

THE ELECTRICAL WORKER

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International Brotherhood of Electrical Workers

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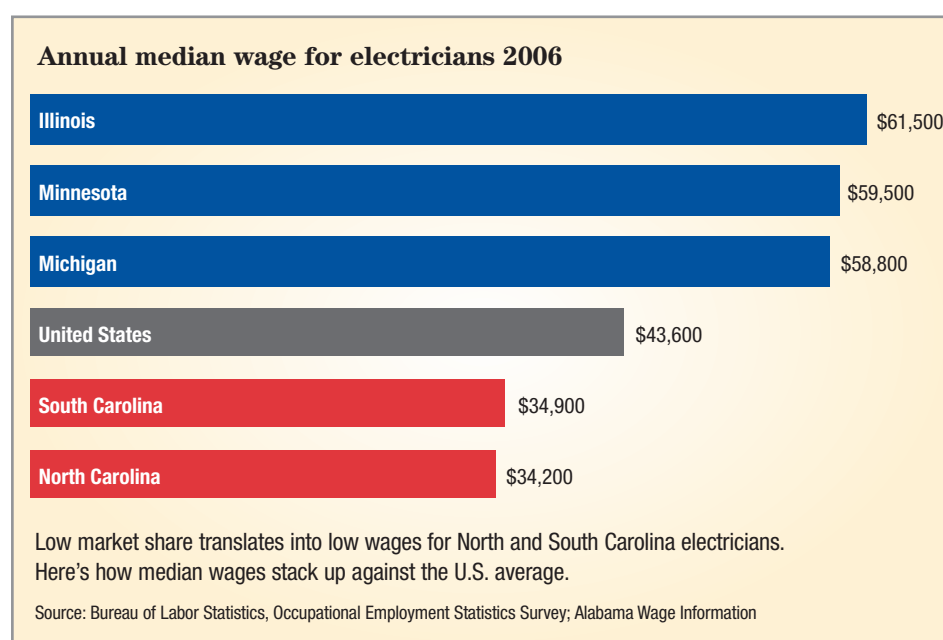
IBEW organizers are seizing the opportunity to turn around low market share and lagging wages for electricians in the booming electrical construction market in North and South Carolina with coordinated brainstorming, blitzes and industry meet-and-greet sessions. They are making progress in the face of opposition by the Carolinas Associated General Contractors, the largest chapter of the national association.

The Carolina Initiative borrows upon success of union blitzes of Florida's open shop work sites and "industry nights" where signatory contractors interview nonunion electricians. There is one significant difference: a shortage of funding for the initiative due to low local union per capita in the state.

The IBEW's market share in the two states averages 2 percent. The yearly median wage for an electrician in North Carolina in 2005 was only \$32,400, last of all states. South Carolina was ranked 43rd with \$34,900. With banks, educational institutes, biological research and medical facilities planning expensive new projects, the region is ripe for organizing opportunities. But the dominant nonunion construction sector is not letting the IBEW assault on their turf go without a fight.

"The situation in the Carolinas dramatically demonstrates the need for the strongest possible partnership between local unions and the IBEW Membership Development Department," says President Edwin D. Hill.

In June, initiative staff and local union organizers visited over 130 open shop job



sites in the Charleston, S.C., area and then hosted an industry night attended by 65 electricians. Employers hired over 20 who were in attendance or contacted organizers by phone. Between January and July, the IBEW's membership in the Carolinas climbed 6 percent. Organizers have built a database of 700 open shop electricians.

Assigned to the Carolina Initiative are International Coordinator Duane Moore, Lead Organizer Gary Maurice, International Field Organizer Keith Rivers; North Carolina organizers Tony Gomez (Raleigh Local 553), Nick Brown, (Charlotte Local 379) and South Carolina organizer "Pee Wee" Wessinger (Charleston Local 776).

Organizers visited 200 open shop work sites in rural Statesville, N.C., and the surrounding area. Forty-three job applicants showed up at an industry night in early August and were interviewed by eight signatory employers; only two of the employers had prior experience with the industry night format. Alli

Owens, a 19-year-old NASCAR competitor, whose car, **ElectrifyingCareers.com** is sponsored by IBEW and the National Electrical Contractors Association, helped with the recruitment. (See "Recruitment on the Fast Track," *IBEW Journal*, Summer 2007).

Another industry night in Wilmington, N.C., put seven construction electricians, construction wiremen and a supervisor to work at White Electric, a signatory contractor.

Countering the initiative, the front page of the August newsletter of the Associated General Contractors blared the headline "IBEW Activities Alert." The association's CEO warns contractors to review their "open shop manuals," or to hire legal counsel to keep the IBEW from gathering information from their employees or stripping them to work for union contractors. Attached to the newsletter are IBEW flyers for the Statesville and Wilmington industry nights.

CAROLINA INITIATIVE *continued on page 2*

Ayers Elected Building Trades President

Construction and Maintenance Department Director Mark Ayers was elected president of the 3 million member Building and Construction Trades Department, AFL-CIO, on Sept. 6. The BCTD Governing Board of Directors chose Ayers to replace Edward Sullivan, who retires Oct. 1.

"I look forward to addressing the challenges and seizing the opportunities that present themselves to the union construction industry," Ayers said. "I want to thank the Governing Board of Presidents for bestowing their confidence in me and, with the assistance of Secretary-Treasurer Sean McGarvey, I will do all that I can to enhance our stature as the world's No. 1 choice for quality, skilled labor in the construction industry."

IBEW International President Edwin D. Hill said Ayers will be missed by the members, who have benefited from Ayers's hard work and innovative stewardship of the department. Ayers brought many of President Hill's policies to fruition, including the Code of Excellence, a renewed commitment to high quality work that has been adopted by nearly all of the other building trades unions.

"Mark Ayers has been a true asset to the IBEW's Construction and Maintenance membership; we will miss his talent, his heart and his commitment to our members," Hill said. "But the members of the BCTD will be well



New AFL-CIO Building and Construction Trades President Mark Ayers

served by his experience as an administrator, a negotiator and as a labor activist who understands the nuances of a changing construction industry. The leaders of the AFL-CIO's building trades have made a wise choice."

Ayers has served since 1998 as director of the IBEW's Construction and Maintenance Department. He has been a member of Peoria, Ill., Local 34 since 1973, which he headed as

business manager for nine years after working his way up through the ranks, first as an inside wireman, then treasurer, business representative and assistant business manager.

He was co-founder and chairman of the Central Illinois chapter of the National Electrical Contractors Association-IBEW Local 34 Quality Connection. He was appointed to the National Joint Apprenticeship Training Committee by former International President J.J. Barry. He has served as a trustee and chairman of the NECA-IBEW Welfare and Pension Trust Funds and has been a member of the board and on the executive committee of the Peoria Area Labor Management Council

"... I will do all that I can to enhance our stature as the world's No. 1 choice for quality, skilled labor in the construction industry."

— Mark Ayers, Building and Construction Trades president

and the Labor Management Cooperative Health Program.

Ayers attended the George Meany Institute for Labor Studies, the University of Wisconsin and the University of Illinois Institute of Labor and Industrial Relations. He also served in the U.S. Navy as an aviator. ■

Carolina Initiative *continued from page 1*

Undeterred, Moore tells Carolina business managers, "IBEW electricians, like major league ballplayers, are the best in the world, but like major league ballplayers—who need owners in order to make the money they do—we need contractors."

Allison-Smith, a large Atlanta-based signatory contractor, won bids on two large data centers, one in North Carolina and one in South Carolina. "Basically we went up there and hired a complete work force through the Carolina Initiative," says Robert Jerrell, an Allison-Smith project executive and 34-year member of Atlanta Local 613. The Small Works Agreement and construction electrician and construction wiremen job classifications have been important to the projects, he adds.

"The support that we have gotten from the International is unbelievable," says Jerrell, who expects the company to expand in the Charleston area.

Nonunion electricians want to know whether the IBEW can keep them working, says Charlotte Local 379 Business Manager Bob Krebs. Workers are not used to working steadily, he says. "We need to get more contractors in here to change the 'work a little, then get laid off' mentality." Nonunion contractors in Wilmington, N.C., where there are no signatory contractors, tell employees that signing a union card is a way to end up in the unemployment line.

Several contractors whose work crews were leafleted by organizers have reacted with threats and coercion or scheduled overtime to keep crews from attending industry nights, says Maurice. In some cases, the intimidation has backfired as open shop electricians called the union after receiving the initiative's newsletter. "If you are interested in a career and not just a job, take advantage of the opportunity and talk to a Carolina Initiative representative," says the June issue.

Assisting in the Carolina Initiative are Winston-Salem, N.C., Local 342 volunteer Tony Swift, Charlotte Local 379 organizer Tommy Hill, Washington, D.C., Local 26 organizers Joe Dabbs and Melvin Cherry and the IBEW's 10th District staff. ■



House Seeks to Overturn Pay Discrimination Ruling

The U.S. House of Representatives passed legislation intended to overturn a recent Supreme Court decision that revoked the right of workers to sue over pay discrimination.

"Working people in America are one step closer to having their civil rights restored, thanks to the House passage of this important bill," said AFL-CIO President John Sweeney after the July vote on the Lily Ledbetter Fair Pay Act.

The legislation is named for a woman who worked for two decades at a Goodyear tire plant in Alabama where she was paid less than her male co-workers for doing the same work. She did not discover the disparity for years. She filed a pay-discrimination lawsuit in 1998.

A jury awarded her \$3.8 million, but Goodyear decided to fight Ledbetter all the way to the Supreme Court. Despite the fact that the company clearly violated Title VII of the 1964 Civil Rights Act by engaging in gender-based pay discrimination, the court ruled against Ledbetter in a 5-4 decision in May. The court majority argued that she should have filed her suit within 180 days of receiving her first paycheck, even though she did not discover the pay gap until many years later.

"Substitute any category of worker for women—seniors, Latinos, gays, disabled, Muslim, etc.—and you can see the impact that results from the court gutting this key civil rights protection," Ledbetter wrote in a column for the *Christian Science Monitor*.

The House bill restores the long-standing practice of treating every discriminatory paycheck as a violation of civil rights law.

"This legislation can be summed up in one word: fairness," said Rep. Jim McGovern (D-Mass.). "And what better sums up the idea of equal pay for equal work?"

A similar bill, entitled the Fair Pay Restoration Act, has been introduced in the Senate. President Bush has threatened to veto the bills. ■

Metal Trades Rally to Build New Ferries in Washington

A concerted lobbying campaign by the Puget Sound Metal Trades Department, AFL-CIO, has resulted in a state commitment to build four new car ferries by union members.

The effort, a reprise of the "Build Them in Washington" campaign of three years ago, will put 600 members at three state shipyards to work. The metal trades organization includes Seattle Local 46, Tacoma Local 76, Everett Local 191 and 11 other unions.

"We brought to light an argument that money earned in the community compounds itself in the community," said Puget Sound Metal Trades President Robert Scott. The Metal Trades Department helped negotiate an agreement that would split the work between two union shipbuilders—J.M. Martinac and Todd Pacific Shipyard—and a third nonunion builder, Nichols Brothers, which invited organizers in for a top-down campaign.

The bill-signing by Gov. Christine Gregoire was in July.

Washington has the largest state ferry system in the country, with the 28-boat fleet making 74,000 commuter trips a year



Surrounded by Puget Sound and Pacific Coast Metal Trades members, Washington Gov. Christine Gregoire signs legislation to build four new commuter ferries.

between the mainland and islands around Puget Sound. While members of the metal trades labor to keep the boats in good working order, many are well past their prime, said Seattle Local 46 member Brett Olson.

A typical ferry's life is 20 years, but that lifespan can be doubled with an overhaul. Some of the ferries in operation today on the Puget Sound are 80 years and older, several of which the Coast Guard has given waivers

to operate. Scott said of the 28 ferries in service now, half need replacement.

Work on the 144-car ferries is due to start next year, to be delivered by 2010, Scott said. ■

North of 49°

IBEW Videographer Covers Canadian Troops in Afghanistan

Halifax, Nova Scotia, Local 1318 Business Manager Cyril Worth has a newfound respect for coalition troops serving in Afghanistan after his own journey to the country as part of a CTV National news reporting team in early summer. Worth, a 25-year cameraman with CTV Halifax, was embedded for six weeks with the Canadian military in the Kandahar region, which has been the center of Canadian military operations in Afghanistan since 2005.

"When I was asked if I would go, I knew right away that I wanted to," Worth said.

"I'm a news cameraman, and this is very big news." Worth has worked as a cameraman in other countries before, but this was the first time he covered the frontlines of a war. "It got pretty dicey at times, but I knew that came with the job," Worth said.

Serving as part of a two-person crew, Worth not only got the chance to cover Canadian military operations, but also made it out to the field to film interviews with Afghan citizens.

In addition to running the camera, Worth also operated the satellite transmitter so his footage made it back home.

"I saw first-hand how hard our troops are working and it gave me new respect for what they are trying to do," Worth said. ■



Halifax Local 1318 Business Manager Cyril Worth with local Afghans in Kandahar.

Cyril Worth, Gérant d'affaires de la Section locale 1318 de Halifax en compagnie de citoyens afghans.

Au nord du 49° parallèle

Un caméraman de la FIOE suit les troupes canadiennes en Afghanistan!

Au début de l'été, le gérant d'affaires de la Section locale 1318 de Halifax en Nouvelle-Écosse, Cyril Worth, a accompagné une équipe de journalistes de la chaîne CTV National, en reportage en Afghanistan et depuis cette expérience, il

voue une plus grande admiration aux troupes de la coalition. Caméraman à l'emploi de la chaîne CTV Halifax depuis 25 ans, le confrère Worth a suivi pendant six semaines les militaires canadiens dans la région de Kandahar, où sont principalement concentrées les opérations militaires canadiennes en Afghanistan depuis 2005.

"Lorsqu'on m'a demandé si je voulais partir, j'ai accepté sans hésiter, je suis caméraman et c'est un très important sujet d'actualité" déclarait le confrère Worth. Ce dernier a travaillé en tant que caméraman dans plusieurs pays mais c'est la première fois qu'il couvrait un conflit militaire. Bien qu'il ait vécu des situations très dangereuses, il considère que cela faisait partie des risques du métier.

En plus de couvrir les opérations militaires canadiennes, il a également eu l'opportunité de filmer des entrevues réalisées par un des membres de l'équipe avec des citoyens afghans.

Lorsqu'il avait terminé de filmer, il utilisait un transmetteur satellite pour s'assurer que ses images se rendent à destination.

"En étant sur place, j'ai réalisé l'énorme travail accompli par nos troupes et j'ai encore plus d'admiration pour ce qu'ils tentent de réaliser" faisait-il remarquer. ■

Mississippi Lt. Governor Candidate Proud of IBEW Roots

When Jamie Franks was elected to the Mississippi House at age 22, everyone wondered what kind of public official he would be. His parents, Roger and Gail, were lifelong members of Tupelo, Miss., Local 1028 at the Day Brite lighting products manufacturing plant. Young Franks pledged that he would always be true to his roots when it came to decisions affecting working families in the state. But would he?

Twelve years later, as Jamie Franks campaigns to be the next lieutenant governor of Mississippi, the most powerful second-in-command of any state, his record of public service shouts a resounding "Yes."

Franks is the House majority whip. He has helped to pass bills which would raise the state's minimum wage, eliminate the seven-day waiting period for workers to qualify for

unemployment benefits and change current state bidding practices on construction projects that favor open-shop contractors.

As the Republican-dominated Senate defeated the bills one by one, it only confirmed the need for Democrats to win real political power. In Mississippi, the lieutenant governor appoints all Senate committees and chairmen. With the current lieutenant governor facing term limits, Franks knew that it was time to make his move.

"I've served in the Legislature long enough to know that the rich have their lobbyists, the poor have their advocates and average Mississippians have no one. I want to be that voice," Franks told the Jackson Free Press. He puts improving education at the top of his agenda. In 2006, Franks took on Gov. Haley Barbour, the former head of the



Jamie Franks hopes to be the next Mississippi lieutenant governor.

Republican National Committee, in an effort to restore health care funding for 65,000 elderly and disabled state residents.

"Electing Jamie Franks would be a huge step in finally having a two-party system in Mississippi," says Mississippi AFL-CIO President Robert Shaffer.

Franks proposes lowering the state's tax on groceries, the highest in the nation, and raising the tobacco tax, the second lowest in the United States, pointing to Barbour's former job as a tobacco lobbyist to illustrate his misguided priorities. He tells Mississippians that electing his opponent, Phil Bryant, the state's auditor, would only give them a rubber stamp for Barbour's anti-worker policies.

A trial lawyer who worked his way through school cutting lawns, Franks is a social conser-

vative. He and his wife, Lisa, a public school principal, have two sons.

"My parents' IBEW contract kept me healthy with good medical and dental insurance, and what they achieved instilled in me the value of hard work and education," says Franks, who now lives across the street from his boyhood home in Mooreville, Miss.

"Jamie knows what it's like to have sweat in his eyes. He understands what working families need," says Gulfport, Miss., Local 903 Business Manager Curtis Murphy. Members of Local 903, says Murphy, are busy putting up lawn signs and talking to their neighbors on the candidate's behalf because they know that he will stand on their side, whether the issue is keeping access to public lands for hunting or finding a way to cover the health insurance needs of over 800,000 Mississippi residents who have no coverage. IBEW locals are coordinating their efforts to help Franks.

The AFL-CIO is supporting candidates with labor backgrounds in three state senatorial districts in a dual effort to change the legislature's balance of power and to help Franks boost his vote totals. ■

PECO Workers Ratify First Contract

A patient and determined group of negotiators are being credited for coming to terms with PECO more than two years after the first-ever pro-union vote by the Philadelphia-area utility workers.

Two three-year agreements were ratified in May—one for 150 call center workers and the other for approximately 1,100 energy transmission and distribution employees, all members of the new Philadelphia Local 614.

"I don't think we would have had as good a contract if we tried to push this along quickly," said Third District International Representative Brian Brennan.

Workers bargained for the retention of a short-term disability benefit the utility's owners, Chicago-based Exelon, attempted to take away. They also won better language for subcontracting, call-outs and off-system work. Call center workers gained a grievance procedure and less restrictive rules for time off. And they charted a course for the eventual discontinuation of a merit pay system and the institution of a pay scale, Brennan said.

Company negotiators flew in from Illinois for the talks; bargaining unit members had to sandwich negotiations between work shifts. Such conditions made for slow progress. Plus, the parties were working from scratch, attempting for the first time to put into writing years of informal practice.

"I don't think a lot of people understand how difficult it is to negotiate a first contract," said Local 614 Business Manager John Brown.

What had become a tense work atmosphere settled down almost immediately after the workers' vote in favor of representation by the IBEW in 2004, Brown said. "Once the vote



PECO Energy Call Center employees Ralph Johnson, left, and James Lander helped negotiate the union's agreement with the company.

happened, a lot of the nonsense stopped. They respected the vote of the workers."

Still, Brown said, the transition from a nonunion workplace to one in which workers are entitled under contract to certain consideration has not been easy for all the supervisors. "Some managers are from Chicago and from other utilities and were used to dealing with a union," he said. "Longtime PECO management is having a little more trouble adjusting."

The two contracts are the result of three historic votes at PECO in 2003 and 2004. Despite a vigorous anti-union campaign, 295 fossil fuel generation workers won a voice on the job with the IBEW in 2003, followed the next year by the transmission and distribution unit and the call center unit. The fossil fuel workers negotiated a three-year contract in 2004. ■

IBEW Protects Health Benefits at Closing Wisconsin Delphi Plants

An agreement reached between Milwaukee Local 663 and Delphi Corp. in August will guarantee that approximately 60 maintenance electricians—all of whom have reached or are nearing retirement age—in two of the company's plants will have access to full health and retirement benefits when they close in the next two years. "It's bad to see the plant close but you look at how workers have been treated in similar situations, it's not a bad deal at all," said Frank Rosiak, Local 663 Delphi Electronic and Safety plant shop chair.

The IBEW reached the agreement as part of a bargaining coalition with the International Union of Operating Engineers and the International Association of Machinists, which also represent workers at the plants. "The IBEW took the lead on negotiations and made sure no member was left without a choice when it came to retirement," said Manufacturing Department International Representative Randal Middleton, former business manager of Local 663.

The auto parts supplier, which was spun off from General Motors in 1999, filed for bankruptcy protection in 2005. The company's Electronics and Safety and Powertrain shops in Wisconsin were placed on a list of

factories to be sold—threatening the health and retirement benefits of nearly 100 skilled trade workers.

Delphi threatened to cut off all health benefits for members of the three unions, but the International Union of Electronics and Electrical Workers-Communication Workers of America (IUE-CWA), which represents over 4,000 Delphi workers, offered to cover the members of the IBEW, IUOE and IAM under their health plan, which they negotiated under a separate agreement. "It was an act of union solidarity," Rosiak said. "We owe a big debt of gratitude to the IUE."

The negotiating team, headed up by Rosiak and Dan Riley, his counterpart at the Powertrain plant, negotiated multiple options for retirement. Those with more than 30 years of service can retire with full health and pension benefits, as can workers who are over 50 and have at least 10 years on the job. Workers who are close to putting in 30 years will receive a reduced paycheck until they qualify for full retirement. The small number of employees who do not have enough seniority to qualify for retirement will get a company buyout.

The Powertrain shop is slated to close in December; Delphi plans to shutter the Electronics and Safety plant in January 2009. ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2008

Many collective bargaining agreements between employers and the IBEW or its local unions include "union security" provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law. These provisions are also permitted under the Railway Labor Act and under many state public employee bargaining laws. Under these laws, employees may fulfill their "union security" obligations 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—forefeit the right to enjoy a number of benefits available only to union members. For example, only union members are entitled to attend and participate in union meetings; to run for union office and to nominate and vote for candidates for union office; to participate in contract ratification and strike votes; to participate in the development and formulation of IBEW policies; to participate in the formulation of IBEW collective bargaining demands; and to serve as delegates to the International Convention.

Agency fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, agency fee payers who object to supporting certain union activities may pay a reduced fee to ensure that none of their money is used to support those activities. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such "chargeable" activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered "nonchargeable," 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 IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and 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. Current fee payers who wish to file objections *for calendar year 2008* must do so *during the month of November 2007*. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, 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-Treasurer 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 that is transferred to the International. During January 2008, the International will mail a check reflecting the reduction in the International's portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. Also during January, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector's periodic payments, and will provide information explaining the basis for its reduction.

Employees who become fee payers at other times during the year (either because they are newly hired into the bargaining unit or because they resign from union membership) may file their objections for the balance of the calendar year during the first 30 days in which they are required to pay agency fees. Objections must be addressed to the International Secretary-Treasurer, and must be postmarked during the 30 days after the employee becomes obligated to pay agency fees. The International and the applicable local union will provide the objector with his or her reduction in fees for the balance of the calendar year as soon as they are able to verify the objector's status.

The reductions are based on the percentage of the unions' expenditures that were devoted to "chargeable" and "nonchargeable" activities during the previous fiscal year, as defined above. For example, the International determined that during its 2006 fiscal year, 54.12% percent of its expenditures were for "chargeable" activities and 45.88% percent of its expenditures were for "nonchargeable" activities. The locals' portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to "chargeable" activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on "chargeable" activities than the International, although some of the locals use the International's percentage to calculate their own annual reduction—thereby giving objectors a larger reduction than if the locals used their own figures.

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 has the right to object to expenditures of his or her fees for activities that 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). Notice of this plan will be published annually by the IBEW. Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. 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 postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement. All 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 employees who begin paying agency fees 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 (or as soon as possible, in the case of timely mid-year objections), 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 payments, and a portion retained by the LU. When the IST 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 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 IST will calculate the International's per capita reduction as follows: The IST will determine the International's total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the nonchargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total

expenditures. The International's expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail 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 a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST 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 IST within 30 days of the date on which the IST 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 must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- d. The costs of the arbitrator's services and 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 IST 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 IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which he or she pays agency fees 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 International's and the LU's reductions, such appeals will be coordinated.

Organizing Wire

Innovative Organizing Attracts Michigan Workers

Building trades unions rented a room in a Midland, Mich., Holiday Inn last March and heavily promoted their event, an “industry night” in which nonunion workers are invited to meet union contractors.

Despite their best publicity efforts, the night was a bust due to low turnout. Then organizers found out why: contractors told workers if they are spotted there, they would be fired, said Saginaw, Mich., Local 557 Membership Development Director Phil Barnett.



Saginaw, Mich., Local 557 organizer Phil Barnett, left, and Bay City, Mich., organizer Bart Peil staff a booth at the Midland County Fair.

So they put their heads together and decided to get a booth at the Midland County Fair in August. “The employers can’t tell them they can’t take their families to the fair,” Barnett said. The Tri-County Building Trades double booth—located next to the animal shelter and across from the Midland Police Department—drew hundreds of interested workers who were attracted by the wage packages distributed by building trades volunteers staffing the tables during the weeklong fair.

Midland, located in central Michigan along Lake Huron, is notoriously anti-union thanks to the presence of a Dow Chemical plant that was the scene of a crippling strike years ago. Midland is also home to the Mackinac Center, a think tank that advocates a right-to-work law in Michigan and an end to prevailing wage laws. Wages and benefits there reflect the prevalence of such anti-union ideas, said Local 557 Recording Secretary John Clemens.

The booth was commonly mistaken for that of the Associated Builders and Contractors, the building trades’ nonunion association. “No, I told them, we are the people that have benefits,” Barnett said.

Barnett said key to their effort was talking to electricians’ wives about the wages, benefits and retirement available to unionized electricians. He’d hand out his business cards and get calls from electricians saying, “I heard you talked to my wife.”

Organizers are planning a union night at the fair with free T-shirts next year, Barnett said.

New York Tire Center Workers Join IBEW

Workers at Inner City Tire in Mount Kisco, N.Y., once enjoyed the pensions, good salaries and benefits of a union contract. But that was before the business took a slide, changed hands and went nonunion.

Until a July National Labor Board election, the 20-person bargaining unit didn’t get “anything but a low wage,” said New York Local 1430 Organizing Director Jordan Elhag. The employer does offer a medical plan, but Elhag said workers have to pay the entire premium, so “nobody can afford to have it.”

Management put up a mild anti-union campaign, but a few of the workers who remember what it was like under an IBEW contract “knew we could deliver,” Elhag said. “And everyone thought a pension was a good idea.” ■

Get Connected

If you would like to receive your Electrical Worker via e-mail instead of in your mailbox, contact us at publications@ibew.org. Give us your name, IBEW local union number, card number and e-mail address and we will send you the link to access *The Electrical Worker* electronically.

Spotlight on Safety

Common Sense Accident Prevention

Employers are required by law to provide employees a safe and healthful workplace free from recognized hazards that could cause injury. But unsafe workplace conditions are not always the primary contributing factor for occupational injuries. Statistics indicate that a high percentage of on-the-job injuries are caused by unsafe acts performed by workers.

Receiving proper training, using the appropriate tools, applying safe work practices and avoiding unsafe acts are the key components to ensuring an accident-free environment.

Be aware of the following risk factors for occupational injuries:

Being in a Hurry—Do you or your employer place more significance on productivity than safety? Take time to do a good job *and* a safe job. Complete work in a timely manner using safe work practices.

Taking Chances—IBEW members receive training that is second to none. Disregard for safe work practices can not only injure you, but your entire team. Use your training, follow safety rules and watch out for your fellow employees.

Being Preoccupied—Keep your mind on the task you are performing. Daydreaming or thinking about other matters and not paying attention to your work are prime opportunities for accidents. Focus on your work and make sure your crewmembers are doing the same.

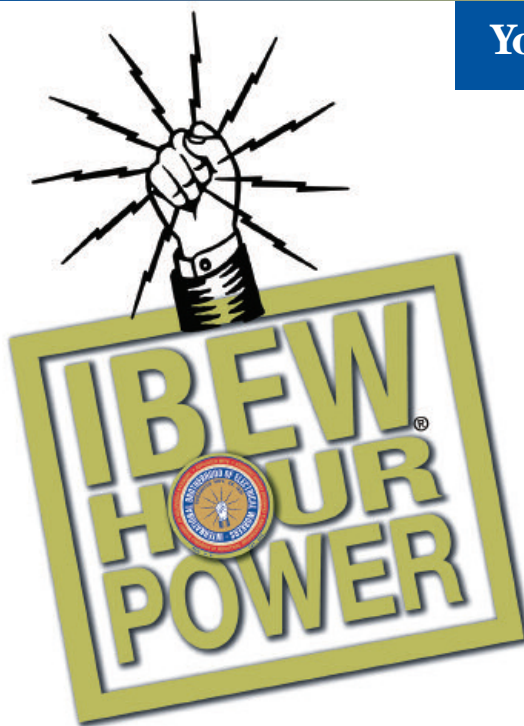
Having a Negative Attitude—Attitude can either help or hinder your performance on the job. A positive attitude will not only keep you performing safely and productively, but your co-workers will benefit by following your lead.

Failing to Look for the “Hidden Hazard”—At many jobsites, work conditions are constantly changing. Always be alert for new, unexpected hazards. Be prepared to address the hazard and stop work if necessary to adapt to changing circumstances.

Don’t become an accident statistic. Stay alert for hazards and don’t rush your work. Common sense can save a life. ■

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Feature Story:

It’s one of the largest oil reserves in the world. Getting it out of the ground and refined is the challenge. See what the IBEW is doing in Canada’s massive “Oil Sands” project.

Out of the Box:

Hour Power goes behind the scenes at Nashville’s Country Music Association Fest and spends some time with a chart-topping artist!

ElectricTV.net showcases the teamwork of IBEW-NECA that makes us the best choice for the customer!

On this edition of ElectricTV, see how the move to Integrated Building Systems, or IBS, spells opportunity for our brothers and sisters. Also, IBEW-NECA get into the race car business to promote apprenticeship.

It’s just like watching television over the Internet! ElectricTV.net



Transitions

Retired

Thomas M. Curley



Fourth District International Representative Thomas M. Curley retired September 1 after a long IBEW career, including service as shop steward, business manager, district

industrial organizing coordinator and IBEW political coordinator for the state of Ohio.

"I'm pretty proud to have served the IBEW for 47 years," Curley said. "My goal was to leave the labor movement a little bit better than I found it, and I think I've done that."

Born in Toledo, Ohio, Curley was initiated into Toledo Local 1076 (which was consolidated into Local 8 two years ago) in 1960. Hired as a panel wirer by Auto-Tronic Control, he first became active as a shop steward. He served as vice president of his local from 1970 to 1972 and as business manager from 1972 to 1989.

Curley was appointed by International President J.J. Barry to the Fourth District staff in 1989. As Fourth District industrial organizing coordinator for 10 years, he was responsible for organizing activities in manufacturing and telecommunications.

In 2003, Curley became the political coordinator for the state IBEW and was active in mobilizing labor for the Kerry-Edwards campaign in 2004. Last year he was in the thick of the successful campaigns of Democrats Gov. Ted Strickland and Sen. Sherrod Brown. Curley was also instrumental in Rep. Charlie Wilson's (D) victorious write-in campaign in Ohio's sixth congressional district.

Curley attributes his political commitment to a childhood meeting with a future president. When Tom was 12, his father took him to Washington, D.C., where he got the chance to meet with then-Sen. John Kennedy (D-Mass). "He spoke with me about baseball at first, but then he moved to politics, telling me how important it is and how it affects everything we do," Curley said. Kennedy ended up talking with Curley for over an hour.

In addition to his service with the IBEW, Curley served on the East Toledo Community Services Board, and on the Whiteford, Mich., Board of Education. He also served in U.S. Army for two years in the mid-1960's.

Curley's family includes his wife, Kathy, five children and seven grandchildren. "I plan to be working closely with the labor movement in the 2008 elections," Curley said. He also plans to spend more time at his lakeside cabin in Michigan.

The IBEW members, officers and staff wish Brother Curley a long and healthy retirement.

Retired

William Grostick



Ninth District International Representative William Grostick retired last December after a 42-year IBEW career. Initiated into Tacoma, Wash., Local 76 in 1964, Grostick was elected as

his unit's recording secretary two years later in the midst of his inside wireman apprenticeship. "I was an outspoken, socially-conscious young man and unafraid to take on issues like lack of health care and other benefits," he says.

As some IBEW locals faced lawsuits in the 1960's over their failure to desegregate, Grostick followed the lead of former Local 76 Business Manager Bill Henderson and joined the Action Committee for Minority Employment. The group helped to recruit new apprentices from black neighborhoods and establish long-standing relationships with the community's leaders.

After serving in numerous offices and on several committees, Grostick was elected business manager in 1976. During his eight-year tenure, Grostick made good on expanding his members' benefit package by establishing the Local 76 Annuity Trust and Health and Welfare Trust. When the local needed a new hall, he

conceptualized the IBEW Building Association, a non-profit corporation that purchased and remodeled a building which still generates additional revenue through rentals for events.

Appointed International Representative in 1987, Grostick serviced inside construction local unions in Washington and Oregon. "I'm pleased that I was able to contribute to establishing effective and cohesive organizing units in those states, leaving them in the good hands of folks with energy and ambition," says Grostick, who taught dozens of COMET and shop stewards classes.

Born in Nashville, Tenn., Grostick attended high school in Ohio. He served in the Air Force's Strategic Air Command for two years. He attended Bates Technical College in Tacoma and Shoreline Community College in Seattle as part of Washington State AFL-CIO's continuing education program.

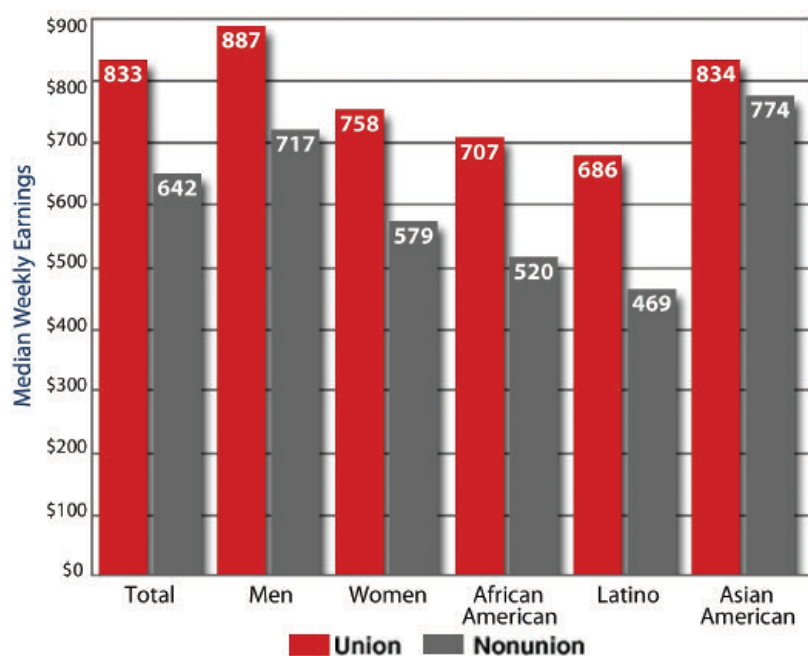
A trustee of the Pacific Coast Pension Fund, Brother Grostick served for 10 years on the National Joint Apprenticeship Training Committee and was former president and spokesman of the Pierce County, Wash., Building and Construction Trades Council.

Brother Grostick plans to spend his retirement traveling, maintaining his collection of classic automobiles and catching up on some home repairs after 30 years on the road.

The officers and members of the IBEW wish Brother Grostick a healthy, fulfilling and well-deserved retirement. ■

Unions Raise Wages, Especially for Minorities & Women

Union membership raises workers' pay by almost 30 percent and helps narrow the income gap for women and minority workers.



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Union Members in 2006," January 2007. Prepared by the AFL-CIO.

Washington Update

Senate Rejects Bush Amtrak Cuts

After years of starvation budgets, Amtrak is finally getting increased funding from the Senate. The Senate committee responsible for Amtrak funding has included \$570 million more than the administration proposed in a bill to cover expenses for the nation's largest passenger railroad.

The \$1.5 billion funding bill includes grants to the states for intercity passenger-rail operations. Amtrak, which posted a record 24.3 million passengers in 2006, is also prohibited from moving any of its jobs overseas. Railroad safety inspections and hazardous materials transportation will be improved.

The Transportation Trades Department, AFL-CIO, commended Congress for finally applying the recommendations of the 9/11 Commission to railroad safety.

"Our repeated calls to close gaping security holes in the transportation system, especially in the transit, bus and rail sectors, were ignored by the Bush administration," said the TDD in a statement. "But this new Congress has spoken... [with legislation that mandates] security training for front-line workers, strong whistleblower protections and new federal resources to assist public and private sector transportation employers in protecting passengers, our economy and the general public from terrorist threats."

"At a time when budgets are tight and needs are numerous, we have provided funding that will bolster our economy, improve safety and build our nation's infrastructure," said Sen. Patty Murray (D-Wash.), a member of the committee.

The administration's drive to privatize Amtrak by forcing the passenger carrier into bankruptcy is failing, says President Edwin D. Hill. "Finally, the voices of reason in both political parties are answering our citizens' need for effective mass transportation that reduces our reliance upon fossil fuels." ■

Local Lines

'Fair Play' Scoreboard

L.U. 6 (c,i,st&u), SAN FRANCISCO, CA—The San Francisco electrical industry Labor Management Cooperation Committee (LMCC) purchased and installed a "Fair Play" scoreboard at Benedetti Diamond ball field located on the inner city campus of the University of San Francisco. Golden Gate Sign Co. and Paganini Electric provided the work force that completed the project in early summer. USF is scheduled to have several televised games next year and every time the camera pans the scoreboard, our International logo will

beam the pride of IBEW members everywhere.

In July, Local 6 hosted an electrical workshop on photovoltaic solar installations. Experts from the solar industry introduced the latest, most efficient systems available for commercial and residential installations. The workshop had equal participation by members and contractors alike.

Also in July, Local 6 hosted the Northern Joint Electrical Conference of Electrical Workers in Reno, NV. Almost all of the northern California locals, as well as Reno Local 401, reported that work is plentiful, and travelers are needed to staff future projects. IBEW Ninth District Int.



Scoreboard at the University of San Francisco funded by IBEW Local 6 and the San Francisco LMCC.

Trade Classifications

(as) Alarm and Signal	(mar) Marine
(ars) Atomic Research Service	(mps) Motion Picture Studios
(bo) Bridge Operators	(nst) Nuclear Service Technicians
(cs) Cable Splicers	(o) Outside
(catv) Cable Television	(p) Powerhouse
(c) Communications	(pet) Professional, Engineers and Technicians
(cr) Cranemen	(ptc) Professional, Technical and Clerical
(ees) Electrical Equipment Service	(rr) Railroad
(ei) Electrical Inspection	(rtb) Radio-Television Broadcasting
(em) Electrical Manufacturing	(rtm) Radio-Television Manufacturing
(es) Electric Signs	(rts) Radio-Television Service
(et) Electronic Technicians	(so) Service Occupations
(fm) Fixture Manufacturing	(s) Shopmen
(govt) Government	(se) Sign Erector
(i) Inside	(spa) Sound and Public Address
(it) Instrument Technicians	(st) Sound Technicians
(lctt) Line Clearance Tree Trimming	(t) Telephone
(mt) Maintenance	(u) Utility
(mo) Maintenance and Operation	(uow) Utility Office Workers
(mow) Manufacturing Office Workers	(ws) Warehouse and Supply

Vice Pres. Michael S. Mowrey delivered an inspiring speech reminding members to never forget the meaning of the "oath" we took when obligated into membership.

Jeff Sweeney, P.S.

Projects Set to Start

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—At this writing the work situation is heating up with the weather. Jobs are getting through to Book II. It's been a long time coming, but our work picture looks good for the future, with a number of jobs set to start soon.

Our outages at the BP oil refinery and Fermi are in full swing, with about 200 electricians at BP and 50 at Fermi.

Congratulations to the apprentice graduating class of 2007. Meeting graduation requirements were: 17 residential trainees, 38 inside apprentices, and three telecommunications apprentices. Best wishes to all for a successful career!

Many thanks to retired Bro. Paul Reid, who built a new podium and tables for the meeting hall. Come to a union meeting and check out Paul's beautiful work.

Jim Kozlowski, B.M.

Strategic Plan

L.U. 12 (i,o&se), PUEBLO, CO—Six local members attended the Grace Carroll Rocky Mountain Labor School held this year in Flagstaff, AZ. The highlight was attending the opening of the movie "Sicko," by Michael Moore. The film shows the atrocities taking place in the American health care/insurance industry. Afterward, the 150 union members went to the local hospital to show our support for nurses trying to organize the hospital. The nurses' efforts have not succeeded as of this writing, but hopefully our show of support will help!

Local 12 held elections June 4. Officers elected are: Bus. Mgr./Fin. Sec. Dan Toussaint, Pres. Don Davidson, Rec. Sec. Joe Tatinski, Treas. Ted Bamber; Executive Board members Dan Kraus, Ramon Quintana, Brian Miller, Weston Taylor, Stan James, Vic Tenorio; and Examining Board members Jim McGinnis, Jerry Jackson and Ray Holloway.

Our local officers, with the help of Eighth District Int. Rep. Guy P. Runco, implemented a new Strategic Plan for the local that sets up various goals for the next three to five years. We also adopted the new Sexual Harassment Policy and several Local 12 members have taken the Code of Excellence/Stewards course put on by our International Representative.

Chuck Staten, A.B.A.

Ethanol Plants Planned

L.U. 16 (i), EVANSVILLE, IN—Recently General Electric sold its GE Plastics division, including its Mt. Vernon, IN, operations, to Saudi Basic Industries Corporation (SABIC). This facility has used Local 16's highly skilled, safe and dedicated employees for over 45 years, and it is hoped that this relationship can be maintained or expanded upon.

While work has been relatively slow, there are plans for multiple ethanol plants in this jurisdiction. For at least two of these potential sites, commitments have been made to use union labor to build the facilities. This work should employ several journeymen.

Once again, Local 16's own Jess Stuteville is burning up the BMX race track. BMX racing is a type of off-road bicycle racing. Currently, Jesse is highly ranked on both the regional and national circuits. Furthermore, this year the Local 16 logo will be prominently displayed at all of his races. Congratulations to Jess and all who exemplify the IBEW's goals of excellence in every activity.

Donald P. Beavin, P.S.

Apprentice Awards

L.U. 20 (em,i,mt,o,spa,t&u), DALLAS-FORT WORTH, TX—The North Texas Electrical Joint Apprenticeship and Training Committee held its annual completion dinner June 9 at the Sheraton Grand Hotel.

IBEW Local 20 and the North Texas Chapter of the National Electrical Contractors Association both presented an "Outstanding Apprentice Award" to graduating apprentice Willard Nelson.

Local 20 presented a "Gold Pliers Award" to an outstanding apprentice in each class year; NECA also presented an "Achievement Award" to an outstanding apprentice in each class year. This year's recipients of the Local 20 "Gold Pliers Award" and the NECA Achievement Awards were: Agustin Montoya (1st year), Lon Williford (2nd year), Barry Sargent (3rd year), and Anthony Smith (4th year).

The Local 20 Federal Credit Union in Dallas presented the "Frank Wilson Award" to apprentices Gregory Ramos (1st year), James Flowers (2nd year), Jason Allen (3rd year), Benard Davis (4th year) and Steven Henninger (5th year). The Fort Worth Credit Union presented awards to graduating apprentices Willard Nelson and Steven Henninger.

Five-year "Perfect Attendance Awards" went to: Jonathan Byrd, Mario Estrada, Steven Henninger, Benjamin Illingworth, Roger Livingston, Scott Malone, Dan Mask, Matthew McCrory, Willard Nelson, Sergio Sanchez, Rashaad Smith and Daryl Thompson.

A.C. McAfee, B.M.



Local 20 North Texas JATC 2007 apprentice graduates are honored at completion dinner. Seated, (L-R), graduates Aaron Hankes, Paul DeLizza, John Crump, James Bernethy, Mitchell Brown, Rashaad Smith, Mario Estrada and Matthew McCrory. Standing, (L-R), graduates Dan Mask, Craig Son, Daryl Thompson Jr., Roger Livingston, Jonathan Byrd, Willard Nelson, Scott Malone, Steven Henninger, Randal Harris, Ben Illingworth; North Lake College Pres. Herlinda Glasscock; graduate Mario Estrada; and North Lake College Exec. Dir. Mike Cooley.

A Great Showing

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—I am pleased to report that our softball team placed second in the IBEW Tournament held in July in Louisville, KY. They were placed in a tough bracket due to their past performance, so this was quite an achievement. Thanks, brothers, for representing Local 26 proudly.

The Roanoke picnic was held mid-July and everyone had a fantastic time. It was great to see so many members and their families. As of this writing, plans were under way for the Aug. 4 picnic in Clarksburg, MD.

We are proud of the 77 new journeymen who graduated from apprenticeship in June. The graduation ceremony was held at Martin's Crosswinds.

We are saddened by the deaths of Bros. Christopher M. White-Eagle, Jack Lee Harris, Michael J. Hart, Guy Lucas, James E. Lott, Sylvester Gray, Timothy Poggenburg, Ronald Serafino and Robert W. Collins Jr.; and retired Bros. Anthony R. Smith, William H. Edge, Lloyd Birdsall, Eston B. Painter and Edward A. Beatty.

Congratulations to recent retirees: Bros. Randy Chandler, Steven G. Grube, William J. Hall and Robert E. Wexler.

Charles E. Graham, B.M.

Build-Union Campaign

L.U. 38 (i), CLEVELAND, OH—We thank everyone who has volunteered in our ongoing campaign against Rite-Aid stores. Our efforts recently produced a face-to-face meeting with a company representative. As of press time we expect to hear back from company representatives shortly. If we do not get a commitment from them to build union, we will remove Rite-Aid from the eligible list of drug stores at which our paid prescription cards will be good.

Work is fairly good at the time of this writing with a few travelers working short calls in our jurisdiction for the first time since George Bush was appointed president by the Supreme Court. Most of the work is on the many retail projects being built, or hospital work such as the Cleveland Clinic Heart Center where we have about 200 members working. Work will also be coming up on a blast furnace shutdown at Mittal Steel this fall.

Dennis Meaney, A.B.M.



Local 38 members rally at Rite-Aid store in Parma, OH: from left, Mike Goloja, Lori Chlopecki, Jim Bratsch, Dennis Meaney, Dan Ontko and Dan Costanzo.

Officers Installed

L.U. 68 (i), DENVER, CO—Local 68 recently held its installation of elected officers. The oath of obligation was administered by retired Bro. Bennie Feldman, former president of the local. Bro. Feldman was inducted into the IBEW in



Attending Local 68's installation of officers: from left, front row. Kathy Jordan, Dennie Coet, Dennis Whalen, Wes Schneider, Benny Feldman and Kurt Lieder; back row, Randy Howes, Michael Humphreys, Casey Curtin, Ed Knox, Christine Russell, Bill Watters, Ed Ayala, Keith Johnson and John Wolf.

1956 and served on the Local 68 Safety, Labor Management and Building Association committees, as well as a convention delegate and steward. We were honored to have Bro. Feldman with us for our obligation!

Elected were Bus. Mgr./Fin. Sec. Dennis Whalen, Pres. Ed Knox, Vice Pres. Brian Miller Sr., Treas. John Wolf; Executive Board members Edward Ayala, Steven Bullock, Casey Curtin, Michael Humphreys, Christine Russell, William Waters; and Examining Board members Dennie Coet, Randolph Howes and Kathryn Jordan. Elected to the Building Association Committee were: Keith Johnson, Kurt Leider, Wes Schneider and Wayne Shelton.

Thanks to all who have served and congratulations to those recently elected.

Ed Knox, Pres.

Active Members are Key

L.U. 80 (i&o), NORFOLK, VA—In September we had a successful annual picnic. Bro. Terry McPhillips and his wife, Maureen, did a wonderful job planning it.

Work in our area is steady with several large projects currently under way. These projects will carry us through the winter and into spring.

Local 80 is dedicated to organizing. We are pursuing several nonunion contractors and looking for help from our members. If you wish to help your local grow please call the hall and we will find a way for you to get involved.

With November elections coming up we ask members to become active in election campaigns. You could make a major difference in your community by giving a couple of hours a week to help elect friends of labor. Please call the hall and ask where you can help.

Dave Schaeffer, P.S.

Dan Conte Retires

L.U. 86 (ees,em,es,i,rts&spa), ROCHESTER, NY—At the August meeting, a retirement celebration was held for longtime Bus. Mgr. Dan Conte. We all owe Dan much gratitude and appreciation for his many years of leadership.

Newly elected officers were sworn in: Bus. Mgr. Dave Young Jr., Pres. Dan Omealia, Vice Pres. Mark Quinn, Rec. Sec. Mike Bader, Fin. Sec. Tim Allen and Treas. Rusty Bennet. Executive Board members are: Terry Conheady, Joe Intini, Randy Labarge and Ray Simmons. Examining Board members are: Dave Baker, Jeff Conte and Paul Healy.

After the meeting, the celebration for Bro. Conte was catered by The Dinosaur BBQ.

The annual family picnic was Aug. 11 at Seabreeze Amusement Park. Thanks to the volunteers who helped make it a great success, including: Jack and Rita Schuffstal, Jim and Rita Walton, Jim



Former Local 86 Bus. Mgr. Dan Conte and Sen. Hillary Rodham Clinton, D-N.Y. shown at a union function.

and Karen Allen, Mark and Tami Goodale, Paul Yatteau, Art Salvione, Phil Ponce and Ray Simmons.

On Sept. 8, Bros. Mike Cook, chair, and Mark Quinn, co-chair, hosted the annual Mixed Clambake at the hall. Thanks to Bro. Cook for all his years of service, and to Bro. Quinn for taking over this huge responsibility.

Ron Freida, P.S.

Tribute to Tradesmen

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—On July 14, 2007, members of IBEW Local 158 paid tribute to the three union tradesmen from Iron Workers Local 8 who lost their lives in the construction of the Milwaukee Brewers Miller Park Stadium. Those who signed up from our local rode on a chartered bus and took part in the all-day event at the stadium that included free food, beverages and a live band. An Iron Worker business rep delivered the first pitch for the ballgame between the Brewers and the Colorado Rockies. Union members from all trades traveled from across the state in mass numbers to attend the memorial event. Besides the victory, everyone had a good time and solidarity prevailed.

Jack G. Heyer, B.M.



IBEW Local 158 members join fellow trade unionists for union tribute at Miller Park Stadium.



Local 234 celebrates its 2007 apprentice graduates. From left, graduates Jaime Urzua, Jonathan Goddard, Matthew Woods, Michael Martinez, Steve Flores, William Nunes, David Vasquez, Gary Riggs; and JATC Training Dir. Ed Sudyka.

David C. Ring Mourned

L.U. 160 (lctt,o&u), MINNEAPOLIS, MN—With great sadness Local 160 announces the death of retired former Bus. Mgr./Fin. Sec. David C. Ring, who passed away June 17, 2007, at his home surrounded by his family.

Dave served the local for over 40 years. As business manager he guided the local for over 20 years, from 1983 until his retirement in 2004. He earlier was a local union steward, chief steward, Executive Board member, vice president and business representative. Through his great dedication and hard work, Dave helped establish Local 160's strength and success.

On June 28, in honor of Bro. Ring's service to the local, the Executive Board renamed the IBEW Local 160 scholarship as the "David C. Ring IBEW Local 160 Scholarship." Our sincere condolences to his family and friends.

Daniel S. Seawell, P.S.

Photovoltaic Training

L.U. 180 (c,i&st), VALLEJO, CA—Another year for the record books, we hope. Our work picture for the first six months of 2007 exceeded any of our previous months and equals the year 2000. We could not have done it without the skill of the limitless manpower pool—IBEW traveling members. Three large projects were staffed with 60 percent travelers and completed on time. Thanks to travelers for helping us staff our work!

Over a dozen of our members attended IBEW Local 11's weekend photovoltaic training class hosted by IBEW Local 340. It was a great class that bridged the Golden State to produce motivated members to grasp the opportunities this emerging market offers. Thanks to Locals 11 and 340 for their help and service.

Very soon, some members will have contractor's licenses and will start pursuing PV with the help of our Small Business Incubator. The newest addition to help in those efforts is Kevin Coleman, formerly with NECA, who is now assisting as employer and political liaison. As the PV market grows we need motivated people with fresh ideas to optimistically join in market expansion rather than just market recovery. There are \$3 billion in rebates and a million solar roofs waiting.

Michael Smith, B.A.

Graduation & Election

L.U. 234 (i,rtb,rts&spa), CASTROVILLE, CA—Congratulations to our graduating inside apprentice class of 2007: Steve Flores, Jonathan Goddard (chosen as "most inspirational"), Michael Martinez, William Nunes, Gary Riggs (named "outstanding apprentice"), Jaime Urzua (first state certified), David Vasquez and Matthew Woods. Congratulations also to apprentice instructors and JATC Training Dir. Ed Sudyka. Our local is proud to have these outstanding electricians grow our

union ranks at so vital a time and we look forward to their skillful, professional contributions.

Recently elected Local 234 officers are: Bus. Mgr. Ken Scherpinski, Pres. Andy Hartmann, Vice Pres. Charlie Ruiz (incumbent), Treas. Mike Ihnot (incumbent), and Rec. Sec. Stephen Slovacek; Executive Board members Anthony Davis, Andy Gattis, Rick Keaton, and Derek Webster; and Examining Board members Jeremy Bigman, Robert Campbell, Phil DiGirolamo (incumbent), and Mike Reeves.

Local 234 is grateful for the generous and selfless efforts of our past officers and we look forward to supporting the efforts of newly elected officials.

Stephen Slovacek, P.S.

Gravy Master Job

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—When the Gravy Master Company decided to move its bottling operations from Brandford, CT, to Canajoharie, NY, the company called IBEW contractor Clifford R. Gray to oversee the entire project.

Gravy Master gave Clifford Gray a three-week window to complete the project and get the operation back in production.

General foreman David Poucher went to Brandford, CT, to oversee the project and sent his IBEW crew to start the task. On the crew were foreman Eric Dopp and journeyman wiremen Scott Agan, Joe Aldi, Philip Garafalo and Mike McHuge. Clifford Gray also hired E.B. Mechanical to work on air, water and steam lines.

After only 14 days Clifford R. Gray had Gravy Master back in production. Clifford R. Gray has been an IBEW contractor for 48 years. Special thanks to all IBEW 236 members involved with this project. Great job, fellas.

Mark Lajeunesse, Pres.

Projects in the Works

L.U. 294 (ees,em,i,rts,spa&u), HIBBING, MN—At this writing our work picture is still slow. Minnesota Steel is closer to getting permits approved for a \$1.6 billion project. The building trades are working on a PLA for this project. Total construction jobs would number about 2,000 with 700 permanent jobs. This would be a great project for the Iron Range. We hope by the first of the year we will have a project.

We also have a couple of precious-minerals projects in the works, now in the permit phase. A project that should keep our members busy in 2008 is the air quality project at Clay Boswell Powerhouse.

We had a great picnic; several retirees received pins. What an honor to visit with members who helped build our local. Our younger members can learn much from retirees about what it means to be union.

Our state experienced a terrible tragedy with the bridge collapse in Minneapolis. Our country is not investing in our infrastructure. We can spend billions a week in Iraq but cannot re-invest in our great country. Working people can change the direction of our country in the 2008 elections. We can elect a president who knows a strong middle class is vital to our country; a president who supports workers and will help the labor movement grow.

Scott Weappa, B.M.



Local 300 "Jill's Dragons of Heaven" team won first place in the Vermont Dragon Boat Festival fund-raiser.

IBEW Dragon Boat Team

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—On Aug. 5, Local 300 participated in the 2007 Lake Champlain Dragon Boat Festival, a fund-raiser for breast cancer survivors. Some 77 teams from across Vermont participated. Who would have guessed that a group of scrappy electricians, joined by family and friends, would take first place? Jill Violette did!

Local 300 remembers Jill for her spirit of courage. Jill's memory propelled the team, "Jill's Dragons of Heaven," to pull out all the stops, dig deep within our hearts and minds and find victory. For more on the race, visit www.ridethedragon.org.

Team captain Claude Brousseau is a Local 300 member, whose wife Jill Violette was the inspiration for the Dragons of Heaven. Sadly, Jill passed away last November after battling cancer. On the Local 300 boating team were local members Ed Bonoyer, Kevin Boyce, Claude Brousseau, Tiffany Copley, Doug Edwards Jr., Doug Edwards Sr., Amy James, Kathryn Ramstack, Michael Laframboise, Shawn McDonald, Roger Pastore, Grace Ross, Bruce Secor, Kevin Vallee and Jeffrey Wimet; joined by Sherry Dupont, Jillian Gray, Florin Olteanu, Heidi Rabtoy, Kasia Szabo and Celeste Johnson.

Local 300 thanks Claude for his dedication and for organizing our team. The IBEW Dragons of Heaven won a race against time. We hope our contributions help others win the race against cancer. Claude, best wishes from Local 300.

Jeffrey C. Wimet, A.B.M.

Newly Elected Leaders

L.U. 306 (i), AKRON, OH—Newly elected officers were sworn in by past Pres. George Peters at the July union meeting. Officers are: Bus. Mgr./Fin. Sec. Mark Douglas Sr., Pres. Mike Kammer, Vice Pres. Tim Schafer, Treas. Lou Torcasio and Sec.



IBEW members from Local 340 and sister California locals, along with new Local 340 contractors, attend contractor classes in Sacramento. Among the group are: Local 340 Bus. Mgr. A.C. Steelman (back row, far left); Local 340 Organizer Scott Steelman (front row, sixth from the left); and Local 340 Asst. Bus. Mgr. Bob Williams (front row, far left).

Jim Hornacek. Executive Board members: Dave Bedard, Jim Deckert, Todd Michl, Tom Wright, Mark Douglas Jr., Bob Walsh and Chuck Zittle. Examining Board members: Cyndy Colley, Rick Hicks and Mike Might.

Bros. Jim Betz and Vern Saylor were honored for their many years of union service and were presented collector knives by Pres. Kammer. Bro. Saylor served on the Executive Board for 37 years. Bro. Betz served more than 30 years on the Pension-Annuity Board and 26 years on the Executive Board.

We wish our new leaders good health and good judgment guiding our organization through the maze we call the "global economy" and our future endeavors.

We mourn the loss of Bro. John Rolenz, 52, and extend sincere condolences to his family.

Robert Sallaz, P.S.

Union Contractor Seminar

L.U. 340 (em,i,rts&spa), SACRAMENTO, CA—In July, Local 340's Labor Management Cooperation Committee (IBEW/NECA) hosted a three-day seminar, taught by Pro Union Consulting, on opening a union electrical shop. Topics included in the contractor business classes included start-up costs, estimating, bidding, payroll, banking, bonding, recordkeeping, customer service, etc. Several of the 35 people who attended said the seminar was the turning point for them in deciding to take the next step. I am proud to say our LMCC paid the entire bill to help individuals start out the right way to become union contractors. We highly recommend Pro Union Consulting to any local wishing to help members become union contractors. For more information e-mail: prounionconsulting@fuse.net.

At this writing work is slow. For referral information, we now participate in the IBEW construction Job Board at www.ibew.org, updated twice a

month. Also visit Local 340's Web site www.ibewlocal340.org/jobline for daily information.

We mourn the deaths of retired Bros. William Krokoski (a 61-year member) at age 89; and our friend and former Bus. Mgr. Earl "Chris" Christenson, who was 90. Bro. Christenson, a 66-year member and business manager for 11 years, always kept in touch with the local and he will be missed. Rest in peace, brothers.

A.C. Steelman, B.M.

Distinguished Service

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL—Newly elected officers recently were sworn in by Local 364's past president, Bro. Bill Herlugsen.

Afterward, newly elected Bus. Mgr. Darrin Golden addressed the assembled body to much applause. Bus. Mgr. Golden read the IBEW Constitution's 11 Objects for our union and vowed these lofty aspirations would guide us into the future. He stressed that a key to a strong union is a united membership. Bro. Golden introduced Bros. Tom Sink, Pat Tomlin and Tom Kindred as his staff. He paid tribute to retiring Bus. Mgr. Tom Eschen and wished him and his family well. Bro. Eschen was presented a plaque in recognition of his distinguished career.

In July, Local 364's annual picnic at our hall was well-attended. Once again, Bro. Ray Pendzinski did a fabulous job coordinating the event. Bro. Pendzinski thanked all the dedicated picnic volunteers who helped make the event a success. After many years doing an outstanding job organizing our picnic, Bro. Pendzinski announced he's stepping down from that post. Special thanks to him for his years of excellent service.

Charles Laskonis, P.R.

Strength in Unity

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rtb,spa&u), EDMONTON, ALBERTA, CANADA—At our July pancake breakfast, a hearty fare was served to members and guests by volunteer chefs, Bros. Jim Hawreliak, Al Carson, Doug Daly and Scott Farrants.

Vice Pres. Rob Duke and Treas. Dan Smith are new faces on the Executive Board. Bros. Bill Papenhuyzen, John Dolhagary and Paul Armstrong are the new Examining Board. Also newly elected were incumbent Local 424 officers: Pres. Jim Watson, Bus. Mgr./Fin. Sec. Tim Brower, Unit 1 Chmn. Herb Exell, Unit 2 Chmn. Andrew Fowler, Unit 3 Chmn. Gord Spackman, and Rec. Sec. Dave Handley.

Several Alberta Building Trades Council unions signed new collective agreements.

As of Aug. 1, we and four other affiliates from "Group 1" are in a legal strike position. Strikes are destructive to all parties; therefore our immediate course is to attempt progress through negotiations before embarking on drastic measures. Tactics to implement an overall strategy must be coordinated with all affiliates. In the event of strike action, **all** IBEW members and travelers will abide by whatever tactics we use. Meanwhile, make some rent or mortgage payments in advance. Line up a non-electrical job, as anyone on UIC benefits will be "cut off" during a labor dispute.

On the organizing front, July saw a couple of companies certified. Bus. Asst. Mel Kralej helped bring in Bayzik Oil Sands Services, (Syn crude site).

Dave Anderson, P.S.

70 Years of Service

L.U. 474 (em,i,lect,o,rtb,rts,spa&u), MEMPHIS, TN—Retired Bro. Raymond Calhoun will celebrate 90 years of age on his next birthday—and fortunately for Local 474, he gave many of those years to us. Bro. Calhoun received his 70-year IBEW service pin in December 2006.

The success of any organization depends upon its members' willingness to donate personal time to further the cause. Bro. Calhoun generously donated his time to insure the successful establishment of our apprenticeship program. Raymond began his career in 1936. He worked for Balton and Sons; Shelby, Fishback and Moore; Edenfield; and Byrd Electric. He served as Local 474 assistant business manager, Executive Board member, recording secretary and delegate to two International Conventions. Bro. Calhoun was NECA chapter manager, Memphis, TN, from 1952-1964.

He was a National NECA field rep from 1964 until he retired from NECA in 1983. He also served on the CIR, in Washington, D.C., for two years.

Throughout his career, Raymond has been a brother and friend to our local. His willingness to help younger members and his contributions to fair contract negotiations will be remembered.

Fortunately, Local 474 continues to attract members who offer their time in the same spirit as that of Bro. Calhoun.

Sam LaDart, P.S.

Austin JATC Graduates

L.U. 520 (i&spa), AUSTIN, TX—Congratulations to the Austin JATC 2007 graduating class. A graduation banquet was held May 18 at the Airport Hilton to honor the graduates: Neil Bankston, Gustavo Banuelos, Brian Caddel, Jeremy Carlsen, James Chelf, Adrian Contreras, Anthony Contreras, John Driskill, Shawn Driskill, Joshua Grooms, Travis Hawkins, Damon Helmbold, Samuel Jay, Armando Kelly, Hector Rios, Mauel Rivas, Efrain Rodriguez, Gary Smith, Jerry Spoon, Thomas Sprug, Justin Tumlinson and Christopher Young.

Joshua Gilliland was recognized as outstanding apprentice of his class with a 94.8 average over the five-year period. He received the Joe Kanetzky Award, a special plaque and \$500 in cash.

Lane Price, P.S.

Officers Elected

L.U. 540 (i), CANTON, OH—Summer here has been very productive. We elected local union officers: Bus. Mgr./Fin. Sec. Phil Williams, Pres. Tim Kieffer, Vice Pres. Doug Upperman, Treas. Ben Campbell and Rec. Sec. Tim McCort. Elected to the Executive Board: Mark Kindel, Bret Klotz, John Reese, Chris Shearer, Rick Waikem and James Williams. Examining Board members are Mike Hahn and John Kuhnash. Congratulations to all.

Local 540 Organizer Mike McElfresh, who is vice president of the Stark County AFL-CIO Council, was unanimously endorsed as labor's candidate to be considered for the Democratic Board of Elections seat.



Local 540 golf outing was a great success.

Congratulations and thanks to the 2007 Golf Outing Committee. The summer golf outing had a great turnout and was very well run. Everyone had loads of fun.

The JATC is gearing up for another successful school year. Good luck, Jeff, and all our instructors.

Work safe out there!

Jerry Bennett, P.S.

Outstanding Graduates

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—Congratulations to another class of outstanding apprentice graduates on becoming journeyman electricians. The JATC graduation was held at Lake Buena Vista at Walt Disney World.

The "Outstanding 1st Place Apprentice" was Christopher Leigh, and second place went to Julian Mertens. First place for "Walt Disney Maintenance Outstanding Apprentice" was José Rosario, and second place went to Robert Travis. José Rosario also had perfect attendance throughout the apprenticeship. Three keynote speakers emphasized that training and education do not stop when apprentices graduate.

We mourn the deaths of Bros. Allen Charles, Lawrence Tallent and John Wines. Our condolences to their families.

Janet D. Skipper, P.S.

Great Achievements

L.U. 636 (as,catv,em,spa&u), TORONTO, ONTARIO, CANADA—Congratulations to IBEW Local 636 members at Enersource Corporation for achieving 1 million hours worked without a lost time injury, another incredible achievement for our "636" members and their families!

Congratulations to newly appointed Local 636 Bus. Rep. Ed Lamb.

Congratulations also to Bus. Rep. Harold Vance on his retirement. Bro. Vance's efforts and achievements in pursuit of social justice over the years strengthened our cause. Thank you, Bro. Vance. Best wishes for a happy retirement! You deserve it!

In a joint venture, Corix Utilities-Vancouver, Terasen Gas Measurement-Penticton, and our Local 636 Unit 34, Chatham-Kent Utility Services, have partnered to form an accredited meter lab. On June 27, Alan Johnston, president of Measurement Canada, presented the accreditation certificate to Chatham-Kent Utility staff. Johnston specifically recognized IBEW Local 636 members Chris Russell and Mike Bruette, highlighting the excellent workmanship, expertise and exceptional teamwork displayed by these gentlemen. Great work, Chatham-Kent!

For other Local 300 information, visit our Web site www.ibewlocal636.com.

Robert Mogus, P.S.



IBEW Local 636 Unit 34 representatives were among those present for the presentation of a meter lab accreditation certificate to Chatham-Kent Utility staff. From left: Lance Hagen, Terasen Gas; IBEW Executive Board member Erin Edwards; Chris Russell, IBEW Unit 34; Hugh Bridgen, director, Metering & Tech Services; Mike Bruette, IBEW Unit 34; Greg Penner, Terasen Gas; and Brian Ross, Co-Op student.

Phoenix Work Picture Hot

L.U. 640 (em,govt,i,mo,mt,rtb,spa&u), PHOENIX, AZ—Wow. Phoenix is burning, not only with the heat but with work as well. We have more union members working in the valley than ever in our history, and we have more signatory contractors than ever before.

We have several large projects under way including the Phoenix Civic Plaza, data centers, and the Sheraton Hotel. We also have many smaller jobs under way. If you are interested in traveling, you might want to consider coming to the Phoenix area to work and enjoy the great weather this fall and winter and help us take back the market! Before you come, call the dispatcher.

In June, Local 640 and Arizona NECA held a Career Expo in Scottsdale. What a success! Over 100 applicants came through the door. We had door prizes from Greenlee and a 32" LCD TV. Congratulations to Local 640 and Arizona NECA for signing a new Code of Excellence, tailored to direct a more positive enforcement, and allowing the committee to try and help the individual first. We welcome Parsons Electric, which has moved into a new office here in the valley, and to all our new signatory contractors.

Frank Cissne, P.S.

Officers Sworn In

L.U. 654 (i), CHESTER, PA—Local 654 held an election of officers in June. The officers were sworn in by Bro. Dennis Killian, past president/business manager.

Newly elected officers are: Bus. Mgr. Steve McNally, Pres. Paul Mullen, Vice Pres. James Russell, Rec. Sec. Dave Bonaventure, Treas. John Hellmann and Fin. Sec. Dennis Nilan. Elected to the Executive Board: William Adams, John Bondrowski, Edward Connor III, Robert Hochstuhl and Brian Kelly. Elected to the Examining Board: Thomas Edgcombe, William Sweeney and James Thompson Jr. We thank all the members who participated in the election. It is always nice to see so many of us together.

With November approaching, Election Day is not far off. Numerous county and local positions are up for election this year. These positions are responsible for making policy that can help or hurt our ability to acquire work in the area. Remember to vote.

James D. Russell, V.P./P.S.



Local 654 Bus. Mgr. Stephen McNally (left); retired Bro. Dennis Killian (center), former business manager/president; and Pres. Paul Mullen.



IBEW Local 640 and NECA hold a Career Expo in Scottsdale, AZ.

Reynolds Crossing Project

L.U. 666 (i,mt&o), RICHMOND, VA—A delegation from Local 666 attended the 2007 IBEW Political/Legislative Conference held July 30-Aug. 1 in Washington, DC. Attending from our local were: Bus. Mgr. Jim Underwood, Executive Board member Ronnie Smith and Bros. James Farkas, Brian Ericson, Freddie Zahn and Mike Williams.

Participants heard from numerous public officials, met Virginia Gov. Tim Kaine, lobbied Congress and discussed issues important to working people.

The job market is very promising through 2008. The Reynolds Crossing project will be done by Bagby Electric with C&W remodeling the GXO building. Commercial Electric is doing the Bon Secours at this project also. The Reynolds Crossing project borders West Broad on the north and Glenside Drive on the west.

It is vital that all members register and vote in upcoming elections; in 2011 the new redistricting will take place for the congressional districts.

Congratulations and best wishes to recent retirees: Bros. Thomas E. Agee, Robert H. Clark, Harry F. Hitechew, Sherman L. Minter, Moses L. Mitchell, Wayne E. Neale, Terry A. Pilley and Ramon A. Pollard Jr.

We mourn the passing of Bros. Aubrey E. Hall, Jack G. Pettygrew and William M. Satterwhite.

Larry Southward, P.S.

Work Picture Slow

L.U. 684 (c,i,rtb&st), MODESTO, CA—Work remained somewhat slow this last summer with most good-sized projects either moving through the underground phase or still out to bid. The new Catholic Church and Modesto Junior College auditorium remodel jobs should help Collins Electrical. Howe Electric may be staffing up the above-ground phase of its first new ethanol refinery projects in our jurisdiction. Other projects out to bid include a new high school in Salida and Oak Valley hospital work in Oakdale. We thank our neighboring locals for helping our out-of-work local hands.

Local 684 would like to welcome Richard Venema on staff as our new organizer, and he is ready for the challenge. A Local 684 newsletter will start up this fall also.

A union is the sum of all its members. Join our new officers to make a difference. Together we can change things for the better for working men and women.

A special thank-you to retiring Bus. Mgr. Scott Zeigler for his many years of service.

Torrey Newton, P.S.

Bay City Update

L.U. 692 (i,mt&spa), BAY CITY, MI—Book I is finally moving even though Michigan leads the states in unemployment at 7.2 percent. At this summer writing Dow Corning had some projects starting; Karn Plant was starting in August; and Ashman Court Hotel was adding workers. The small casino project in Standish was starting in August and scheduled to be done by year's end. Schools and small projects added work throughout the summer. We do not see getting into Book II for some time.

We recently signed a new two-year contract, which provides a 3 percent raise each year. With our work outlook on an upswing, our health plan has been able to restore some lost benefits.

Congratulations to newly elected officers: Bus. Mgr. Tom Ryder, Pres. Jack Tobias, Vice Pres. Phil Bejeck, Treas. Tom Barbeau, Rec. Sec. Craig McDonell; Executive Board members Phil Bejeck (chairman), Tom Bartosek, Brian Klele, Paul Protasiewicz, Howard Renigar, Tim Rupp, Roy Trumble; and Examining Board members Jeremy Kiley, Bill Nutt, Rich Rytleski, Karl Shawl and Jeff Wilcox. Organizers are Mark Bauer and Jess Peil.

Our condolences to the families of retired Bro. Calvin Reich, who passed away May 4, and Bro. Richard Rippee, who passed May 31. Rich was an active member and a great guy. These brothers will be missed.

Tom Bartosek, P.S.

Plan of Action

L.U. 716 (em,i,rts&spa), HOUSTON, TX—Houston is booming. With our organizing plan of action we are gaining membership and staffing our work. Thanks to all the travelers for their help. Our hard work is starting to pay off and it is time to capitalize by increasing market share.

Our skill assessment for all new members has gained the confidence of our contractors and our customers. We are developing an Industrial Assessment to evaluate applicants with indus-



Local 716 officers are sworn in by retired Bro. Roy Noack, former business manager and IBEW International Representative.

trial experience to attempt to gain market share in this long neglected sector of our jurisdiction.

November elections are approaching; the deadline to register is Oct. 9, 2007. Exercise your right to vote and help elect friends of labor.

In July, newly elected Local 716 officers were sworn in by 70-year member Bro. Roy Noack, former Local 716 president, business manager and IBEW International Representative. Thanks to Bro. Noack and many others who helped build our great local. It is up to all of us to ensure their dreams of progress continue. I was elected for my third term and I am again honored to serve. Thanks to all who participated in Local 716 elections.

John E. Easton Jr., B.M.

Work Outlook Strong

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN—Our work outlook is good and getting better. Our inside and outside books are moving steadily and the members are working. Jobs for journeymen, instrument techs, groundmen and welders have been posted on the Local 760 Job Line. Contractors are bidding all they can as Local 760's organizing efforts have been ramped up to meet manpower needs.

Congratulations to the Knoxville JATC apprentice graduating class of 2007! Under the guidance of Knoxville's JATC Training Dir. A.J. Pearson and excellent instructors, the newly graduated journeymen are trained to take on the future.

George A. Bove, B.M.

Gary Seay Retires



Local 816 Bus. Mgr./Fin. Sec. Gary Seay retired July 6, 2007.

L.U. 816 (i,o,spa,t&u), PADUCAH, KY—Bus. Mgr./Fin. Sec. Gary Seay announced his retirement effective July 6, 2007. A true labor leader and a visionary, Gary served as business manager for 30 years. During Gary's tenure, Local 816 virtually had full employment. He also served as president of the state Building Trades for the

last 14 years. Best wishes in your retirement, Gary. The entire membership extends a sincere thank-you for your hard work and dedication.

David Waggoner, Organizer

50 Years of Service



Local 824 Pres. Harrison L. Thornhill is recognized for 50 years of IBEW service.

L.U. 824 (t), TAMPA, FL—What an accomplishment! On July 6 we celebrated with Pres. Harrison L. Thornhill in recognition of his 50-years of IBEW service. Pres. Thornhill received his IBEW 50-year pin and a special plaque presented by Bus. Mgr. H.D. Sellars. Fifth District Int. Rep. Danny L. Johnson, former business manager of our local,

attended the celebration and began the evening's meeting with warm praise for Bro. Thornhill's many years of hard work and dedication. Pres. Thornhill became an IBEW member in 1957. He was elected president of this local in 1986 and is the longest serving president in the history of Local 824.

In other news, after more than a year of legal battle we have finally begun bargaining with MasTec Technologies, a local cable installation company. We face a long, uphill battle with a well-known anti-union company. We look forward to welcoming our brothers and sisters employed with MasTec into our local and hope that they will see some much needed relief and security with a brand new contract of their own.

Shauna Fulco, P.S.

New Training Director

L.U. 910 (i&rts), WATERTOWN, NY—The EJATC of Watertown recently hired Bro. Bruce Rosbrook as training director for our apprentice program. Bro. Rosbrook has been a member of Local 910 since October 1986, having achieved journeyman

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wireman status in August 1989. Before accepting the director's position, Bruce was employed as a foreman for NYTRIC Electric, Watertown. He also previously served on Local 910's Executive and Examining Boards.

"I am very excited to be chosen as the local's training director," Bro. Rosbrook said. "I hope to meet with all of the apprentices and instructors in the near future. Please contact me at the JATC office at (315) 782-1675 with any helpful suggestions that you feel will improve our apprenticeship program."

Roger LaPlatney, P.S.

New Wave, Well-Trained

L.U. 1116 (em,lctt&u), TUCSON, AZ—Our local said farewell to Bros. George Wuertz, Louis Lopez, Harry Ohden and Carl Hogue, when they recently retired. They were all from the Tucson Electric Power (TEP) Trouble Dept., which provides 24/7 coverage for our customers. Their experience will be greatly missed.

Our apprenticeship program is going strong (see photo), and we have members ready to step up for TEP's future, providing a well-trained union work force. Time and experience will help this current group move forward. We also have a group of pre-apprentices working toward getting into the program. So, union brothers and sisters, our future looks bright. Organizing geared toward those not in an apprenticeship program is ongoing. We have many new hires in various areas of UES/TEP, so spread the word: Join the Union!

We welcome new members: Brian Bell, Adam Gupton, Rebecca Huffman, Eunice Duarte, Steven Peraza, Cody Lang, Tamra Dawley, William Neill, Johnny Ragan, Christopher Armijo and Heidi Lytle. Welcome back to Frederick Quintero and Kara Craig.

R. Cavaletto, P.S.

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Local 1116 apprentices are highly trained to step up for the future.



Local 1220 cameraman Mark Sofil stands on the roof of a CBS truck to get a unique angle of the C5A Galaxy for a live shot during the CBS "Early Show." The tail of the aircraft, with a 125,000 pound payload, is immediately behind Sofil.

1220 TV Work Featured

L.U. 1220 (rtb), CHICAGO, IL—Local 1220 cameramen Mark Sofil and Jason Kropp were assigned to CBS' "Early Show" in July for a live feed from the Experimental Aircraft Association's AirVenture celebration in Oshkosh, WI. "We did five live hits from Wittman Regional Airport, two within a 10 minute window requiring a massive repositioning of equipment," Sofil said. "Dave Price and the CBS producers were a pleasure to work with," he added.

Chicago's Headline Club, a chapter of the Society of Professional Journalists, presented Local 1220 member Tom Siegel the Lisagor Award for videography for the WTTW-PBS production, "Beauty Rises: Four Lives in the Arts." Siegel said, "What I liked about these Illinois artists was the way they gave back to their community in spite of their personal hardships...and they made great art." Lisagor judges praised the production noting Siegel's "inventive eye toward shooting in unconventional ways" and "compelling photography."

WGN-TV cameraman Mike D'Angelo also took a Lisagor for soft news features "The Last Typewriter Repairman" and "Dog Tag Return." The Lisagor awards are named for Peter Lisagor, who was Washington bureau chief of the *Chicago*

Daily News. Lisagor was a renowned journalist at his death in 1976.

Jim Sterne, B.R./P.S.

Ameren Negotiations

L.U. 1306 (uow), DECATUR, IL—Local 1306 recently elected officers: Bus. Mgr./Fin. Sec. Karlene Knisley, Pres. Lucinda Wyatt, Vice Pres. Lori Hearing, Treas. Candy Carroll and Rec. Sec. Rhonda Gooding. Elected to the Executive Board are: Donna Burle, Freda Carney, Ed Durbin, Connie Schabowski, Sarah Sylvester and Alan Young.

Congratulations to Sister Angie Ramsey on becoming a senior engineering representative.

Our annual Kenneth G. Coleman scholarship had several applicants this year. The scholarship was awarded to Nerissa Michaels, daughter of Jan Michaels, who works at the Havana Power Station.

We continue to negotiate with Ameren for a fair and equitable contract. I urge our members to continue to work safely, and every day remind your supervisor that you want a fair contract settled. Please continue to attend your unit meetings.

Karlene Knisley, B.M./F.S.

Stewards Training Seminar

L.U. 1944 (t), PHILADELPHIA, PA—On June 26, Local 1944 held a statewide stewards training seminar in Harrisburg. Eleven IBEW members from across the state attended, including stewards, Executive Board members and officers. Local 1944 Bus. Mgr. Joyce Scott also attended. The trainer for the seminar was Third District Int. Rep. John V. Amodeo.

Training topics included proper grievance handling, how to request information from the company by way of the "Request for Information" form, and how to handle meeting with management (1st and 2nd level). Int. Rep. Amodeo also gave helpful suggestions on how to handle intimidation from management. He stated: "Remember, during a grievance hearing, you are meeting with an equal representative during this discussion; at this meeting, you are not an "employee" but another member of company staff."

Participants said the seminar was instructive and the consensus was to return to our jobs with a better plan of action for problems that may arise in the future.

George Greiner, P.S.

'Labor for Life' Team

L.U. 2324 (t), SPRINGFIELD, MA—In June Local 2324 members participated in the American Cancer Society "relay for life," a 24-hour marathon fund-raiser for cancer. Local 2324 joined with 32 other local labor unions in Berkshire County to form the Labor for Life team, organized by Local 2324 Pres. Bruce Lambert to help put a face on labor and show the impact of union labor in our community. Thanks to Pres. Lambert's tireless efforts, over the last four years at this annual event Labor for Life has raised over \$50,000 through pledges, raffles and food sales. For the last three years, the labor team was the top fundraiser, with money for this year's event still coming in. Thanks to all who donated their time, money and raffle prizes for this worthy cause.

Local 2324 members have traveled to rallies in Bangor, ME; Manchester, NH; and Burlington, VT, to oppose Verizon's sale of these northern states' local access lines to Fairpoint Communications based in Charlotte, NC. With one year left until our contract expiration, we rallied in Boston, MA, to let Verizon know we are united and ready to fight for our future.

Joe Floyd, P.S./Exec. Brd. Mbr.



Local 2324 Labor for Life relay walkers, from left: members Scott Lilli and Marci Lillie, former Executive Board member Paul Mark, Executive Board member Joe Floyd and Pres. Bruce Lambert.

You Get the Picture

The IBEW photo contest is again seeking your photos of life as an IBEW member. Photos do not have to be new, but they must have an IBEW theme, be it an IBEW member at work, at a union activity or an image of the industry. (See complete rules below.)

In the past, our photo contests have reflected the impressive field of this membership's photographic talent. Winners will be printed in the Winter 2008 issue of the *Journal*.

SO GIVE IT YOUR BEST SHOT.

PRIZES

1st Place — \$200

2nd Place — \$150

3rd Place — \$100

Honorable Mention — \$50

(Note- There will be as many honorable mentions as the judges deem worthy.)

RULES

- The photo contest is open to active or retired IBEW members only. The person submitting the photograph must be the one who took the photograph.
- International Officers and staff are not eligible.
- Submissions can be in color or black and white, on slides, 300 dpi tif file, or glossy prints. The preferred print size is 8x10.
- All submissions become the property of the IBEW *Journal* and Media Relations Department.
- Photos must have an IBEW theme of some sort, with IBEW members at work, engaged in a union related activity, or still subjects conveying images of the electrical industry or the union.
- If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or purpose of the gathering (e.g., a safety committee, a linemen's rodeo, a union meeting) can be submitted in place of individual names.
- Photos previously published in the IBEW *Journal* are not eligible for submission.
- Please fill out the IBEW CONTEST ENTRY FORM and affix it to each photo you submit for the contest, and mail photo(s) to the IBEW Photo Contest, 900 Seventh Street, N.W., Washington, D.C. 20001.
- All entries must be postmarked no later than November 21, 2007.



**DEADLINE
EXTENDED!**
Nov. 21, 2007

IBEW® CONTEST ENTRY FORM

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IBEW CARD NO. (IMPORTANT) _____

HOME PHONE NO. _____

**Fill out this form and attach it to the back of each entry and mail to:
The IBEW Photo Contest, 900 Seventh Street, N.W., Washington, D.C. 20001**



International Brotherhood of Electrical Workers

The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper, along with the *IBEW Journal* magazine, now published quarterly, now constitute the official publications of the IBEW and seek to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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**HOW TO REACH US**

We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom *The Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by e-mail to: publications@ibew.org

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FROM THE OFFICERS

Calling IBEW Baby Boomers



Edwin D. Hill
International President

Last month, I visited with several retirees who came to Washington to attend the annual conference of the Alliance for Retired Americans. I thanked them for fighting for the wages, benefits and working conditions that our members now enjoy. And I asked them to help us once again—as they have so many times in the past—to elect a president and a Congress in 2008 who will be committed to solving some of the profound problems facing retirees, working families and their own children and grandchildren.

During our visit, the retirees expressed concern that baby boomer retirees are less inclined than their elders to join retiree clubs, engage in political campaigns or support other union activities.

Our union's retiree numbers are growing fast. The spike in retirements is the flip side of a national shortage of skilled workers. Even as we step up our organizing and apprenticeship programs, we also have to convince our younger retirees not to disappear from the union when they cash their first pension check.

Many newer retirees have their elders to thank for being able to retire younger and with more money in their pockets to stay busy with recreational activities and trips. At the same time, studies have shown that high percentages of baby boomers keep working. Many don't consider themselves "retirees," even if they are collecting a pension.

Because they share different economic circumstances and attitudes, new forms of involvement are needed to engage our younger retirees. For example, Leon Burzynski, one of the retiree conference delegates, reported on how Milwaukee Local 494's retiree club involves pensioners in renovating buildings for non-profit organizations and lobbying for an innovative program called Healthy Wisconsin.

Whether you are 55 or 85, the Brotherhood needs our retirees now more than ever. The International Office has materials available on how to form a retirees club. We encourage retirees to join the Alliance for Retired Americans. I'm anxious to hear from you about what we can do better. Please read the "What Do You Think" question on the following page and send in your ideas.

Fixing a Broken System

When 47 million Americans, including 8.7 million children, go without health insurance, something is very wrong.

Premium costs are rising at more than twice the rate of inflation, with the average price rising over 80 percent in the last seven years. Businesses that offer health care are hobbled by the spiraling cost of insurance and it makes it increasingly difficult for the United States to stay competitive with nations that have universal health care programs in place.

Our Canadian members are also fighting a battle against efforts to weaken their excellent national health care system, indicating that the forces of greed are at work everywhere to try to undermine social benefits. In the United States, we will be watching that effort closely.

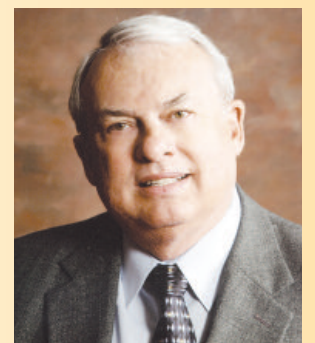
Meanwhile, the system in the U.S. needs fixing, and America knows it. In a recent CBS/New York Times poll, 90 percent of respondents say they think that we need fundamental health care reform. Most Americans understand how serious this crisis really is, but does Washington or big business?

We can't wait any longer for health care reform to come from up high. That is why the IBEW is an active member of the AFL-CIO's Campaign for America's Health Care, a new political campaign committed to making the 2008 election a mandate on health care reform.

The campaign is building a grassroots movement of union members in all 50 states to inform working families about the key issues and to push every candidate to be part of the health care solution.

The Campaign's first immediate goal is to defend the State Children's Health Insurance Program (SCHIP), which provides millions of children with health insurance. President Bush has threatened to veto reauthorization legislation for SCHIP that was passed by Congress in August.

The coming election year in the United States offers an unprecedented opportunity to fix a long-broken system.



Jon F. Walters
International Secretary-Treasurer

Letters to the Editor

Keeping Brotherhood Alive

My father was an electrician for 37 years in [Wilkes-Barre, Pa.] Local 163. The unions are something he strongly believed in. He wouldn't let us go in stores that weren't built union. He was loyal to his death. He died doing the job he loved. He was killed June 25, 2007, after he exited a work truck on the job site. I didn't understand the Brotherhood unfortunately until after his death.

The guys of Local 163 have gone above and beyond the call of duty. We received letters, messages of sympathy, cards and gifts from electricians and locals we never even heard of. Business Manager Mike Kwashnik and his assistant, John H. Olejnik, have been so supportive and helpful. His brothers have been such a help to our family. There are too many names to even mention. But they know who they are and we wanted it to be known how truly grateful we are for everything they have done. I have the utmost respect for these guys who continue to be there for us after their brother is gone. Thank you and may you continue to keep alive your Brotherhood.

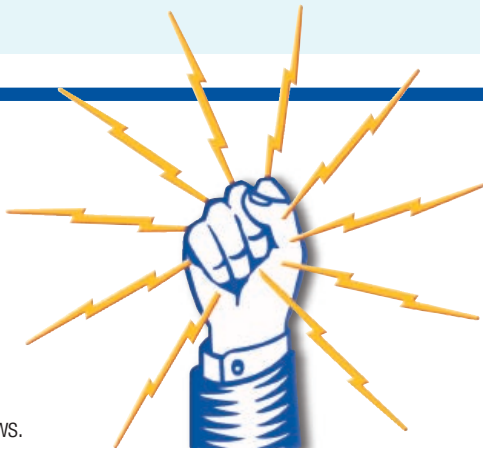
*Lori Anstett and family
Daughter of Local 163 member Martin Anstett, Wilkes-Barre, Pa.*

Immigration and globalization

Mr. Hill, in the September 2007 issue of The Electrical Worker, you spoke of how the Republican Party negative rating was high. I agree there were things done wrong, but the Democrats running: Clinton, Obama, etc. are voting to give "ILLEGALS" Social Security benefits, while the Congress is planning to cut Medicare benefits next year. The V.A. says it needs to cut funds to vets, and there are other social programs on the chopping block throughout the country.

Ben Franklin said after reading the Declaration of Independence, "This country can not fall, except from within." We have corrupt politicians and greedy big business that are trying to make that happen. How many companies have stopped using American workers and went to China and are now having those products recalled? One of those companies paid \$18 for an item from an American source, sold it for \$23, then paid \$3 from China, still sold it for \$23, but now is recalling over 1 million. I hope all the companies doing business like them have the same fate. I don't buy a product from China and I tell the company I'm doing business with just that!

*Jerry DiMuro
Local 606 member, Orlando, Fla.*



What Do You Think?

Every month we will be asking a different question and inviting reader responses, which we will list on the IBEW Web site (www.ibew.org) or here if space allows. Please e-mail your response to the following question to publications@ibew.org.

Baby boomer retirees are said to be less inclined to join retiree clubs, engage in political campaigns or support other union activities than older pensioners.

What do you think the IBEW could do to encourage younger retirees to remain active as lifelong union members?

These are some of the first responses to last month's question:

Do you believe the global climate change threat is real, and if so, what can be done to curb it?

For more responses, check www.ibew.org

I believe that the globe has warmed up over the last 15,000 years since it has been coming out of the ice age. I do not believe humankind has a significant effect on the global temperature; nature's forces are much more powerful than we know. Even if the globe does warm up a

Who We Are

If you have a story to tell about your IBEW experience, please send it to publications@ibew.org.

Utility Man

My daughter Whitney wrote this about her dad for an assignment in her senior English class. Her father, Kenny Turner, is a lead lineman for Southwestern Electric Power Co.

*Tammy Turner
Wife of Longview, Texas,
Local 738 member Kenny Turner*



Whitney Turner and her pole-climbing dad, Kenny.

Most people don't see an old, dirty pole on the side of the road and think extraordinary, but I do. When people look at my dad, they may see an ordinary man, but I see the man that illuminates every detail of my life. Every time I see an electric pole, I think of my dad. Like the pole, my dad is strong on the outside, but can be broken in two by the mistakes of another person.

He is tall and towers over everything in my life, like the poles that line the streets. He is built for any condition, rain or shine. He is full of energy. His energy is exerted in all seasons of the year. His soft blue eyes make him appear dependable and his actions fit his appearance. In fact he is powerful, supplying the power that is needed for anyone he connects with. Like the wires that carry out electricity to the many homes in town, he carries out his love and trust to everyone he comes in contact with.

Close to his heart are the greatest creations God gave him, his arms. They are comforting and dependable. They expand six feet wide, and stretch out to the public. The cross-arms on an electric pole hold up the most important aspects of electricity, and without them the energy wouldn't be supplied. He is built to endure all things. He is woodsy and sturdy.

Like a wooden pole has splinters, so does my dad. He does have flaws, but as a whole, he gets the job done. There are times when the power fails, but there are ways to fix the problems. He is a listener and a learner. He will lead some to victory and others to a loss, but he will never give up. Like electricity, he's there when I need him. All I have to do is flip the switch. There are a lot of electric poles and a lot of dads in town, but there is only one pole that gives your house what it needs, just like there is only one dad that gives me what I need. ■

few degrees, who can show for certain that it will be a bad thing? It will be different yes, but not bad. Humankind will adapt as will all life on earth. Carbon Dioxide (CO2) makes up about 0.035 percent of the atmosphere. Tripling it would only amount to 0.1 percent. Do not confuse carbon dioxide (necessary for plant growth) with carbon monoxide (a poison).

*Gerald W. Hurst
Local 125 member, Portland, Ore.*

Yes, I do believe that the global climate change is real. I feel that big businesses are the major factor in creating this problem. Big businesses should step to the plate and start investing in alternative materials/resources that will cut down on greenhouse emissions. If every major business starts producing environmentally friendly products this would be the first step in eliminating the global climate problem. Big businesses would rather see profit than prevent global warming. Example: car manufacturers.

*Ray Masielat
Local 332 member, San Jose, Calif.*

There is ample convincing evidence that global warming is real and this may be the result of human activity. Do we want to wait until we reach a tipping point before we take action?

Our own industry provides us with many of the tools to offset and reduce those things that may be contributing to this warming. Renewable energy sources—wind, solar, and other forms—can replace the burning of fossil fuels that result in harmful emissions.

Nuclear energy is another source of power. There is much hysteria concerning this source of energy, but we need to recognize that any form of energy generation carries risks and those risks can be managed and minimized.

Those are the collective actions that we as a society could take. Individually, many small actions would add up to considerable conservation. For example, we could all take up bicycle riding for many of the trips we now use our cars and trucks for.

*Robert Kastigar
Local 1220 member, Chicago, Ill*

TRICKS AND TREATS

KEEP THEM SAFE

COSTUMES

- Use flame resistant, high-visibility fabrics
- Children should carry flashlights to help them see and be seen
- Masks should provide adequate ventilation

TREATS

- An adult should examine all treats before children eat them
- Avoid toys that could choke a child if swallowed



Keep the Holiday Fun and Safe