

October 1994

IBEW

JOURNAL

Wiring In The Union Camp

SEE PAGE 2



EDITORIAL

J.J. Barry, International President

The Trumpet Summons Us

Vote '94

Throughout the history of the United States and Canada, we have been called on to set aside our differences and join together to defeat our common enemies. For working-people in the United States, the time to come together is Election Day 1994, November 8.

At the height of the Cold War, President Kennedy urged Americans to come together in solidarity. In his 1961 Inaugural Address, Kennedy said, "Now the trumpet summons us again—not as a call to bear arms, though arms we need—not as a call to battle, though embattled we are—but as a call to bear the burden of a long twilight struggle, year in and year out, 'rejoicing in hope, patient in tribulation'—a struggle against the common enemies of man: tyranny, poverty, disease, and war itself."

One hundred years earlier, just before the Civil War, President Lincoln also urged all Americans to unite. In his 1861 Inaugural Address, Lincoln said, "We must not be enemies. Though passion may have strained, it must not break our bonds of affection. The mystic chords of memory, stretching from every battlefield and patriot grave to every living heart and hearthstone all over this broad land, will yet swell the chorus of the Union, when again touched, as surely they will be, by the better angles of our nature."

Today, as the corporate-led war against us continues, our call for unity is more urgent than ever. Business-controlled political



action committees are working day and night to buy influence in local, state, provincial, and federal governments from Washington and Ottawa to Los Angeles and Vancouver. But we have a way to fight back. Our weapon is as old as Democracy, and more powerful than any army: our vote. And on Election Day working-people have the obligation to use the ballot box to show the world the better angles of our nature.

On November 8, United States Senators will be elected in 34 states. All representatives to the U.S. House of

Representatives will be up for election. Governorships in 36 states will be decided, and so will countless other state and local offices.

Despite any possible differences among us, we working-people have a common agenda: dignity, security, prosperity. And that agenda will be debated and acted upon in statehouses and governors' mansions across

America, not to mention in the United States Congress. We need friends in local, state, and federal government, or else decisions which affect our lives—like how our children are educated, what kind of working conditions we can expect, and what kind of health-care coverage we can afford—will be decided by the wealthy few. We can't just sit back and let that happen.

Take the next few weeks before Election Day to learn about the candidates. If you, a friend, or family member are not registered to vote, in most states there's still time to register. Study the candidates' labor record. If you are unsure of their record, call their campaign, your local union, or your state's AFL-CIO office. Be informed, and get out there and vote on Election Day.

So next month, November 8, the trumpet sounds again. This long, twilight struggle for the rights of working-people is begun anew. Our bonds of affection are strong. And together, speaking through the ballot box, we can prevail. ☐



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COVER PHOTO: Using his headphones, Local 508, Savannah, Georgia, member Don Wingate checks electrical cables coming into the Union Camp Recovery Boiler No. 15's Rack Room. The Rack Room will become the boiler's brain center. (A hard hat was not required in this immediate area).

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Wiring In The Union Camp

Local 508 Members Electrify a Union Camp Papermill Boiler Project

You may not be able to judge a book by its cover, but a lot of companies hope you will judge their product by the box or bag it comes in. And for the union electricians of Local 508, Savannah, Georgia, who are wiring the largest piece of equipment at the largest papermill of its kind in the world, the packaging, very literally, is the product.

Union Camp Corporation manufactures a variety of paper products, from fine writing paper, to cardboard and packing materials. When they decided last year to modernize and streamline their Savannah pulp and papermill, box factory, bag plant, and chemical

manufacturing operation, it became clear that a gigantic new piece of equipment—a new recovery boiler—was going to be needed. It was going to require a great deal of high-quality, highly skilled electrical work. They needed men and women who had the skills and the training to get the job done right. They turned to the men and women of Local 508.

A recovery boiler serves several purposes. Fueled by the by-products of the pulp-making process, it produces steam. The steam is used to generate power and for other processes at the plant. Meanwhile, the

burned fuel (which resembles Number Six Oil and is called black liquor) in the process of being burned, is transformed into a substance called green liquor. When reconstituted, green liquor becomes what is known as white liquor. And white liquor is, along with wood chips, the key ingredient in pulp production. Once the pulp is removed (to be made into paper and cardboard), what's left is black liquor, and the process begins again.

The new \$180 million boiler replaces two smaller boilers the company had been using since the 1950s. The new boiler will be 5 to 10 percent

FIGURE 1. The Recovery Boiler's Role in Mill-

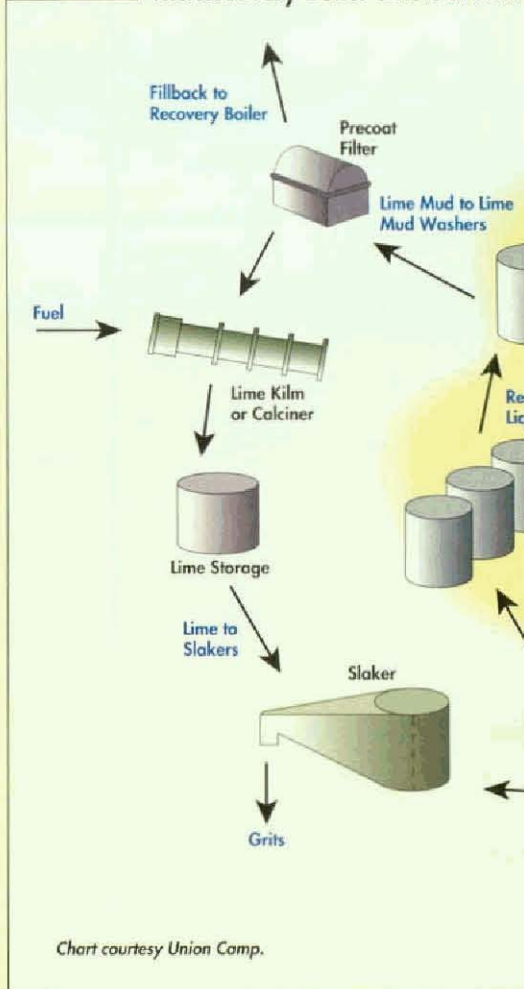
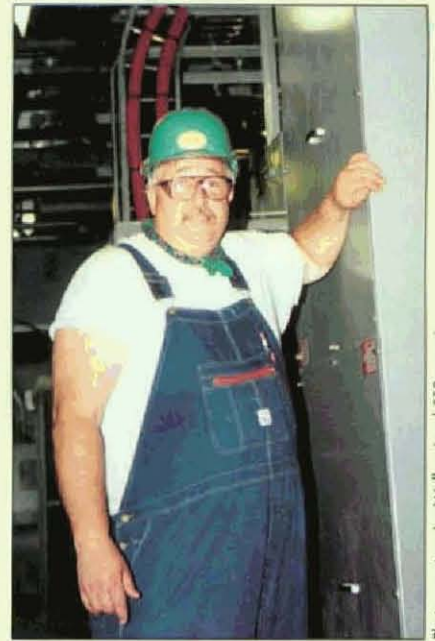
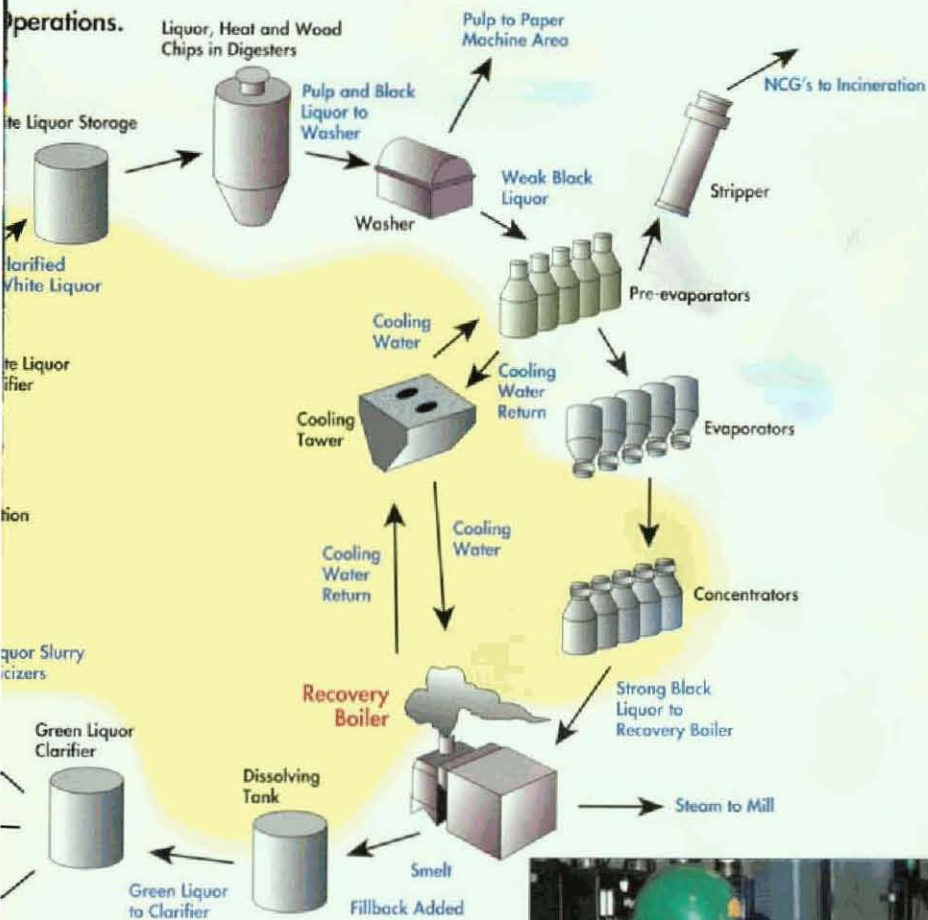


Chart courtesy Union Camp.



Photos courtesy Joe Walker, local 508 organizer.

Local 508 member Joe Counihan Jr. stands next to, and under, conduit, housing some of the high-voltage cable which was pulled for the boiler project.



Above, Foreman Rick Canady (left) observes Local 508 member Creig Self bend conduit.

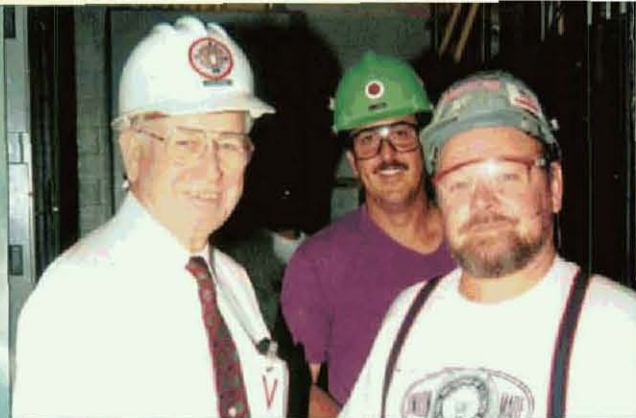


William McLaughlin, IBEW craft representative to the Labor Relations Board (left), speaks in the Rack Room to instrument technicians and Local 508 members Boyd Whitley and Adrian Wallinford. The Rack Room will be the brain center of the recovery boiler.



From left, Union Camp Human Resources Manager Jeff Sharpton, Tampella Power Superintendent Bruce Holland, Tampella Power Construction Manager Pafford, Electrical Superintendent, and Local 508 member Richard Flowers, Business Manager Brown, and IBEW Craft Representative to the Labor Relations Board William McLaughlin stand at the Tampella trailer at the project site.

Wiring In The Union Camp

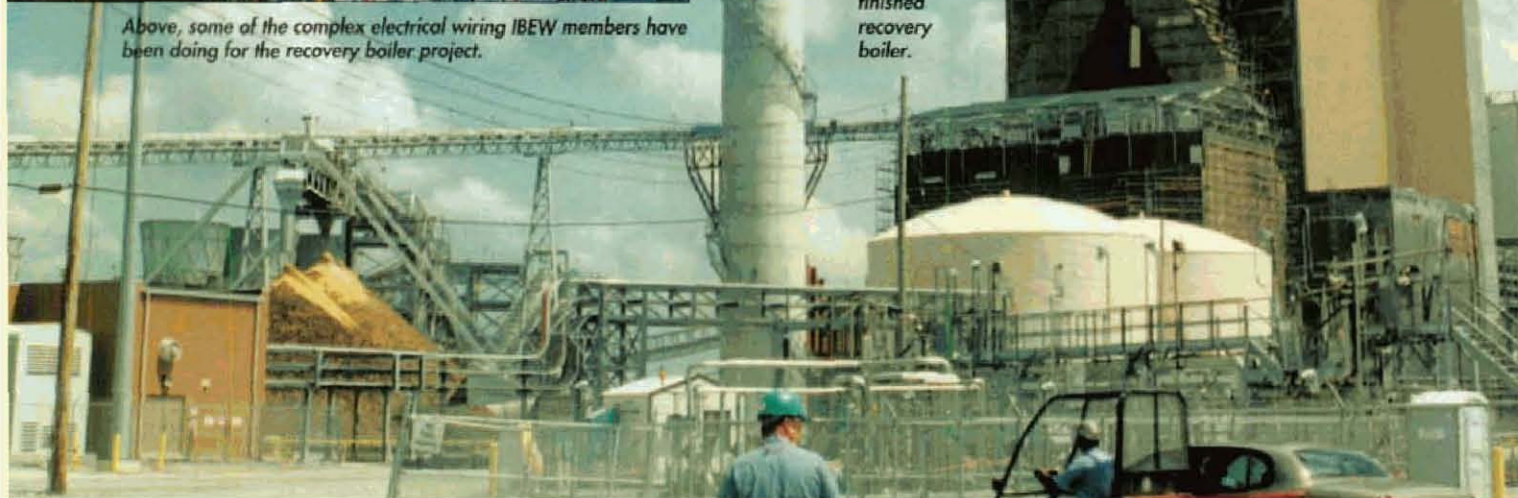


Above, Business Manager Brown (left) stands with Local 508 Vice President and Press Secretary David Lamb (center) and Local 508 Executive Board Chairman and Apprentice Training Instructor Butch Tatum at the recovery boiler job.



Above, some of the complex electrical wiring IBEW members have been doing for the recovery boiler project.

The tan and black structure to the right of the smoke stack in the center of the photo is the partially finished recovery boiler.



more efficient than the old ones. It is designed to reduce the output of sulfur dioxide, particles, carbon monoxide, and organic compounds (which will reduce odor), so everyone will be breathing easier.

And, Union Camp's Boiler Project Manager Bob Lundberg says, helping people breathe easier is something his company has been working on for some time. He said, Union Camp has been a pioneer in developing fast-growing trees, which are planted by the millions each year to replace trees cut down for the company's papermills. The company says it is "Georgia's biggest farmer, annually planting

20,000 acres with approximately 12 million [tree] seedlings."

According to Local 508 Business Manager-Financial Secretary James L. Brown, there are about 215 IBEW electricians working on the recovery boiler, known as RB-15. There are 20 instrument technicians, and 20 to 30 apprentices. About 40 of the IBEW members on the site are travelers. The job began in January of 1993, and the boiler is scheduled to go on line, says Brother Brown, by the end of this year.

Tom Pafford, the construction manager of the job's contractor,

Tampella Power, says the IBEW members on the site are working on the electrification of the boiler unit and related equipment, the installation and wiring of the distributor control system, the terminating, and the linking up to an uninterrupted power supply. He said, "They're involved in the mechanical execution of all the primary, secondary, and auxiliary systems. They're involved in laying out and pulling all the wiring and cabling, laying the conduit, the instrumentation—[they're] a critical part of the [overall] job."

This job is unusual for Local 508 for a couple of reasons. Joe Walker, Local



Above, part of the IBEW crew at the recovery boiler site.



Above, Local 508 member Val Stephens prepares to operate an electric crane at the boiler complex.



At right, Local 508 members Scarlett Hunt (left) and Sandra Brown (right) terminating cable into cabinets.



In the Rack Room, Local 508 member Ralph Harris hooks up and labels wires coming into a control cabinet.

508 field organizer, said the scale of the project and the amount of state-of-the-art equipment being installed makes this work unique. He said the RB-15 is the largest recovery boiler in North America, maybe the largest in the world. And, he said, "There are just a lot of new systems being used.... It's just so large and so complex."

Local 508 Assistant Business Manager L.W. Cochran said the job is also unusual because it was negotiated with a traditionally nonunion contractor. He said when Union Camp, a union company, awarded the boiler construction to Tampella Power, it was with the understanding that Tampella

would work with the local building trades unions. "So," he said, "we looked at the manpower potential of the job, and the longevity, and we went ahead and negotiated a contract."

And it seems the relationship the local struck up with Tampella is being looked on positively from both sides. Construction Manager Pafford said about the IBEW, "The quality of the installation is superb. The craftsmanship is excellent. We're more than pleased and proud to be associated with the IBEW on this project."

At their Savannah plant, Union Camp produces 1.2 million

tons of paper annually, which is made into four and a half million boxes a year, 3.6 billion bags a year, and tons of core stock for plastic laminate used in kitchen and bath cabinets and counter tops. And its chemical operation sells over 200,000 tons of chemicals a year around the world.

The new recovery boiler Local 508 members are working on will make continuation of that impressive output possible. So next time you size up a product by the box or bag it comes in, it's a good bet an IBEW member back in Savannah had something to do with it.

Rekindling the Organizing

Tri-Canadian Progress Meetings Cite 1994 as the

Western Progress Meeting: Kelowna, British Columbia

The first of three regional progress meetings was held April 26 and 27, 1994, at The Coast Capri Hotel, Kelowna, British Columbia, Canada. International Representative Donald Lounds opened the Western Progress Meeting for International Vice President Ken Woods, as he was involved in the Bill 80 case in Ontario, and was unable to attend. International Representative Lounds also expressed the regrets of International President J.J. Barry, and other Officers who were absent because of prescheduled IBEW commitments.

After the opening ceremonies, Local 213, Vancouver, British Columbia, Business Manager Charlie Peck welcomed the delegates to the progress meeting, after which he introduced Kelowna Mayor James Stuart to the delegates. Mayor Stuart greeted the delegates to Kelowna, and wished them a successful, productive meeting. International Representative Lounds then presented the Officers' Report, after which Brothers Lawrence Shapka and Don Turner, from Local 1007,

Edmonton, Alberta, Canada, brought to the attention of the delegates an innovative community venture, *Eyes and Ears Child Safety Programme*. It began as a neighborhood watch program that was extended to a mobile watch for children and others who needed help. The program's logo, now on union trucks is a beacon for children and for those who are threatened or simply need help. A similar program was originally initiated by Business Manager Jim Leishman, Local 339, Thunder Bay, Ontario, under the *Kid Kare* logo. The local was awarded a plaque by the Canadian Society of Safety Engineers for the best community program. In another Canadian local, the same program is dubbed the *Smart Fox Programme*.

IEC Member Jim McAvoy and First District International Representative Tom McGreevy briefly addressed the delegates. Brother McAvoy stressed the importance of all local unions "getting on board" to meet the challenges of a new technology, fiber optics. Brother Moss Pacala was con-

At right, introducing the *Eyes & Ears Child Safety Programme* are, from left, Local 1007 members Lawrence Shapka and Don Turner.



Business Manager Peck (right) welcomes the delegates to the Western Progress Meeting. Seated from left are Kelowna Mayor Stuart and International Representative Lounds.



Delegates at the Western Progress Meeting.

gratulated and presented a Safety Award for winning second place in the IBEW Safety Poster Contest. After the lunch break, two educational seminars on the MEMO organizing program were conducted. The next day began with comprehensive MEMO workshops, after which delegates reconvened for discussion. Shortly thereafter, the Western Progress Meeting was adjourned.

Spirit of the Past

"Year of MEMO Organizing"

Below, seated on the dais at the Western Progress Meeting are, from left, Local 213 Business Manager Peck; First District International Representative McGreevy; IEC member McAvoy; and Kelowna Mayor Stuart.



Central Progress Meeting: London, Ontario

After the initial welcoming of delegates to the Central Progress Meeting, held at the Radisson Hotel, London Centre, May 18-19, 1994, International Vice President Ken Woods began the general session with the introduction of Business Manager John Pender, Local 120, London, Ontario, who greeted the delegates, welcoming them to the city. Vice President Woods then introduced the Officers and guest speakers. In attendance were International Secretary Jack Moore; Executive Assistant to the International President Mike Lucas; Director of the IBEW Education Department Marty Letsinger; Director of Construction Organizing James Rudicil; CFL National Coordinator of Education Bill Woodrow; and IEC member Jim McAvoy.

Before calling on Secretary Moore to give the keynote address, Vice President Woods presented a tentative agenda. He advised the delegates that the IBEW education program continues to be well received, with over 17,000 union members availing themselves of the IBEW Industrial Stewards Course. He informed them that through the end of October 1993, 62 IBEW members were trained to deliver the IBEW COMET Training Course, and at the same time, 37 COMET seminars were held for 713 participants. Vice President Woods closed his address saying, "As time progresses, you are going to hear more and more of the need to educate our members—not only as to their duties and responsibilities as officers and members, but also of the terrible



Vice President Woods opens the general session at the Central Progress Meeting.



Executive Assistant Lucas addresses the afternoon session at London, Ontario.



Local 120 Business Manager Pender welcomes delegates to the Central Progress Meeting.



Secretary Moore addresses the delegates at the Central Progress Meeting at London, Ontario.



consequences we face if we don't educate and re-educate ourselves and our membership." A factual slide show made clear the importance of Vice President Wood's remarks.

Secretary Moore then gave the keynote address which began, "I prefer to not begin a speech with 'bad news,' nor do I like to immediately

Rekindling The Organizing Spirit Of The Past

At right,
Executive
Assistant
Lucas
participates
in a London,
Ontario,
MEMO
Workshop.



pursue a critical soapbox attack...it is the highly alarming report of the declining membership. Between April 1993 and April 1994, 'active' U.S. and Canadian membership declined by 19,986—that's almost 20,000 members." He told them that he is aware of the problems they are confronted with. "Organizing is the only way," he said, "and, in spite of the tough opposition and heartache in those early years, our Founders never lost the faith. They continued to organize. Furthermore, they did not rest on their accomplishments." He spoke of the COMET and MEMO programs and urged the delegates to "utilize the tools President Barry has provided to rekindle the organizing spirit of the past."

Secretary Moore spoke in detail of the NEBF investments and its successes in 1993, the National Electrical Annuity Plan (NEAP) program, and Bill C-17—a bill that will increase the entrance requirements for workers in high unemployment regions. He emphasized how the bill would

affect union members saying, "One thing is sure: At the very least, workers and employers should have significant input in determining policy for the Unemployment System." He complimented the delegates on the concentration that many are giving to politics in Canada, and reminded them that their legislative influence can achieve wonders.

Mike Lucas, Executive Assistant to International President Barry, and IEC member Jim McAvoy spoke briefly to the delegates, reinforcing

the IBEW's mandate to organize the unorganized now. Brother McAvoy expressly thanked Secretary Moore for his work on the Health and Welfare and Pension Reciprocity for the Canadian membership. Director of the IBEW Education Department Letsinger led a MEMO workshop, and CFL National Coordinator of Education Woodrow presented a Mini-Workshop on "Stress: Recognition and Management." The two-day Central Progress Meeting left the delegates with a renewed "can-do" spirit.



How To ADVANCE
EFFECTIVE
ORGANIZING

I. PROMOTE
THE
"MEMO"
PROGRAM

IBEW International Representative McGreevy leads MEMO Workshop.



Top and above, delegates at the Central region MEMO Workshop.



Delegates listen intently at the Atlantic Progress Meeting.

Atlantic Progress Meeting: Halifax, Nova Scotia

The last of the First District Progress Meetings was held June 28-29, 1994, at the Halifax Sheraton. International Vice President Woods made the initial welcome to the delegates, followed by Halifax Local 625 Business Manager Fernand Tardif. Brother Tardif also extended his welcome to the delegates and introduced Halifax Alderman Lonsdale "Lonnie" Holland, who spoke briefly to the conferees. Vice President Woods then introduced the Officers and staff present, including International Secretary Jack Moore and IEC member Jim McAvoy.



Vice President Woods addresses the Atlantic Progress Meeting.



Local 625 Business Manager Tardif welcomes delegates to the Atlantic Region Progress Meeting.



Secretary Moore gives the keynote address at the Atlantic Region Progress Meeting in Halifax.

Secretary Moore conveyed the sincere regrets, and best wishes of International President Barry. He then reminded the delegates that all Brothers and Sisters must "exercise a little 'foresight' before the serious situation of member loss gets completely out of hand." Secretary Moore spoke on investments and pensions, and compli-

mented the Canadian financial institutions that accept the monthly pension benefits of IBEW members directly to their respective accounts by electronic transfer.

He spoke in detail of the National Electrical Annuity Plan (NEAP) and NECA, and the importance of the union label on electrical products they buy. He reminded the delegates of the new language for the IBEW Union Label Provision—language that was included in Manufacturing Labour Agreements, and announced a major policy change in the administration and control of IBEW union labels.

Secretary Moore asked the delegates to promote a stronger and more active IBEW-COPE program, and closed his remarks with a compliment to Vice President Woods and First District locals for their careful attention to political issues in Canada.

During the last portion of the two-day meeting, CFL National Coordinator of Education Woodrow presented a "Mini-Workshop" on stress; MEMO training seminars were held; and the delegates reconvened to discuss and exchange information. Out of the three comprehensive progress meetings, the delegates left with a definite idea of what must be done—use the MEMO and COMET organizing tools, and concentrate their energies on vigorously organizing the unorganized.

The Alliance

The Labor Marketplace of the Future



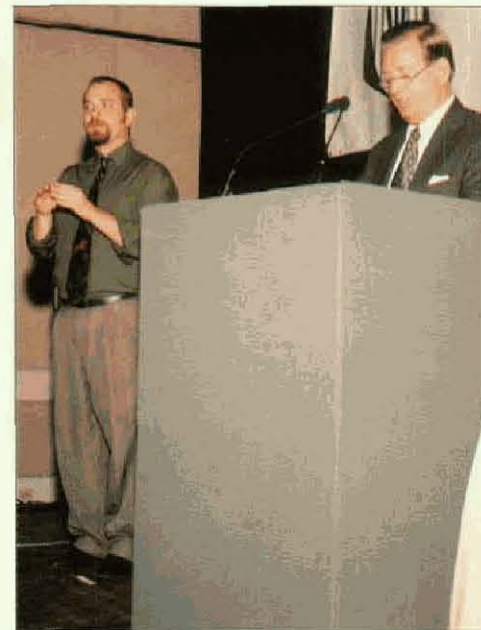
Seated on the panel are Alliance Co-Executive Director Treinen (seated, left); CWA President Bahr; CWA District Seven Vice President Pisha; AT&T Lab Relations Vice President Ketchum; AT&T Vice President Dunn; and IBEW Telecommunications Department Director Perry. At the far left, a professional sign language interpreter explains remarks for the hearing impaired.

American and Canadian workers, have been valiantly fighting to stem a tidal wave of corporate apathy, legislative reversals, and union membership losses, by loading "sandbags" of labor-management initiatives and employee empowerment projects against the surge. A great number of equitable workplace successes have survived the onslaught, one notable example of which includes the cooperative efforts of unions and management—proudly called *The Alliance*.

The Alliance is a cooperative venture of AT&T, CWA, and the IBEW, which together navigated through uncertain waters, and created a dynamic force for the new workplace of the future. And on June 28-30, The Alliance held a national conference in Miami, Florida. The theme and focus on the first day of the conference: **Labor-Management Partnerships and**

their Impact on the Global Concerns of Employment Security, Workplace Change and Competitiveness. Alliance Director Marshall Goldberg and Co-Executive Director Donald Treinen, issued the opening session call to order, and introduced the keynote speaker, Dr. Ray Marshall.

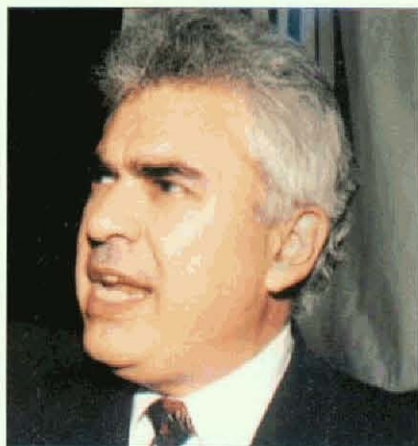
Dr. Marshall, Centennial Chair, Economics and Public Affairs, University of Texas, Austin, reiterated that The Alliance's approach is "right on target for addressing new and emerging needs in the global marketplace." He noted that success in today's changing economy depends on joint labor-management partnerships, which foster an environment where ideas, skills and knowledge thrive. "The best systems," said Dr. Marshall, "will be those that encourage and enable employees to go out and give 100 percent effort all the time."



A professional sign language interpreter (left) translates the remarks of AT&T Labor Relations Vice President DeLury (right) as he addresses the assembly during the luncheon session.

“Welcome to *The Alliance Local Committee National Conference—the first ever.*” These warm words greeted more than 700 attendees from all over the nation, including one from Australia. The work faced at the conference is important to the future of *The Alliance* and to the futures of the people the Alliance serves. “We all know that the issues of employment security and training have never been more critical. Our industry is shifting and changing almost daily. Layoffs continue and many skills are becoming obsolete.... Through the united efforts of AT&T, CWA, and IBEW, we’ve built a strong network of local committees which have helped thousands of people succeed in today’s challenging economy....”

—Excerpted from
The Alliance Today,
*A daily newsletter and agenda
 presented to conference attendees,
 June 1994.*



“I want to say to all of you, you’re the pioneers,” said U.S. Department of Labor Assistant Secretary Ross.



Opening session keynote speaker, Dr. Ray Marshall, emphasizes the importance of labor-management partnerships.



Alliance Director Goldberg delivers his remarks at the opening general session.



IBEW International Representative William “Bill” Davis.

Following the keynote address, The Alliance Board of Trustees led a panel discussion. Board members serving on the panel were Director Arthur Perry, IBEW Telecommunications Department; CWA President Morton Bahr; CWA District Seven Vice President Sue Pisha; AT&T Labor Relations Vice President William Ketchum; and AT&T Vice President Dana Becker Dunn, Strategic Planning and New Business Development. Each member briefly addressed the assembly.

Echoing the enthusiasm of Dr. Marshall, Director Perry pointed out that each individual has the power to manage one thing: his or her own skills. CWA President Bahr emphasized that in the increasingly competitive industry, the single most critical asset is an educated work force. Vice President Ketchum added that success will require seeking more effective ways to

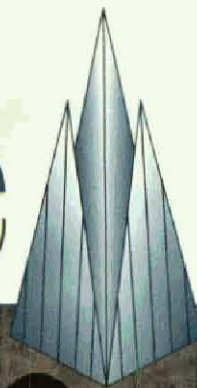
understand and meet customer needs and applauded The Alliance’s proactive approach. “I would say that The Alliance fits right in to addressing the challenges of change,” remarked AT&T Vice President Dunn. “And”, CWA Vice President Pisha concluded, “the people who are closest to the customer are ready to ‘push the envelope’ to discover new solutions for service.” Panel members then opened the floor to questions and discussion, after which the session adjourned for the day.

The second day of the conference was called to order by Alliance Co-Executive Director Treinen. The topic for the day was **The Labor Marketplace of the Future: The National and Global Outlook.** The keynote speakers—President Marc Tucker, noted educational innovator and president of the National Center on Education and the Economy, and President Hilary

Pennington, nationally recognized expert on education and training issues, and president of Jobs for the Future—shared their perspectives about national and international trends in the labor marketplace of the future.

During the luncheon session, the introduction of Bernard DeLury, AT&T Labor Relations vice president, was given by Alliance Co-Executive Director Charles Douglas. Vice President DeLury examined in detail the joint conference themes in his remarks. He asserted that the boardroom can no longer be far away from the production lines, and emphasized that “the people on the payroll” often know exactly how to improve products and services in ways that will make companies more competitive and ultimately more successful. He implored both union and management representatives to work together to

The Alliance

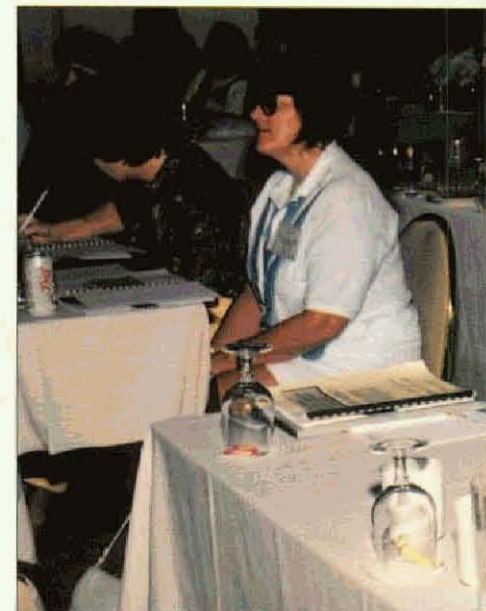


handle the "flood of new information" workingpeople encounter every day in the telecommunications industry. Vice President DeLury applauded The Alliance for its vital role in "rebuilding" the way unions and companies cooperate.

Following DeLury's remarks, concurrent workshops were convened. The varied workshops gave attendees a special opportunity to learn about different approaches to job training and career development. Offered by both Alliance Local Committees and other joint labor-management groups, the workshops provided a lively forum for sharing ideas. Some of the topics covered were: *Providing Life/Work Planning; Joint Union-Management Skill Upgrade Programs in Manufacturing; Beyond Today's Products and Services: A Joint Approach to Building the Business; Building Joint Union-Management Partnerships for Managing Workplace Change, and Investing in the Skills for Tomorrow.*

Following the workshops, The Alliance Local Committee representatives then held informal discussions in what they called a "Cracker-Barrel" forum. Topics, such as improving services and accessibility; sharpening program evaluations, or strengthening the ALC network were discussed. Ideas were generated by workshop participants to add to, expand and somehow

Below, some of the delegates at the Literacy Workshop.



IBEW International Representatives and members pause before session begins. From left (front row) Local 1011 Business Manager Estill Davis; Gary Hundret, Local 1011; Anita Stitt, Local 1944; Willa Brown, Local 383; Dennis Slaman and Greg Skoruk, Local 827. Middle row (from left), Wade Alvey, Local 1011; Bob Karolewski, Local 827; IBEW Telecommunications Department Director Art Perry; IBEW International Representative Bill Davis; and John Gavin, Local 336. Back row (from left), John Greenwald, Local 336; Dave Webster, Keith Kaul, Local 383; and Brian Brennan, Local 827.



and above, CWA conferees participate in question-and-answer period.



impact the vision of The Alliance's future development.

At a dinner and awards ceremony later that evening highlighting the achievements of The Alliance local committees, Doug Ross, assistant secretary of the Labor Employment and Training Administration, U.S. Department of Labor, spoke to the assembly. He focused on labor-management partnerships in action saying, "I want to say to all of you, you're the pioneers. For all of us who want to see America change and respond, I thank you. I'm here to thank you for what you're doing, and to urge you to keep doing it." He called The Alliance a role model for the nation and said that profound change has shifted [labor's] goals from job security to economic security and that shift requires people to take charge of managing the change in their own lives.

On the last day of The Alliance conference, the general session was opened by Alliance Co-Executive Director Douglas. The theme for the day was *Skills for Tomorrow, Today: The Core Skills of the Telecommunications Industry*. Speakers were IBEW International Representative William Davis; Alliance Associate

"I want to say to all of you, you're the pioneers. For all of us who want to see America change and respond, I thank you."

-Doug Ross,
Department of Labor

Director Roy Hovey; AT&T Transmission Systems President Greg Hughes; and CWA Director of Research George Kohl.

Alliance Director Goldberg introduced guest speakers for the second topic, *Employment and Training Options for the Dislocated Worker*. They were Alliance committee members Keith Adams, Cincinnati, Ohio; Vicki Quertemous, Athens, Georgia; and Karol Swanson, Dayton, Ohio; Alliance Regional Manager Mary Jane Leahy, Austin; and Minnesota Alliance Coordinator Jan Trapp.

At the closing session, a panel discussion was held to brainstorm the future of The Alliance. Panelists James Irvine, vice president C&T, CWA; William Ketchum, AT&T Labor Relations vice president; Alliance Director Goldberg; Co-Executive Directors Douglas and Treinen presented vital issues facing The Alliance, and opened the floor for a question-and-answer period.

If one were to ask assembled guests what was the most impressive event during The Alliance conference, the answer would most likely be the workshops, where shared approaches, full-time counselors, review classes for updating career plans, and improved tools for marketing life/work planning, were discussed freely. Attendees learned how union-management cooperation fostered programs on effectiveness training, an in-house degree program, and a workplace literacy program. In the workshop that took the participants beyond today's products and services, the key topic of discussion was how to set up, operate and fund the Project Genesis Learning Center.

In the concluding *Workplace of the Future Workshop*, selected union and company presenters left the delegates with a voice in the future of The Alliance and hope for a win-win world where partnerships for change on a national and international level make the difference.

Strengthening O



At left, Local 426 Business Manager and Progress Meeting Temporary Chairman Feller welcoming the delegates. With him on the dais are, from left, International Vice President Edwards, The Reverend Stjernholm, and Sioux City Commissioner Steensland.

The Eleventh District Progress Meeting opened Thursday, July 7, 1994, at the Ramkota Inn, in Sioux Falls, South Dakota. A successful Eleventh District Women's Conference was held the day before.

Local 426, Sioux Falls, Business Manager and Progress Meeting Temporary Chairman David Feller opened the meeting. The Reverend Paul Stjernholm gave the Invocation, the delegates recited the Pledge of Allegiance, and Sioux City Commissioner Craig Steensland and South Dakota AFL-CIO President Jack Dudley welcomed the delegation.

Eleventh District International Vice President Ray Edwards then assumed the chairmanship of the meeting and addressed the delegates. He stressed the need to organize the unorganized electrical workers in the district. He said that organizing doesn't just increase membership, it strengthens the union's bargaining position at the negotiating table. He then introduced the keynote speaker, International Secretary Jack Moore.

Secretary Moore began by sending



Local 426 Business Manager Feller (second from left) accepts the Most Outstanding Local Union award on behalf of Local 706 from International Secretary Moore (second from right), International Vice President Edwards (left), and IEC member Lyle Keith Querry (right).

regrets from International President J.J. Barry, who was unable to attend the meeting in person. He then went on to pick up where Vice President Edwards left off—organizing. He spoke about the loss in membership the IBEW has been experiencing, and urged all members to participate in the COMET and MEMO organizing courses. "We cannot be satisfied until every worker in the electrical and related industries have joined our IBEW family," he said.

On the business side, Secretary Moore reported that the newly merged EWBA and IBEW Pension Benefit Funds are performing well.

"With the sound investment policies which we have placed into effect," he told the delegates, "you may expect to see your pension plan continue to grow in the years ahead. Furthermore, combining the EWBA with the IBEW Pension Plan allows us to be very optimistic about the future stability of the fund."

And on the political side, Secretary Moore said, "In this, the 50th anniversary year of 'D-Day,' the World War II Normandy invasion, I sometimes think the political front resembles a war front,...we continue to face the critical need to promote passage of a number of bills that [will] benefit our

At right, some of the delegates stressing the need to organize.



International Vice President Edwards stressing to the delegates the need to organize.

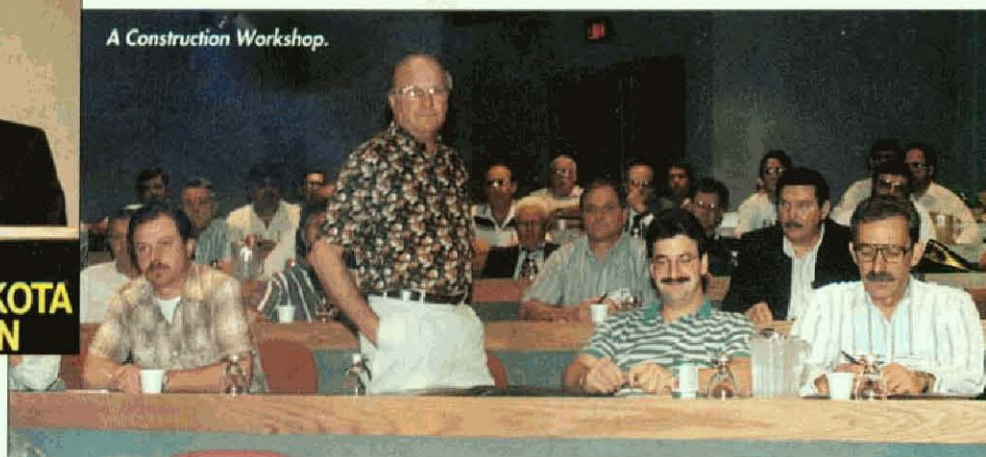
ur Bargaining Position



International Representative Dunlop speaking to the delegates about health-care reform.



Senator Daschle.



membership and our union, and we continue to face opposition...." He spoke about the Workplace Fairness bill (S.55), the need for comprehensive labor law reform, and most important, the need for meaningful health-care reform.

Secretary Moore said, "Now, as you know, 1994 is an election year." And he went on to detail the important political races in the Eleventh District. He ended by emphasizing the importance of the IBEW's *Committee on Political Education*, IBEW-COPE. He said that, "every year is vital to our political life," and that, "every year we should endeavor to

improve over the last—to increase our COPE contributions." He then recognized the 29 Eleventh District local unions with an average per-member contribution of over \$2.00. He presented a Most Outstanding Local Union Award to Local 706, Aberdeen, South Dakota, for their particularly generous contributions to IBEW-COPE.

International Representative Dale Dunlop gave the delegates a detailed report on the complex subject of health-care reform. And, at the dinner following the first day's general session, the delegates were addressed by South Dakota Senator Tom Daschle (D).

The second day of the progress meeting was devoted to workshops. International Representative Danny Melloway led both the Construction and the Construction Organizing Workshops, International Representative Craig Hoepner led the Manufacturing Workshop, and International Representative Kenneth Sawyer led the Utility Workshop. Executive Assistant to the International President Michael Lucas, U.S. Department of Labor Supervisory Investigator Paul McBee, and attorney Jim Walsh also helped with the workshops.

The progress meeting was adjourned following the workshop sessions. ■



The Ontario Training And Adjustment Board Releases Its Mission Statement And Strategic Directions

“Our Mission: Through its labour market partners, the Ontario Training and Adjustment Board (OTAB) creates and sustains an effective, accessible and equitable system of training and adjustment programmes and services in Ontario that leads to the improvement of the lives of workers and potential workers; represents an investment in Ontario’s prosperity in the context of a global economy; and contributes to the development of life-long learning and skills enhancement.”

Ongoing technology and the pressures of a global economy are creating new challenges for employers, workers and people who want to work. These changes dynamically impact the Canadian workplace in myriad ways. While some corporations and workers struggle through controversial workplace policies, downsizings and shut-downs; and others are taking a hard, analytical look at employee participation programmes, a group of Canadian visionaries formed an advocacy vehicle, with labour market partners, through which shared initiatives in labour force development could be promoted.

Established in September 1993, it is called the **Ontario Training and Adjustment Board (OTAB)/Conseil ontarien de formation et d’adaptation de la main-d’oeuvre (COFAM)**.

OTAB/COFAM’s bold objectives are clear: to build a system of training and adjustment programmes and services that will meet Ontario’s future

needs. Decisions on how to train people and help individuals and communities adjust to changes in technology and the economy are the prime focus. This undertaking is an enormous task, which requires the support and participation of all labour market partners.

A *Mission Statement* and strategic directions gave OTAB/COFAM’s Board of Directors, staff, reference groups and program deliverers a framework for developing and discussing ideas and putting them into action. The following is an excerpt from the statement and objectives that form the foundation on which all of OTAB’s work will be built, and emphasizes eight vital themes that underpin OTAB’s mission statement.

Partners

OTAB’s partners are those organizations in the labour market, who are willing to work with OTAB on training and adjustment issues. Most of these partners fall into one or more of the key groups that make up OTAB’s board: business, labour, racial minorities, women, francophones, disabled workers, educators and trainers. Also serving on the board are ex-officio representatives of all levels of government: municipal, provincial and federal. A seat on the board remains open to a representative of Aboriginal people and a representative of government.

Five councils will be established, which include representatives of the labour market, to advise the Board of Directors. Each will have an area of

responsibility: workplace and sectoral training; reforming the apprenticeship system; labour force adjustment; labour force entry and re-entry programmes; and the broader public sector. A network of local boards will be set up across Ontario to help identify and address local training and adjustment needs. The local boards are sponsored by OTAB, the Canadian Labour Force Development Board (CLFDB); the Ontario Ministry of Education and Training; and Human Resources Development Canada.

Effective Programmes

The design and actions of effective programmes will encompass methods to assess the needs of OTAB’s clients, evaluate programmes services and delivery systems to identify the best practices, gaps and overlaps, including overlaps with federal and provincial government programmes. A training and adjustment system will, among other things, be delivered as close as possible to those who need it; be streamlined and user-friendly; meet clients’ needs and is fully coordinated. The delivery systems, which are the means by which programmes and services are made available to clients, will include, for example, an apprenticeship office as part of the apprenticeship delivery system. Adjustment refers to programmes and services that



Access and Equity

In order to ensure accessible and equitable training and adjustment programmes and services for all Ontarians, systemic and other barriers to programmes and services experienced by designated groups (and includes those who do not generally have equal access to training and adjustment programmes, such as shift workers and part-time workers) *must be eliminated*. Other actions to be taken will ensure that the diverse needs of people with disabilities, and francophones will have access to training and adjustment programmes and services in French.

Improving Workers' And Potential Workers' Lives

The objective is to provide workers and potential workers with greater control over their lives, and greater social and economic stability. Training will be accessible, equitable and incremental, and provide portable skills. In addition, OTAB will support the development of a prior learning assessment system in Ontario; encourage the establishment/development of national training standards where appropriate, and in concert with OTAB's labour market partners.

Investment in Prosperity

Some of the investment actions OTAB has mandated are to review, broaden and enhance the apprenticeship system to ensure a flexible, adaptable and highly skilled workforce; develop a **labour market information base** which will, among other things, identify the skills Ontario will need in the future; determine the appropriate levels of investment in training and adjustment that each of OTAB's labour market partners should make; and encourage them to do so. An appropri-

ate and sustainable level of government investment in training in Ontario will also be encouraged.

Life-Long Learning

OTAB/COFAM will take the lead in establishing links with labour market partners to define respective roles in a life-long learning system. To be successful, barriers that prevent OTAB's clients from progressing through the life-long learning system must be eliminated, so that all Ontarians get the training and education needed to achieve their full potential. OTAB advocates that Ontario's workplaces become learning organizations, within which the personal and professional development of its employees will enhance the performance of the organization.

Communications

Objectives to develop a strategic communications/marketing plan, communicate labour market information to clients, and communicate information to OTAB's clients in French and English, and where appropriate, in other languages and formats such as Braille and audio cassette, are the means to ensure that OTAB's goals, programmes, services and labour market information are effectively communicated. This will enable Ontarians to make informed decisions concerning their training and adjustment needs. ☐

Copies of the Strategic Directions brochure, and further information are available by calling the OTAB Communications and Marketing Branch at (416) 314-4389/4394. Copies in large print, Braille and on audio cassette are available by calling the OTAB Hotline—1-800-387-5656.

Disponible en français: Le COFAM établit sa mission et ses orientations stratégiques.

help individuals and communities adjust to economic changes and restructuring due to layoffs, plant closures, and new technology.

Client Services

The direction client services will take mandates high-quality training and adjustment programmes and services that are driven by, and responsive to, the needs of its clients. A **client service criteria** for each of OTAB's programmes and services will be in place. **One Window Access**, the ability to get a full range of services and/or referrals at any OTAB office, will be developed. The workplace will be promoted as a place of learning. The establishment of training programmes in specific **sectors** (electrical/electronics sector; building trades sector, etc.) will be encouraged where appropriate.



International President Barry addresses the Seventh District Progress Meeting.



Outstanding Inside Apprentice Buff May (center) receives congratulations from Seventh District International Vice President Tate (right), and International President Barry (second right). With them are Local 59 Business Manager Steve Corley (left) and Training Director A.C. McAfee (second left).



Outstanding Outside Apprentice Todd Hall (center) accepts his award. With him are (from left) Local 1002 Business Manager Lonnie Sullivan; Southwest Line Director Charlie Young; Jeannie Hall, wife of award recipient; President Barry; instructor Ed West; and Vice President Tate.

The Seventh District Progress Meeting was held at Loews Ventana Canyon Resort in Tucson, Arizona, July 9-12, 1994. Delegates and guests were welcomed to Tucson by Business Managers Bill Turner and Joe Carl, from Tucson Locals 570 and 1116, respectively. Brother Turner, in a light moment, referred to the extremely hot weather saying, "On the way to the meeting, I saw a coyote chasing a rabbit, and they were both walking." But despite the heat, the progress meeting's tendency was to focus on ways to revive organized labor through skills training and organizing, and while so doing, to not lose sight of International President J.J. Barry's watchword of the '90s—C-H-A-N-G-E.

Prior to opening the progress meeting, the invocation was given by Father John F. Alt, and the Pledge of Allegiance was led by Local 1116 President David Thomas. Seventh District International Vice President Orville Tate Jr. then opened the meeting with greetings and the introduction of the Officers and guests to the delegates. In attendance were International President J.J. Barry; International Executive Council Chairman Clyde Bowden; Sixth District IEC member Alan Head; Fifth District IEC member Lyle Keith Querry; and NECA (Southern Region) Executive Director David Roberts.

President Barry delivered his address, and talked about CHANGE. He told the delegates that the media had gone from writing the obituary of organized labor to looking for signs of life. "We will be faced with a number of challenges in our industry," he remarked. "Among those are rapid changes in telecommunications, deregulation of utilities, NAFTA (with its impact on manufacturing), and numerous changes in the

broadcast industry." President Barry continued, "The important thing is skills training—the wave of the future. The IBEW with COMET, MEMO, Win/Win Bargaining and other training programs leads the labor movement in training."

President Barry went on to say that training shores up the existing membership as the members themselves take on more responsibility to protect their jurisdiction by "salting" and by signing up new members. "The results have been heartening, and the problems of the '80s show [that] we can meet the challenges ahead. But to do that, we must all be involved, and the different branches of the IBEW must support each other by pooling their talents and developing a joint strategy for organizing." He concluded his remarks by saying that while change is frightening, we can and will be successful. "With unity of purpose and sheer guts, we will meet the challenges of a changing future."

Other guest speakers included NECA Executive Director Roberts;



IEC Chairman Clyde Bowden addresses the progress meeting.

Riding the Wave of the F

President and CEO Charles Bayless, Tucson Electric Power; and President of the Arizona AFL-CIO Chuck Huggins. Each spoke of the challenges posed by deregulation of the utility industry, the increasing pressure to be more competitive, and the potential to the IBEW as organized utilities assume a bigger share of the national energy market. IEC Chairman Bowden and IEC members Head and Querry also addressed the delegates.



IEC member
Alan Head.

International Representative Ray Hill, assisted by NECA Executive Director Roberts, presented the award for Seventh District Outstanding Inside Apprentice to Brother Buff May, Local 59, Dallas, Texas, and the Outstanding Outside Apprentice to Brother Todd Hall, Local 1002, Tulsa, Oklahoma. Apprentices from Local 1002 have received this award three of the last four years. Also honored were the instructors.

IBEW-COPE awards were presented to those locals that contributed an average of \$1-2 or more per member. Business Manager Richard Chamberlain, Local 60, San Antonio, Texas, accepted the award for top contributor on behalf of his membership. Vice President Tate adjourned the general session and convened a meeting of the delegates to develop a program to motivate more women to become active in the Seventh District and in its local unions.

The second day of the progress meeting began with a presentation of the new Member Organizer Program (MOP), conducted by Manufacturing Organizing Director Melvin Horton and Seventh District Organizing Coordinator Steve Moulin. MOP is a pro-

gram to train all industrial members to become organizers and was well received by the delegates. A committee of local union business managers presented the program they had developed to recognize those locals which protect their jurisdiction, gain market share and increase bargaining strength through organizing. The first awards under the program will be presented at the next progress meeting.

Vice President Tate then gave his report on conditions in the Seventh District for the past year, and provided a detailed report on losses and gains for each local in the district. He discussed plans for next year's meeting which will include a comprehensive Women's Conference.

The last day of the progress meeting was devoted to Construction, Manufacturing and Utilities Workshops. The Construction Workshop focused on organizing through salting and unfair labor practices charges; the Manufacturing Workshop dealt with

"one-on-one" communications, and the "just cause principle" of disciplinary grievances. The delegates in the Utility Workshop heard a report by International Representative Jon Gardner on the successful organizing campaign at the Wolf Creek Nuclear Station.

Brother Vincent O'Reilly, Senior Executive Assistant to President Barry, gave a report on "retail wheeling" and the effect it could have on the rates for small industrial, commercial and residential customers of all utilities.



IEC member
Lyle Keith Querry.

All delegates were given an opportunity to discuss common problems going on throughout the Seventh District, making the conference both enjoyable and productive. Vice President Tate adjourned the meeting, and thanked delegates for their participation in making the Seventh District Progress Meeting successful. □

Manufacturing Organizing Director Melvin Horton conducts a MOP training program.



Delegates at the progress meeting listen attentively to the speaker. Sitting among the delegates are President Barry (first table, center) and Senior Executive Assistant to the International President O'Reilly (seated, right).



Seventh District local unions receive COPE awards. Kneeling in front of the group are, from left, Vice President Tate and President Barry.

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IN FOCUS

Organizing Creates Power... To Improve the Workplace And To Raise Our Standard of Living

NOTE TO THE READER

This column assumes a new name this month to complement the recent merger of the Research and Economics Department with the Technical Services Department in the IBEW International Office. The column will continue to provide a selection of topics concerning trade union, social, political, national and international issues, and will try to bring into focus how these issues may affect the economic and social welfare of our members and all workingpeople.

This past March, President J.J. Barry announced the publication of a newsletter, *Organizing Power*, *The Newsletter of IBEW Construction Organizing*, which will report the accomplishments of the organizing campaigns of IBEW construction local unions. President Barry felt it was time to recognize those local unions which exemplify the ideals on which the Brotherhood was founded.

Hundreds of construction local unions are organizing to recapture lost jobs and members. Through the dedicated efforts of business managers, their organizers, and—yes—“salts,” these local unions are increasing the membership ranks of the IBEW.

Organizing Power is available quarterly to spread the word of how the IBEW has sparked a resurgence in construction organizing. We include here the covers of the first two issues of *Organizing Power*, with some examples of how IBEW members are reclaiming their portion of the electrical construction industry.

“He Ain’t Heavy.... He’s My Brother”

Joe: Hi, Jimmy! This is Joe Roberts from Local 177. How’re things going?

Jimmy: Fine, Joe.

Joe: Look, Jimmy, I’m going to the union meeting tomorrow night. Can you make it, too?

Jimmy: Joe, I thought about going; and since you’re going, I’ll definitely be there.

Joe: Good! Have you got any questions about the union?

Jimmy: Well, my wife is having a problem with the insurance forms. She doesn’t understand some of the questions.

Joe: Tell you what, Jimmy, while you and I are at the union meeting tomorrow night, my wife will call your wife to walk her through those forms. She’ll be glad to help out.

Jimmy: Thanks, Joe! See you tomorrow night.

Local 177, Jacksonville, FL—Does this telephone conversation sound familiar? It probably doesn’t, unless you are in the Brothers Recently Organized System (BRO’S) in Local 177.

Although it may not be the first program of its type within the IBEW, BRO’S is

a new system at Local 177. The program facilitates the transition for new members from being nonunion to belonging to the Brotherhood of the IBEW. The sole purpose of BRO’S is to make the new member feel welcomed and comfortable with all aspects of the IBEW. The system is based on a one-on-one situation that helps the new member feel comfortable about asking questions concerning the Brotherhood. It is sometimes overwhelming for a new member to come into Local 177 and face 800 electricians, many of whom are at the union hall during different times of the day.

The local has a two-hour orientation program when the new member is sworn in. This program gives the new member an opportunity to meet the officers, the Examining Board and some of the Apprenticeship Committee members. Of course, the organizers are there, too. Local union officers discuss the structure of the International and the local union. New members have an opportunity to ask questions. Each new member who was previously a nonunion electrician is assigned to a vested member who will answer questions personally.

Vol. 1, No. 1 - March 1994

President Barry Announces “Organizing Power”

I am pleased to announce that the Special Projects Department will be publishing this quarterly newsletter, “Organizing Power,” which reports construction locals’ organizing campaigns. “Organizing Power” will be mailed to all locals representing IBEW members in this industry. It is time that we recognize those locals who exemplify the ideals on which the IBEW was founded.

Our competitors are on the run. Their national organizations and high-priced attorneys cannot prevent us from recapturing our industry. Thousands of nonunion workers are finding that it pays to belong to the IBEW. Our wage and benefit packages provide an excellent living standard for their families. Many contractors are signing on, and find that the IBEW and NECA provide their customers with the most productive and qualified electricians.

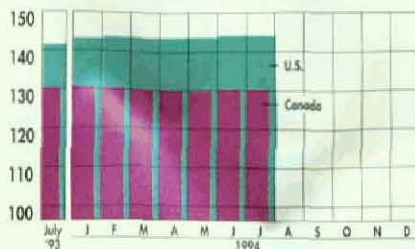
The following reports summarize the struggles the locals have endured. If your local is not mentioned in this issue, look for it in later issues. I want to thank those officers, members, organizers, and salts in all our local unions who are enthusiastically recapturing our industry.

Fraternally yours,
J. J. Barry
International President

CONSUMER PRICE INDEX

YEAR TO DATE

Month	Year	UNITED STATES CPI-W (1982-84=100)	CANADA CPI (1986=100)
July	1994	145.8	130.7
June	1994	145.4	130.2
July	1993	142.1	130.5



U.S. CPI-W increased 0.4 index points during the last month or 0.3%. The increase during the past year was 3.7 index points or 2.6%.

Canada CPI increased 0.5 index points during the last month or 0.4%. The increase during the past year was 0.2 index points or 0.2%.

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

Prepared by: IBEW Department of Research and Technical Services, August 1994.

A week after the orientation, the vested member calls the new member and gives him his telephone number. The vested member also tells the new member that the union hall may be called at any time during the regular working hours. After hours the new member can call the vested member at home.

Jimmy Giles, a new member of Local 177, had been a nonunion electrician since 1977. Jimmy says, "Before becoming an IBEW member, I had no insurance coverage for my family. My former employer once allowed me to purchase family insurance, but then took that away. When you are working for a nonunion contractor, the employer can change your insurance like you change your underwear. When I called the union office with an insurance problem, the response was immediate and understandable."

Jimmy Giles says he has met and talked to some of his nonunion buddies to convince them they need to join the union. He has expressed interest in

becoming a BRO'S Brother so he can help new members. He says the non-union electrician gets into a rut and just stays there. He never gets out unless the union comes along to get him out. Are we our brothers' keeper? "You bet we are!" says Michael Williams, business manager of Local 177. "Someone taught you and me. It's our obligation to lift those nonunion electricians up to our higher standards."

Members Donate Time To Picket and Handbill; Joint Committee Improves Relations with NECA

Local 364, Rockford, IL—Local 364 has organized 82 new electrical contractors. This has steadily increased the membership of Local 364 to almost 1,000. A year ago Local 364 members passed a resolution that requires each member to donate not less than one day a year to picket/handbill to protect their work and their standard of living.

The local's latest endeavor is the improvement of relations with NECA. A joint labor/management committee, "The Power Connection," has been initiated to improve understanding of the problems of each party. The committee is funded by 6 cents per hour worked, with 3 cents paid by the contractors and 3 cents paid by the members. The funds are used to promote goodwill between the local and NECA.

At a recent function of "The Power Connection," 200 electricians and 100 contractors attended a dinner to get better acquainted.

Mutual problems were discussed, and labor and management agreed they must work together for the good of their industry.

Local 364 members are changing with the times. They know they must be better educated and more industrious than their nonunion counterparts. A profitable union contractor bidding more work will result in the union controlling more of the market share. Better wages and working conditions will be enjoyed by all. A new era of labor/management cooperation is developing.

Glossary

Salt—An undercover union member who organizes employees after being hired by a nonunion contractor.

Pepper—Nonunion employee working for a nonunion contractor who, under cover, helps the union organize the employees.

ULP—Unfair labor practice, a violation of the National Labor Relations Act. Examples: not hiring known union members or supporters, firing union members or supporters, threatening employees with loss of jobs or benefits if they join or vote for a union, threatening to close down the plant if a union should be organized in it, questioning employees about union activities or membership in such ways as to tend to restrain or coerce employees, spying on union gatherings, discharging employees because they urged other employees to join a union.

ORGANIZING POWER

SECOND ISSUE!

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PREMIER ISSUE!

letter of IBEW Construction Organizing

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will be publishing this issue local organizing representing IBEW members comply the ideals in and high-priced attitudes of nonunion workers fit packages provide an one signing on, and find productive and qualified

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Construction Organizing

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40 New Members

LOCAL 86 RICHMOND, NY - Local 86 Business Manager Dan

Cosic and Organizer David

Young have recruited 40

ULPs. These are all pending with the

NLRB and will be heard in early 1994.

The local membership jumped a 15

percent market recovery plan to be used

with organizing in mind. Three nonunion

contractors have become signatory, which

has brought in 40 new members.

The Clock's Running

LOCAL 305 FORT WAYNE, IN - Local 305 reports that Garfield

Electric, Cincinnati, OH, with

the electrical contractor on

the electrical work at Meyer's

Fort Wayne. They used National Oxi-

Personnel, a temporary hiring agency, to

when the new member is yea-

A N I A b

Las Vegas, Nevada, was the setting for this year's Tenth District Progress Meeting. Tenth District International Vice President Norman Schwitalla opened the meeting the morning of July 28 by introducing the International Officers in attendance.

After introductions, Vice President Schwitalla called upon International Secretary Jack Moore, who delivered the meeting's keynote address. Secretary Moore stressed to the delegates that all of organized labor is facing a difficult time, with loss of union membership in most industries. Organizing and teamwork, he said, are the best tools available to combat the problem. He provided an overview of the IBEW's investments and the positive position of its pension plans. And on the topic of politics, he talked about the aftermath of NAFTA and the Workplace Fairness Bill filibuster in Congress, and about the fight for real health-care reform. And in closing, he urged all members to participate in IBEW-COPE, especially in this critical election year.

At the conclusion of Secretary Moore's remarks, System Council No. 10 Vice Chairman Mike Schimanski was presented an IBEW-COPE award on behalf of the generous contribu-

tions of Local 1146, Amarillo, Texas, members. A voluntary COPE collection taken up at that time resulted in over \$720 being contributed to IBEW-COPE in both the United States and Canada.

Executive Assistant to the International President Robert Bieritz spoke next. He extended greetings from International President J.J. Barry. He went on to convey the importance of proper training of local union officers. He spoke about a recent certification election at the Canadian Railway, and he congratulated System Council No. 9 members for their successful organizing campaign at the Florida East Coast Railway earlier this year. He ended by saying how important it is for the membership to get involved in the political system, to make sure their elected officials in all levels of government knew how they feel.

Vice President Schwitalla called on International Executive Council Chairman Clyde Bowden, and IEC members Lance Blackstock, Alan Head, and Lyle Keith Querry to address the delegation. All four spoke of the necessity of protecting work jurisdictions, actively engaging in organizing, participating in the political arena, and rendering the best possible service for the union membership.



System Council No. 10 Vice Chairman Schimanski (center) receiving Local 1146's COPE award from International Secretary Moore (left) and International Vice President Schwitalla (right).

Jim Boehner, assistant labor member of the Railroad Retirement Board, gave a presentation. He said the fund was strong, and that delegates should be aware of new legislation that would reduce the waiting period contained in the RUIA unemployment act. And System Council No. 11 General Chairman Roger McCaughan ended the morning session by giving a report on railroad activities in Canada.

In the afternoon, IBEW Per Capita Department Director Dymtro Halkyn conducted a workshop on dues report-



Executive Assistant to the International President Bieritz stressing the importance of proper training of local union officers.



International Vice President Schwitalla speaking to the delegates.



System Council No. 7 General Chairman McAteer reporting on Amtrak activities.



System Council No. 11 General Chairman McCaughan reporting on Canadian activities.

oard!



A view of the delegates.

INTERNATIONAL EXECUTIVE COUNCIL MEMBERS ADDRESS THE DELEGATION.



Chairman Clyde Bowden.



Alan Head.



Lyle Keith Query.



Lance Blackstock.

ing. System Council No. 7 General Chairman Thomas McAteer gave a presentation on union activities at Amtrak. And U.S. Department of Labor representative Don McKenna conducted a workshop on new union reporting requirements scheduled to go into effect in December.

The first day's session ended with a report by Tenth District International Representative Dan Davis, who serves as the labor member and chairman of the Second Division of the National Railroad Adjustment Board. He told the delegates about the procedural changes which have taken place at the board, the fight to retain the NRAB offices in Chicago, and the move to arbitrate more claims before Public

Law Boards. He stressed that the grievance procedures in railroad contracts are there to protect IBEW members, and it is important that cases are properly handled and documented in an effort to secure favorable awards from arbitrators.

Vice President Schwitalla opened the second day of the meeting by introducing Don Leiderman, Joe Kinder, Dick Schroeder, and Leslie Biagioni, representatives from The Travelers, Provident Insurance, AETNA Insurance, and Value Behavioral Health, respectively. The administration of, and changes in, the various health and welfare plans were thoroughly discussed. The delegates then heard a presentation on the Fed-

eral Employers' Liability Act by a panel of lawyers. The delegation was urged to monitor the activities of their employers and let their congressman know that the law must not be rescinded.

After summarizing the activities of the Tenth District over the last year, Vice President Schwitalla briefly highlighted the direction which will be taken in the upcoming national negotiations. The meeting was then opened for a lively question-and-answer period. In bringing the progress meeting to a close, Vice President Schwitalla emphasized the open-door policy of the Tenth District in rendering service from his office, and he wished all a safe journey home. □

LOCAL LINES



'COMET IS OUR FUTURE'

L.U. 8 (i&mt), TOLEDO, OH—Congratulations to Local 8 and the Toledo Electrical Contractors Assoc. Both were recent recipients of the Toledo Labor-Management Citizens Committee's "LMC Award." The Quality Connection working together works!

On July 15-17 the 23rd annual IBEW Midwest Softball Tournament was held in Indianapolis, IN. Our team finished in third place. We put out a great effort going seven for two, and we had a great time.

Work is steady, and we hope to hold our own through the new year.

Remember to attend local union meetings held the first and third Mondays of each month. COMET classes are the third Tuesday of each month at 5:30 p.m. COMET is our future, so please attend.

To be American, we all must buy North American!

DAN A. MARTIN, P.S.

EMPLOYMENT STABILIZES

L.U. 16 (i), EVANSVILLE, IN—Employment appears to have stabilized in our jurisdiction, following five years of declining work opportunities.

Thanks to our sister locals that were able to help provide the necessary manpower following the fire at the Alcoa Warrick Operations Aluminum Plant. We appreciate the employment these locals have provided for our members over the last few years, and it was good to be able to return the favor.

It is with deep sorrow and regret that we report the death of Local 16 secretary Natalie Christine "Chris" Fulkerson and her husband, Tony. We enjoyed working with Chris and appreciated her a great deal. She will be sorely missed at the union hall. Local 16 is establishing a trust fund for the health, welfare and higher education of the two surviving children, ages 9 and 3. Anyone wishing to make a voluntary contribution to this fund may contact the local union office for details. We extend our deepest sympathy to the Fulkerson family.

RONALD J. HANES, P.S.

The Local 8, Toledo, OH, softball team.

LINEMAN'S RODEO

L.U. 18 (u), LOS ANGELES, CA—In June Local 18 and the Los Angeles Department of Water and Power jointly sponsored their fourth annual Lineman's Rodeo at our training grounds in Sylmas, CA. Teams from LADWP, Southern Cal Edison, Burbank, Utah, Imperial District and others participated in a variety of events in preparation for the September finals in Kansas City, MO. Along with the job-related events, there were also many other activities at the Sylmas rodeo, including the "boss toss" shown in the accompanying photo. There was plenty of food and refreshments, and for the kids we had a petting farm and bucket rides.

Local 18 thanks all our Brothers and Sisters who volunteered their help to make this event a huge success. At this writing our local was planning to sponsor three teams and one apprentice for the Kansas City finals (which had not yet taken place at publication time). The LADWP and the city of Burbank each planned to sponsor two teams.

Regarding our local's work picture, the work force at the Los Angeles Department of Water and Power is facing many changes. Our construction side is downsizing, and there is a hiring freeze in other sections of the utility.

RUSS BUTOW, ASST. B. M.



Participant demonstrates the "boss toss" at the fourth annual Lineman's Rodeo jointly sponsored by Local 18, Los Angeles, CA, and the Los Angeles Department of Water and Power.

GRADUATION CEREMONY

L.U. 24 (i,spa&es), BALTIMORE, MD—Our local and Maryland Chapter NECA held ceremonies on June 5 for the 1994 graduates of our JATC apprenticeship program. Bus. Mgr. Charles "Woody" McNemar and NECA Chapter Mgr. Andy Reed presented certificates of graduation to 45 new journeyman wiremen from Baltimore and the Eastern Shore.

Robert Henninger, Michael Brown and Rodney Sullivan were presented awards for highest total grades. Joseph Zarachowicz Jr. received the perfect attendance award.

Bus. Mgr. McNemar and NECA member Jack Beck addressed the graduates and stressed the importance of our members and contractors working together to keep both our local and our employers strong. They talked about how both member involvement in union activities and our journeyman courses offered by the JATC are important to our future.

NECA Pres. Don Thomas also

addressed the gathering. He stressed that we must continue our education in order to remain competitive in a time of changing technology.

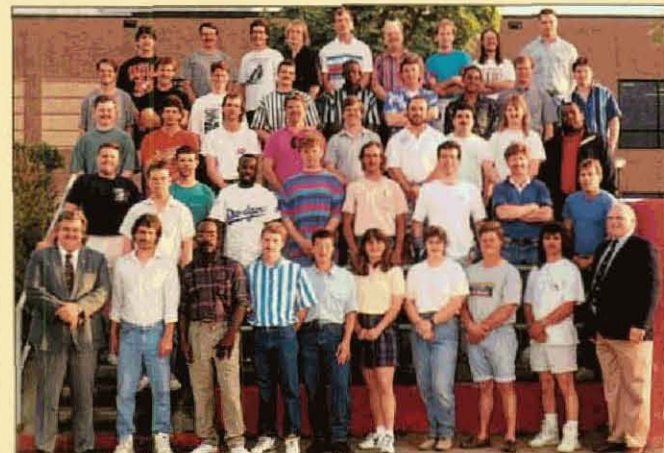
Training Dir. Fred Bachman was the master of ceremonies for the evening.

Work in the Baltimore area has picked up a bit in the past few months. We still have over 200 members on our out-of-work list. However, thanks to our sister locals (especially Local 229, York, PA. and Local 307, Cumberland, MD), many of our members have found employment in these tough times. Many projects remain on the books, due to governmental or financing hold-ups.

We extend our condolences to the family of retired Bro. Charles F. Brock, who passed away recently. May he rest in peace.

Next month we have the opportunity to help shape our future if we support and elect candidates who are friends of labor. Let's not forget to help those who have helped us in the past and who promise to continue to do so in the future.

GARY P. PRESTIANNI, P.S.



Local 24, Baltimore, MD, 1994 graduates with Training Dir. Fred Bachman and Bus. Mgr. Charles "Woody" McNemar.

MEETING CHANGES

L.U. 26 (i,es,govt,ant,em&ees), WASHINGTON, DC—Everyone seemed to enjoy the local's August picnic at Mayo Beach. Good food, music and brotherhood filled the shores of the Chesapeake Bay. We were glad to be able to continue this event for our members and their families. The local thanks all the volunteers who worked so hard to organize the outing.

The Local 26 bowling league began their season in September. If you would like to participate, or just go out and cheer for your favorite team, stop by the Bowie Fairlans (Freestate Mall, Route 450). The "good times roll" every Thursday evening beginning at 6:30 p.m.

MEETING CHANGES: Please make a note of the following meeting date changes. The November general membership meeting has been moved to Friday, Nov. 4, because the regular meeting night falls on our Veterans Day holiday. Also, our December meeting/Christmas party is scheduled for Thursday, Dec. 15, due to hall availability.

Our employment picture is a little brighter, and we have been filling jobs with high numbers on the unemployment list. The local is hopeful this trend will continue as the economy heals from its recent wounds.

Local 26 is saddened to report the following deaths: Bros. Jeffrey D. Clark and Charles B. Jost; and retired Bros. John A. House, Edward Wm. McClesney Jr., Carl D. Hornaday, Donald E. Robey, Thomas H. McCullen and Lewis F. Costanzo. We extend our condolences to the families of these members.

Congratulations to the following Brothers who have retired since our last article: John R. Nalley, John W. Williams, Theodore F. Moseley Jr., William W. Musgrove Jr., Carl W. Gosnell Sr., George C. Starkey, Ronald A. Ritter, Charles O. Faulkner, Angelo J. Varron, Kenneth Campbell, William R. Stewart, Walter E. Spence, James B. Blackman, Charles L. Lay, Edmund E. Riker, William R. Alexander, Darrell J. Beachy, Arthur P. Rollins and Carl W. Cornett. Best wishes to each of them for a long and healthy retirement.

JERRY LOZUPONE, P.S.

EMPHASIS ON ORGANIZING

L.U. 32 (i.o&u), LIMA, OH—At the July meeting Bus. Mgr. Paul Eley announced that, in keeping with the Fourth District construction organizing policy, he had decided to appoint a full-time construction organizing coordinator. Appointed to this newly created position, Bro. Florian Smith will attend Local 32 regional organizing meetings; report on progress in the local's continuing organizing campaign; and perform other duties as directed by the Fourth District organizing coordinator. Bro. Smith was asked to summarize his goals, which he submitted as follows:

"As organizing coordinator I feel our union must have a positive outlook with respect to organizing. We must be willing to accept the challenge of regaining our work in the '90s. Organizing contractors and their people will bring us a bigger share of the construction market. Training and organizing will increase



Local 34, Peoria, IL, Chris Alexander (left), who was the Outstanding Apprentice of the 1994 class, is joined on the occasion of his initiation into the local by his father, Executive Board member Bill Alexander (right), and his grandfather Fred Alexander (also a Local 34 member), who has since passed away.

our pool of skilled craftsmen and will result in our regaining the work that unions have lost in recent years. Let's not helplessly wring our hands at the coming of the 21st century but gladly accept and respond to its challenges."

Let's give Florian our support and work toward a more secure future in the electrical industry. Additional COMET training sessions are being planned, and we all need to participate. The JATC will offer a journeyman training course this fall so we can improve our skills. And remember to attend the regular monthly meetings. Active participation is vital to our success.

We are saddened to report the deaths of two of our retired members. Bros. Fred Graessle and Garret Brugler both passed away in July. We extend our sincere sympathies to their families.

BRUCE EBERHART, P.S.

GRADUATION BANQUET

L.U. 34 (i.em, rts&spa), PEORIA, IL—Work in our jurisdiction is better than it has been in quite a while. Everybody is working, and we are putting out some travelers.

The Joint Electrical Apprenticeship & Training Committee (JATC) of Peoria, IL, and vicinity held a graduation banquet at Cater Inn Banquet Center on Aug. 16. Certificates were presented to 24 graduating apprentices from Peoria and Quincy. Peoria division graduates were: Christopher L. Alexander, Nate Cover, Brady Cox, Gregory Crow, Scott Denney, Bradley Dimmitt, Garold Doubet, Raymond Fisher, Steven Geitner, Robert J. Gunther, Richard Jordan, Bodie Kyle, Scott Leihenseder, Steve Raya, Brian Riecke,

James Simons, Todd Swardenski, Steve Swisher, Eugene Virgin and Steve Wagstaff. The Quincy division graduates were: Herbert Bange, Jeff Thomas, Kevin Barton and Steve Marold. As the Outstanding Apprentice of the 1994 class, Chris Alexander received a monetary gift and a plaque. Congratulations and best of luck to all the graduates!

Both Chris Alexander and Bodie Kyle are fourth-generation electricians. Bodie's father, Michael, is also a member of Local 34, as was his grandfather Bruce. Bodie's great-grandfather Leland started in the Decatur Railroad Local and then joined Local 193, Springfield, IL.

Chris's father, Bill, is an Executive Board member of Local 34. Bill's father, Fred, was also a member of Local 34 and retired in 1976. Chris' great-grandfather William Lucian worked as an electrician for Sapp Electric. Chris' great-grandfather on his mother's side, William Earl Rigg, was a lineman in Washington state.

WILLIAM A. ALEXANDER, P.S.

CONTRACT AGREEMENT

L.U. 42 (o.em, catv, rtb, govt&left), HARTFORD, CT—With the recent downturn of work in the construction side of our local, many members were concerned about contract negotiations. I would like to report that we reached a one-year agreement without any major givebacks, while picking up a contractor contribution into the Health and Welfare Fund.

The railroad job has been pushed back to March 1995, due to resistance from a lobbying group in the Stonington/Mystic area.

We have had some success with our organizing activities. A proposed settlement has been drawn up in a case against Whiteco Cody and Citizens. Two Brothers who salted the contractor are each to receive a check for \$13,500.

Bro. Scott Jaconski resigned from the OSHE Dept. The trustees have selected Bro. Chris Shane to replace him. Our thanks to Bro. Jaconski for his efforts on behalf of the membership. We wish him well in his future endeavors.

The OSHE Dept. is offering classes in cable splicing with certification. The safety director will be attending a fiber optics splicing class and will schedule classes for this training throughout the winter. Classes will be provided for "E2" and "L2" licensing and conduit bending. Also, as soon as the material

is available from the National Joint Apprenticeship and Training Committee, a complete course on traffic signals will be run. The only way to stay ahead of the nonunion element is to be better trained and certified. Local 42 will continue to stay ahead of the competition in these areas.

JAMES G. FRASER, B.M.

LINEMAN'S RODEO

L.U. 44 (o.u, rtb, catv&left), BUTTE, MT—Montana's Second Annual Lineman's Rodeo, held July 23, was sponsored by Local 44, several investor-owned and public utilities, construction firms and area businesses. Teams from Montana, Idaho and Washington participated, with a total of 36 three-man teams and 25 apprentices competing. Thanks to our members and to everyone involved for contributing to the success of the event.

Special thanks go to the Montana Power Co. for its help and the use of the grounds at Holter Dam. The power company and its employees worked long hours to make the rodeo possible. We also appreciate the help and participation of our REA Co-ops and their employees. Our local contractors were of great support as well, providing equipment and manpower. A huge thank-you goes out to our member's spouses for their terrific support. Once again, many thanks to all involved.

Congratulations to all the teams that participated in the rodeo. At this writing, the top teams were preparing to travel to Kansas City, MO, to participate in the 1994 IBEW International Lineman's Rodeo in September.

New to the competition this year was a "backhoe rodeo," which had many great competitors. Congratulations and thanks to Steve Hermanson and all his associates for their long hours of work to make this new competition a great success. We thank the equipment dealers that provided four new backhoes for this event.

After the competition everyone enjoyed a wonderful picnic with fine food and brotherhood. A service pin presentation followed, as well as the rodeo awards ceremonies.

We also presented a Lifesaving Award to Bro. Bill Ryan of Montana Power Co. and Bro. Jerry Hystad, from the Local 44 Treasurer's office. We commend these Brothers for their quick action in saving the lives of two people whose car fell through the ice at Lake Francis this past winter.

JAMES H. BABST, P.S.

PORT OF SEATTLE PROJECT

L.U. 46 (i.em, rtb, rts, st&c), SEATTLE, WA—Since beginning our organizing program in 1989, we have secured over 2 million hours of work for our members by organizing nonunion electrical contractors. Particularly of note is our success in obtaining an all-union trades agreement with the Port of Seattle for an \$800 million new waterfront development.



Local 32, Lima, OH, Bus. Mgr. Paul Eley (left) and Pres. Ron Weaver (right) with newly appointed Construction Organizing Coordinator Florian Smith.

We have successfully ratified a new contract with one of the three local television stations and expect the others to follow soon. Seattle-headquartered Northwest Mobile has changed its name to National Mobile Television, reflecting union employment in offices from Honolulu to Cincinnati.

We are especially proud of Charlotte McClure and Patrick Gergen, who represented us well at the Northwest State Apprenticeship Contest in Fairbanks, AK, on June 4. Congratulations to Patrick on his third place finish.

Local 45 electricians recently completed a successful upgrade project, involving the installation of new technology, at an area food processing plant. State-of-the-art programmable controls and the most advanced food processing ventilation system (with fire and smoke protection) in the country were installed by IBEW electricians as part of the Krusteaz/Continental Mills' "Dry Mix Plant Upgrade Project" in Kent, WA. Changing the food processing line from a blower-product moving system to a vacuum system will speed the product line and reduce product loss from 30 percent to 1 percent, thus recovering all construction costs through improved processing efficiency in about two and a half years. With IBEW expertise, the project stayed on schedule; the main plant continued operation with little disruption; and both the owner and the general contractor were very pleased. Congratulations to our local union electricians (shown in the accompanying photo), who worked on the project.

SOREN HENNERSON, P.S.



Local 46, Seattle, WA, electricians who worked on a project to install new technology at a food-processing plant in Kent, WA: from left, Don Tamlinson, Joe Gonzales, John Emerick, Robert Kion, Jon Dixie, Bill Morgan Jr., Dennis Walker, George Candon and Moses Brown.

WORK PICTURE SLOW

L.U. 56 (i.e.m.&ees), ERIE, PA—Our work picture has been very slow this year. The annual two-week shutdown at the local General Electric Locomotive Plant has been the only bright spot (brief as it is) for our area. Our members thank the surrounding sister locals for the work they have provided. We hope to be able to return the favor at some point.

Congratulations to the most recent "top-outs," journeymen Paul Emhardt and Norm Williamson, on their successful completion of the inside apprenticeship program.

The local's annual summer picnic was held in July. It was a perfect-weather, bright and sunny day. Those in attendance enjoyed the activities and

the fellowship. There were ample supplies of good food and beverages, along with door prizes and activities for all ages. Picnic Chmn. Greg Gehrlein and his wife, Janie, would like to thank everyone who brought a dish to share. A special thanks to the following volunteers for their hands-on help: John Alberstadt, Bill Andrae, Joe and Debbie Bossart, Jon Corbin, Ron Paschke, Chuck Wellington and Rick Wolf.

See you at the next general membership meeting.

GREG GEHRLEIN, P.S.

CONSTRUCTION PROJECTS

L.U. 58 (i.e.m.spa&rtb), DETROIT, MI—With union elections behind us for another three years, Local 58 members have turned their attention to Michigan's gubernatorial race and other local union activities.

At this writing we were getting ready for the annual Local 58 family picnic at Camp Dearborn in Milford. Thanks to the Entertainment Committee for all their work in preparation for the outing. We also were preparing for the Labor Day parade and the speeches and festivities that take place that day. The parade is a wonderful way to introduce family members to union activities and political involvement.

Summer construction projects put our members back to work. We hope this employment trend continues through the year and into 1995.

MARY J. VANDERZANDEN, P.S.



Local 60, San Antonio, TX, graduating apprentices, from left: front row, Douglas Matthew, Mike Hernandez, Michael Rendon, Charles Carreno, Edward Navarro, Bradley Czachur; back row, Dennis Spifler, Robert Carver, Lewis Bankston, Ramiro Guerrero, Daniel Zapata, Daryl Real, William Gardner. Not pictured is Duane Kessler.

Many Local 60 members participated in the annual Dollars Against Diabetes golf tournament sponsored by the San Antonio Building Trades. Several thousand dollars were raised for diabetes research. Thanks to all who contributed to this good cause.

Remember, your future depends on your involvement today. Attend your union meeting regularly.

CHIP GOODE, P.S.

VOTE FOR FRIENDS OF LABOR

L.U. 66 (o.u.&t), HOUSTON, TX—Local 66 and the Texas State Electrical Workers Association are lobbying the state government in opposition to legislation regarding the retail wheeling of power. We urge all IBEW locals to encourage their members to join this campaign and to contact their congressional representatives to ask for their support in defeating retail wheeling legislation. The wheeling of power would devastate the utility industry as we know it and jeopardize our jobs, while shifting the financial burdens to residential customers. The only beneficiaries would be selectively large commercial users and, for the most part, unorganized independent power producers.

On the local level the work situation is slow, but we expect improvement after the Public Utilities Commission reaches a decision in the rate hearings for Houston Lighting & Power Co.

Local 66 would like to thank our members and the members of Local

716, Houston, TX, for their volunteer involvement in a joint project to illuminate a potential crime area under state Highway 225 here in Pasadena.

In November Texans will vote in several key state and federal elections. We hope all IBEW Brothers and Sisters will join together to defeat the anti-labor efforts of the Republican Party by supporting our friends: Ann Richards for governor, Ken Bentsen for the U.S. House of Representatives, and Richard Fisher for the U.S. Senate. These friends of labor support legislation that would protect our jobs, enable us to compete on an even basis with rat contractors, and allow us to negotiate fairly for meaningful improvements at our workplaces.

GEORGE E. EASON, PRES.

100TH ANNIVERSARY

L.U. 76 (i.r.t.s.t&c), TACOMA, WA—On June 18 we celebrated our local's 100th anniversary at the Sheraton Pavilion, with over 600 members, retirees and friends of labor in attendance.

Tacoma Mayor Harold Moss presented Local 76 with a proclamation declaring Saturday, June 18, 1994, as IBEW Local 76 Day.

We were honored to have Int. Sec. Jack Moore swear in our first group of apprentices to begin Local 76's second century.

Int. Sec. Moore, Ninth District Int. Vice Pres. S.R. McCann, and Eighth District Int. Vice Pres. Jon F. Walters presented our fourth-year apprentices with their diplomas and a belt buckle designed by Bro. Jon Moore, local

85 NEW MEMBERS

L.U. 60 (i), SAN ANTONIO, TX—Our JATC graduation dinner was held in June. Congratulations to our second five-year graduating class. Special mention goes to Daryl Real, who was named the outstanding apprentice. These young journeymen deserve much praise for completing a tough five-year apprentice training program.

With our work situation holding out, we have been able to organize 85 new members. Hats off to Asst. Bus. Mgr. Gary Prejean for a job well-done in bringing these skilled Brothers and Sisters into the IBEW. The union movement is growing strong again in south Texas, in spite of tough nonunion competition. There is hope!



City of Pasadena officials join members of Locals 66 and 716, Houston, TX, who participated in a volunteer joint project to illuminate an area underneath state Highway 225, in Pasadena, TX.



Local 76, Tacoma, WA, 1994 graduating apprentices gather for a photo at the local's centennial celebration.

union business representative/dispatcher.

Other special guests included: U.S. Reps. Norm Dicks and Mike Kreidler; Washington state Senate Majority Leader Marc Gaspard; Washington state Speaker of the House Brian Ebersole; Dan Grimm, state treasurer; Washington state Senators Rosa Franklin and Dean Sutherland; and NECA Chapter Mgr. Tom Knox.

Bros. Harry Nelson and Bill LaFond each received a 60-year pin, an IBEW certificate of recognition and an IBEW watch.

Bus. Mgr. Bill Zenk reported on the occasion in the local union newsletter. He pointed out that the highlights of this perfect night of celebration were seeing so many people in attendance and noting the pride and pleasure displayed by our members in being a part of Local 76 and the IBEW.

We thank the members (retired and active) and all our friends who donated time and financial or moral support to make our centennial celebration a great success.

MICHAEL L. AUGUSTINE, P.S.

SUMMER WORK STEADY

L.U. 80 (i,o,rts&spa), NORFOLK, VA—Work was steady this summer, and we hope it remains that way through the upcoming fall and winter. Through our local educational programs and our commitment to organizing, we are continually working on new ways of obtaining additional work in the Tidewater area.

The annual Union Counsellor Graduation Banquet, co-sponsored by the

United Way and the AFL-CIO Community Services Dept., was held recently in downtown Norfolk. The evening was filled with excitement. Int. Pres. J.J. Barry was the keynote speaker. Bus. Mgr. James Williams received the Paul Askew Award for outstanding community service. The local was well-represented, and everyone enjoyed the occasion. Thanks to all the Brothers and Sisters who came to show their support.

We remind our members that the Nautilus Marine Museum, which opened in Norfolk recently, was constructed with nonunion labor. If you decide to visit the facility, you are supporting nonunion construction.

Remember to attend all local union meetings, because the only way you can make things happen is to participate and voice your opinions to the local body. So, take part and give your local your full support.

BRITT LONG, P.S.

IBEW LIFESAVING AWARDS

L.U. 84 (o,u&t), ATLANTA, GA—Bus. Mgr. Doyle Howard recently presented IBEW Lifesaving Awards to Bros. R.L. Staten and G.L. Blaxton from Plant Hatch, and to Bros. Jack Cain, Tim Pittman, Brent Merriman and Brett Young from Valdosta. These members exemplify the meaning of brotherhood by their actions to help other people.

The proposal concerning changes in the pay scales for the 25 "kV" and "bare-hand" classifications at Georgia Power has been voted down, and no other negotiations have been scheduled.



Local 84, Atlanta, GA, Bus. Mgr. Doyle Howard presents IBEW Lifesaving Awards to Bro. R.L. Staten (left) and Bro. G.L. Blaxton (right). Also receiving Lifesaving Awards, but not pictured here, were: Jack Cain, Tim Pittman, Brent Merriman and Brett Young.

In two recent arbitration rulings, our local prevailed. One issue involved working in the rain. The other was a termination case in which the arbitrator awarded full back pay and reinstatement of a former employee to his former job.

At this writing a date had not yet been set for Alltel negotiations to resume; and we were in the process of negotiations with Cobb EMC.

Local 84 held a COMET session on June 10, and member response was very good.

An information meeting with outside members was held June 11. Fifth District Int. Vice Pres. H. Wade Gurley was among the guests at this meeting. He spoke on several issues our outside members are facing. Also in attendance were representatives from some of the union contractors. The meeting was very informative. We appreciate Vice Pres. Gurley and the other guests for attending.

Be sure to attend the unit meetings. This is where important information is exchanged, and we all need to be as well-informed as possible.

Buy union-made products!

STEVE ARGO, ASST. B.M.

WORK PICKS UP

L.U. 86 (i,rts,em,spa,es&ees), ROCHESTER, NY—We hope everyone had a safe and pleasant summer. At the time of our last *Journal* article, work in our area was slow. Since then it has picked up some, but we still have some members out of work. We'd like to thank our sister locals that have provided work opportunities for our unemployed members these past few months.

Thanks go to Local 86 members who devoted their spare time to help reno-

vate the Sisters of Mercy Settlement House in Rochester. Particular thanks to Art Salvione and Paul Yatteau, who did a great deal of the work—from coordinating to installing.

We are saddened to report the passing of Bros. James T. Dalton and Frank J. McKenna. Our deepest sympathy goes out to their families. Our Brothers will be missed.

Our retirees held their monthly meeting at the union hall on July 27. At that time two retired members received service pins. Retirees Club Pres. Otto Failner presented Bro. Joseph Fantaci with his 65-year pin and Bro. Milt Ezzo with his 55-year pin. Congratulations to both these Brothers. We can only imagine the changes they must have seen in our industry over the years.

TERENCE B. CONHEADY, P.S.

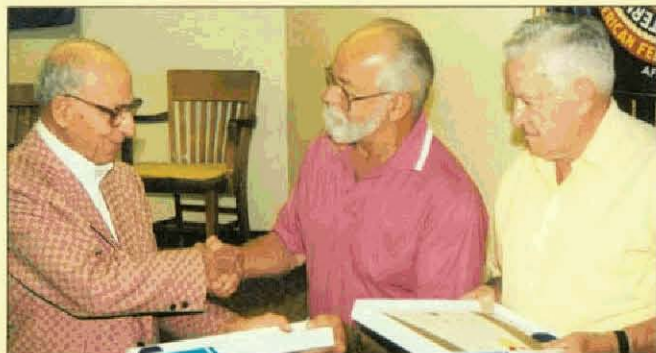
NEW CONTRACT

L.U. 98 (l,em,as&it), PHILADELPHIA, PA—Recently our Labor-Management Committee, under the direction of Bus. Mgr. John Dougherty, negotiated a new three-year contract for the mutual benefit of labor and management. This new contract is an important step toward full employment. Provisions of the contract enable our contractors to capture new markets, thereby creating additional work opportunities for our members. Since the ratification of this contract, we have seen movement on the out-of-work list and an increase in employment in our local.

We had an excellent turnout for our annual DAD's Day Walk-a-Thon on June 18. Every year our members and their families participate in a seven-mile walk through Philadelphia's Center City culminating at City Hall. All proceeds of the fund-raiser go to Dollars Against Diabetes.



Local 80, Norfolk, VA, Bus. Mgr. James Williams (center) is joined by Int. Pres. J.J. Barry (left) and Jerry Hufton, business manager of Iron Workers Local 79 and president of the Tidewater Central Labor Council, at the United Way/AFL-CIO sponsored Union Counsellor Graduation Banquet held in Norfolk.



Local 86, Rochester, NY, Retirees Club Pres. Otto Failner (center) presents service pins to retired Bros. Joseph Fantaci (left) and Milt Ezzo (right).

Congratulations to coach Bill Martin and the Hoopsters basketball team on winning this year's Local 98 Intramural Basketball Championship. Bro. Alan Badger led the team as high scorer.

At this writing the "98 A's" softball team was preparing to face the Carpenter's team in the Philadelphia Building Trades for the final championship. Good luck, Brothers!

Plan to attend a COMET course on a Tuesday night.

MATTHEW P. JUDGE, P.S.

NEW BASEBALL STADIUM

L.U. 102 (i&o), PATERSON, NJ—Brothers and Sisters, we are pleased to report that our newly amalgamated Local 102 has a new contract. Now we can proceed with one contract for one local, as it should be. Congratulations to the negotiating team on what was, as Bus. Mgr. Elias Baram said, a difficult task brought to a successful conclusion. We thank: Patsy DelleCava, Vince McBride, Joe Krawchuck, Earl Kocher, Andy Cuvo and Robert Curnow. The merging of our funds is also on track and should be completed soon.

Local union members recently completed work on a new 4,200-seat stadium to house a Class "A" baseball team. The team is part of the St. Louis farm system and will be known as the Cardinals. They will be playing against the Yankees, Mets and Phillies. The stadium at Skylands Park in Frankford Township will be the hub for other entertainment facilities, including batting cages and a proposed restaurant. About 16 Local 102 members worked on the stadium project, and we hope more will be employed to work on the proposed restaurant.

Bro. Richard Tyrone, general foreman for Nordling, Dean Electric, is pictured on the cover of the July issue of *EC&M* magazine and featured in the cover story about circuit protection. He is shown checking the settings on a solid-state relay panel protecting 15-kV switchgear.

Congratulations to the Local 102 golf team on placing second at the annual state IBEW golf tournament held July 23. The event was hosted by Local 675, Elizabeth, NJ, at the Cranberry Country Club. Even the rain couldn't dampen the competition and spirit of camaraderie.

Please attend local union meetings, so as to keep properly informed and up-to-date on current developments.

LIONEL COUTURIER, P.S.



Some of the Local 102, Paterson, NJ, members who worked on the construction of the new baseball stadium in Frankford pause for a photo beside the High Point Electric line-truck: Bob Adams (foreman), Tim Turonick, Bob Cassimore, Ray McDaniel, Tom Higgins, Douglas Draeger and Richard Lott.



Local 106, Jamestown, NY, has a good turnout for its annual picnic.

AREA WORK IS GOOD

L.U. 106 (i.u.spa,catv&govt), JAMESTOWN, NY—Work in our area is good; and at least for now, our book is clear. Several jobs are coming up that should keep most of our members busy for the next few months.

Bro. Art Hazer and I attended the NJATC Training Institute in Knoxville, TN, in August. This program teaches apprenticeship instructors how to be more effective in the classroom. Classes run 12 hours a day and include lectures on teaching techniques. Technical sessions are presented by major manufacturers, such as Simplex and Siccior. Bro. Hazer and I learned a great deal that will be of benefit to the local's apprenticeship program.

The Local 106 picnic was held July 24 with a good turnout. Thanks to everyone who helped make the outing a success. Special thanks to our chefs, Tom Beck and Bruce Parment, who cooked the chicken; and to Dave Wilkinson, who organized the event.

JAMES B. MCINTYRE, P.S.

EARLY NEGOTIATIONS

L.U. 108 (u.mt.es.s.mar.ees.rtb.rts.spa.em,t&left), TAMPA, FL—At this writing the management of Johnson Controls Inc. had announced it would inform the union whether the Tampa plant, which produces car batteries, would be one of the three to be closed by Sept. 5, 1994. We are hopeful the Tampa plant will remain open and that

there will be an increase of 100 to 200 jobs as the production of batteries is increased.

On July 21 Tampa Electric Co. union members voted to enter into early negotiations with management. A "mutual-gain-bargaining" seminar conducted by representatives of Cornell University was held Aug. 24-25. The seminar was offered for the benefit of both Tampa Electric management and the recently elected members of the Local 108 Negotiating Committee. Negotiations began in early September. Negotiating Committee members are: Rick Coronado, unit chairman; Rec. Sec. Don Canty; Pres. J.B. Lucas; Mike McKinnon, plant operations; Larry Guagliardo, plant maintenance; Clyde Harl, Line Dept. Interior Div.; Sam Hamrick, Line Dept. Exterior Div.; Bill Liles, energy delivery systems; and Gus Fernandez, substation.

In other news, the Lakeland organizing drive has shown success. At this writing the necessary number of cards had been signed, and the Lakeland Utility Commission was expected to set a date for the election within 45 days. Local 108 thanks all the volunteer organizers including the following: Bros. B.J. Fore, Jim Dukes, Dominick Rizzo Jr., John Murphy, Jimmy Connatser and Bus. Mgr. Floyd Suggs. These Brothers—along with International organizers Fielding Gurley (I.O. Special Projects Dept.) and Freddy Allen (director, Utility and Telecommunications Organizing)—helped make the election possible. Although much work remains to be done, we remain optimistic that the Lakeland workers will vote for union representation.

Congratulations to the following Brothers on their recent retirement: James Partridge, William H. Doty and Cameron R. Coon. We wish each of them much happiness in the years ahead.

We have been saddened by the recent passing of Bro. Lonnie Mathis. Our heartfelt condolences go out to his family.

DOMINICK RIZZO JR., P.S.

CASINO PROJECTS

L.U. 124 (i.se.em.rts.spa.ees&mar), KANSAS CITY, MO—By a vote of 324 to 20, Local 124 members overwhelmingly approved a new three-year agreement. Details of the contract include: raises of 4.4 percent, 3.8 percent and 3.6 percent in each consecutive year; an adjustment of the pay period; and two new funds jointly administered by labor and management, and completely funded by those contractors signatory to our Inside Agreement. Congratulations to the Negotiating Committee for a job well-done.

Harras's Riverboat Casino was brought to life by a totally union work force. From the first shovelful to the last striking plate, our members showed what skilled tradespeople and proper management can accomplish together. So impressive was the job done that Broadway Electric was awarded the work on another casino about a mile upriver.

Work is starting to slow slightly as the car plants wind down. The outlook seems rosy for the immediate future, but it's difficult to know what to expect beyond that.

Elections are right around the corner. These contests—for the U.S. House and Senate on the Missouri side, and the Kansas governorship—are crucial to the well-being of our local. Please: Register and vote.

Congratulations and best wishes to our newly retired members: Richard L. Dugan, Doyle D. Fagan, Richard J. Hauber, Alvin C. Hutchison Jr., John J. Jarnevic, Robert A. Lasswell and Robert E. Myers.

With deep regret we note the passing of Bro. Steven Howerton. Our condolences to his family.

On behalf of the officers and staff of Local 124, here's hoping you and yours have a safe and happy Thanksgiving holiday.

MIKE DAMICO, P.S.

SOLIDARITY-PARITY

L.U. 134 (i.em.t.rts.spa.govt.mt.rtb&catv), CHICAGO, IL—Local 134's Electrical Joint Arbitration Board (EJAB) members were successful in negotiating a new two-year agreement with the Electrical Contractors Association (ECA) of the city of Chicago. As of June 6, the "A" construction journeymen's total wage package was increased by \$1.38 per hour. On June 5, 1995, the total wage package will be increased by \$1.35 per hour. We have yet to reach parity with the surrounding locals. Additional contract language was negotiated into our Principal Agreement that will prove to be beneficial in future years to our rank and file local union members. For the first time in the history of Local 134, the construction journeymen had the opportunity to ratify their contract by a secret ballot vote. This meeting was attended by approximately 3,000 members, who exercised their right of ratification on this contract.

Bus. Mgr. Warren Jennings and the officers extend a special thanks to the members of the Construction Advisory Committee, who devoted many long hours researching and compiling crucial information for our new contract.

The struggles of the negotiations illustrate the need for all members to get involved with the COMET program. By controlling our market we can only improve our quality of life.

Remember to buy North American; buy union. It's not just a phrase, but a way of survival.

STEPHEN F. FISHBACK, P.S.

CONGRATULATIONS, BROTHERS

L.U. 146 (i&rts), DECATUR, IL—Congratulations to this year's graduating apprentices. They are: Kevin Barnes, Troy Day, Rob Doyle, Bill Ettinger, Tracy Eubanks, Eric Millburg, Bob Sargent, Scott Spears, Susan Varvel and Dan Weber. Don was honored as apprentice of the year, with a grade average of 96.07. The grade average for all ten apprentices was 91.43. This has been an outstanding class, and its members will continue to make Local 146 proud!

Our recent retirees make up another group that has helped make this a fine



Local 146, Decatur, IL, Bus. Mgr. Mike Carrigan (right) joins 1994 graduating apprentices: from left, front row, Tracy Eubanks, Bob Sargent, Susan Vorvel; back row, Kevin Barnes, Eric Millburg, Rob Doyle, Troy Day and Bill Ettinger. Now shown: Dan Webber and Scott Spears.

local. Congratulations to the following Brothers who have opened a new chapter of their lives as retirees: Bert Caspary, Al Kaufman, Jerry Hyland, John Toth, Bob Perkins, Ken Webb and Jim Baldwin. We wish them the best!

Remember: Contribute to COPE, and get out and vote!

JERRY E. CAMFIELD, P.S.



Presenting diplomas at the Local 164, Jersey City, NJ, apprentice graduation dinner are: from left, Bus. Mgr. Howard E. Schier Jr., Training Dir. David Milazzo and JATC Chmn. Robert Lynch.

GRADUATION DINNER

L.U. 164 (i&o), JERSEY CITY, NJ—Our apprentice graduation dinner was held June 22 at George's Restaurant in Moonachie, NJ. Fifty apprentices graduated, and 12 academic achievement awards were presented to apprentices. The keynote speaker was Bus. Mgr. Howard E. Schier Jr. Guest speakers included: NECA Chapter Mgr. Brian Damant; Local 164 Pres. Raymond Leonard; JATC Chmn. Robert Lynch; Local 164 Training Dir. David Milazzo; Dennis Fitzgerald, director, Bureau of Apprenticeship Training, U.S. Dept. of Labor; and Robert Sieminski, county apprentice coordinator, Bergen County Vocational Technical High School.

Bus. Mgr. Schier and JATC Chmn. Lynch presented the academic achievement awards and diplomas. Congratulations to the graduates and the awards recipients. We wish each of them every success.

On Saturday, June 11 the Local 164 Recreation Committee held its annual Spring Golf Outing. The members who attended had a terrific time, enjoying great weather, good food, plenty of

prizes and professional-type golf.

Retired Bro. Steve Sullivan, a member of Local 164 for 68 years, was among the golfers present. He attacked the Pascaek Brook Golf Course in River Vale, NJ, and shot a 113! Congratulations, Steve.

A special thanks goes out to Bro. John Lyons. He put the outing together, as he has done for the last 24 years. Keep up the good work, John!

The eight golfers who posted the lowest scores qualified for the New Jersey State IBEW Golf Tournament hosted by Local 675, Elizabeth, NJ, in July.

THOMAS V. CIOCE, P.S.

STEAK BAKE A SUCCESS

L.U. 166 (i,ees,rts,rtb,govt,t&catv), SCHENECTADY, NY—The Local 166 steak bake was a terrific success again this year. The adults played horseshoes, bingo and bocci ball. They also had three different water-balloon contests, with winners of each event receiving prizes. There was plenty of good food, including raw and steamed clams, sausage, hot dogs, hamburgers, wings and clam chowder. The children were entertained by two clowns, games and contests.

After dinner, Bus. Mgr. Bernie Mericle, newly retired Third District Int. Vice Pres. Donald Funk and Pres. Dave Saunders presented members with service pins, and retirees received IBEW watches. The retirees in attendance who received watches were: Don Abeel, Bill Harper, Dick Marsh, Jim



Local 166, Schenectady, NY, retired Bro. Clarence Swart (seated, front), received special recognition on his 100th birthday at the local union steak bake. He is joined by, from left: New York state Assemblyman Paul Tonko, retired Third District Int. Vice Pres. Donald Funk, Pres. David Saunders and Bus. Mgr. Bernie Mericle.

McKee, Bill Pattee, Bill Tuccillo, John Uhlinger, Ed Hallenbeck and Ray Plumadore. Congratulations to these retirees and to all retired members of Local 166!

Bro. Clarence Swart, who celebrated his 100th birthday on Aug. 5, received special recognition. Bernie pointed out that Clarence is only three years younger than the IBEW.

A big thank-you goes to committee chairman Mike Gruener and to everyone who served on the committee for all their work to make this year's outing a great success once again.

SKIP GOYETTE, P.S.

CONGRATULATIONS, BRO. PATTON

L.U. 180 (i,o,c&st), VALLEJO, CA—Imagine taking a short call and having

At a retirement party held in his honor, Local 180, Vallejo, CA, Bro. Wendell Patton (right) receives the congratulations of Bros. Nate Rankin (center) and Craig Cathcart (left).



Local 204, Cedar Rapids, IA, new journeyman linemen: from left, front row, Steve Reyhons, Troy Kiernan, Brian Allen, Kevin Cardwell; second row, Mark Fitzsimmons, Phil Eilers, Keith Blevins and Kyle Abel.

it last 27 years! That is what happened to Wendell Patton when he was dispatched to work at the Exxon refinery in Benecia, CA.

Bro. Patton retired recently following over 40 years as a member of Local 180. At the retirement party held in his honor, Bro. Patton received the congratulations of many friends, family members, and co-workers from various crafts. Among the gifts he received was an impressive framed certificate of appreciation from his employer, Fischbach and Moore, for his numerous achievements over the years.

Bro. Patton was initiated into Local 180 in 1954. He completed the apprenticeship program and went on to work in every aspect of the trade. He assumed many responsibilities, including that of general foreman.

Congratulations to Bro. Patton! We wish him full and active years ahead.

GERALD E. JOHNSON, P.S.

LOOK FOR MEMO PROGRAM

L.U. 204 (u&t), CEDAR RAPIDS, IA—At the June Executive Board meeting, there were some new and some not-so-new faces around the table. Local 204 elected the following officers for the term that runs to June 1997: Bus. Mgr./Fin. Sec. Ken Sagar, Pres. Nile Lanning, Vice Pres. Al Hageman, Treas. Cheryl Smejkal and Rec. Sec. John Dwyer. Executive Board members are: Charles Ray (Unit 1), William Jahnel (Unit 2), Ron Garrett (Unit 3), Carl Struve (Unit 4), Donald Hiner (Unit 5), Matthew Schuler (Unit 6), Kermit Tolzin (Unit 7), Tab Hill (Unit 8) and Jerry Sebert (Unit 9). Congratulations to all.

ees because, as we all know, there is We need to organize these employ-

that is how this article feels about it. This "right-to-work" for less state, but darity. That may sound unrealistic in cent union membership to show soft- in their best interest. We need 100 per- employees that a united front would be time to emphasis to SRF's unassigned our hourly employees. Now is a good We need the support and input of all Contract time is once again upon us. proudly from start to finish.

displayed their union craftsmen banner ment establishments. Local 266 crews into shops, restaurants and entertain- gram to develop areas of downtown first step in Scottsdale's waterfront pro-

Sciortdale, AZ. SRF's work was the ground 69-KV line in the heart of Salt River Project laid its first under-

L.U. 266 (0), PHOENIX, AZ—The

'UNION CRAFTSMEN' BANNER



ROD BYRNELL, P.S.

each of them the best of luck.

Congratulations to all those elected to positions within our local. We wish and John Williams.

Executive Committee are Doug McKay and Recorder Michelle Laurie. On the Macdonald, Vice Chmn. Dale Haines Unit 6 officers are: Chmn. Murray Hawhornc.

ive Committee are Al Bruder and Bob Recorder Burke Landy. On the Execu- Vice Chmn. Gord Hiebert and Unit 5 officers are: Chmn. Jim Petrie, Polton.

Unit 4 officers are: Chmn. Fred Hogg- Recorder Bob Bell. On the Executive man, Vice Chmn. Wayne Soroka and Committee are Ken Calwell and Larry

and Recorder Russ Angus. On the Execu- Unit 3 officers are: Chmn. Leon and Don McManan.

Unit 2 officers are: Chmn. Gerry Pope, Vice Chmn. Dave McMillan and Recorder Royce Angus. On the Execu- tive Committee are Richard Drabnasty

Unit 1 officers are: Chmn. Klaus Kraft, Vice Chmn. Ron Bullock and Recorder Doc Coulas. On the Execu- tive Committee are Cal Ahrbight and Don Saul.

Sec. Doug Henning. Byrell, Treas. Phil Bartlett and Rec. Pres. John McGraw, Vice Pres. Rod Bus, Mgr./Fin. Sec. Gerry Bramhill,



Local 246, Shubenville, OH, Bros. Randy Truax and Tim Corona of work on the Cardinal Power Plant "stack" job.

Some of the newly elected officers of Local 258, Vancouver, BC, who were recently sworn into office: Pres. John McGraw, Unit 4 Chmn. Fred Hogman, Unit 2 Chmn. Gerry Pope, Treas. Phil Bartlett, Vice Pres. Rod Byrnell, Unit 3 Chmn. Leon Arshenkov, Bus. Mgr./Fin. Sec. Gerry Bramhill, Unit 5 Chmn. Jim Perie, Unit 6 Chmn. Murray Macdon-

old and Unit 1 Chmn. Klaus Kroff.

Officers Elected

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Local 234, Cos- proville, CA, Nichols presents a Local 234 COMET pin to Int. Pres. J.J. Barry and Int. Sec. Jack Moore.

in attendance.

fond memories were recalled by those Accomplishments were praised, and dinner was held for K.W. Gasser, Center. A dedication ceremony and reformed the K.W. Gasser Training recently sworn into office: Pres. John

Local 258, Vancouver, BC, who were recently sworn into office: Pres. John McGraw, Unit 4 Chmn. Fred Hogman, Unit 2 Chmn. Gerry Pope, Treas. Phil

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Local 246 (I.O., R.I.S., C.E.S.S.P.), STUEBENVILLE, OH—Our local has held several all-day COMET classes recently, with excellent turnout and participation by members. The classes have been interesting and thought provoking. In attendance made lots of suggestions and many topics were discussed. Those as to what each of us can do to improve the unions' share of work.

Work has picked up in our area, and we now have full employment. Hard times were made easier because our surrounding locals had work for our members. Thanks to the following locals for helping us keep everyone working: Local 648, Hamilton, OH; Local 183, Lexington, KY; Local 369, Louisville, KY; Local 481, Indianapolis, IN; and Local 82, Dayton, OH. We hope the worst picture will remain good in all locals, and we hope to be there when you need us.

It's election time again. Our COPE dollars are important, but we must also back them up with a vote. Make sure you and your family members vote for the candidates who work hard for labor issues. It does make a difference.

Local 234, Cos- proville, CA, Nichols presents a Local 234 COMET pin to Int. Pres. J.J. Barry and Int. Sec. Jack Moore.

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year. Pres. Nichols made a personal commitment that our local would pro- vide COMET training for all our con-

Local 234, Cos- proville, CA—The accompanying photo shows Pres. James R. Nichols presenting the Ninth District Progress Meeting last year. Pres. Nichols made a personal commitment that our local would pro-

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COPE WINS JOBS

Our COPE dollars have yielded many successes over the years, but we scored a really big one in July. The Cincinnati City Council signed an all-union project agreement with the Greater Cincinnati Building Trades (the nonunion Assoc- ated Builders & Contractors (ABC) is screaming and threatening to sue. This agreement covers the work on a retail store and conservatory built in the heart of the downtown area. The work on the city block will be done 100 per-

cent union, thanks to IBEW-endorsed City Council members. Our COPE dol-

lars helped elect these politicians and, in turn, won jobs for us downtown.

At our annual picnic, retired mem- bers Harry Pharo and Harry Appleblatt received 75-year service pins. A ceremo- ny was held honoring all members with 50 or more years of service. At the gath-

ing 42 members were honored and presented with pins for a half century or more of service in the IBEW. Congratu-

lations to our retired members.

Work has picked up in our area, and we now have full employment. Hard times were made easier because our surrounding locals had work for our members. Thanks to the following locals for helping us keep everyone working: Local 648, Hamilton, OH; Local 183, Lexington, KY; Local 369, Louisville, KY; Local 481, Indianapolis, IN; and Local 82, Dayton, OH. We hope the worst picture will remain good in all locals, and we hope to be there when you need us.

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COMET GOAL

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Local 266, Phoenix, AZ, members working at the Salt River Project proudly display the IBEW Union Craftsmen banner. Salt River Project supervisors Phil Beauchemin (left), David Areghini (second from left), and Steve Mendoza (fifth from left) join Local 266 members: Jim Ochoa, Ernie Abeita, Chris Galloway, John Bulinski, Dave Hennis, David Short, Darryl Walker, Frank Hurtado, Dick Felton, Rex Amado, Bob Steward, Noah Nixon and Tom Moore.



strength in numbers. We all need to carry our share of the load. Abe Lincoln once said, "A house divided cannot stand." Our house needs a foundation that is set on firm ground, which requires participation from all hourly employees. Everything else comes from that.

Brothers and Sisters, invite these nonmembers to come join us and participate with us to strengthen our local union. We are giving it our best effort, and now it is their call. Let it be "Union Yes!"

QUIDO "J.R." IANACONE, P.S.

YOUR VOTE IS CRUCIAL

L.U. 280 (i,rts,s,t,c,ees,mt,es&mo), SALEM, OR—In June Local 280 elected the following officers: Bus, Mgr. Al Reddig, Pres. Larry Taylor, Vice Pres. Dennis Ellis, Treas. Mike Sliper and Rec. Sec. Jerry Fletcher. Executive Board members are: Steve Bebout, Tim Nicol and Eric Dickson, Examining Board members are: Mike Peterson, Rich Lofton, Dan Derby, Roger Rhodes and Steve Rose. The local wishes to thank all outgoing officers and board members for a job well-done. We appreciate their service to the local and, most of all, their brotherhood. Congratulations and best wishes to all those recently elected. Let's give them our support!

On June 10 Training Dir. Dan Campbell hosted a completion banquet for graduating apprentices. Local 280 welcomes our new journeymen, who are as follows: David Black, Marty Breedlove, Dennis Caster, Brad Fox, Joe Gosche, Jeff Hamilton, Matt Hastings, Steve Hickham, Derek Kizer, Stephen Kliever, Ray Knerl, George Landis, Scott Lister, Derek Martin, Tim Miller, Lance Pixler, Joseph Schmidt, Matt Stephens and Aaron Crowley. Let's take care of our new journeymen so they can take care of the future.

There is a possibility our state's prevailing-wage law could be repealed in the November election. It is crucial that we inform all construction workers, friends and family members to vote.

JERRY FLETCHER, R.S.

ORGANIZING BREAKTHROUGH

L.U. 294 (i,u,em,rts,spa&ees), HIBBING, MN—Our work situation has improved somewhat. Many of our members are working on the road, and

we thank all the locals that have offered our members work.

Local 294 has realized a major breakthrough with the successful organizing effort at Hibbing Electronics. Everyone fought hard and spent endless hours to make this happen. Thank-you to everyone who helped to bring about this significant success!

We are proud to welcome Local 294's first journeywoman, Sister Gloria Ahlgren. Congratulations, Sister Ahlgren! Congratulations also to Bros. Brian Seppala and Paul Ojala on becoming journeymen.

Bro. Mike Clark Sr. received his 50-year pin. Congratulations, Bro. Clark, and best wishes in the years ahead.

Bros. Arnie Ronne and Brian Seppala volunteered their labor to help out at the Mines and Pines Festival in Hibbing, and Seppala Electric donated a temporary power station for the event. Bro. Scott Weappa donated his labor for the Mesabi Trail Party in the Park in Virginia, MN. It is good to see IBEW members active in their communities.

With deep regret we report the death of Bros. Ed Maunu and Alton Stavnes. Our condolences go out to their families.

We encourage all Brothers and Sisters to join the Local 294 Death Benefit Fund. It does not cost much, and it's a great way to demonstrate the spirit of brotherhood.

Important elections will be held in the fall. Let's remove Arne Carlson as governor and elect a Democrat to the U.S. Senate.

Remember each one of us can make our union stronger. How? By attending union meetings; making our voices heard; and becoming more active in our local government.

Be union; buy union. Attend local union meetings.

SCOTT WEAPPA, P.S.

A MEANINGFUL VICTORY

L.U. 300 (i,u&govt), MONTPELIER, VT—All of our Unit picnics for this year are now successfully behind us. Thanks to all who helped make the outings a success. Everyone had a great time. We look forward to an even larger turnout of members next year.

Congratulations to our recent apprentice graduates. Tom Moore was chosen by our Joint Apprenticeship and Training Committee as the 1994 apprentice of the year. His excellent classroom records, hard work on the job and active support of the local union gained him this year's award. Nice work, Tom! Best wishes to our new journeyman wiremen.

We appreciate the efforts of all those

who helped with this year's Dollars Against Diabetes drive. A special thank-you goes to Bro. George Clain from Green Mountain Power/Montpelier for his hard work on behalf of the fund-raiser. George was out on one of the hottest days of the summer doing his part for this most worthy cause. Thanks also to Unit 8/Vermont Yankee, for their contribution from their brotherhood fund.

The local is proud to welcome back Bro. Walter Lee. Walt was unjustly terminated by the Vermont Yankee Nuclear Power Corp. on Aug. 31, 1992. After an arbitration process that spanned nearly two years, the company was ordered to reinstate him with full back wages and benefits. This is definitely a meaningful victory for our local union.

We mourn the passing of Bro. Nicholas Martocci. Bro. Martocci was retired from Central Vermont Public Service Corp. At the time of his death, he had over 50 years of service to the IBEW. He was an active member and a staunch supporter of our local union. Nick will be missed by all of us.

Buy North American; buy union!

JAMES MERRIGAN JR., R.S.

PICNIC SUCCESS

L.U. 302 (i,o,rts&spa), PLEASANT HILL, CA—The local union picnic was particularly successful this year. For the last 31 years, we have enjoyed this annual outing with fellow members, family and friends. This year's picnic proved to be especially enjoyable, and attendance increased over previous years. Everyone seemed to have a pleasant time. We can't wait to do it again!

Our COMET program continues to be successful, with apprentices as well as journeymen attending classes. At this writing more than 60 percent of our members have been trained in COMET.

We have begun work on our large projects, which has allowed our Book I list to drop considerably.

Local union meetings are held the fourth Wednesday of each month. Union meetings for the Inside Wireman's Unit are on the second Wednesday of each month. Both start at 7 p.m.

RICKY LYNN, P.S.

ELECT FRIENDS OF LABOR

L.U. 308 (i,se&spa), ST. PETERSBURG, FL—Work in our jurisdiction

has not been good for the last several years. Less than 30 percent of our members are working in the area. Our Brothers and Sisters have been able to find work on the road, and we are grateful to the locals that have been able to employ our members.

We have lost one of our longtime contractors, Hamilton Electric, which filed bankruptcy and is no longer in business.

Bro. Bill Caron, who was appointed to head our organizing effort, is working hard. Local 308 has conducted three COMET classes, with all the apprentices and 35 journeymen attending. The local will schedule additional classes in the near future. We have been salting a few jobs in the area. If anyone is interested in assisting with this effort, please contact Bro. Caron at the hall.

The local also did a mail-out to some of the nonunion licensed journeymen in the county hoping for a response for organizing. The reply was small, but it was a start. We hope to have another mail-out soon.

Please remember to vote this November. If you are not registered to vote, do it now! We need to do all we can to elect friends of labor.

DANIEL R. SPENCER, P.S.

SOLIDARITY DOES PAY

L.U. 336 (t&catv), CHICAGO, IL—Earlier in the summer the members of our local came together in a big way to help out a Brother and his family. Bro. Dave Fregeau had been off work for 10 months and went on disability in August. His local union Brothers and Sisters decided to hold the a Hog Roast & Benefit Raffle on June 27 to assist Dave and his family.

Sister Corrine Renfrow, the event director, knew they were taking a chance. She said, "We all hear no one cares anymore; but, thank God, we found that is not entirely true. A lot of caring people worked toward a common goal and made it a success."

Bro. Fregeau need not be the only beneficiary of this spirit of solidarity. The important lesson to be learned by our young members and relearned by our older members is there is strength in numbers. Stick together, work together and care about your Brothers and Sisters, and the results will be amazing.

\$5,242 was raised and donated to Dave and his wife, Mary Jane. Thanks to the Local 336 members and their friends for making this assistance possible. The day's events included plenty of great food, refreshments and games. There are many people to thank. Unfortunately space doesn't permit listing all of them here. The September issue of the local's "News and Views" contained a full accounting of the day. Following is a list of just a few of those who earned a big thank-you for caring and helping: Corrien Renfro, event director; Anna Swartz, her right-hand woman; Jack Kurtz, the coordinator of games and refreshments; and Bonnie Savoie, the liaison with Dave's friends and neighbors.

LARRY J. MOELLER, R.S./TREAS.

MEMBERS ENJOY PICNIC

L.U. 340 (i.o.rts.em&spa), SACRAMENTO, CA—On July 23 approximately 300 IBEW members and their families enjoyed our annual picnic. The picnic was held at Gibson Ranch Park, and we were blessed with a beautiful day. The food was excellent. We had barbecued chicken, ribs, hot dogs, hamburgers, salads and beverages. Thanks to Picnic Chm. Bob Perryman and his volunteers: Paul Curdy, Fred Lindke, Paul Bianco, Tim Groves, Mike Dyba, Randy Austin, Ed Hannan, Greg Bain, Harry Bain, and the many spouses and children who helped make this event successful.

Our local Labor-Management Cooperation Committee (LMCC) has agreed to fund the purchase of the California State Building Trades' "Contractors Licenses and Job Information Program." This program will help the local keep track of unlicensed contractors and jobs planned for our area. The LMCC has also donated the electrical material for the Vietnam Veterans "Standdown." Bro. Richard Frank donated his time for the electrical work on this project, and many Vietnam veterans benefitted from this community event.

Work is holding up in our jurisdiction, and we hope employment will remain steady.

Some very important national and local elections are coming up in November. Give generously to IBEW-COPE, and help elect labor-friendly politicians who will support issues important to union members and working people.

We extend our condolences to the family of retired Bro. Ralph Johnston, who passed away since our last article. Condolences also go out to the Robert Parkyn family on the passing of Betty Parkyn. Bro. Robert Parkyn is a retired member of Local 340, and his sons Bob and Lynn are active Local 340 members.

A.C. STEELMAN, P.S.

COMMUNITY PROJECTS

L.U. 354 (i.em.mt.rts&spa), SALT LAKE CITY, UT—Always ready to help the community, Local 354 members have been involved recently in several area charitable projects. Habi-



Local 354, Salt Lake City, UT, journeyman Van McAlister wires a security light for an elderly homeowner.

tat for Humanity's latest project in Salt Lake City is a home built by women. For this women's project, female members of Local 354 joined in to help by donating their labor to wire a house for a low-income family.

On another community service project, local union members helped by installing security lighting for the senior citizens in an area neighborhood.

Using our skills to help those in need is one way to show that union members care about the community. Thanks to all our Brothers and Sisters who help on these worthwhile projects for a job well-done!

CHRIS CARLSON, P.S.

WORK PICTURE EXCELLENT

L.U. 364 (i.em.rts.spa.catv.mt.es&ees), ROCKFORD, IL—At this writing in early August, we are pleased to report that work opportunities during June and July have been excellent. Bus. Mgr. Mike Fenger said the amount of electrical construction work in our local is the best he has seen it in six years. As of July 1, Local 364 is a "walk-through," and other locals have been calling looking for journeymen. After having had a slow winter, it's great to have so much work in the area. We hope the trend will continue through the year.

Residential work is also good in this area. Thanks to organizing and targeting efforts, the number of Local 364 residential wiremen has more than doubled in the past year and a half. For a long time we neglected the residential market and lost a lot of work. By increasing our residential market share, wages and benefits will also increase, helping to better the standard of living for our residential members.

WADE MILLER, P.S.

EVENTS OF THE SUMMER

L.U. 380 (i.ei.es&it), NORRISTOWN, PA—Now that summer is over and fall has arrived, let's take this time to remember our summer events.

Our family picnic was, as always, a huge success. It was a great day for our families to get together and enjoy the spirit of brotherhood. Co-chairmen Paul Cope and Bill Wright thank all the volunteers—from the Picnic Committee to the cleanup crew. Brothers and Sisters coming together in a spirit of camaraderie really makes the picnic special.

Our 12th annual softball tournament was held the weekend of Aug. 6-7. We were proud to host many fine teams from other IBEW locals.

Our golf tournament was Sept. 17. A large number of members participated, and everyone had a good time.

Congratulations and best wishes to all our recently retired members. We wish each of you the best of luck and a long, healthy retirement. God Bless you all.

Be sure to remember to vote in November. Attend your local union meetings. Be safe at home and on the job.

STEPHEN SCLAFANI, P.S.



Local 424, Edmonton, AB, members employed by Lockerbie & Hole wired a gigantic "walking" dragline with a bucket capacity of 110 cubic yards (the largest in the world) for the Edmonton Power thermal-generating plant in Genesee.

'UNION IS BETTER'

L.U. 424 (i.o.u.rr.mo.rtb.rts.ees), EDMONTON, AB—Two recently completed projects in our jurisdiction attest to the fact that IBEW electricians are competitive and among the most highly qualified owner-clients can use to build their installations.

On a 14-month project that utilized in excess of 25,000 man-hours, Local 424 members employed by Lockerbie & Hole wired a gigantic "walking" dragline manufactured by the Marion company for the Edmonton Power thermal-generating plant in Genesee. With a bucket capacity of 110 cubic yards, the dragline is the largest anywhere in the world. With the completion of this monster machine, the Marion factory reps go to Australia next. Soon some men will be at work in the "land down under" building an identical twin there. This project was completed slightly under budget with no lost-time accidents—another big cost savings to both contractor and client.

Another job that stands as a recommendation for union workers is Fluor's Union Carbide plant in Prentiss on the southern edge of our jurisdiction. Work there will be finished by the time you read this article. The project was completed not only on schedule, but also at an astounding \$30 million under budget! A salute to those Local 424 members and other Alberta Building Trades affiliates who proved that union is better.

DAVE ANDERSON, PRES.

EMPHASIS ON ORGANIZING

L.U. 428 (i.o.rts.spa&govt), BAKERSFIELD, CA—Work is still slow in our area, with not much relief in sight through the end of 1994. Many Brothers and Sisters have had to travel to find work. We thank those locals that have provided employment for our members. As a result of the education our members have received through the COMET and salting schools, more of them are realizing the benefits of organizing.

In honor of the first IBEW president and organizer, Local 428 recently held a Henry Miller Night. On May 12 the local paid tribute to those members who have taken an active role in organizing in our area. Salt pins were presented to members who have salted a job that resulted in a job action. Members who have taken an eight-hour salt training class received salt cards. Certificates were presented to members who have taken the COMET class. COMET and salt T-shirts were awarded to members who have completed both classes.

Because of our renewed emphasis on organizing, we have one of the largest electrical contractors in California on the run. IBEW members in seven counties have salted this contractor on more than ten of his projects, and we have filed numerous unfair labor practice complaints. As members witness the successes of organizing, more and more of them are joining in the effort. This activity can only help us recapture our market share and provide increased work opportunities for IBEW members.

DANNY KANE, P.S.



Pictured are some of the Local 428, Bakersfield, CA, Brothers who have received COMET and/or salt T-shirts for their active role in the local's organizing efforts, from left: front row, Danny Kane, Ron Rice, Larry Adams, John King, Richard Curtis, Jack Bellows, Phil Gaines, Eloy Zavala; middle row, Andy Disney, Jerry Melanson, Steve Melanson, Byron McArthur, Jim Elrod, Don Rush, Todd Bachman, Duane Moore; back row, Sam Torres, Bus. Mgr. Mitch Rolow, Jeff Stanton, Richard Bilyeu, Dave Thomas, Sam Smith, Mike Huestis and Earnie Larren.



Local 438, Troy, NY, members gather to march in Troy's Flag Day parade.

SPIRIT OF RESOLVE

L.U. 438 (i), TROY, NY—We had beautiful weather for Troy's annual Flag Day parade. Once again this year, Local 438 was well-represented by local union members proudly carrying our union banner and wearing shirts featuring the IBEW logo. In these troubled times, it was encouraging to hear the shouts of "Union, Yes!" and "Unions all the way!" from enthusiastic spectators along the parade route. The day before the parade, we held our main social event of the year, the "Clam Steam." All in all, it was quite a weekend.

Our work situation is improving very slowly. Salting is continuing, and nonunion contractors (aware of our previous success with ULP charges) are becoming more savvy and aggressive. We are meeting the challenge head-on.

Our local shows its tenacity and resolve through the following activities: continuing COMET classes, peaceful hand-billing, and monitoring of proposed changes in New York state and national labor laws.

Thanks to our sister locals that have provided employment for our traveling members.

EUGENIA McDONALD, P.S.

CONTRACT RATIFIED

L.U. 480 (i,em&mt), JACKSON, MS—At our regularly scheduled meeting on June 8, Local 480 members ratified a new two-year agreement with our con-

tractors. After nine weeks of meetings, our negotiating team, led by Bus. Mgr. Gene Douglas, hammered out an agreement the local and the contractors could live with. We sincerely appreciate the efforts of the Negotiating Committee members, who worked hard for the wages and benefits obtained in this agreement. Committee members were as follows: Joe M. Albritton, Jimmy D. Bardwell, Woodrow "Buddy" Eady, D. Gary Greer, Carl D. Hilton, Bus. Mgr. Douglas, Asst. Bus. Mgr. Donnie Goff and Pres. Al Matthews.

Volunteers are always needed to serve on these committees, and Bus. Mgr. Douglas and Pres. Matthews welcome fresh ideas and help.

The following 37 local union members were recognized for their contribution to the salt program and presented with T-shirts for their efforts: Frank Banks, Joe Bock, Ralph Brown, Calvin Bryant, Billy Burger, Darrell Cockroft, Wayne Divine, Glynn Douglas, Troy Dry, Kenny Fitzhugh, Bill Garrard, Paul Hardacre, Tim Harkins, James Hartzog, Jimmy Hemphill, Joel Hill, Jim Horn, Wayne Jordan, James W. Kittrell, Jackie Kuykendall, Vessie Lee, Robert Lindsey, Allen Little, Thomas "Sonny" McCallum, Robert McCullough, Larry Nipper, Curtis Quick, Eddie Roberts, Jerry Sauls, Woodroe Silas, John Smith Jr., Conrad Westbrook, Ricky Whately, Stacey Williams, Cooper Windham, George Yelverton and Sammy Yelverton.

We are proud to announce that the following apprentices have completed the Jackson Electrical Apprenticeship and Training Program: A.W. Allday Jr., Jerry D. Banks, Johnnie Chisholm, Danny L. Coffey, Tyrone B. Dixon,

Chad D. Harris, Stephen A. Magee, Douglas D. Nettles, Brian S. Nugent, Hiram N. Pettigrew, Jay E. Rideout, Jason L. Riley, Robert E. Shorter, Curtis T. Whitfield, V. Jay Wilson and Kevin L. Wright. Congratulations to all and especially to Bro. Stephen Magee, who was selected as the Outstanding Apprentice.

We also extend congratulations and a welcome to Local 480's newest members: Roy C. Anderson, Steve Barthel, Thomas G. Allen and Victor Holloway.

Bro. L. Eddie Rushing passed away unexpectedly on April 18. Our heartfelt sympathy goes out to his wife, Libby, and the family. Bro. Rushing was initiated into the IBEW in 1965. He will be missed by the Brotherhood and all who knew and loved him.

Local 480 meets at the union hall on the second Wednesday of each month at 7:30 p.m. Plan to attend.

JOHN W. "TAZZ" CARROLL, P.S.

SALTING SUCCESS

L.U. 488 (i&mt), BRIDGEPORT, CT—In September 1993 seven Local 488 members were sent out as salts to apply for work on the construction of a Costco store in Waterbury, CT. Six of the seven members were hired at one day intervals, and the seventh was refused employment. Of the six who were hired, two were fired after working eight hours, and the other four were not allowed to start work because of their union affiliation.

Local 488 immediately filed unfair labor practice charges with the NLRB against the Tech/Aid employment agency of Westport, CT, and the electrical contractor for the project, Berabe Electric of Chelton, MA.

Months later the Brothers who salted the job received a monetary award. At our July monthly meeting, Bus. Mgr. Frank J. Carroll Jr. was pleased to present checks to the following members: A. Cascella, E. Czapla, E. Gill, R. Gorman, V. Mercaldi, F. Nagy and N. Brown. The total amount of checks awarded was \$25,424.28.

Salting is an effective way to combat the nonunion contractors in an effort to regain our market share.

Brotherhood—that's what it's all about.

PATRICK A. DONAHUE, P.S.

CONTRACTS NEGOTIATED

L.U. 494 (i,em,mt,rs&spa), MILWAUKEE, WI—This past summer was a busy one for Bus. Mgr. Paul Welnak and his staff members involved in contract negotiations. Thirteen agreements were negotiated. Some negotiations were more successful than others, in that they were settled locally. Four agreements went to CIR for the final settlement. We prefer to see all agreements reached locally, but that is not always possible.

Local 494 presented its annual \$500 scholarship awards to recipients at the July meeting. Our members whose children received scholarships included: Bros. Bruce Wendling, Edward Zuzelski, Randall Sass, Paul Thomas, Roger Nell, John Ott, Gregory Calvin Jr. and Zbig Grzeszkiewicz.

The number of new contractors signatory to agreements with Local 494 continues to grow, with five new companies added recently. We welcome our new Brothers and Sisters working for: DMC Electric, Allen Electric, Al Blankenshien Studio, Connectivity Systems, and Apollo Communications. Congratulations to our reps for the continuing effort to organize the new shops and the old shops.

We have been in our new building for a year now. While meeting attendance has increased somewhat, we still do not see the majority of our members at the meetings. I strongly urge all members to make an effort to attend the monthly meetings. Meetings are still held the first Thursday of each month at 8 p.m. Remember, membership in our Brotherhood carries responsibilities. Let's see some new faces at the monthly meetings!

LEON BURZYNSKI, P.S.

ARBITRATION SETTLEMENT

L.U. 558 (i,o,n,catv,rb,rs,em,spa&mt), SHEFFIELD, AL—At a regular meeting earlier in the year, Bus. Mgr. Lance Blackstock announced that a successful arbitration settlement had been reached in the case with the Tennessee Valley Authority regarding the illegal "RIF" of Bro. Walter Moseley, fire protection foreman at Browns Ferry Nuclear Plant. A \$200,000 cash settlement was awarded. The settlement also



Local 480, Jackson, MS, Negotiating Committee members, from left: Carl Hilton, Gary Greer, Asst. Bus. Mgr. Donnie Goff, Joe Albritton, Bus. Mgr. Gene Douglas and Pres. Al Matthews. Committee members not pictured are Jimmy Bardwell and Woodrow "Buddy" Eady.



Local 488, Bridgeport, CT, Bus. Mgr. Frank J. Carroll Jr. (left) presents checks to Bros. R. Gorman, F. Nagy, V. Mercaldi, E. Czapla, E. Gill, A. Cascella and N. Brown. They are joined by Second District Int. Rep. Richard Panagrossi (right) and Bus. Rep. and organizer P. Donahue (second from right).

called for the full reinstatement of Bro. Moseley; the crediting to him of all annual and sick leave he would have earned had he not been rifled; and the employer's continued contribution into his retirement fund. Congratulations, Bro. Moseley!

Former Local 1100, Hartselle, AL, was amalgamated into Local 558 earlier in the year. Members employed by Cerro Wire and Cable were in contract negotiations at the time of this writing. We welcome all our Brothers and Sisters from former Local 1100.

Remember, Brothers and Sisters, our goal is to organize the unorganized!

Many local union members received membership pins and certificates at a regular union meeting in the spring. Seventy-year pins went to J.S. Power and G.L. Waltrip. The following members received 60-year pins: Ira Barkley Jr., H.M. Eck, James W. Howland and W.E. Ponds. Fifty-five year pins went to: William Broadfoot, Robert F. Carroll and Aaron Cutshall. Additionally (although we don't have the space to list all the names here), nine members received 50-year pins; ten received 45-year pins; seven received 35-year pins; 19 received 30-year pins; and six received 25-year pins. Congratulations to all, and many thanks for the years of service to our IBEW local!

Hope to see you at our regular union meetings.

BELINDA PHILLIPS, P.S.



Local 558, Sheffield, AL, Bus. Mgr. Lance Blackstock presents Bro. Larry Farmer with check awarded in arbitration settlement.

MONTREAL FETE SON "75IEME ANNIVERSAIRE!"

L.U. 568 (i.o.c&em), MONTREAL, PQ—Le 11 juin 1994, quelques centaines de membres actifs et retraités accompagnés de leurs invités ont souligné joyeusement le 75ième anniversaire de notre Local en participant à un banquet et danse.

Ce fut un très grand honneur et privilège pour moi d'être l'hôte de ce grandiose évènement qui se voulait un hommage à tous nos officiers et membres passés et présents. Une mention spéciale a été faite au confrère Louis Thériault, représentant international à sa retraite, pour son dévouement exceptionnel envers le Local 568.

Des allocutions de circonstances ont été faites par les invités d'honneur: confrère Ken Woods, vice-président international qui a remis un album contenant tous les articles parus dans le journal depuis 1919, le confrère Martin Veres, président de M.V. Mark Inc.,



Local 568, Montreal, PQ, "Confrère Louis Thériault, représentant international à sa retraite, partageant ses nombreux souvenirs".

qui a généreusement contribué au banquet et le confrère Louis Thériault qui a su déridier l'assistance par ses anecdotes.

Des épinglettes anniversaires ont été présentées:

De "55 ans" au confrère Albert Campeau qui fêtait le même soir son 91ième anniversaire de naissance.

De "50" ans aux confrères Fernand Brunet et Marcel Grandmaison.

De "45 ans" aux confrères Jean-Paul Bergeron, Laurent Harvey, Laurent St-Laurent et Louis Thériault.

De "40 ans" aux confrères Albert Bardelli, Morasse Lajoie et Laurier Normandin.

Tous les autres membres présents reçurent des épinglettes anniversaires. Des prix de présence furent donnés et une danse a suivi jusqu'aux petites heures.

Une superbe soirée remplie d'émotions et de gaieté! Merci aux entrepreneurs électriciens et aux compagnies manufacturières qui ont contribué à cet évènement!

Salut à tous, spécialement à nos membres sur la route!

Joyeux anniversaire Local 568!

PAUL OUELLET
GÉRANT D'AFFAIRES

A BROTHER IN NEED

L.U. 574 (govt), BREMERTON, WA—The IBEW is known as "The Union of Hearts and Minds." We try to be there for those in need. Now it is one of our own local union members who needs help, and it is in this vein that we report here on an unfortunate situation facing one of our Brothers, whose wife requires hospitalization and extended care because of a life-threatening illness.

Bro. Ronald D. Henderson's wife, Rebecca Davis Henderson, must undergo a bone marrow transplant due to a rare gene defect, which if left untreated could lead to acute leukemia. Following the transplant at the Fred Hutchinson Cancer Center in Seattle, Mrs. Henderson will have to stay near the hospital for two to three months for follow-up care. The Hendersons are in need of aid to help with expenses they will incur. Ron and his family would greatly appreciate any help we can provide.

Anyone wishing to help Bro. Hen-

derson may send a contribution to the Key Bank of Washington, where the "Rebecca Davis Bone Marrow Account" has been set up. The bank address is 3570 Wheaton Way, Bremerton, WA 98310 (Attention: Brenda, Customer Service).

If you need further information, please contact the union office at (206) 373-7606.

Ron expresses gratitude for any help his Brothers and Sisters can offer. He asks that we say a prayer for Rebecca.

THOMAS G. GARY
PRES./ACTING BUS. MGR.

SETTING A GOOD EXAMPLE

L.U. 584 (i.u.em.rts.spa.es&ees), TULSA, OK—In the spring Bus. Mgr. Tom Quigley salted a certain Tulsa nonunion contractor and won back wages for as many as eight men, who had been denied employment by that contractor because of their union affiliation.

Wishing to see organizing activities go forward, our business manager rolled up his sleeves and went back to work with the tools. He was employed by the contractor for four days until a picket line went up. Because of the contractor's unfair labor practices, organizer Charlie Lackey filed eight A-1 and eight A-3 charges with the National Labor Relations Board. Subsequently that contractor informed the local through the NLRB that they did not want to litigate and would offer jobs to all who were discriminated against. The contractor agreed to pay a sum equivalent to back wages to those men not hired.

After 12 years of "Reaganomics" and the trickle-down theory (which never worked for Oklahoma working-people), conditions have improved under the Clinton administration. We're seeing "walk-throughs" in union halls across Middle America like we never saw under the Reagan-Bush era.

Employment has improved for our members. Consequently, they have less free time to salt. However, efforts such as those by Charles Bright III and Leroy Kessler—who salted a nonunion contractor for only half a day—are greatly appreciated. These Brothers were able to pass out union literature and discuss the advantages of belonging to a union with other employees.

A shortage of nonunion electricians in Tulsa is driving up nonunion wages. This trend can only help fair contractors be more competitive. Also, our



Local 584, Tulsa, OK, members at the General Motors plant: from left, Bros. Lynn Holloway, Jack Williams and Dan Robinson.

organizing activities have effectively shut down typical nonunion hiring practices. Coupled with a strengthening economy, our ability to revitalize our local union is greatly improved. With a little luck and effort, we are in a position to make great strides.

MATT SECRIST, P.S.

BROS. KELLY AND GAISER RETIRE

L.U. 596 (i.o&u), CLARKSBURG, WV—Local 596 members employed by Harrison Rural Electric held a surprise dinner at the union hall in honor of Bro. Robert W. Kelley, who retired June 10 following 21 years of service. Bob began his employment with HREA cutting right-of-way. He worked many years as a "groundman," then worked as a "serviceman" until his retirement. Following the dinner, union steward Ron Yerkey presented Bob with a personally inscribed watch on behalf of Local 596, and a Bible on behalf of his fellow co-workers. Bob's wife, Peggy, accompanied him to the dinner. Others in attendance included: Bus. Mgr. Darwin Snyder; HREA Unit Pres. Scott Wyckoff; Unit Vice Pres. Donnie Griffin; Unit Sec. Mary Jo Dixon; and local union members Paul Siders, Bill Jack Curran, Debbie Yerkey, Rob Davis, Margery Broadwater, Chris Davidson and Nada McNemar.

Bro. Robert A. Gaiser was honored at a surprise retirement party held at the Harrison power project recently. Many of his friends found a way to make it to his trailer for the lunch. Bus. Mgr. Snyder, the job superintendent, and many of the local union members on Bob's crew came to extend congratulations and best wishes. Bob is a special friend to many of us on the project. We will miss seeing him every day at work.

Best wishes to both of these Bobs for a long and happy retirement!

FORREST TENNANT, P.S.

GROWING MEMBERSHIP

L.U. 602 (i.o&u), AMARILLO, TX—Congratulations to the following members employed by Southwestern Public Service on their recent promotions: Jimmy Ashley, Leo Bernal, Tracy Teter, Lance Deckard, Brian Noble, Heath Reynolds, Kevin Griffin and Larry Parker.



Local 602, Amarillo, TX, graduating inside apprentices: from left, Bill Bass, Heath Brewer, Alan Southern and Rubeen Ramirez.

Four inside apprentices recently graduated to journeyman status: Bill Bass (with an 88.36 grade average); Heath Brewer (88.62 average); Rubeen Ramirez (86.08 average); and Alan Southern (87.83 average). Congratulations to each of these graduates.

We extend our condolences to the families of the following Brothers who recently passed away: Tommy Duke, Cecil Karnes, George Molinas and John D. Rutherford. May they rest in peace.

Local 602 welcomes the following members who have joined our growing ranks in recent months: Bob Cagle, Robert Daily, James Murphy, Mike McGuire, Dale Myers, Terry Snider, Dale Weber, William Benten, Roger Saenz, Loren Stuckey, John Bevers, Jackie Cannaday, Danny Coleman, Terry Grantz, Garry Putman, James Tolleson, Jerrell Tyler, Eugene Daniels, Shannon Harrison, Jim Haseloff, James Irons, Javier Jaramillo, Jeff King, Rex Ruthardt, Mike Suggs, Ricky Urganhart, Michael Williams, Gayland Aplin, Ben Cook, Tracy Edwards, John London, Royden Lopez, Dennis Collie, Ron Cooke, Harry George, Steve Landtroop, Dennis Pyse, Eusebio San Miguel, Don Webb, Bobby Castro, Mark Palacio, Scott Perry, Kent Towles and Henry Trevino.

Remember to cast your vote in the upcoming November elections!

Let's all work together to make this local stronger. Participate in union activities and attend union meetings. Remember, a local is only as strong as its members make it.

CLIF SMITH, P.S.

MEMBERS LOCKED OUT

L.U. 636 (u,as,spa&em), TORONTO, ON—As the warmth of summer leaves us and is replaced by the crispness of autumn, we are reminded that once again it is time to face the reality of the work ahead of us. As we close our pools or cottages, or pull the boats out of the water, let us truly be thankful for the opportunity we've had to be able to enjoy these things and our families and friends.

This past spring Sisters Linda Campeau, Julie Gage and Vicky England attended the Bread and Roses Conference in St. John, New Brunswick. The conference addressed the roles of women in unions and the issues facing women in the workplace.

At the time of this writing, our members at Mississauga Hydro were "locked out." We hope by publication

time a new collective agreement will have been reached that meets with the satisfaction of the members.

Hats off to Bros. Al Bortolussi and Ray Forget of Windsor, who volunteered their services to work on a Habitat for Humanity project. This program provides a home for a family who otherwise would be unable to afford one. The prospective owners must provide 500 hours of their own time to qualify for a nonprofit, interest-free loan that must be repaid over 20 years.

Bus. Rep. Al Schaefer retires the first of October. Our sincere thanks go out to Bro. Al for his years of service in our local. We wish him a long and healthy retirement.

DAN GIESBRECHT, P.S.



Local 640, Phoenix, AZ, retired Bro. Bob Hickman (pictured) remains involved with the local and its members and helps maintain the union hall and its grounds.

CALL FOR JOBS

L.U. 640 (i,u,em,rts&spa), PHOENIX, AZ—Although retired from the trade, Bro. Bob Hickman continues to show interest in the local union and its members by employing his skills at maintaining the union hall and the grounds. In talking to Bob, it's clear he enjoys what he does for us. It shows on his face and in the work he does. Thank you, Bob!

Bus. Mgr. Jerry Willingham reports that the Negotiating Committee is determined to do their best, as work on the next contract begins. He also indicated that stewards classes for plant manufacturing in Kingman, AZ, have started, and he is pleased with the response.

Brothers and Sisters, if you have been calling the job recording, you will have noticed that many job calls have been offered every night. As of this writing in late June, these same calls were showing up too many times, night

after night. Our contractors have not been able to satisfy their clients as well as we would like. A satisfied client tends to use the same contractors again and again. A dissatisfied client doesn't call again.

Once again, we can help our contractors and ourselves. If you are working outside of our jurisdiction, or outside of the trade, remember that we must man our work. Our officers and Negotiating Committee can offer stronger arguments if our manpower is at hand and ready for work. We still have many names on Book I registered for work, but not showing up to take the calls being offered. At this writing we expected high employment to persist at least for the summer months. Call, or come in and see us.

DAVE JENKINS, P.S.

85TH ANNIVERSARY

L.U. 668 (i,rts&spa), LAFAYETTE, IN—Our annual family picnic at Old Indiana Fun Park was a great success again this year. Everyone seemed to have a good time, and there was plenty of food and fun for all. Thanks go to Margret, Kathy and Ed for their organizing efforts.

Although the date had not been set at the time of this writing, Local 668's 85th anniversary and awards banquet was being planned for sometime this fall.

All the work we heard about and hoped for over the past year has finally materialized. The book is clear, and at times there aren't enough travelers to fill the calls.

Local 668 and the Northwest Central Labor Council, AFL-CIO, co-sponsored the annual "Day at the Park" for unmatched children on the Big Brothers/Big Sisters waiting list. Several IBEW members and their families helped out. The kids had a great afternoon and enjoyed the food and rides. Thanks to those who helped.

Oct. 28 is Workers Memorial Day. This is a day to remember all the workers who have lost their lives while on the job. Take a moment during that day to remember any fallen workers you may have known. Then work every day to the best of your ability to prevent workplace fatalities.

Congratulations to our new journey-men who recently completed their apprenticeship. They are as follows: Pete Deckard, Donna Serna, Brian

Goodner, Dale Roberts, Keith Gick and Frank Balog.

RANDY THOMPSON, R.S.

ORGANIZING COORDINATOR NAMED

L.U. 688 (i,o,u&t), MANSFIELD, OH—Work in our area has started to pick up. We have the promise of more work in the near future and full employment.

When former Fourth District Int. Rep. Harold E. Ebersole announced his retirement from the IBEW effective July 1, 1994, our local decided to give him a surprise party. Bro. Ebersole served as business manager and press secretary of Local 688 from 1968 to 1981. Guests at the party included: Fourth District Int. Vice Pres. Paul J. Witte; Fourth District Int. Reps. Dennis Johanyak and Donald Batterson; Local 683, Columbus, OH, former Bus. Mgr. Joe Hoover; Local 688 former Bus. Mgr. Lloyd Ross; and Local 867, Sandusky, OH, Bus. Mgr. Chuck Graft. Local 688 members extend congratulations to Bro. Ebersole. We thank him for his service to the local and the IBEW and wish him much happiness in his retirement.

Bus. Mgr. Kenny Cooper is pleased to announce the appointment of Bro. Gaylord Rice Jr. as our local's new organizing coordinator. Bro. Rice, who was local union president, relinquished that position to serve in his new capacity. Bro. Rice reports that our organizing efforts continue to grow. Fifty percent of our members have completed the COMET program, and we are moving toward 100 percent participation.

Bus. Mgr. Cooper also welcomes two new Executive Board members, Joie Saunier and Paul Smith. Former Executive Board members Mark Danals and Mark Studer resigned from the board after they started up a contracting business.

With the cooperation of local union members, our "stripping" plan has shown that it will work when the guidelines are followed. This effort helps shut down nonunion hiring practices, and it also brings customers to our contractors.

With regret we note the passing of the following members: Bros. Tom Rush, Jack Sigler, Mike Halibren, Mel



Local 668, Lafayette, IN, members and their families enjoy the local's annual family picnic at Old Indiana Fun Park.



Local 688, Mansfield, OH, held a surprise retirement party for former Fourth District Int. Rep. Harold Ebersole (third from right). Bro. Ebersole is joined by, from left: Local 683, Columbus, OH, former Bus. Mgr. Joe Hoover; Local 867, Sandusky, OH, Bus. Mgr. Chuck Graft; Fourth District Int. Vice Pres. Paul J. Witte; and Fourth District Int. Reps. Dennis Johanyak and Donald Batterson.

Biglin, Dan Henry, Bill Megginns Sr. and Bob Murphy Sr. We will miss our Brothers. May they rest in peace. Our sincere condolences go out to their families and friends.

PAUL SMITH, P.S.

NOVEMBER ELECTIONS

L.U. 692 (i&spa), BAY CITY, MI—With the recent defeat in Washington of the Workplace Fairness Bill (S. 55)—which dealt with the hiring of permanent replacements for striking workers—we can see the importance of being involved with politics. When we stop to review state and local politics, we see that the stakes may be smaller, but the game is very much the same. In November Michigan voters will go to the polls to elect U.S. Congressional candidates, state officials, and those who will represent us in the towns and villages where we live.

At the state level, the most important of these votes will be for the governor of Michigan. We could not afford to have John Engler as governor for the past four years. With his list of things to do (which includes making Michigan a "right-to-work" state), we certainly cannot afford him for another four years. Remember, this is the same John Engler who idolized George Bush. So if your wages are paid by the hour, or if you have ever drawn an unemployment check, do yourself a favor this November: Vote for a Democrat for governor.

On behalf of our local's 1994 road team, we thank the many sister locals that have provided us with jobs when we needed them.

THOMAS S. OSLUND, P.S.

CONTRACT RATIFIED

L.U. 696 (u), BELLAIRE, OH—In a wage reopener with Ohio Power Co., our members recently ratified an agreement which provides for a 3.4 percent wage increase.

Bus. Mgr. Rich Schmied attended a meeting with Local 1466, Columbus, OH, and Local 981, Newark, OH, to discuss joint cooperation among our locals. Fourth District Int. Vice Pres. Paul Witte and Fourth District Int. Rep. Nick Greco were in attendance.

The four Brothers pictured in the accompanying photo are responsible for the maintenance and service of over 200 Ohio Power Co. trucks, vans, cars and other equipment. The local union extends thanks to these, and all our members, for their dedication and hard work.

Remember to support your local by attending the monthly meetings. Through improved communication and education we will be better able to understand and deal with changes taking place in the utility industry. Our ability to improve benefits and increase our bargaining strength depends on effective communication within our local, and on organizing the unorganized. It is also important for us to be active in the community. In this way we will strengthen our local.

I am pleased to serve as the local's new press secretary, having been appointed by Pres. Paul Tevis to that position.

TRUDY CARUBIA, P.S.



Local 696, Bellaire, OH, Brothers who maintain and service the 200-vehicle fleet at Ohio Power Co.: from left, Kevin Anderson, Willis Calhoun, Bob Shumard and John Wiedaman.



Local 704, Dubuque, IA, members who worked on an electrical project for the Dubuque County Fair: from left, Bros. Ron Heitzman, Mike Schroeder and Ron Mueller. Not pictured: Bro. Ken Bush.

COUNTY FAIR PROJECT

L.U. 704 (i,em,&catv), DUBUQUE, IA—The Dubuque County Fair was held July 26-31 this year. The following Local 704 members worked on a major undertaking in preparation for this annual event: Bros. Ron Heitzman, Mike Schroeder, Ron Mueller and Ken Bush. The project included the installation of a new 800-amp service with a temporary generator to pick up the entire electrical load of the Exhibit Hall. This was just one element in keeping a cap on electrical costs during this week-long event. Bros. Ken Bush and Ron Heitzman also were involved in another energy-saving measure, which involved the installation of 400-watt and 1,000-watt high pressure sodium fixtures to replace existing 500- and 1,000-watt incandescent fixtures.

Local 704 mourns the loss of Sister Marie Nerison, who passed away recently. Marie worked for 20 years at the Barnstead-Thermolyne Corp., Local 704's manufacturing division. Sister Nerison served as local union steward for several years. We extend our condolences to her family, friends and co-workers.

We are happy to report that as of this writing on Aug. 1, our local was experiencing full employment. We hope this trend will continue through the fall season.

RON HEITZMAN, P.S.

THANKS TO SALTS

L.U. 716 (i,rts,spa,em&u), HOUSTON, TX—The local extends thanks to the following Brothers who salted the nonunion electrical contractor Oil Capital Electric in Houston, TX: Asst. Bus. Mgr. Dale Wortham and members Ray Rath, Javier Ramos, Doug Niemeyer, Carl Andries, Danny Reichert, John Gafford and Loren Briskin. Bro. Ray Rath received a check for \$11,173 from Oil Capital Electric for having been unjustly terminated. The local union and Oil Capital agreed on an out-of-court settlement for this amount. Special thanks goes to each of these Brothers who worked and participated in the events of this project.

Bro. Dan Lord, our referral agent, has plenty of contacts with our sister locals around the United States that have work and need help. Contact Bro. Lord at the local union office if you are interested in traveling. We certainly thank our sister locals around the country for helping our unemployed members who need work. This assistance is just one of the many positive things the IBEW can do for members who are unemployed or just want to travel and work on the road.

We welcomed 36 apprentices who took their IBEW oath of obligation at the July 20 union meeting. We ask each of them to remember that obligation when in doubt about situations that may arise daily in their future as apprentices and journeymen.

Attend union meetings to get accurate information about local union developments that may affect your future. See you at the union meetings. Have happy and safe holidays!

W.R. "BILL" GODDALE, P.S.



At a Local 716, Houston, TX, union meeting, Bro. Ray Rath (first row, second from left) receives a check for \$11,173 from nonunion electrical contractor Oil Capital Electric for having been unjustly terminated.

ORGANIZING CAMPAIGN

L.U. 728 (i.em.rts&spa), FORT LAUDERDALE, FL—Our local's organizing campaign is off and running at full speed. Bus. Mgr. Jim Weldon has hired three organizers—John Ranken, John Creasman and David Svetlick—to head up the campaign. We are currently conducting organizing campaigns against several local and national nonunion contractors working in our jurisdiction.

To date we have had over 150 nonunion electricians fill out applications and have filed over 30 unfair labor practice allegations with the National Labor Relations Board on their behalf.

We need your help salting and gathering information. To get involved, please call the Fort Lauderdale office at (305) 525-3106 or the West Palm Beach office at (407) 833-2461.

By the time you read this article, we should have full employment. Work for the upcoming year looks good at this time.

Congratulations to our newly topped-out journeyman wiremen. With the skills they acquired in school and on the job, they will be an asset to our union.

If you were a member of former Local 323, West Palm Beach, FL, and are working on the road, please continue to fill out your reciprocity forms to the Local 323 H&W Fund and the Local 323 Annuity Fund. If you have any questions regarding this matter, please call Fin. Sec. Ray Flach at the union hall.

It is with sadness that we report the passing of retired Bros. Charles Heinisch and Alfred Ciasco, both of whom were journeyman wiremen. We extend our deepest sympathy to the families and friends of Bros. Heinisch and Ciasco.

MICHAEL FORTIN, P.S.



Local 794, Chicago, IL, members are among those who participated in a recent all-day steward training class.

day session (which is one of many instructional seminars offered by Tenth District Int. Vice Pres. Norman Schwitalla) was presented by Tenth District Int. Rep. Dan L. Davis. Brother Kenneth Muzzall, local chairman of the Engineering Dept. at Amtrak, remarked that the class was very informative and that he looks forward to using the skills he attained to benefit the members represented by his committee.

In the interest of better serving the remainder of our membership, Local 794 Pres. Clyde Taksas is in the process of scheduling additional sessions for those committee members who represent other railroads within our local.

Our officers and members extend heartfelt sympathy to Railroad System Council #7 Asst. Gen. Chmn. Fred Jones and his wife, Dee, on the loss of their son. We also extend condolences to Local 794 Vice Pres. Alan Buitenwerf, who recently suffered the loss of his mother. Our thoughts and prayers are with their families in this sorrowful time.

RAYMONE WILKE, P.S.

gate. Congratulations to all.

We also congratulate two retired members who recently received their 50-year pins: Bros. John E. Balk and Dennis V. Kile. Fifty years of service is quite an accomplishment. We wish them both the very best.

At this writing in early August, we were getting ready for the Missouri State Fair (which began Aug. 18). The Missouri AFL-CIO sponsors a booth at the fair each year, and one day is always set aside as IBEW Day. On that day, IBEW members man the booth and greet the public.

JIM SCHNAKENBERG, P.S.

WORK PICTURE GOOD

L.U. 968 (i.o.rts,spa,t,mt&catv), PARKERSBURG, WV—Work is good for us as of this writing. We hope this trend will last for the remainder of the year.

We welcome Bob Richards to the list of apprenticeship instructors. Bob will teach the first-year class and will attend the NJATC instructors training institute at the University of Tennessee at Knoxville for further training.

Congratulations to Greg Lough and Tommy Thompson, who graduated from the AMP Train-the-Trainer Program at Harrisburg, PA. Completion of this program qualifies Bros. Lough and Thompson to be instructors in the field of fiber optics. Classes will be forming this fall.

Through the joint effort of Local 968 and Local 972, Marietta, OH, we now have a full-time construction organizer. Local 972 member Steve Crum came aboard in that capacity in August. Steve served as that local's building and construction trades organizer and is well-qualified for the job. Let's all give Steve our support in this ongoing organizing campaign.

The Local 968 annual picnic was held Sept. 17. All who attended had a joyous time, from the smallest toddler to the oldest retiree. We look forward to seeing everyone again next year.

We take this opportunity to remember our departed Bro. Stan Martin, who passed away June 13. Stan was a member for over 35 years. He was a joy to work with. Our sympathy goes out to his family.

CHARLIE ARNOLD, P.S.

STATE LICENSE GUIDELINES

L.U. 970 (i.rts,st&c), KESLO-LONGVIEW, WA—Our working dues

rate has gone up to 2.5 percent of earned income, an increase of .5 percent. The increase was necessary due to the general loss of operating capital as a result of having cashed in our income-producing bonds to buy our new building. We also have implemented a \$10 per month assessment to build up our general fund once again. This assessment will be in effect for one year.

The state of Washington has clarified its guidelines for renewal of the state electricians license. The license requires eight hours per year of update classes. The course hours may be taken at any time during the four-year licensing period. So, if one could find a single 24-hour class, that would be considered an acceptable option.

Several of our members have done an incredible job in the construction of the local's new gas-fired, stainless steel barbecue unit to be used for our annual picnics. Many local contractors donated materials, and numerous members helped with the work. Bros. Glenn Muir, Dan Lund and Bob Smith (with the help of numerous others) put in a great deal of effort on the project. The unit is so large that "Big Bob" Smith was able to climb inside for some of the assembly work! At this writing we were looking forward to firing it up for the August 20 local union gathering. Thanks to everyone who helped out on the project.

BILL LOEB, P.S.

APCO UNIT ORGANIZED

L.U. 978 (u), CHARLESTON, WV—In June employees of Appalachian Power Company's Pulaski Division voted in favor of being represented by IBEW Local 978.

The division encompasses eight counties in the state of Virginia and is the first major unit successfully organized on APCO property in many years.

One employee stated, "With the union we have a shot." Job security was a major issue during the campaign. The local employed member Merle Wykle as a full-time organizer on the campaign.

Welcome to our new members!

C.F. COLEMAN II, B.M./F.S.

50-YEAR PINS AWARDED

L.U. 1116 (u.em&lctt), TUCSON, AZ—Our local was pleased to present 50-year pins, certificates and cards to Bros. James A. Doran and Wesley G. Bramhall.

In 1944 Bro. Doran began working for the Tucson Gas Electric Light & Power Co. in the Diesel Plant as an "oiler." He served as Local 1116's business manager, president, secretary and treasurer all at the same time. He ran the local out of his home and received no compensation for the many hours he contributed. In June of 1967 Jim went to work as an IBEW Seventh District International Representative. He retired in 1981.

Bro. Bramhall went to work at TGEL&P in 1944 as a "groundman." He progressed through the ranks as journeyman, lineman, foreman and line



Local 728, Fort Lauderdale, FL, graduating apprentices: Wade Priest, Jeff Fields, Tim Dolan, Bobby Campbell, Chris Lucius, Vicki Brown, Bob Moore, Richard Martin, Paul Fogel, Terry Allen, Bob Cundari, Dan Tagle, Mike Jolinski, Eric Gersh, Mark Johnson, Lynn Campbell and Walter Malicki.

STEWARD TRAINING CLASS

L.U. 794 (rr), CHICAGO, IL—The newly appointed Local 794 Amtrak Committee members recently attended a steward training class. The all-

OFFICERS ELECTED

L.U. 814 (u&t), SEDALIA, MO—Our local elected the following officers in the spring election: Bus. Mgr./Fin. Sec. Jerry E. Harris, Pres. Arlie Heisterberg, Vice Pres. Merlin G. Hansen, Rec. Sec. Larry W. Schumaker and Treas. Donald L. Gerke. Executive Board members are: Ronald W. Cusick (Area 1); Michael E. Clubine (Area 2); Stuart W. Bradley (Area 3); Carl L. Folkerts Jr. (Area 4); Kenneth F. Jones (Area 5). IBEW convention delegates are: Bus. Mgr. Harris and Pres. Heisterberg. Exec. Board member Cusick is the alternate dele-

Local 1116, Tucson, AZ, Bus. Mgr./Fin. Sec. Joe Carl (left) and Pres. David Thomas (left) present 50-year awards to retired Bros. Wesley Bramhall (second from left) and James Doran (second from right).



construction supervisor. Wes was a very conscientious worker, and he worked as safety supervisor for a time. In 1950 Wes was given two weeks unpaid "vacation" for refusing to cross a picket line on 22nd Street. Following 38 years of service, he retired in 1983.

Our scholarship recipient for this year is Jason Morris, son of Bro. Larry Morris. Jason plans to attend the University of Arizona in the fall.

Thanks to all our members who regularly attend local union meetings. This is a contract year, and involvement is critical. Do your part and get involved.

SHARON L. CLAYTON, P.S.

EARLY RETIREMENT OPTION

L.U. 1238 (u), WILMINGTON, DE—As we reported in the August "Local Lines," Delmarva Power on April 13 informed employees of a reduction in the work force of approximately 7 to 10 percent, pending company and union agreement to certain productivity and flexibility items. On June 15 the union and company committees reached a tentative agreement. The membership voted on June 28 to accept the early retirement option (Competition Agreement).

In summary, approximately 120 Brothers and Sisters who are eligible for the early retirement option will have made their decisions by Sept. 30. The company commits to making reasonable efforts to achieve the work force reductions through voluntary programs prior to implementing any involuntary measures, which would be subject to further negotiations and mutual agreement with the union before implementation. In the event of the elimination of a job classification(s)—for work that is determined by the company to be nonessential or not cost-effective—the company and the union mutually agree to meet and discuss new classification(s) and pay rate(s), based on "bench-marking" of similar work locally.

A local union grievance pertaining to jury duty was upheld by the arbiter. The company instructed one of our members to report to work prior to reporting to the court house for jury duty and to return to work if released from jury duty by 3 p.m. Article 7.10 of our contract reads in part as follows: "...employees will be expected to report to work promptly during assigned working hours when excused from jury duty or witness duty prior to noon." The arbiter directed the compa-

ny to pay the employee overtime pay for the hours he was required to work in violation of Article 7.10.

Congratulations to the following Brothers who have recently retired: Alexander Burton, John F. Lore, Eugene Hitchens, Victory Murray, Robert F. Greenplate, Francis A. Caputo, George Fox, Nathaniel Gilmer, James T. Schmidt and Richard F. Acosta. We thank each of these Brothers for their service to the local and wish them good health and happiness in their retirement.

Be informed. Attend your union meetings. Buy union-made, North American products.

GERALD P.T. CONNOR, P.S.

CONTRACT NEGOTIATIONS

L.U. 1306 (uow), DECATUR, IL—*Negotiations, re-engineering, competition, cost savings, teams, groups, reorganization.* All of these words are being heard daily at Illinois Power and other electric utility companies.

At this writing Local 1306 (along with Local 51, Springfield, IL; Local 309, Collinsville, IL; and Local 702, West Frankfort, IL) was in the midst of contract negotiations with Illinois Power. Local 1306 and our three sister locals had completed negotiations with Illinois Power on the health and pension provisions. That process took over six months to complete. With all of the current, planned and pending changes throughout the company, this negotiation process is very difficult. An agreement acceptable to both the union and company will take a lot of work.

The Local 1306 COPE fund-raiser got under way earlier in the summer. This year the local sold raffle tickets for COPE. Drawings were scheduled in September for a 27-inch, union-made RCA television and a \$50 U.S. savings bond.

At press time our local was getting ready to select a recipient for this year's \$400 scholarship award. This marks the third year the local has sponsored this scholarship. The winner will have been selected in August.

By the time this article is published, a new Executive Board member will have been named to fill the vacancy created by the departure of former Executive Board member Tim DeBourge, who moved to Texas. Tim was also a member of the Negotiating Committee. Kenny Bell, a former Executive Board member and negotiator, replaced Bro. DeBourge on the

Negotiating Committee. Kenny brings a lot of experience to the committee. Good luck to both Kenny and Tim.

As these tough and uncertain times continue, we remind everyone to attend the union meetings and stay informed.

KEVIN R. BENNETT, P.S.

CAST YOUR VOTE!

L.U. 1340 (i.o.&em), NEWPORT NEWS, VA—Don't send Ollie "North"! Wherever you are in the state, Brothers and Sisters, get your vote in to defeat Oliver North. He's not our friend, and he's a severe threat to our security. Sen. Charles Robb is our man. He needs us, and we need him in this tough fight. Join the fight for workingpeople in Virginia. Remember, this election will affect the next six years of our lives. Vote!

Our annual picnic was held in July. All who attended had a wonderful time. It was great to see so many of our retired members there. Many thanks to all who helped prepare for the outing.

Congratulations to our new journeymen on the recent completion of their five-year apprenticeship. Good luck to each of them. Keep up the good work. You folks are our future.

The 28th Virginia State AFL-CIO Convention was held July 28-30. The following state AFL-CIO officers were unanimously reelected by the body of delegates: Pres. Daniel G. LaBlanc, Vice Pres. Russell N. Axsom and Sec./Treas. James R. Leaman.

In attendance from Local 1340 were: Bus. Mgr. Richard Adams; Bro. Raynard Wood, organizer; Bro. Merrill Hartz, press secretary and Bro. James Pickin, former business manager/organizer.

Congratulations to EG&G members and Bus. Mgr. Adams on recent contract negotiations!

MERRILL HARTZ, P.S.

CONGRATULATIONS, BRO. SMOLE

L.U. 1392 (u&ees), FORT WAYNE, IN—Having completed 150 hours of labor studies, Vice Pres. Frank E. Smole received a certificate of completion from Indiana University at South Bend. He also received the Indiana University Division of Labor Studies "Mary Briggs Memorial Award," presented to the Union Education Program alumni "who best typifies the kind of community, union and educational leadership" provided by Mary Briggs during her lifetime. Congratulations, Frank!

As a benefit to its members, Local 1392 encourages participation in Indiana University's labor studies program. The local reimburses members for the cost of classes at the completion of non-credit courses.

DAVID L. SCHIMMEL, P.S.



Local 1392, Fort Wayne, IN, Asst. Vice Pres. Frank E. Smole displays the certificate he received from Indiana University at South Bend for having completed a program in labor studies.



Local 1340, Newport News, VA, apprentice graduates joined by JATC Training Dir. Ronnie Steele.

ELECTION OF OFFICERS

L.U. 1522 (em), ALLENTOWN, PA—In our recent local union election of officers, 1,076 ballots were cast. Nancy Mulzet was reelected as president/business manager. Other newly elected offi-

cers are: Vice Pres. Jack Hemmis, Fin. Sec. Vince Gehret, Treas. Ed Thompson and Rec. Sec. Carol Mulzet. Executive Board members are: Richard Lehr, Jack Rakestraw, David Leyfert, Maria Kutz, Gery Druckenmiller, Frank Mistretta and Tom DeWalt.

Six Local 1522 Executive Board members attended the Third District's Seventh Annual Womens Caucus and 48th Annual Progress Meeting held at the Trump Taj Mahal Casino Resort in Atlantic City, NJ. Local 2213, Washington Mills, NY, Pres./Bus. Mgr. Linda Price welcomed those in attendance to the caucus. Opening remarks were made by Int. Pres. J.J. Barry and Third District Int. Vice Pres. Edwin D. Hill. The caucus topic this year was the prevention of sexual harassment in union settings, with a presentation by Francine Moecio, Ph.D. New Jersey state AFL-CIO Pres. Charles Marciano welcomed the gathering to the progress meeting. Pres. Barry spoke to us about national health care and other legislation of concern to unions.

Each of the delegates from Local 1522 also attended a workshop for manufacturing workers, which dealt with the basic law and procedures of the National Labor Relations Act. As in the past, plenty of literature and information was provided for us to take back to our local membership.

DAVID A. LEYFERT, P.S.

OFFICERS TAKE OATH

L.U. 1560 (mow), ALLENTOWN, PA—Congratulations to our recently elected local union officers. On July 20 Third District Int. Rep. Tony Makris was present at the monthly local union meeting to swear in the officers. Incumbent Judy Henry was sworn in as president/business manager. Other newly elected officers who also pledged their oath are: Vice Pres. John Marchetto, Fin. Sec. Lee Fisher, Treas. David Pruitt and Rec. Sec. Cynthia Shipwash. Executive Board members are Michael Eisentraut, Cherie Ginthner and Michael Tyler.

On another positive note, Local 1560 members completed the Drafting Pilot Program after a long, hard year of attending specialized drafting courses. At the program's conclusion, the class had a 90 percent success rate in passing the drafting certification test, and a 20 percent placement rate. This is a wonderful example of employees being a company's best resource.

TERRI WEISS, P.S.



Third District Int. Rep. Tony Makris swears in Local 1560, Allentown, PA, officers: Pres./Bus. Mgr. Judy Henry, Vice Pres. John Marchetto, Rec. Sec. Cindy Shipwash, Fin. Sec. Lee Fisher, Treas. Dave Pruitt and Executive Board member Michael Eisentraut. Executive Board members not pictured are: Cherie Ginthner and Michael Tyler.

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

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

Mail To: Address Change Department
International Brotherhood of Electrical Workers
1125-15th Street, N.W.
Suite 903
Washington, D.C. 20005

ADDRESS CHANGE?

NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

PRESENT LOCAL UNION NUMBER _____

CARD NUMBER _____
(If unknown, check with Local Union)

CURRENTLY ON PENSION Soc. Sec. No. _____

OLD ADDRESS _____
(Please affix mailing label from magazine)

CITY _____ STATE _____ ZIP CODE _____

FORMER LOCAL UNION NUMBER _____

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

OFFICERS ELECTED

L.U. 1900 (u), WASHINGTON, DC—Local 1900 represents employees of the Potomac Electric Power Co. (PEPCO) and Frederick Gas Co. Our members are experiencing some major changes on the job regarding work rules and their application in terms of disciplinary actions. In these changing times, any productive change requires the cooperative effort of management and union members. This is also a time for unity among all our members. From a united position of strength we can accomplish our goals.

Although this is the first article Local 1900 has submitted to the *Journal* in some time, we intend to begin writing for "Local Lines" on a regular basis—both to keep our members informed of local union activities and to emphasize our association and solidarity with the International Office, which helps provide training, education and support so vital to our local.

The following newly elected officers were installed in April: Pres./Fin. Sec./Bus. Mgr. James "Jim" L. Hunter; Vice. Pres. John A. Coleman; Treas. Charles Black; and Rec. Sec. Lionel Briscoe. Executive Board unit officers are: R. Kohler, D. Trumpeter, D. Garrett, J. Hayes, T. Whitehead, K. Manley and C. Jackson.



Some of the Local 1900, Washington, DC, newly elected officers, board members and business representatives: from left, Bus. Rep. J. Holt; Treas. C. Black; Executive Board unit officers R. Kohler and D. Trumpeter; Vice Pres. J. Coleman; Pres./Fin. Sec./Bus. Mgr. J. Hunter; Rec. Sec. L. Briscoe; and Executive Board unit officers D. Garrett, J. Hayes, and T. Whitehead.

Bus. Mgr. Hunter appointed the following Brothers as business representatives: Vice Pres. J. Coleman, John L. Holt and Rec. Sec. L. Briscoe.

Congratulations and best wishes to our recent retirees, who are as follows: Vernon B. Crable, William C. Gosnell, Charles M. Ham, Robert L. Hofmann, Henry A. Linck, James A. Rollins, Talley A. Winn, John R. Daley Sr., Joseph B. Gray, Charles E. Hinkle, Charles R. Hooper, Frankie L. Moss and Ronald L. Weaver.

Thanks to all from Local 1900 officers and staff for your continued support.

JOHN L. HOLT, P.S.

GOLF OUTING

L.U. 2020 (em), COLUMBUS, OH—June was a busy month for our local. The Fourth District Progress Meeting was held in Lexington, KY. Pres. Lorie Bush and several officers attended.

The Local 2020 golf outing was held June 18 at the Steeplechase Country Club. We had a great turnout, with 120 golfers and a total of 137 people in attendance. The buffet dinner was excellent. After dinner the 50/50 drawing was held. Hubert Snead from United Transportation Union Local 208 won \$200. Every golfer received a sleeve of golf balls with a raffle ticket attached for their individual prize. The first-place team received plaques, and the second-place team received golf medals. Medals also were awarded for longest putt and closest to pin. In terms of the weather, it was a record-breaking day. The temperature hit 97 degrees!

Thanks to everyone who helped make the outing such a success. It was a great day for all who attended.

MARGARET FLANAGAN, P.S.

Notice to all Present Employees Eligible to Participate in The National Electrical Benefit Fund ("NEBF")

An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan as it has recently been amended:

Filing with The Internal Revenue Service

The application will be filed on October 24, 1994, with the Key District Director, Internal Revenue Service, at P.O. Box 538, Baltimore, Maryland 21202, for an advance determination as to whether the plan meets the qualification requirements of Section 401 of the Internal Revenue Code of 1986, as amended, with respect to the plan's amendment. The Internal Revenue Service has previously issued a favorable determination letter with respect to the qualification of this plan.

Eligible Participants

The employees eligible to participate under this plan are all employees employed in the bargaining unit of an employer who has agreed with the IBEW to make contributions to the plan for IBEW bargaining unit employees. Such employers may also elect to cover all of their non-bargaining unit employees or certain employees who are "alumni" of an IBEW bargaining unit. A "related organization" (meaning the IBEW and its local unions, NECA and its chapters, and certain jointly administered trust funds affiliated with the IBEW and/or NECA) may elect to cover all of its employees or certain employees who are "alumni" of an IBEW bargaining unit.

Notice to all Present Employees Eligible to Participate in The National Electrical Annuity Plan ("NEAP")

An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan as it has recently been amended:

Filing with The Internal Revenue Service

The application will be filed on October 24, 1994, with the Key District Director, Internal Revenue Service, at P.O. Box 538, Baltimore, Maryland 21202, for an advance determination as to whether the plan meets the qualification requirements of Section 401 of the Internal Revenue Code of 1986, as amended, with respect to the plan's amendment. The Internal Revenue Service has previously issued a favorable determination letter with respect to the qualification of this plan.

Eligible Participants

The employees eligible to participate under this plan are all employees employed in the bargaining unit of an employer who has agreed with the IBEW to make contributions to the plan for IBEW bargaining unit employees. Such employers may also elect to cover all of their nonbargaining unit employees or certain employees who are "alumni" of an IBEW bargaining unit. A "related organization" (meaning the IBEW and its local unions, NECA and its chapters, and certain jointly administered trust funds affiliated with the IBEW and/or NECA) may elect to cover all of its employees or certain employees who are "alumni" of an IBEW bargaining unit.

Name of Plan:	National Electrical Benefit Fund ("NEBF")
Plan Number:	001
Name and Address of Applicant:	John M. Grau, Jack F. Moore Trustees of the National Electrical Benefit Fund c/o Anthony J. Salamone, Executive Secretary-Treasurer 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266
Applicant EIN:	53-0181657
Name and Address of Plan Administrator:	Anthony J. Salamone, Executive Secretary-Treasurer National Electrical Benefit Fund, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266

Rights of Interested Parties

You have the right to submit to the key district director, at the above address, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to the key district director regarding qualification of the plan. If the department declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the department jointly, submit your comments on these matters directly to the key district director.

Requests for Comments By the Department of Labor

The Department of Labor may not comment on behalf of interested parties

unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the department to comment with respect to this plan is 10. If you request the department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:

- (1) The name of the plan, plan number, name and address of applicant, and applicant EIN; and
- (2) The number of persons needed for the department to comment.

A request to the department to comment should be filed within the time periods listed below and addressed as follows:

Deputy Assistant Secretary
Pension and Welfare Benefits
Administration
ATTN: 3001 Comment Request

Name of Plan:	National Electrical Annuity Plan ("NEAP")
Plan Number:	001
Name and Address of Applicant:	John M. Grau, Jack F. Moore, Trustees of the National Electrical Annuity Plan, c/o Anthony J. Salamone, Executive Secretary-Treasurer, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266
Applicant EIN:	52-6132372
Name and Address of Plan Administrator:	Anthony J. Salamone, Executive Secretary-Treasurer National Electrical Annuity Plan, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266

Rights of Interested Parties

You have the right to submit to the key district director, at the above address, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to the key district director regarding qualification of the plan. If the department declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the department jointly, submit your comments on these matters directly to the key district director.

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- (1) The name of the plan, plan number, name and address of applicant, and applicant EIN; and
- (2) The number of persons needed for the department to comment.

A request to the department to comment should be filed within the time periods listed below and addressed as follows:

Deputy Assistant Secretary
Pension and Welfare Benefits
Administration
ATTN: 3001 Comment Request
U.S. Department of Labor,

U.S. Department of Labor,
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Comments to The Internal Revenue Service

Comments submitted by you to the key district director must be in writing and received by him by December 8, 1994. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the department declines, you may submit comments on these matters to the key district director to be received by him within 15 days from the time the department notifies you that it will not comment on a particular matter, or by December 8, 1994, whichever is later, but not after December 23, 1994. A request to the department to comment on your behalf must be received by it by November 8, 1994, if you wish to preserve your right to comment on a matter upon which the department declines to comment, or by November 18, 1994, if you wish to waive that right.

Additional Information

Detailed instructions regarding the requirements for notification of interested parties may be found in sections 17, 18, and 19, of Rev. Proc. 94-6. Additional information concerning this application (including, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the IRS; and copies of section 17 of Rev. Proc. 94-6) may be obtained from the office of the plan administrator at the address listed above. Federal law permits the plan to make a reasonable charge for providing these documents.

200 Constitution Avenue, N.W.
Washington, D.C. 20210

Comments to The Internal Revenue Service

Comments submitted by you to the key district director must be in writing and received by him by December 8, 1994. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the department declines, you may submit comments on these matters to the key district director to be received by him within 15 days from the time the department notifies you that it will not comment on a particular matter, or by December 8, 1994, whichever is later, but not after December 23, 1994. A request to the department to comment on your behalf must be received by it by November 8, 1994, if you wish to preserve your right to comment on a matter upon which the department declines to comment, or by November 18, 1994, if you wish to waive that right.

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INTERNATIONAL REPRESENTATIVES RETIRE



**Arthur V.
Griffies**

International Representative Arthur Vincent Griffies announces his retirement from the IBEW effective October 1, 1994.

Brother Griffies was initiated into Local 136, Birmingham, Alabama—the city of his birth—in April of 1960. In his local, he served as assistant business manager, president, and chairman of the Executive Board. He served on the Line Apprenticeship Committee, the Negotiating Committee, and as chairman of

the Board of Trustees of the local's Health and Welfare Fund.

Appointed an International Representative March 13, 1973, Brother Griffies was assigned to the International Office, concentrating on organizing. He was later assigned to the Fourth District staff.

The Brotherhood wishes Brother Griffies, his wife, Marilyn, and their family, health and happiness during his retirement. ■



**Donald G.
Batterson**

Fourth District International Representative Donald Gene Batterson announces that he will be retiring from the IBEW effective October 1, 1994.

Born in Otway, Ohio, Brother Batterson was initiated into Local 575, Portsmouth, Ohio, December 2, 1949. He served on his local's Executive Board from July 1966 through June 1968, and as business manager from July 1968 through May 1973. And he served on the Joint

Apprenticeship and Training Committee from July 1968 to May 1973. On June 1, 1973, he was appointed an International Representative, and was assigned to the Fourth District staff.

Brother Batterson is a member of the American Legion and enjoys hunting. With his wife, Deloris, he is the proud parent of four children, and grandparent of six grandchildren. The entire Brotherhood wishes him well as he begins his retirement. ■



**Jack J.
Bove**

Jack Joseph Bove, International Representative from the Tenth District, announces his retirement from the Brotherhood effective September 1, 1994.

A native of the Jamaica area of Queens, New York, Brother Bove was initiated into Local 589, Jamaica, December 7, 1948. In his local, he served as Executive Board member, treasurer, financial secretary and general chairman. He was appointed an International Representative on November 1, 1982, and was assigned to the Tenth District staff, which services the IBEW's Railroad Branch.

Brother Bove served in the Signal Corps from January of 1951 to December of 1952. He attended the Woodrow Wilson Vocational High School, the George Meany Labor Center, and State University of New York, Farmingdale. He is a member of the Knights of Columbus and the Order of the Sons of Italy. And he says he enjoys bowling, hockey and baseball.

The Officers, staff, and members of the IBEW wish Brother Bove, his wife, Angeline, their three children, and four grandchildren, the very best. ■



SAFETY & HEALTH TIPS

Electric and Magnetic Fields—What are They? How are we Exposed to Them?

Part I

This is the first part of a series of articles on magnetic fields and human health.

Power lines, televisions, can openers, microwave ovens, hair dryers, computers, electric blankets, and electric motors, all have one thing in common with the planet earth and with your brain. They all are sources of electric and magnetic fields (EMF). And until recently there seemed to be no obvious harm to the populace from exposure to EMF, but now we are seeing articles and stories about "Electropollution," "Electromagnetic Smog," and headlines that shout "Power Lines Cause Cancer." What is EMF? How are we exposed to EMF? Can exposure to EMF cause cancer?

The first two questions are easy to answer, but scientific research cannot give a definite answer to the last question. Anything electrical is surrounded by electric and magnetic fields. Electric and magnetic fields also occur in nature, the earth's magnetic field causes a compass needle to point north. Our body is another source of electric and magnetic fields. Our muscles respond to electric signals from our brain and an electrocardiograph (EKG) reads the electric impulses from our heart.

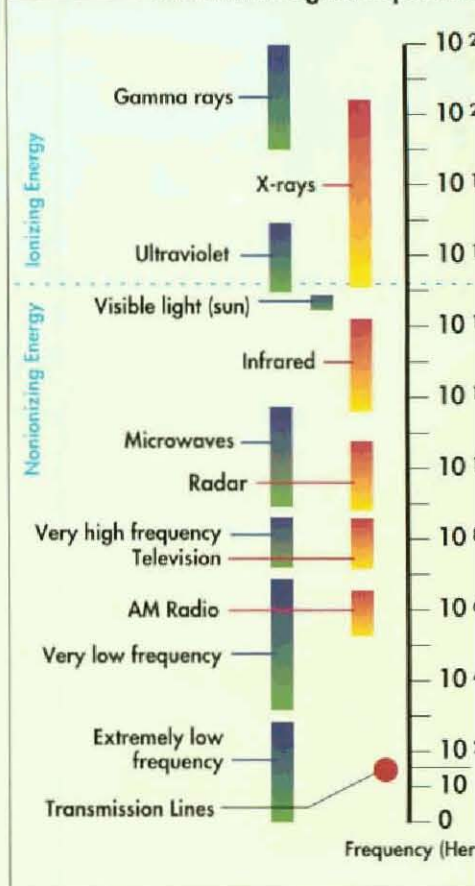
The concern about the possible adverse health effects from EMF focuses on the electric fields and magnetic fields produced by alternating current at a frequency of 60 hertz. These fields, just like light, are a form of electromagnetic energy that exists over a broad range of frequencies

which can be either a form of nonionizing radiation or ionizing radiation. This range is known as the electromagnetic energy spectrum (Figure 1). Ionizing radiation occurs at the upper end of the spectrum at very high frequencies. Large amounts of energy are transmitted and high energy fields, such as x-rays and gamma rays, can break molecular bonds such as the DNA molecules. This type of exposure can lead to cancer.

Nonionizing radiation occurs at lower frequencies, the fields are much weaker and cannot break molecular bonds. Our exposure to EMF from our everyday use of electricity is at these lower frequencies. Microwaves are nonionizing, but they are absorbed by the water in tissue which causes heating. This heat is the reason that microwave ovens work. If a person is exposed to microwaves such as from a powerful microwave antenna, significant health damage can occur from the heating of body tissue.

An electric field, which is primarily the result of voltage, is measured in terms of volts per meter (V/m). For instance, standing underneath a 765 kV line, the electric field strength would be about 10 kV/m and at the edge of the right-of-way, 170 feet from the center of the line, the field strength would be about 1 kV/m. For comparison, the electric field strength next to an electric blanket is 10 kV/m, within one foot of a small appliance, from 20 to 200 V/m. We are exposed to a natural background electric field of about 0.001 V/m. Electric fields can be blocked by buildings, vegetation, fences, etc. Electric fields from power

FIGURE 1. The Electromagnetic Spectrum

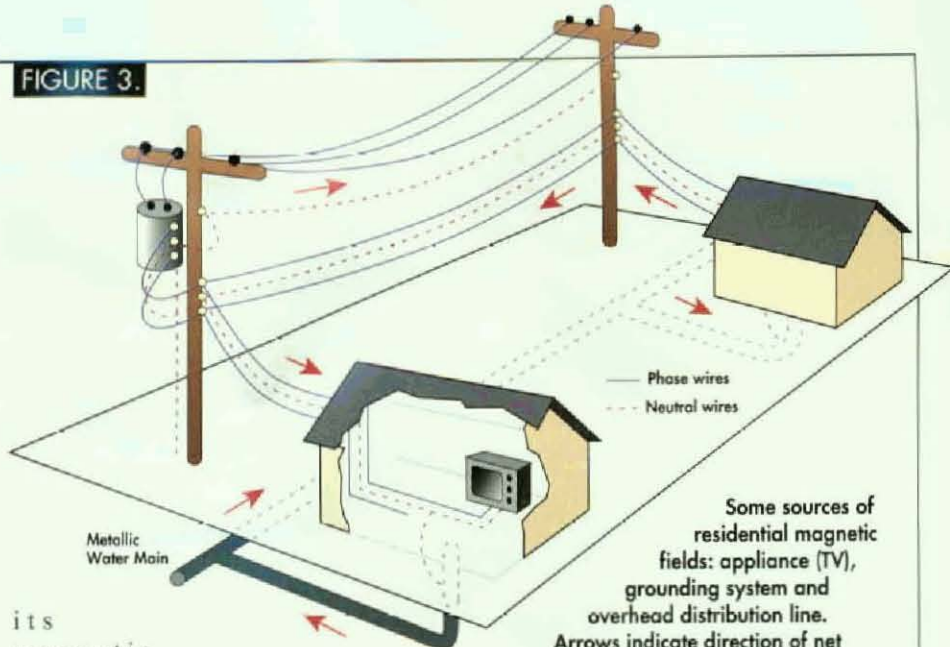


lines can be almost completely eliminated by grounded shield wires or screens in direct contact with the earth.

Magnetic fields, which are the result of current strength, are measured in teslas (T), but since this is a large unit, it is common to express magnetic field strength in terms of a gauss, which equals one ten-thousandth of a tesla. The earth's direct-current magnetic field is about half a gauss. The magnetic field strength beneath a 765 kV line is about one gauss. The magnetic field next to a conventional electric blanket is about 21 milligauss (mG). A milligauss is one-thousandth of a gauss. Unlike electric fields, magnetic fields easily pass through most objects, including buildings, earth, and people.

Electric fields can create charges or current on or near the surface of the

FIGURE 3.



Some sources of residential magnetic fields: appliance (TV), grounding system and overhead distribution line. Arrows indicate direction of net current flow at a point in time; net current may change with changing load, such as appliance usage. Other possible sources include unusual residential wiring, underground distribution lines and nearby high-voltage transmission lines.

its magnetic field into the room on the other side of the wall. It is important to remember that magnetic fields diminished rapidly as you move away from the source, just as heat and light from a light bulb decrease with distance. Figure 2 shows the magnetic field range for some household appliances. You will notice that the fields decline rapidly as the distance from the source increases.

The neutral-to-ground connection at a home can be a substantial source of residential magnetic fields. The grounding of the neutral wire at a home is part of the electrical protection system that protects the occupants from shock and fire. However, the grounding system can carry currents from the home back to the electric utility system. The National Electrical Code is studying our grounding system for possible modification that would reduce the magnetic fields. Figure 3 shows the flow of electricity in a residential grounding system. ■

This month we have gotten a basic knowledge of what magnetic fields are and how we are exposed to them. Next month we will examine the research that has been conducted on exposure to magnetic fields and childhood leukemia and we will also discuss occupational exposure and various types of cancers.

body and not in the internal organs. Magnetic fields pass throughout the body and can induce electric currents within the body. It is not known exactly what effect, if any, this has on the body's cells and glands. For about 20 years the scientific community has conducted many studies in an effort to determine if there is a relationship between magnetic fields and cancer, the answer is elusive and the research is continuing at an increasing rate.

So, how are we exposed to magnetic fields? The obvious answer is when we are near power lines, but in reality we are exposed 24 hours a day. The degree of exposure varies, based on what we are doing at work or at home. Remember, all tools and all appliances that are electrically powered will emit magnetic fields. For most of us, our greatest exposure to magnetic fields occurs in the home. The typical American home has a background magnetic field level (away from any appliance) ranging from 0.5 mG to 4 mG. The actual strength of the field at a given place in a room depends upon the number and kind of sources, how far away they are, and how many are operating at one time. An electrical appliance located near a wall extends

FIGURE 2. Typical Ranges of Magnetic Field. (Milligauss)

APPLIANCES	1.2 inches	12 inches	39 inches
Clothes Washer	8-600	2-30	0.1-2
Television	25-500	1-20	0.1-2
Electric Range	60-2,000	4-40	0.1-1
Microwave Oven	750-2,000	40-80	3-6
Electric Shaver	150-15,000	1-90	0.1-3
Flourescent Lamp	400-4,000	5-20	0.2-2.5
Hair Dryer	60-20,000	0.1-70	0.1-3

Source: World Health Organization, 1987.

Safe Jobs Conference

The AFL-CIO is sponsoring a national conference to address the issue of safety and health on the job. The 1994 National Safety and Health Conference will be held December 4 through December 7, in Los Angeles, California.

The AFL-CIO reports that just in the 24 years since Congress passed the Occupational Safety and Health Act, nearly 2 million Americans have been killed by workplace hazards; 7 million workers a year are killed, injured, or made sick on the job a year. The carnage has to end.

According to the conference organizers, "The AFL-CIO National Safety and Health Conference will bring together local and national union safety and health representatives, officers, and staff to learn about safety and health problems, exchange information and strategies, and organize for stronger laws and safer workplaces."

To find out more about the conference, or to receive a registration form, call (202) 637-5367. There is a discount if you register before November 15. ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 1995

The National Labor Relations Act permits employers and unions to include in their collective bargaining agreements provisions requiring employees to become and remain members of the union as a condition of employment, in states where these provisions are allowed. Under federal law, employees may fulfill their obligations under these "union security agreements" either by joining the union, and thereby enjoying the full rights and benefits of union membership, or by simply fulfilling their financial obligations to the union.

Employees who elect to become agency fee payers—that is, who choose not to become full-fledged IBEW members—forfeit the right to enjoy a number of benefits available only to members. Among the benefits available only to full union members are the right to attend and participate in union meetings; the right to run for union office, and to nominate and vote for candidates for union office; the right to participate in contract ratification and strike votes; the right to participate in the development and formulation of IBEW policies; the right to participate in the formulation of IBEW collective bargaining demands; and the right to serve as delegates to the International Convention.

Fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, under the terms of the IBEW Agency Fee Payers Objection Plan, agency fee payers may object to supporting certain activities of the International and its local unions, and to obtain a reduction in their agency fees. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such "chargeable" activities are negotiating, enforcing and administering collective bargaining agreements; meetings with employer representatives; meetings with employees on employment-related issues; proceedings on behalf of workers under the grievance procedure, including arbitration; and internal union

administration and management.

Among activities considered "non-chargeable," which objectors are not required to support, are support of political candidates, general community service, legislative activities, certain costs of affiliation with non-IBEW organizations, and members-only benefits.

The procedure for obtaining a fee reduction is set forth in full below. By way of summary, the objection plan runs on a calendar year basis, and objections must be filed annually. Fee payers who wish to file objections for calendar year 1995, must do so during the month of November 1994. Objections must be addressed to the International Secretary, IBEW, 1125-15th Street, N.W., Washington, D.C. 20005, and must be postmarked during the November open period. No special form is required to register an objection. However, **please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your social security number. In addition, if you move during the year, please advise the International Secretary of your new address.**

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion payable to the local union and a portion which is transferred to the International. During January 1995, the International and the applicable local union will mail separate reduction checks to each objector who has filed a timely objection with the International Secretary, along with detailed explanations of the expenditures on which the fee reductions are based.

The reductions are based on the percentage of the unions' expenditures that were devoted to "nonchargeable" activities during the previous fiscal year, as defined above. For example, the International determined that 19.62 percent of its expenditures for the 1993 fiscal year were for "nonchargeable" activities. The locals' non-chargeable portions vary, with local unions devoting between 5 percent and 10 percent

of their annual expenditures to "non-chargeable" activities. In no year has any IBEW local union spent a greater percentage of its expenditures on "nonchargeable" activities than the International did, although some of the locals use the International's percentage to calculate their own annual reduction.

The IBEW Agency Fee Payers Objection Plan is as follows:

The IBEW Agency Fee Payers Objection Plan

1. Nonmembers' Right to Object.

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union (LU) pursuant to a collectively bargained union security provision in the United States, will have the right to object to expenditures of his or her fees for activities which are not reasonably related to collective bargaining. For purposes of this plan, such activities will be referred to as "nonchargeable activities." The agency fees paid by a fee payer who perfects an objection under the procedures set forth below will be reduced to reflect the expenditures of the LU and the IBEW that are used for "chargeable activities" (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

Objections must be made annually and will be effective for a single calendar year (January 1-December 31). An annual notice of this plan will be published in the *IBEW Journal* in October of each year. Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary (IS) at the International Office of the IBEW, 1125-15th Street, N.W., Washington, D.C. 20005. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their

social security number. Objections must be post-marked during the month of November preceding the calendar year for which the objection will be in effect, or during the first 30 days after the objector commences paying fees to an IBEW LU as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

3. Reduction in Agency Fees.

The agency fees of nonmembers who file timely objections will be reduced for the 12-month period beginning January 1 of the year for which they are registering their objections, and ending December 31 of that calendar year. (Timely objections filed by nonmembers who enter a bargaining unit during the course of the year will be effective through December 31 of that year). Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs. No later than January 31, both the International and the LU to which the objector pays agency fees will mail to each objector who perfects his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled, or will otherwise advise the objectors how their payments will be reduced.

Agency fees are composed of a portion forwarded to the International as per capita taxes, and a portion retained by the LU. When the IS receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector's fees, and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees to which objectors are entitled and for reducing the objectors' payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IS will calculate the reduction in the International's per capita to which objectors will be entitled as follows: The IS will determine the International's total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities which are chargeable to objectors, and the non-chargeable expenditures. The IS will then calculate the ratio of chargeable and non-chargeable expenditures to total expenditures. These calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31, the IS will mail to each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by an explanation of how the amount was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.


An objector who has filed a timely objection and who disagrees with the per capita reduction provided by the IS, in the belief that it does not accurately reflect the International's expenditures on chargeable activities, may appeal to an independent arbitrator.

- a. The appeal must be made in writing and must be received in the office of the IS within 30 days of the date on which the IS mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.
- b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- c. Such appeals will be consolidated to the extent practicable and heard as soon as

the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions will be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.

- d. The cost of the arbitrator's services and the costs of any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- e. While the appeal is pending, the IS will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IS, additional checks will be issued at the close of the appeal procedure for the balance of the reduction due, as determined by the arbitrator.
- f. The decision of the impartial arbitrator will be final and binding.

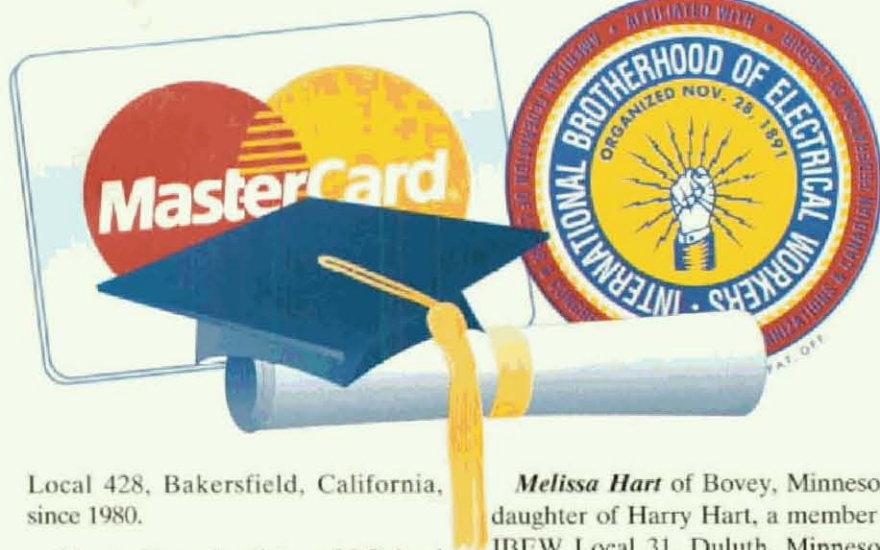
7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who disagrees with the reduction provided by the LU to which he or she pays agency fees, in the belief it does not accurately reflect the LU's expenditures on chargeable activities, may appeal through procedures established by the LU. In the event any objector challenges both the reduction received from the IS and from the LU, such appeals will be coordinated. 



IBEW MEMBERS IN THE NEWS

Union Mastercard Scholarships Awarded To Seven IBEW Recipients



Seven recipients, representing the International Brotherhood of Electrical Workers, have been awarded Union Mastercard scholarships. They were chosen from a pool of nearly 11,000 applicants and were among 101 award winners representing 34 AFL-CIO unions. Congratulations are extended to:

April Harrison of Kooskia, Idaho, daughter of David Lee Harrison, a member of IBEW Local 73, Spokane, Washington, since 1972.

Kirstin Hernandez, daughter of Abel Hernandez, a member of IBEW

Local 428, Bakersfield, California, since 1980.

Aimee Ray, daughter of Michael Ray, a member of IBEW Local 14, Eau Claire, Wisconsin, since 1979.

Heidi Smith of Canyon Country, California, daughter of Ronald Smith, a member of IBEW Local 18, Los Angeles, California, since 1987.

Michael Stevinson of Fulton, Missouri, son of Robert Stevinson, a member of IBEW Local 257, Jefferson City, Missouri, since 1965.

Melissa Hart of Bovey, Minnesota, daughter of Harry Hart, a member of IBEW Local 31, Duluth, Minnesota, since 1985.

William Woerner of Checktowaga, New York, a member of IBEW Local 41, Buffalo, New York.

Applicants were evaluated according to academic ability, social awareness, financial need and appreciation of the role of the labor movement. The Brotherhood wishes them every success, and is proud of these upcoming trade unionists. ☐

FORMER INTERNATIONAL REPRESENTATIVE MOURNED



**Victor R.
Verdekel**

It is with great sadness that the IBEW reports the August 22, 1994, passing away of retired International Representative Victor R. Verdekel. He was born on February 28, 1920, in Pittsburgh, Pennsylvania.

Initiated into Local 1402, then-located in Pittsburgh, on April 1, 1946, Brother Verdekel served his local as shop steward and president. He was appointed an International Representative by then-International President Gordon Freeman, and was assigned to the Third District

staff. While on staff, he serviced local unions and organized throughout the district, concentrating in the Manufacturing Branch. He retired from the Brotherhood effective November 1, 1984. Local 1402 became defunct November 1, 1989.

Brother Verdekel served in the United States Navy from 1943 to 1946, and he attended the University of Wisconsin and Penn State University. He is survived by his wife, Dorothy; children, Donna and Victor Jr.; three grandchildren; and one great grandchild. He will be missed. ☐

IN MEMORIAM

PBF Death Claims Approved for Payment in July 1994

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
3	Aget, C.	5,000.00	Pens. (11)	Esboldt, E. E.	2,400.00	Pens. (125)	Higgins, V. M.	2,400.00	Pens. (358)	Lund, C. M.	2,400.00
3	Rachford, J. J.	5,000.00	Pens. (11)	Guyton, R.	2,400.00	Pens. (125)	Isaacs, E. J.	2,400.00	Pens. (367)	Bush, S. E.	2,400.00
6	Compton, W. J.	10,000.00	Pens. (11)	Mueller, C. H.	2,400.00	Pens. (125)	Madison, G. L.	2,400.00	Pens. (369)	Brown, E. A.	4,087.70
11	Cottrell Jr., P. C.	5,000.00	Pens. (11)	Poge, E. H.	2,400.00	Pens. (125)	Moses, J. E.	2,400.00	Pens. (369)	Priddy, J.	2,400.00
46	Lane, M. K.	5,000.00	Pens. (11)	Rosenfeld, S. L.	2,400.00	Pens. (125)	Ridenour, E.	2,400.00	Pens. (386)	Peters, P. O.	2,400.00
51	Gardner, K. C.	5,000.00	Pens. (11)	Turton, H. P.	2,400.00	Pens. (125)	Scott, R. B.	2,400.00	Pens. (387)	Brown, A. E.	2,400.00
51	Shadwick, B. S.	10,000.00	Pens. (11)	Waxman, L.	2,400.00	Pens. (125)	Sims, H. D.	2,400.00	Pens. (398)	Lemacks, R. R.	2,400.00
57	Nieves, R. B.	5,000.00	Pens. (16)	Devasier, B. L.	3,786.19	Pens. (130)	Joubert, V.	2,400.00	Pens. (401)	Clarke, W. R.	2,400.00
58	Hickcox, J. K.	10,000.00	Pens. (17)	Harder, T. J.	3,655.65	Pens. (130)	Pancamo, A.	2,400.00	Pens. (411)	MacCiocca, F.	2,400.00
58	Kealy, H. G.	5,000.00	Pens. (18)	Schwarz, P.	2,400.00	Pens. (134)	Brennan, W. S.	2,400.00	Pens. (413)	McQuay, R. E.	2,400.00
58	Waeyaert, L. H.	5,000.00	Pens. (18)	Sharp, M. M.	2,400.00	Pens. (134)	Grahn, A. F.	2,400.00	Pens. (413)	Penner, J. L.	2,400.00
81	Caudullo, V. A.	1,666.67	Pens. (24)	Brock, C. F.	2,400.00	Pens. (134)	Johnson, R. E.	3,732.58	Pens. (413)	Sherwood, D. A.	4,063.84
81	Lesniak, R. E.	5,000.00	Pens. (25)	Daniello, C.	2,400.00	Pens. (134)	Kasabaric, M.	2,400.00	Pens. (426)	Root, O. E.	2,400.00
103	Bedard, M. H.	5,000.00	Pens. (25)	Kirch, M. N.	2,400.00	Pens. (134)	Katz, M. R.	2,400.00	Pens. (429)	Darris, M.	2,400.00
134	Gallagher, A.	2,500.00	Pens. (25)	Leone, A.	2,400.00	Pens. (134)	Kimbrough, J. H.	2,400.00	Pens. (436)	Nutt, F. O.	2,400.00
134	Gamiz, J. G.	5,000.00	Pens. (25)	Moll, O. C.	2,400.00	Pens. (134)	Ryan, D. B.	2,400.00	Pens. (441)	Wilmer, B. M.	2,400.00
134	Keyes, P. F.	5,000.00	Pens. (25)	Shaw, H. C.	2,400.00	Pens. (134)	Stephan, F. A.	2,400.00	Pens. (442)	Watson, J. F.	2,400.00
175	Shell, J. E.	5,000.00	Pens. (31)	Johnson, M. E.	2,400.00	Pens. (134)	Zboril, J. D.	2,400.00	Pens. (453)	Childress, R. L.	2,400.00
222	Futch, A. H.	2,500.00	Pens. (31)	Julien, G. L.	2,400.00	Pens. (134)	Zibas, P. J.	2,400.00	Pens. (465)	Brown, C. L.	2,400.00
306	Stanley, J. D.	5,000.00	Pens. (31)	Lind, C. M.	2,400.00	Pens. (136)	Lovell, E. P.	2,400.00	Pens. (465)	Garra, W. V.	2,400.00
344	Milon, M. A.	5,000.00	Pens. (31)	Lyons, C.	2,400.00	Pens. (136)	Ray, J. L.	2,400.00	Pens. (465)	Parks, E.	1,200.00
354	Martin, G. S.	5,000.00	Pens. (31)	Olson, E. H.	2,400.00	Pens. (138)	Webster, E.	2,400.00	Pens. (472)	DeBellis, M. J.	2,400.00
357	Zeigler, F. F.	3,000.00	Pens. (35)	Saba, G.	2,520.00	Pens. (145)	Malchow, E. L.	2,400.00	Pens. (477)	Jackson, H.	2,400.00
364	Taylor, J. P.	5,000.00	Pens. (36)	Yorczyk, W. A.	2,400.00	Pens. (145)	Rittel, L.	2,400.00	Pens. (477)	Schroeder, L. R.	2,400.00
405	Henecke, D. L.	5,000.00	Pens. (38)	Henderson, J. E.	2,400.00	Pens. (149)	Eisler, C. F.	2,400.00	Pens. (478)	Axtell, J.	2,400.00
424	McInnis, S. T.	5,000.00	Pens. (38)	Klomas, R. W.	2,400.00	Pens. (150)	Zenka, A. N.	2,400.00	Pens. (479)	Crafton, H. D.	2,400.00
424	McMarris, G. E.	5,000.00	Pens. (39)	Reed, H. B.	2,400.00	Pens. (158)	Hilton, R.	2,400.00	Pens. (479)	Thomas, J. E.	2,400.00
429	Dye, R. T.	5,000.00	Pens. (40)	Karasas, V.	2,400.00	Pens. (164)	Gunset, C. J.	2,400.00	Pens. (481)	Sanders, K.	2,400.00
569	Jackson, J. D.	5,000.00	Pens. (41)	Marchinda, J. A.	2,400.00	Pens. (165)	Murphy, M. D.	2,400.00	Pens. (481)	Stuller, R. P.	2,400.00
570	Brown, R. E.	5,000.00	Pens. (41)	Morehuzzo, S.	4,344.66	Pens. (165)	Zehr Jr., E.	2,400.00	Pens. (483)	Stadler, M. W.	2,400.00
606	Duncan, R. B.	5,000.00	Pens. (44)	Bernius Jr., G. H.	2,400.00	Pens. (176)	Craft, C. M.	2,400.00	Pens. (483)	Transet, M. B.	2,400.00
613	Bishop, G. L.	10,000.00	Pens. (44)	Burch, W. W.	2,400.00	Pens. (176)	Potocnik, W. J.	2,400.00	Pens. (486)	Miserandino, E. F.	2,400.00
625	Graveline, M. J.	3,333.33	Pens. (46)	Dearmond, R. D.	2,400.00	Pens. (177)	Slade, J. R.	2,400.00	Pens. (492)	St. Pierre, A.	2,400.00
648	Campbell, R. G.	5,000.00	Pens. (46)	Jackson, R. E.	2,400.00	Pens. (180)	Stine, J. D.	2,400.00	Pens. (494)	Christnacht, E. M.	2,400.00
673	Fritinger, E. F.	5,000.00	Pens. (46)	Krutsinger, R. W.	2,400.00	Pens. (183)	Priee, V. W.	2,400.00	Pens. (494)	Jasars, W. F.	2,400.00
684	May, H. E.	10,000.00	Pens. (46)	Schoenmakers, J. J.	2,400.00	Pens. (191)	Kramer Jr., F.	2,400.00	Pens. (494)	Kuery, D. E.	2,400.00
702	Graves, P. S.	5,000.00	Pens. (48)	Began, W. A.	2,400.00	Pens. (193)	Tuxhorn, G. E.	2,400.00	Pens. (494)	Kwiecinski, E.	2,400.00
702	Warden, C. E.	5,000.00	Pens. (48)	Wilson, L. W.	2,400.00	Pens. (200)	Strang, E. W.	2,400.00	Pens. (494)	Leifer, K. P.	2,400.00
704	Smith, D. R.	1,666.66	Pens. (51)	Seihymer, F.	2,400.00	Pens. (212)	Fuller, T. U.	2,400.00	Pens. (494)	Urban, E. J.	2,400.00
716	Barnes, B. D.	5,000.00	Pens. (52)	Burke, H. E.	3,666.00	Pens. (212)	Huber, W. M.	3,695.00	Pens. (495)	Oxendine, R.	1,040.00
716	Mauboules, R. C.	5,000.00	Pens. (52)	Fantona, H. L.	2,400.00	Pens. (213)	Foss, T.	2,400.00	Pens. (498)	Tulick, A. J.	2,400.00
716	Shubert, J. R.	5,000.00	Pens. (52)	Witt, G.	2,400.00	Pens. (214)	Louis, H. W.	2,400.00	Pens. (499)	Beckett, R. P.	2,400.00
861	Knott, C.	10,000.00	Pens. (57)	Bawen, L. G.	2,000.00	Pens. (226)	Frederick, J. L.	2,400.00	Pens. (500)	Jordan, A. J.	2,400.00
867	Rose, D. B.	5,000.00	Pens. (57)	Conder, J. C.	2,400.00	Pens. (226)	Holt, M. L.	2,400.00	Pens. (501)	Magdo, T. F.	2,400.00
903	Anderson, L. D.	5,000.00	Pens. (57)	Gallejos, B.	2,400.00	Pens. (226)	Matthews, M. W.	2,400.00	Pens. (501)	Signorile, J.	3,581.08
952	Lires, J. F.	10,000.00	Pens. (57)	Johnston, T. E.	2,400.00	Pens. (229)	Panabaker, R. M.	2,400.00	Pens. (504)	Knickerbocker, W. J.	2,400.00
1245	Whisenant, J. A.	5,000.00	Pens. (58)	Jacobs, M.	2,400.00	Pens. (234)	Kelnhof, F.	2,400.00	Pens. (505)	Maples, W. H.	2,400.00
1249	Rancier, R. D.	5,000.00	Pens. (58)	Schnobel, T.	2,400.00	Pens. (236)	Kline, A. S.	2,400.00	Pens. (511)	Jones, C. T.	2,400.00
1393	Miller, D. R.	10,000.00	Pens. (58)	Williamson, D. J.	3,344.00	Pens. (258)	Vitanzo, J.	2,400.00	Pens. (518)	Rogge, L. A.	2,400.00
1687	Frappier, J. A.	5,000.00	Pens. (59)	Pretley, C. H.	2,400.00	Pens. (259)	Sultzbach, D. S.	2,400.00	Pens. (527)	Lanier, W. E.	2,400.00
(O) (134)	Weary, A.	5,000.00	Pens. (71)	Mallow, G. M.	2,400.00	Pens. (262)	McDermott, W.	4,335.00	Pens. (527)	Malain, H. E.	2,400.00
(O) (776)	Holley, D.	5,000.00	Pens. (77)	Fesler, F. G.	2,400.00	Pens. (269)	Moser, R. A.	2,880.00	Pens. (527)	McAlister, T. S.	2,400.00
Pens. (11)	Schneider, J. L.	3,080.00	Pens. (77)	Lane, W. A.	2,400.00	Pens. (270)	Steed, W. W.	2,400.00	Pens. (551)	McGannon, J. P.	2,400.00
Pens. (11)	Tabin, J. J.	2,400.00	Pens. (77)	Noble, C. A.	2,400.00	Pens. (278)	Rosas Jr., F.	3,300.96	Pens. (557)	Bramon, F. W.	2,400.00
Pens. (2)	Bufford, F. T.	2,400.00	Pens. (77)	Pringle, W. W.	2,400.00	Pens. (278)	Scott, C.	2,400.00	Pens. (558)	Biffle, E. W.	2,400.00
Pens. (2)	Stamps, L. G.	2,400.00	Pens. (77)	Tonneson, C.	2,400.00	Pens. (291)	Jahn, K. L.	2,400.00	Pens. (558)	Sneed, B. M.	3,822.08
Pens. (3)	Abraham, B. L.	2,400.00	Pens. (77)	Walton, R. E.	2,400.00	Pens. (292)	Proser, R.	2,400.00	Pens. (568)	Florent, N.	2,400.00
Pens. (3)	Birsner, C. F.	2,400.00	Pens. (79)	Suber, E.	2,400.00	Pens. (294)	Doruff, J. S.	2,400.00	Pens. (569)	Loveland Jr., C. H.	2,400.00
Pens. (3)	Blatus, J.	2,400.00	Pens. (81)	McIntyre, T. J.	2,562.44	Pens. (295)	Summers, J. T.	2,400.00	Pens. (569)	Tobey, D. P.	2,400.00
Pens. (3)	Corver, G. W.	2,400.00	Pens. (96)	Shea Jr., J. M.	3,468.51	Pens. (306)	Cockerham, A. L.	2,400.00	Pens. (595)	Fancher, J. C.	2,400.00
Pens. (3)	Darcy, J. M.	2,400.00	Pens. (96)	Verdolino, G. G.	2,400.00	Pens. (306)	Neary, W. B.	2,400.00	Pens. (595)	Goldsworthy, G. W.	2,400.00
Pens. (3)	Halpern, J.	2,400.00	Pens. (98)	Douglass, J.	2,400.00	Pens. (306)	Petty, G. W.	2,400.00	Pens. (595)	Lehman, C.	2,400.00
Pens. (3)	Lehmbeck, J. H.	2,400.00	Pens. (98)	Schilling, E. A.	2,400.00	Pens. (322)	Simanson, P. O.	2,400.00	Pens. (595)	Lothrop, W. A.	2,400.00
Pens. (3)	Lowery, N. T.	600.00	Pens. (102)	Tate, R. S.	2,400.00	Pens. (325)	O'Neil, E. L.	2,400.00	Pens. (595)	Sanders, M. W.	2,400.00
Pens. (3)	McPortland, J. J.	2,400.00	Pens. (103)	Baxter, A.	2,400.00	Pens. (325)	Shimer, S. M.	2,400.00	Pens. (595)	Wade, C. J.	2,400.00
Pens. (3)	Morgan, J. F.	2,400.00	Pens. (103)	Hennis, J. D.	2,400.00	Pens. (328)	Saladin, W. R.	2,920.00	Pens. (604)	Weed, W.	2,400.00
Pens. (3)	Muller, L.	2,400.00	Pens. (103)	Leahy, W. L.	2,400.00	Pens. (328)	Thorpe, T. R.	2,400.00	Pens. (611)	Pagan, H. D.	2,400.00
Pens. (3)	Pesce, J.	2,400.00	Pens. (103)	Powers, W. R.	2,400.00	Pens. (332)	Gripenstraw, E.	2,400.00	Pens. (611)	Salozar, J. E.	2,400.00
Pens. (3)	Radi, O. J.	2,400.00	Pens. (104)	Dekas, F. P.	2,400.00	Pens. (332)	Stilens, E. L.	2,400.00	Pens. (613)	Barlow, J. R.	3,530.00
Pens. (3)	Rogones, S.	2,400.00	Pens. (108)	Bass, M. G.	2,400.00	Pens. (336)	Super, L. J.	2,400.00	Pens. (613)	Davis, H. F.	2,400.00
Pens. (3)	Shea, J. E.	2,400.00	Pens. (108)	Hall, R. D.	2,400.00	Pens. (343)	Glomski, P. M.	2,400.00	Pens. (632)	Key, J. W.	2,400.00
Pens. (3)	Sheehan, J.	2,400.00	Pens. (112)	Guske, P. A.	2,400.00	Pens. (349)	Kirchheimer, H. E.	2,400.00	Pens. (640)	Harper, F. C.	2,400.00
Pens. (3)	Wanio, M.	2,400.00	Pens. (120)	Hern, E. L.	2,400.00	Pens. (349)	Penney, H. H.	2,400.00	Pens. (640)	Wagner, S. F.	2,400.00
Pens. (5)	Moran, R. T.	2,400.00	Pens. (124)	Morasch Sr., G. E.	3,399.50	Pens. (349)	Sanders Jr., L. M.	2,400.00	Pens. (644)	Schubbe, H. G.	2,400.00
Pens. (5)	Denison, F. T.	2,400.00	Pens. (124)	Morris, D. D.	2,400.00	Pens. (350)	Benezer, C. R.	2,400.00	Pens. (648)	Peters, M. C.	2,400.00
Pens. (6)	Salazar, E. A.	4,415.00	Pens. (124)	Pemberton, J. L.	2,400.00	Pens. (352)	Pinkepank, C. W.	2,400.00	Pens. (659)	Burton, J. L.	2,400.00
Pens. (7)	Hales, W. P.	2,400.00	Pens. (125)	Anderson, O. L.	2,400.00	Pens. (353)	Campbell, D. A.	2,400.00	Pens. (659)	Cramer, D.	2,400.00
Pens. (8)	Humphreys, C. M.	2,400.00	Pens. (125)	Baker, J. A.	2,400.00	Pens. (353)	Dann, W.	2,400.00	Pens. (659)	Cunningham, J. S.	2,400.00
Pens. (9)	Byrne, J. F.	2,400.00	Pens. (125)	Boardman, R. L.	2,400.00	Pens. (354)	Dansie, M. E.	2,400.00	Pens. (659)	Ritter, T. W.	2,400.00
Pens. (11)	Beutel, O. W.	2,400.00	Pens. (125)	Dahlstrom, A. L.	2,400.00	Pens. (354)	James, R. S.	2,400.00	Pens. (659)	Thomson, F. W.	2,400.00
Pens. (11)	Ellis, E. C.	2,400.00	Pens. (125)	Edwards, J. C.	2,400.00	Pens. (357)	Porter, C. D.	2,400.00	Pens. (665)	Wright, C.	2,400.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. (666)	Vance, M. E.	3,682.88	Pens. (848)	Shockey, L. H.	2,400.00	Pens. (1393)	Cannon, L.	2,400.00	Pens. (10)	Hurt, E. J.	2,400.00
Pens. (673)	Tinner, A. C.	2,400.00	Pens. (850)	Melton, V. H.	2,400.00	Pens. (1426)	Parenteau, R.	2,400.00	Pens. (10)	Kates, W. H.	2,400.00
Pens. (676)	Ekstrom, G. R.	2,400.00	Pens. (861)	Smith, M. C.	2,400.00	Pens. (1439)	Reich, W. M.	2,400.00	Pens. (10)	Keefer, B. M.	2,400.00
Pens. (676)	Miller, E. E.	2,400.00	Pens. (865)	Smith, C.	2,400.00	Pens. (1439)	Slagner, R.	4,466.88	Pens. (10)	Kemper, D. D.	2,400.00
Pens. (676)	Pritchett, W. P.	2,400.00	Pens. (870)	Eyler, A. T.	2,400.00	Pens. (1439)	Walfe, T. I.	2,400.00	Pens. (10)	Kempf, G. C.	2,400.00
Pens. (677)	Lasher, G. A.	2,400.00	Pens. (890)	Hentsch, R.	2,400.00	Pens. (1461)	Van Parys, C. A.	2,400.00	Pens. (10)	Leatham, A.	2,400.00
Pens. (682)	Mehlhorn, W. W.	2,400.00	Pens. (894)	Holmes, R. O.	2,400.00	Pens. (1525)	Osterlund, D.	2,983.65	Pens. (10)	Lee, M. D.	2,400.00
Pens. (683)	Meek, F. W.	2,400.00	Pens. (902)	Davidson, W.	2,400.00	Pens. (1547)	Lilley, G. I.	2,400.00	Pens. (10)	Little, H. M.	2,400.00
Pens. (688)	Rush, T. G.	2,400.00	Pens. (903)	Cockrell, J. E.	2,400.00	Pens. (1547)	Scott, R. G.	2,400.00	Pens. (10)	Lova, C. F.	2,400.00
Pens. (700)	White, B. E.	2,849.12	Pens. (903)	Grimes, J. R.	2,400.00	Pens. (1631)	Kennard, J. F.	2,400.00	Pens. (10)	McMahan, W.	2,400.00
Pens. (701)	Bergner, G. H.	2,400.00	Pens. (915)	Griffin, E. F.	2,400.00	Pens. (1701)	Blankenship, W. D.	3,767.65	Pens. (10)	Metz, R. E.	2,400.00
Pens. (702)	Gamer, E.	2,400.00	Pens. (920)	Ford, H. B.	2,400.00	Pens. (1701)	Carroll, P. D.	2,400.00	Pens. (10)	Miller, A. F.	2,400.00
Pens. (708)	Kipper, H. A.	2,400.00	Pens. (933)	Bulson, W. I.	2,400.00	Pens. (1788)	Trott, R. H.	2,960.00	Pens. (10)	Miller, A.	2,400.00
Pens. (716)	Cooper, L. L.	2,400.00	Pens. (934)	Woody, C. E.	2,400.00	Pens. (1837)	Shea, W. H.	2,400.00	Pens. (10)	Miller, W. C.	2,400.00
Pens. (716)	Finch, J. K.	2,400.00	Pens. (942)	Bowen, D. I.	2,400.00	Pens. (2085)	Hill, A. K.	2,400.00	Pens. (10)	Morris, J. D.	2,400.00
Pens. (716)	Keefover, W. B.	2,400.00	Pens. (948)	Hnatow, S.	2,400.00	Pens. (2149)	Brady, F. R.	2,400.00	Pens. (10)	Morton, A. J.	2,400.00
Pens. (716)	Taylor, C. T.	2,400.00	Pens. (953)	Dallman, V. M.	2,400.00	Pens. (2159)	Harrington, L. F.	2,400.00	Pens. (10)	Myers, A. E.	2,400.00
Pens. (724)	Lenge, R. J.	2,400.00	Pens. (965)	Pettis, W. C.	2,400.00	Pens. (10)	Amlee, R. E.	2,400.00	Pens. (10)	Pass, D. E.	1,408.00
Pens. (728)	Heinisch, C.	2,400.00	Pens. (968)	Martin, S. A.	2,400.00	Pens. (10)	Armstrong, W. F.	2,400.00	Pens. (10)	Payne, H. R.	2,400.00
Pens. (728)	Shaw, J. A.	2,400.00	Pens. (970)	Merithew, H. E.	2,400.00	Pens. (10)	Atkinson, W.	2,400.00	Pens. (10)	Pryde, N. G.	2,400.00
Pens. (728)	Taylor, J. A.	2,400.00	Pens. (972)	Rider, W. W.	2,400.00	Pens. (10)	Ayres, L. C.	2,400.00	Pens. (10)	Putnam, H.	2,400.00
Pens. (729)	Catlin, R. M.	2,400.00	Pens. (995)	Turner, F. L.	3,848.00	Pens. (10)	Bernaski, W. L.	2,400.00	Pens. (10)	Reese, J. C.	1,200.00
Pens. (734)	Barrow, E. L.	2,400.00	Pens. (1023)	Lawrence, J. W.	2,400.00	Pens. (10)	Codner, W. L.	2,400.00	Pens. (10)	Rune, T. G.	2,400.00
Pens. (744)	Brandt, I. E.	2,400.00	Pens. (1205)	Long, W. E.	2,400.00	Pens. (10)	Currie, A.	2,400.00	Pens. (10)	Scholes, R. J.	2,400.00
Pens. (760)	Bentley, C. J.	2,400.00	Pens. (1212)	Jones, E. L.	2,400.00	Pens. (10)	Dobay, G.	2,400.00	Pens. (10)	Smith, H. S.	2,400.00
Pens. (773)	Fontaine, D.	2,400.00	Pens. (1212)	Malcolm, E. F.	2,400.00	Pens. (10)	Doke, C. B.	4,295.00	Pens. (10)	Sparrow, W. F.	2,400.00
Pens. (774)	Hauss, R. E.	2,400.00	Pens. (1212)	Sherman, D.	4,298.00	Pens. (10)	Fowler, M. E.	2,400.00	Pens. (10)	Spears, J. P.	2,400.00
Pens. (776)	Salotto, L.	2,400.00	Pens. (1220)	Moore, J. S.	2,400.00	Pens. (10)	Franklin, W. P.	2,400.00	Pens. (10)	Teague, W. B.	2,400.00
Pens. (781)	Lacy, P.	2,400.00	Pens. (1245)	Galyean, C. W.	2,400.00	Pens. (10)	Giannetto, J.	2,400.00	Pens. (10)	Thomas, C. V.	2,400.00
Pens. (794)	Wolff, E. P.	2,400.00	Pens. (1245)	Helm, O. E.	2,400.00	Pens. (10)	Gibson, J. P.	2,400.00	Pens. (10)	Whitright, E. B.	2,400.00
Pens. (814)	Tracy, C. L.	342.86	Pens. (1245)	Lowery, C. J.	2,400.00	Pens. (10)	Gim, Q. H.	800.00	Pens. (10)	Williams, J. L.	2,400.00
Pens. (817)	Eastwood, H. B.	2,400.00	Pens. (1245)	Pipkin, C. R.	2,400.00	Pens. (10)	Goddard, D. B.	2,400.00	Pens. (10)	Wilson, W. R.	2,400.00
Pens. (836)	Saulia, R. C.	2,400.00	Pens. (1316)	Roberts, E. L.	2,400.00	Pens. (10)	Gould Jr., E. H.	2,400.00	Pens. (10)	Wood, R. A.	4,081.83
Pens. (840)	Malenick, J.	2,400.00	Pens. (1366)	Peterson, R. E.	2,400.00	Pens. (10)	Hargis, K. E.	2,400.00	Pens. (10)	Wright, C. W.	2,400.00
Pens. (841)	Belcher, E. W.	2,400.00	Pens. (1377)	Corrao, A.	2,400.00	Pens. (10)	Holland, J.	2,400.00	Pens. (10)	Zallar, C. W.	2,400.00
Pens. (846)	Branham Jr., S. B.	2,400.00	Pens. (1377)	Mystic, W.	3,920.00	Pens. (10)	Hulsey, R. H.	2,400.00		Total Amount	\$1,312,200.72

International Brotherhood of Electrical Workers Pension and Death Benefit Payment Report July 1994

	IBEW PENSION BENEFIT FUND	NATIONAL ELECTRICAL BENEFIT FUND
Number admitted to pension last month	435	439
Total number on pension	90,519	62,445
Total pension payments last month	\$ 5,254,601.84	\$ 24,253,848.70
Total pension payments last 12 months	\$ 63,157,520.86	\$ 269,027,546.60
Death benefits paid last month	\$ 1,328,867.39	
Death benefits paid last 12 months	\$ 16,201,694.97	

FORMER INTERNATIONAL REPRESENTATIVE MOURNED



Arthur J. Jaraczewski

The IBEW sadly reports the passing of retired International Representative Arthur Joseph Jaraczewski on July 29, 1994.

He was 72 years old.

Born June 15, 1922, Brother Jaraczewski was initiated into Local 1169, then located in Milwaukee, Wisconsin. Local 1169 was amalgamated

with Local 2336, Milwaukee, on September 1, 1991. He served his local union as shop steward for 18 years and as president for over two years. He was appointed an International Representative on November 1, 1968, and was assigned to the Sixth District staff. He retired May 1, 1984.

After high school, Brother Jaraczewski attended Air Force Technical School and the University of Wisconsin School for Workers. He served

in the U.S. Air Force during World War II, was a member of the American Foreign Legion, and remained quite active, even through his retirement—golfing, fishing, and doing community work.

The Officers, staff, and membership of the Brotherhood send their deepest condolences to Brother Jaraczewski's wife, Audrey, his children, his grandchildren, and to all those who had the privilege of knowing and working with him.

1995 IBEW FOUNDERS' SCHOLARSHIPS

The IBEW Founders' Scholarships honor the small group of skilled and dedicated wiremen and linemen who, on November 28, 1891, organized the International Brotherhood of Electrical Workers. The Officers of the IBEW are pleased to offer its working members as many as 12 scholarships annually on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members, but to the electrical industry that our founders envisioned. There will be

one scholarship awarded from each group of 25 qualified applicants, or major fraction thereof.

The maximum scholarship (\$12,000) is to be used for the member's first Bachelors Degree from an accredited college or university in any approved field. Funds are distributed according to credit-hour achievement. The normal semester credit hour is \$100, and is paid until graduation. The scholarship duration is a maximum of eight years.

ELIGIBILITY

The 1995 Founders' Scholarship competition is an adult program, to be used solely by IBEW members. It is NOT for the children of members. Rules for eligibility are:

1. Members must have been in continuous good standing since September of 1991, or are charter members of a local union.
2. Each applicant must be recommended in writing by their local union's business manager. If there is no office of business manager, then the recommendation must come from the president, system council chairman or general chairman.
3. At least two additional letters of recommendation must be sent by individuals testifying to the attributes of the applicant.
4. All academic transcripts from high school, college, apprenticeship, or other educational and developmental programs must be submitted.
5. A complete personal resume, outlining education and work history, is required. Additional involvement in union, military, local, civic, and community affairs, and in religious organizations should be included.
6. Applicants are required to submit a 250-500 word essay on the topic entitled, "How the Founders' Scholarships will Benefit the Brotherhood and the Electrical Industry." The essay must be typewritten and double-spaced.
7. Applicants must submit test scores from the SAT I or ACT. Previous scores or new test registration for the SAT I may be obtained by writing the College Board, Box 6200, Princeton, New Jersey 08541-6200, or by calling (609) 771-7600. Previous scores for the ACT may be on your high school transcripts. To obtain previous scores or new test registration for the ACT,

write the ACT National Office, P.O. Box 451, Iowa City, Iowa 52243. The phone number for the ACT is: (319) 337-1000.

NOTE: SAT testing dates are: November 5, 1994, December 3, 1994, and January 28, 1995. On the SAT I registration form, use IBEW code number 0485 in Item 11.

ACT testing dates are: October 22, 1994, December 10, 1994, and February 4, 1995. On the ACT registration form, use IBEW code number 0697 in Block U.

NO OTHER TESTING SERVICES ARE ACCEPTABLE.

8. All materials must be received by March 1, 1995.

SELECTION OF WINNERS

The independent Founders' Scholarship Selection Committee will be composed of recognized academic, professional, and community representatives. They will examine the complete record of each scholarship applicant to choose the winners. All applicants will be notified and the scholarship winners will be featured in the *IBEW Journal*.

RESPONSIBILITY OF EACH FOUNDERS' SCHOLAR

Scholarship winners may begin their studies in their next term or, at the latest, January 1996. Each term, earned grades

must be sent to the Founders' Scholarship Administrator, together with a Founders' Scholarship Progress Sheet. After the first year in the program, and each August 1st thereafter, the annual Founders' Scholar paper is due. It will be not less than 1,000 words on a labor-related topic, covering any aspect affecting the current labor movement or labor history. Scholarship winners are required to maintain membership in their local unions. Scholarships are not transferable, and are forfeited if the student withdraws or fails to meet the requirements for graduation from the college. If a serious life situation arises to prevent continuation of studies, the scholarship winner may request that the scholarship be held in abeyance for one academic year.

FREE ACT OF THE IBEW

The creation of the scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel, or halt the IBEW Founders' Scholarship Program at any time and without giving any reason, provided, however, that scholarship winners already in college under the program will continue to receive the stipends until graduation or the receipt of \$12,000 for undergraduate study under their IBEW Founders' Scholarships—whichever comes first.

Send for 1995 IBEW Scholarship Application

NAME _____ (print or type)
ADDRESS _____ (street)
CITY _____
STATE/PROVINCE _____ ZIP/POSTAL CODE _____
IBEW LOCAL UNION NO. _____ CARD NO. _____

Note: All information must be supplied.

(On IBEW Journal address label)

IBEW Journal
1125-15th Street, N.W.
Washington, D.C. 20005

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DOUBLE TROUBLE



**A Monthly
IBEW Safety
Reminder**

DON'T DRINK AND DRIVE.

Drunk driving is America's socially accepted crime of violence. Each year 40,000 to 50,000 Americans are killed on the highways. Each weekend an average of one in 10 drivers is legally drunk.

Stop the violence. Alcohol is a drug and a killer.
Let's keep it off the road.