assistant Business Manager/Organizer Wayne Divine.

A general workshop led by New Orleans attorney Louis Robein focused on the Americans With Disabilities Act. After his discussion, attorney Robein led a question-and-answer session. Regional Director H. Frank Malone, National Labor Relations Board Region 15, followed with an interesting presentation on NLRB procedures. The last day of the progress meeting opened with a general workshop on AIDS in the Workplace, led by attorney Robein. International Representative Mel Horton gave a report from the Industrial Organizing Project Work Team. Vice President Gurley thanked the host Locals and adjourned the meeting at 12 noon.
Training a "Free-Trade" Work Force Part I:

Worker Training Receives High Priority With "Europe 1992"

Profound changes have occurred on the continent of Europe in recent years: the death of European communism, the fall of the Berlin Wall, and the consolidation of East and West Germany come immediately to mind. Perhaps the most important changes in the economic and social climate of Western Europe will be the result of the possible gradual elimination of economic barriers among the 12 member nations of the European Community (EC).

December 31, 1992, is the target date for the elimination (where possible) of restrictions on the transport of goods, capital and labor across national borders in Europe. These initiatives, referred to as "Europe 1992," won't be completed by the end of 1992. But much change has occurred already, with more to follow in coming years.

One important area that will likely be affected is worker training. The following report of a study by the Bureau of Labor Statistics, U.S. Department of Labor, focuses on the effects of Europe 1992 on vocational training within the EC, with emphasis on what the United States has to learn from this experience.

Background of the EC

In 1957 the Treaty of Rome resulted in the founding of the European Economic Community. The treaty, signed by Belgium, West Germany, France, Italy, Luxembourg and the Netherlands, formed a customs union to reduce trade restrictions and other economic barriers between the signatory nations. By 1986 Denmark, Ireland, the United Kingdom (UK), Greece, Portugal and Spain had entered the agreement.

Tariffs between the nations were removed by 1968, but other obstacles to trade remained. These obstacles included product standards which excluded foreign goods, delays involving border crossings by people and goods, and limits on the international transfer of capital. These obstacles, and the economic stagnation in several member nations, persuaded the EC in the early 1980s to consider major changes in its organization and procedures. In December 1985 the heads of state of the EC member nations signed the Single European Act, containing language to commit the EC to remove physical, technical and fiscal barriers to the transport of individuals, goods and capital within the EC.

The Single European Act contained several sections concerning the training of workers. The act charged the EC to reduce the income gap between the richer and poorer member nations, recognizing that certain regions would need additional help to catch up with their more prosperous neighbors. Part of this assistance would be funds for worker training, which would be administered by the European Commission, the "executive branch" of the EC.

Structural Funds Increased

The EC has increased the size and scope of its three structural funds, agreeing to double, by 1993, their size in real terms from the 1987 level of approximately $9 billion to $10 billion (U.S.). The EC plans to use the structural funds to achieve five objectives:

1. Promoting the development and adjustment of regions whose development is lagging;
2. Aiding the regions, frontier regions or parts of regions seriously affected by industrial decline;
3. Combatting long-term unemployment (for persons over 25 who have been unemployed for more than 12 months);
4. Easing the occupational integration of young people (job seekers under 25); and,
5. Looking to the reform of the common agricultural policy, (a) adapting production, processing and marketing structures in agriculture and forestry to the new economic structure; (b) promoting the development of rural areas.

The European Social Fund focuses on objectives 3 and 4; the European Regional Development Fund on objectives 1, 2 and 5b; and the European Agricultural Guidance and Guarantee Fund on objective 5a. The Social Fund targets the young and chronically unemployed, and the Development Fund targets geographical areas experiencing economic difficulty.

**Fund Allotments Explained**

Social Fund monies are earmarked mainly for vocational training programs but are allotted to vocational guidance programs where necessary. Subsidies may be granted to organizations trying to recruit workers for newly created jobs. This fund is the main source of EC financial support for these activities. Since 1983, 75 percent of Social Fund resources have supported the recruiting and training of young people.

The resources of the Social Fund can have a significant effect on a member nation's work force. For example, about 16 percent of the labor force in Ireland has benefited from Social Fund programs. Similarly, the Social Fund assisted between 5 percent and 7 percent of the work forces of Greece and Portugal. The UK started its Youth Training Scheme with financial support from this fund. The fund also helped vocational training for 1,480 young unemployed workers in southern Italy and trained more than 300 young French citizens to serve as agents of development in the Third World.

The European Commission may use the Social Fund to encourage development of particular skills to achieve other EC goals. In one instance, programs were funded to improve the training of prospective cable-TV industry employees. Funds have been allotted to improve environmental quality through better worker training in waste recycling, pollution control and decontamination. For example, Germany has trained former steelworkers in the Saar region to be experts in the cleanup and decontamination of industrial sites.

The Regional Development Fund is limited to assisting regions averaging less than 75 percent of the EC’s mean per capita gross domestic product. But Development Fund projects designed to meet objective 1 can receive additional money from the Social Fund if the projects meet certain conditions, as when a project will create jobs. The following examples demonstrate how interrelated programs, using money from funds with interrelated objectives, may be devised to meet the goals of economic development and worker training.

In 1990 Spain requested Development Fund monies under objective 1 for its eligible provinces (about 60 percent of the population) to improve roads, railways, ports and airports as a way of building up the economic infrastructure. Social Fund support was requested to train a work force to build and maintain these improvements. In another project, Spain requested Development Fund assistance to boost tourism in the province of Castile-Leon by expanding hotel and other facilities and preserving and rehabilitating cultural resources. Spain also asked for Social Fund money to train the workers needed for the tourism project.

**EC Commits to Worker Training**

The EC’s member nations agreed in 1987 to offer all young people at least two years of vocational training after they complete their compulsory education. The European Commission set up several community-wide programs to increase the level of training and create an effective work force.

The main program for initial vocational training of young people between about 16 and 25 years old is PETRA, the Programme for European Youth Training. Under PETRA a European Network of Training Partnerships, consisting of about 150 training programs, exchanges ideas on training. PETRA also surveys large corporations and trade unions to determine how these groups can facilitate transnational training.

A related program, FORCE, was established in 1990 to organize coalitions of governments, employer organizations, trade unions, schools and other parties to conduct specific regional training programs. One of these programs combined the Dusseldorf Chamber of Commerce and the Brighton (UK) Technical College to retrain textile technicians and managers. FORCE also seeks out successful training practices arising through collective bargaining and attempts to extend these practices throughout the EC.

LINGUA and ERASMUS are programs promoting better understanding among the member nations. LINGUA finances foreign-language training for teachers, including vocational teachers; ERASMUS supports university student-exchange programs. Other programs educate and provide vocational training for the children of migrant workers.

Next Month: Other factors affecting worker training and what the United States might learn from the EC’s programs and continuing problems.

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**Consumer Price Index**

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<tr>
<th>Month</th>
<th>United States CPI-W</th>
<th>Canada CPI</th>
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</thead>
<tbody>
<tr>
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<td>138.8</td>
<td>128.4</td>
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<tr>
<td>July 1992</td>
<td>138.4</td>
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<tr>
<td>August 1991</td>
<td>134.6</td>
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</table>

U.S. CPI-W increased 0.4 index points during the last month or 0.3%. The increase during the past year was 4.2 index points or 3.1%.

Canada CPI increased 0 index points during the last month or 0%. The increase during the past year was 1.5 index points or 1.2%.


LOCAL 98 APPEAL OF I.P. DIRECTIVE

On August 14, 1992, the Executive Board of Local 98, Philadelphia, Pennsylvania, appealed the decision of the International President to the I.P. Directive to Local 98 to accept the travelling card of Brother Raymond Della Vella, a member of Local 756, Daytona Beach, Florida.

President Barry presented both his written and oral positions to the council along with his desire to arbitrate the matter. The condensed history of this case is as follows: Brother Della Vella graduated from high school in Philadelphia in 1971 and sought admission into Local 98's apprenticeship program five (5) times. Denied in 1976, after completing the required training, a state-authorized apprenticeship program, Brother Della Vella applied to Local 98 for membership. This too was denied. The Brother then moved to Daytona Beach and requested to join Local 756 of the IBEW. This request was denied. He then went to work for Newton Electric Company and became a field manager. Local 756 business manager then asked Della Vella to help localize a public-utility manager. He did not contest this. The application was finally granted, without any explanation. Then, in 1980 or 1981, Brother Della Vella returned to Philadelphia as a traveler. Local 98 refused to accept his travelling card.

During the next 10 years he had sought work out of Local 98 and on occasion Local 269 in Trenton, New Jersey. Throughout these years he was a strong supporter of the IBEW, and trade unions in general. He filed one job, including some job-related requests for payment.

The application was denied in 1991 and 1992, and the local received the appeal of Local 98.

Local 98 continued to refuse to accept Brother Della Vella into membership even after President Barry’s and International Vice President Donald Furr’s requests.

In spite of this fact, Brother Della Vella had not sought legal action, either from the NLRA or in the courts, against Local 98, but rather continued on through the proper channels of the IBEW.

The council was made aware of the correspondence and telephone calls that have been placed between all of the players over a 21-year period while Brother Della Vella attempted, through the channels of the IBEW, to become a member of Local 98.

The council has reviewed all of the evidence and testimony in this matter and has come to the following conclusion:

Article IV, Section 2(c), of the IBEW Constitution states that a Local shall not be liable to an employee for damages in an employment or labor-related matter. The foregoing decision is set forth in this section, which states that the International shall not be liable in such a manner.

The International in its capacity as the President of the Local IBEW shall accept Brother Della Vella into Local 98’s membership.

To interpret the foregoing section of Article IV in any other way would fly in the face of Article XII, Section 1, Article XXI, Section 5, which states: “Nothing in this Constitution shall be construed to conflict with any of the provisions of this article.”

The International President of the IBEW is the authorizing agent for Local 98 to accept Brother Della Vella into Local 98’s membership.

APPLICATION FOR VESTED PENSION RIGHTS DENIED

Robert Harman Jr., card number X108871b, was an IBEW member from November 1949 through October 1977, but thereafter discontinued any further payment of dues, and was dropped from membership. In April 1979 Brother Harman attempted to pay dues and was instructed by the IBEW that dues could not be accepted and that he would need to apply for membership as a new member.

Nothing more was heard until an October 1980 letter from Mr. Harman was received by the International Secretary requesting his pension money.

On August 9, 1982, Mr. Harman applied for a Vested Pension Application.

Article XII, Section 1(c), of the IBEW Constitution, vesting, states in part “the applicant for Vested Pension Rights must maintain his continuous good standing as an ‘A’ member until the date of approval of his application by the IBEW.”

Mr. Harman was dropped from membership in 1978; therefore, his application is denied.
PAYMENTS OF DEATH BENEFITS NON-RETIRED MEMBERS
The International Executive Council approved payment of death benefits payable under the provisions of Article XII, Section 2, of the IWBE Constitution to the following non-annuitized nonsurviving non-retired members designated beneficiaries:

**PAYMENT OF DEATH BENEFITS NON-RETIRED MEMBERS**

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**MEMBERSHIP IN LUI**

- Miller, John W.
- Smith, James E.
- Davis, John A.

**APPLICATIONS FOR VESTED RIGHT TO PENSION BENEFIT**

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

**APPLICATIONS FOR VESTED RIGHT TO PENSION BENEFIT**

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**MEMBERSHIP IN LUI**

- Miller, John W.
- Smith, James E.
- Davis, John A.

**APPLICATIONS FOR VESTED RIGHT TO PENSION BENEFIT**

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

**APPLICATIONS FOR VESTED RIGHT TO PENSION BENEFIT**

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**MEMBERSHIP IN LUI**

- Miller, John W.
- Smith, James E.
- Davis, John A.
## IN MEMORIAM

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International Brotherhood of Electrical Workers

Number admitted to pension last month 460
Total number on pension 89,460

Pension and Death Benefit Payment Report

August 1992

Death benefits paid last month $1,199,405.25

Total Amount $1,290,300.25

IBEW PENSION BENEFIT FUND

International Brotherhood of Electrical Workers

NATIONAL ELECTRICAL BENEFIT FUND

Number admitted to pension last month 460
Total number on pension 89,460

Pension and Death Benefit Payment Report

August 1992

Death benefits paid last month $1,199,405.25

Total Amount $1,290,300.25

AMERICA WORKS BEST WHEN WE SAY... YES!

IBEW JOURNAL/NOVEMBER 1992
IBEW Mourns Loss of Retired Vice President Andy Johnson

It is with great sorrow that the IBEW reports the death of Alfred R. "Andy" Johnson, a true labor pioneer, who died on Sunday, September 13, 1992, in Pittsburgh, Pennsylvania, after a long illness. He was a 71-year member of the IBEW.

Born November 10, 1923, in Newark, New Jersey, Andy (as he was fondly called) was initiated into Local 5, Pittsburgh, on April 15, 1941. After a four-year apprenticeship, Brother Johnson became a Journeyman, a foreman, and a superintendent of several large construction projects. He served as business manager of two locals—Local 712, New Brighton (now Beaver), Pennsylvania, and Local 306, Akron, Ohio.

In 1956 he was appointed an International Representative, and served as a special organizer, until his enlistment in the U.S. Navy in 1942. During his World War II Navy tour, he was a Navy Seabee serving in the African and European theaters of operation. Upon discharge in 1945, he returned to his position on the IBEW Third District staff. On July 27, 1967, he was appointed to the position of Vice President of the Third District. His extensive union career included an invitation to address the British Speciality Labour Trades Movement Convention in Great Britain; concurrent service as vice president and member of the Executive Board of the Pennsylvania AFL-CIO; as chairman of the Joint Electricians, Plumbers and Steamfitters International Jurisdictional Committee; and as a Specialty Trades Representative on the National Appeals Board for the Building and Construction Industry.

Brother Johnson received many awards. On January 12, 1968, he received an award from the New York State School of Industrial and Labor Relations at Cornell University for "valuable assistance rendered in establishing institute programs of National Labor Relations Board procedures and the law." In December 1971 he received the Anti-Defamation Award from B'nai B'rith; awards were received in 1972 and 1973 for distinctive service to the National Appeals Board of the Building and Construction Industry.

IBEW Mourns the Loss Of Brother Sorveli

It is with a great deal of sadness that the Brotherhood announces the passing of former International Representative John Lewis Sorveli on August 23, 1992. He was 69 years old.

Born on July 6, 1923, in Russell, Pennsylvania, Brother Sorveli was initiated into Local 30, Erie, Pennsylvania, in 1948. He served his local as business manager for seven years, as president for four years, as vice president, and as assistant business manager. Additionally, he was a member of his local's Negotiating Committee, vice chairman of System Council U-12, and was Executive Board member of the Pennsylvania State Electrical Association. He also represented IBEW Utilities at the Pennsylvania Governor's Safety Conferences. He was appointed an International Representative November 1, 1967, and assigned to the Third District staff. He retired from the Brotherhood in November 1985.

A veteran of World War II, Brother Sorveli served in the Coast Guard on a P.T. Boat. He was a member of the Loyal Order of Moose, and the VFW. He was quite athletic, having played semi-pro football and basketball in the 1950s. He also enjoyed golf, fishing, hunting, boating, hockey and horse racing.

Brother Sorveli is survived by his wife, Mildred; his children Gerald, Ronald, and Marikea; and six grandchildren. He will be very much missed, but Brother Sorveli's memory will endure within all who knew and worked with him.

Brotherhood Saddened By Passing of Brother Salerno

The IBEW sadly announces the death of former International Representative Frank Salerno Thursday, September 17, 1992. He was 74 years old.

Brother Salerno was born July 21, 1918, in Chicago, Illinois. He was a member of, and business agent for, the Bakers Union in Chicago before he moved to California. He was initiated into IBEW Local 1955, then in Los Angeles. He moved his card to Local 1710, Los Angeles, and concentrated on organizing.

Appointed an International Representative January 1, 1964, Brother Salerno was assigned to the Ninth District staff. He continued to serve the Brothers and Sisters of the Ninth District until his retirement in 1979.

A member of the Knights of Columbus, Brother Salerno enjoyed fencing and playing bingo. He served in the U.S. Army. He is survived by his wife, Josephine, and two adult children, Paul and Leonard.
VIETNAM VETERANS MEMORIAL

Honoring all who Served