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Big Lessons for Labor/Community Alliances in Small Missouri City

The year 2011 will be remembered for its high-profile public fights over collective bargaining rights. Sick of the brawling, elected leaders and residents are looking for pragmatic, mutually-beneficial relationships between city governments, taxpayers and the men and women who keep their lights on, teach in their schools and maintain their roads. Potosi, a city of 3,000 in southeast Missouri, offers a measure of hope—and some homegrown, IBEW-made solutions.

Collective Bargaining = Collective Savings

Eleven years after voting to be represented by St. Louis Local 1439, 19 workers who maintain Potosi's gas, water, sewer, streets and wastewater facilities are harvesting the rewards of neighbor-to-neighbor politics, steady community involvement and close attention to the IBEW's image on and off the job. Their gains, starting with a job classification system that reverses years of pay inequalities, are broadly shared.

"Collective bargaining has brought collective savings," says Local 1439 Business Manager Mike Walter, who serves on the International Executive Council as Fifth District representative. "IBEW members in Potosi have powerfully refuted the narrative of unions busting municipal budgets and hurting taxpayers."

Workers' compensation and medical insurance costs have been slashed in the former lead and barite mining city, named after a Bolivian mining town. Safety training, nonexistent before the union, is now widely accepted. Once viewed as rag-



Community activism and neighbor-to-neighbor politics have helped municipal workers in Potosi, Mo., win pay equity, improved safety and dignity on the job.

tag and unprofessional, Potosi's workers are today a proud, uniformed and proficient force.

Changing the Perception of Unions

"We realized pretty quickly [after organizing in 2000] that we had to change the perception of the union and the city workers," says Jeff Benson, a former UAW body shop welder, who started working in Potosi in 1988 as a dog catcher and mechanic. He helped lead the campaign and now serves as general foreman, supervising all bargaining unit members.

Benson says, "We decided to go above and beyond in our jobs." That meant smiling at fellow

motorists and waving them through intersections, showing extra courtesy and laying the groundwork for a change in the city government's political structure, which then included an anti-union mayor, city clerk and majority of the board of aldermen. But it also meant acknowledging the insular character of a city 90 miles from St. Louis.

Local 1439: 'We're Your Neighbors'

"We understood that when some residents first heard about the union, their attitude was, 'We don't want city people telling us what to do,'" says Walter. Local 1439's patient, protracted approach began with the bargaining unit.

While 90 percent of the workers had signed union authorization cards, several didn't pay dues.

BIG LESSON *continued on page 2*

You Tube Potosi Voices in New Video

IBEW-produced video features workers and community leaders telling the story of how, in their mayor's words, they have "built a symbiotic win-win relationship."
www.YouTube.com/TheElectricalWorker

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Continued from page 1

Big Lessons for Labor/Community Alliances in Small Missouri City

Putting 1.3 percent of their straight-time earnings into dues was seen by some as an unaffordable burden. “We didn’t pressure the non-payers,” says Walter. “We wanted to show that we weren’t just out to take their money. We knew if we could solve some of their problems, more members would come around later.”

Supporting and Caring for Potosi’s Seniors

Community outreach began with modest fundraising efforts—helping pay gas bills for financially-strapped residents and contributing to the city’s annual Christmas for Kids effort.

“Before we did anything,” says Benson, “we discussed the positives and negatives and consulted with the local’s leadership.” Everyone agreed that supporting Potosi’s city-owned senior center was central to both the union’s image-building and political goals. Starting with covering the costs of small equipment and some building maintenance, the local’s support has grown to include an annual golf tournament that raises thousands of dollars for the center.

“Senior citizens vote in high percentages,” says Sam Johnson, a gas foreman, shop steward and negotiating committee leader whose parents, both over 80, gather with friends at the senior center, a focal point in the community that delivers hundreds of meals to homebound residents every week. “Convincing one or two seniors to go with your candidate can make all the difference in a place where 150 votes can determine who wins an alderman seat.”

While some of the regulars at the senior center have union backgrounds, like Johnson’s father, once a Steelworker in a lead mine, others who were skeptical of organized labor are now supporters.

Nancy Politte, the center’s adminis-



Members of St. Louis Local 1439 have raised thousands of dollars for Potosi’s senior center, lifting respect for unions in southeastern Missouri.

trator, says, “I can say nothing but good things about our city boys [work crews]. I want to have a recognition day here at the center for our seniors to meet them.”

Success building community ties came earlier than breakthroughs in negotiations.

Discussions with city leaders over developing a new job classification plan were contentious. Talks dragged on for years. But Benson, Johnson and Walter kept members engaged in community service, learning more about their own rights on the job, and patiently setting about changing the city’s leadership.

Educating Members, Electing New Leaders Pays Off

“One of our biggest tools was education,” says Benson, who distributed information on the job about the state’s sunshine law that opens public records to citizens. Armed with information, most of the new

members, who had never been in a union, became bolder, says Benson. When confronted with questionable directives, he adds, they would tell their supervisors, “I’m not being disrespectful, but I want to talk to my shop steward.”

“More workers came to see that without a union, things run amok,” says Benson, who credits a Local 1439 retiree, Lessel Mosier, with helping to keep the union’s campaign headed in the right direction.

Union members began to support candidates for aldermen and mayor who understood the benefits of collective bargaining. In the close quarters of a small city, says Benson, effective politics requires far different tactics than the slash-and-burn variety dominating the national picture.

“We didn’t sling mud about the candidate that we weren’t supporting,” says Johnson. By spreading positive messages about union-supported candidates and asking seniors and others to talk to their families, the city leadership’s makeup and orientation began to change.

Potosi’s Mayor: ‘Better to Have Workers at Table’

Mayor T.R. Dudley, first elected in 2006, said the city’s new relationship with Local 1439 resulted in yearly contracts that have lifted benefits, standardized pay structures and enhanced holidays.

“Management has a tendency to look just at the bottom line. Workers bring in other important concerns,” says Dudley, who said the union has elevated the professionalism of the city’s work force. “That is noticed by the community, but it also shows in the added pride that they take in their jobs.”

The widespread pay disparities of the past, says Dudley, led to internal problems that hurt both the workers and

the city. “I’m from the school that everybody should come together. I think it’s always better to have workers at the table. It makes a happier crew when workers are no longer divided into ‘haves’ and ‘have-nots’ doing the same work.”

As a sign of the growing cooperation between workers, higher-paid bargaining unit members, who earned as much as \$10 per hour more than others doing the same jobs, agreed to lower wage increases to help level the playing field on wages. The union and the city have a “symbiotic, win-win relationship,” says Dudley.

“We’re constantly looking for ways to save the city money,” says Benson. Electricity usage has been reduced in one of the older workshops. Oil that used to be purchased by the quart is now bought in bulk, saving \$1,000 a year. The union has negotiated bonuses that return a portion of the yearly cost savings to members of the bargaining unit.

Walter recalls a discussion with an alderman, a bank president, who had been opposed to the union, but called him to discuss what the city needed to do to be in compliance with the state’s commercial driver’s license requirements. “He said that he never realized what kind of resources the union brings to the table,” says Walter. The union’s influence reaches into public policy. Local 1439 members have been instrumental in keeping the city’s industrial development council focused on the need for good jobs, says Walter.

Benson, now the general foreman, remembers the day he told an anti-union manager to go ahead and fire him for his union advocacy, threatening to work full time to build more support in the community. Today, he agrees with Dudley’s assessment of their cooperative collective bargaining relationship. “Now that we have a good mayor, city collector and council,” he says, “we sit down with a couple aldermen, hash out a contract and bring it back to the whole body and it’s a done deal.”

The union’s changed image is immediately apparent in the city’s yearly parade, where the IBEW’s contingent now gets many thumbs up from the crowd, instead of the boos of yesterday, says Walter. But mutual trust goes further. Potosi residents who have had union jobs all their lives feel more comfortable talking about the gains unions have brought to their families.

“The model can be duplicated anywhere,” says Walter of Local 1439’s success in Potosi. “It’s about community involvement and getting engaged in local politics. In fact, what Potosi represents is how much influence a small group of members can generate when they have their ears to the ground and stay organized.”

Comparing the progress in Potosi to the divisiveness and partisanship over public worker bargaining rights in Wisconsin, Ohio and other states, Dudley says, “We are in a moment of infamy in our country. We need to address the have-nots. American workers deserve the fruits of their labor. We can’t be silent anymore.” ■

NECA/IBEW Family Medical Care Plan Key to Potosi Success

Power in numbers. That’s one of the messages that moved a determined group of workers in Potosi, Mo., to draw upon the resources and experience of the IBEW.

The same motive fueled the establishment of the NECA/IBEW Family Medical Care Plan. The goal was market power: bringing together dozens of smaller plans to leverage a reduction in health care insurance costs for members and employers.

When organizing began in Potosi, no one foresaw how decisive the Family Medical Care Plan would be in building bargaining strength and a cohesive unit.

Today, Potosi is saving thousands of dollars a year in health insurance costs because the city agreed to place all of its workers, including police and clerical employees—who are not part of the IBEW bargaining unit—under the umbrella of the FMCP.

“We’re no longer in a pool of 47. We’re in a pool of 13,000 and growing,” says shop steward Jeff Benson. The city’s health care insurance was formerly provided by a politically connected broker. It was high-cost and low in benefits. Now, city workers are reaping healthy savings on prescriptions and are entitled to dental and eye care benefits that were formerly paid for out-of-pocket.

Local 1439 Business Manager Mike Walter said he has received letters from Potosi workers thanking the IBEW for improvements in their health care coverage. One member whose spouse is a cancer survivor, noted that her successful remission requires thousands of dollars of medication each month that he picks up for “next to nothing.”

The city’s savings under the FMCP helped convince more bargaining unit members to become dues payers and persuaded the city to sign the strongest type of agreement possible in right-to-work Missouri. ■

Labor Educator: IBEW’s Work in Potosi an Inspiration

“The IBEW’s work in Potosi is an inspiration, a demonstration of what needs to be happening everywhere,” says Robyn Cavanagh, instructor of organizing at the National Labor College in Silver Spring, Md.

Like members of Local 1439 in Potosi, she says, more labor organizations need to bridge the gap between unions and communities and “behave in ways that demonstrate our real values.” She says, “Economic issues don’t just show up in our contract language, but in our communities.”

While polling reveals that broad numbers of Americans still hold negative views of unions, says Cavanagh, the Potosi example of protracted, deliberate activism shows that “with a lot of cultivation and ‘walking the walk,’” attitudes can be changed.

“When we review the struggles of labor in the 1930s and 1940s [that led to widespread organizing victories],” says Cavanagh, “we realize that they had been going on a long time.”

Building labor’s power is an ongoing fight. ■

Savvy Partnership, Job Skills Help Okla. Local Cinch Skyscraper Project

On the wind-swept Great Plains, looming high-rise towers are scarce. But members of Oklahoma City Local 1141 are helping construct the tallest building in the Sooner State—the new Devon Energy world headquarters. It's a huge task that is offering nearly 200 members a chance to put their skills and knowledge to the test.

"It's easily the biggest project we've ever been involved in," said Local 1141 member Kevin Ryel, who is managing the project for signatory contractor Dane Electric.

Devon Energy, which employs more than 5,000 people worldwide, is one of the larger players in the oil and natural gas industry. While the company has a significant presence in Houston, they ultimately decided on Oklahoma's capital city for the 850-foot-tall structure in 2009.

Signatory contractor Oklahoma Electrical Supply Co. secured initial contracts to do some of the work. But the local's scope would be limited to wiring the parking garage, cafeteria and installing climate controls—nothing in comparison to the main contract to wire the nearly 2 million square foot structure. Instead, the lion's share of the work was originally given to nonunion Walker Engineering, a Texas-based outfit that most recently wired the new Dallas Cowboys football stadium.

But local leadership knew their union wiremen had a quality edge over the competition, and they were determined to go after more work.

Local 1141 Business Manager Joe P. Smith and Business Agent Jim Griffy, working with Seventh District International Vice President Jon Gardner and International Representatives Clayton White and Tom Davis, set up talks with Walker executives.

"Our main pitch was our people—Dane Electric's proven leadership team and our qualified journeymen who were ready to go to work," said Smith. "And as our members got on the job and performed like they always do, especially when viewed side-by-side with the competition, it just got easier and easier to get the work. Walker has a quality management team, and they have the resources, but they don't have our wiremen."

A key point was the use of newer classifications of construction electricians and construction wiremen, whose addition to the crew mix allowed the contractors to get within a price range the general contractor and the customer would accept. "Twenty years ago, a job this size would have gone union without question," Griffy said. "Even on this project, two out of the final three contractors in the initial bidding were union, but they didn't get the job."

"It would have been impossible for us to do this without the CE/CWs," Local 1141 Membership Development Representative Trentice Hamm said. "If your upfront wage cost appears too high, and the competition has a proven ability to complete large projects and a good relationship with the general, you can't even get in the door. Also, in the process of manning the job, we got journeymen off the book."

By the time the project is finished, Griffy estimates Local 1141 members will have worked more than 500,000 man-hours and earned over \$15 million in union wages and benefits. "We've also benefited



Nearly 200 members of Oklahoma City Local 1141 are building the new Devon Energy world headquarters—the tallest skyscraper in the Sooner State.

from the positive exposure in the community that comes with building a project like this, which is literally visible from almost anywhere in the city—all from a job that initially went nonunion," he said.

Every workday morning after his commute to the site, journeyman wireman Steve Myers ascends to the tower's top floor—the 51st—for a full day of installing switch gear, pulling wire and performing other tasks to help ensure the building is complete by its target date near the end of May.

"I've never worked on a high-rise," said Myers, who joined the IBEW in the mid-'90s. "It's pretty amazing. The tasks I'm doing aren't that different from other construction projects, but there's the vertical challenge. Getting your materials where you need them can be tricky, and pulling wire is more complicated than it's been on any other job I've done."

"Doing this job, I couldn't be happier," said apprentice Chris Haycraft. For the last six months, he's helped put up lighting rigs, assisted in getting piping in place and other jobs. "Every morning, I get to catch the sunrise from the 20th floor. In what other job in the city could I do that?"

"This unusual partnership has definitely benefitted our local—and without the best efforts and support of my assistants and staff, it would not have worked," said Smith, who is also on the International Executive Council. "Once we got the ball rolling, Trentice Hamm, working closely with JATC Assistant Director Rusty Walker, consistently met the last-minute, unpredictable manpower demands and kept us going."

"And of course, the outstanding performance of our brothers and sisters on the job is what really made it all possible," said Smith. ■

Hawaiian Telcom Workers Take on Corporate Greed

Flush times are back for Hawaiian Telcom, the state's largest telecommunications company. So much so that Chief Executive Eric Yeaman increased his annual pay by more by 400 percent, to \$6.72 million, late last year.

But big profits at the top have not stopped the company from taking a page out of the Verizon playbook, trying to squeeze its employees for more and more givebacks. And on Nov. 10, Hawaiian Telcom workers said 'enough is enough,' staging a two-day walkout to protest Yeaman's demands for substantial cutbacks to health and retirement benefits.

The workers—represented by Honolulu Local 1357—have been working without a contract since last summer. Negotiations, which began in August, broke down because of management's initial refusal to compromise on any of its demands.

"We have made it clear that we were ready to sit down to bargain fairly, but senior management has been more interested in pushing its greedy and destructive agenda than working out an equitable solution," said Ninth

District International Representative Harold Dias.

The company adjusted its final offer in late November, backing off of some of its concessions, but it was rejected by members 283-216.

The last six years have been trying times for Hawaiian Telcom employees. The state's largest telephone company was sold off by Verizon in 2005 to a private equity firm for \$1.6 billion. The company went bankrupt, costing the company more than 20 percent of its customer base.

"The managers they brought in knew nothing about the telecommunications field," said Local 1357 Business Manager Scot Long. "They were overextended."

Workers agreed to givebacks to keep the company afloat, including a wage freeze and the closing of the pension plan to new hires.

"Our members have given up a lot because of the mess management made," Dias says. "Now it is becoming obvious that the only people who haven't had to feel the pain are at the top."

A Local 1357 member wrote in a letter to the Hawaii Reporter:

"It appears that Eric Yeaman has

been rewarded beyond all reason ... forgetting the employees who work each day to make Hawaiian Telcom a better company ... People wonder why we have Occupy Wall Street movements across the country."

Employees reached their breaking point last fall, saying they had given up enough already, Dias said.

At the same time workers were picketing, Honolulu was hosting President Obama and the Asia Pacific Economic Cooperation summit, which brought together the heads of state from 21 Pacific Rim countries to discuss global trade policies. The conference gave Local 1357 members the opportunity to connect their struggle with the growing Occupy Wall Street movement, which, in addition to targeting Wall Street, is critical of APEC's pro-corporate policies.

"The walkout energized members for the campaign ahead," Long said. "Hawaiians have seen corporate greed nearly destroy this once great company, and we let customers know that it is the best interest of everyone for a quick and just settlement."

For the latest updates, go to www.ibew1357.org. ■

IBEW MEDIA WORLD

In addition to your monthly issue of The Electrical Worker, check out the wealth of IBEW-related information in cyberspace.

www.ibew.org

From breaking news to video stories, our updated Web site has information not available anywhere else. Visit us to connect with the IBEW on Facebook and to follow us on Twitter!

YouTube

IBEW organizing goes online as the Membership Development Department launches a nationwide organizing accountability reporting system. www.youtube.com/user/TheElectricalWorker

Facebook

More than a million users have viewed the IBEW's Facebook page—have you? Connect with the IBEW at www.facebook.com/ibewfb and join the discussion.

HourPower

In our newest Job Tip, Klein Tools shows us new VDV tools that might help you in the field. Check it out on www.IBEWHourPower.com.



ElectricTV

Southern Contracting—like lots of NECA contractors—remain the contractor of choice for utilities and business owners everywhere. See why on our latest electricTV.net video.



Report of Independent Auditors

To the International Executive Council of the International Brotherhood of Electrical Workers

We have audited the accompanying consolidated statements of financial position of the International Brotherhood of Electrical Workers and subsidiaries (collectively the International Union) as of June 30, 2011 and 2010, and the related consolidated statements of activities and of cash flows for the years then ended. These financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2011 and 2010, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Washington, DC
August 10, 2011

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Financial Position

JUNE 30, 2011 AND 2010

	2011		2010	
	Unappropriated	Appropriated	Total	Total
Assets				
Cash and cash equivalents	\$6,509,148	\$ -	\$6,509,148	\$7,766,909
Receivables				
Loans and advances to chartered bodies	528,000	-	528,000	1,613,500
Per capita tax receivable	7,942,878	-	7,942,878	9,095,398
Due from Trust for the IBEW Pension Benefit Fund	442,334	-	442,334	749,291
Accrued interest and dividends	595,053	-	595,053	720,391
Security sales pending settlement	205,439	-	205,439	927,200
Other	1,249,621	-	1,249,621	1,327,079
Total receivables	10,963,325	-	10,963,325	14,432,859
Investments—at fair value	241,451,926	160,252,000	401,703,926	353,379,231
Unbilled rent receivable	6,179,518	-	6,179,518	5,703,778
Cash collateral held for securities on loan	-	-	-	22,134,402
Property and equipment—at cost				
Land, building and improvements	130,695,757	-	130,695,757	130,385,579
Furniture and equipment	46,226,625	-	46,226,625	45,957,638
	176,922,382	-	176,922,382	176,343,217
Accumulated depreciation (41,739,748)	(41,739,748)	-	(41,739,748)	(35,354,598)
Net property and equipment	135,182,634	-	135,182,634	140,988,619
Other assets				
Deferred leasing, organization and financing costs (net of amortization)	2,784,608	-	2,784,608	3,223,646
Prepaid expenses	1,145,959	-	1,145,959	1,638,847
Inventory of merchandise and office supplies, at cost	1,251,166	-	1,251,166	1,281,993
Deposits	52,791	-	52,791	8,000
Other	1,157,671	-	1,157,671	300,472
Total other assets	6,392,195	-	6,392,195	6,452,958
Total assets	\$406,678,746	\$160,252,000	\$566,930,746	\$550,858,756
Liabilities and Net Assets				
Liabilities				
Accounts payable and accrued expenses	\$5,392,241	\$ -	\$5,392,241	\$5,014,003

Excess of projected benefit obligation over pension plan assets	65,310,821	-	65,310,821	86,832,612
Liability for postretirement benefits	-	160,252,000	160,252,000	161,089,787
Security purchases pending settlement	7,682,157	-	7,682,157	5,254,279
Deferred per capita tax revenue	6,103,178	-	6,103,178	5,385,983
Reciprocity Agreement funds pending settlement	3,115,083	-	3,115,083	4,118,939
Liability to return cash collateral held for securities on loan	-	-	-	22,134,402
Mortgage loan payable	64,439,072	-	64,439,072	67,079,245
Other	1,115,001	-	1,115,001	1,203,229
Total liabilities	153,157,553	160,252,000	313,409,553	358,112,479
Unrestricted net assets	253,521,193	-	253,521,193	192,746,277
Total liabilities and net assets	\$406,678,746	\$160,252,000	\$566,930,746	\$550,858,756

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities

YEARS ENDED JUNE 30, 2011 AND 2010

	2011		2010	
	Unappropriated	Appropriated	Total	Total
Operating revenue				
Per capita tax	\$97,733,451	\$ -	\$97,733,451	\$96,684,462
Initiation and reinstatement fees	1,087,567	-	1,087,567	1,129,014
Rental income, net	13,707,814	-	13,707,814	13,626,427
Sales of supplies	782,736	-	782,736	836,366
Other income	3,596,395	-	3,596,395	3,228,494
Total operating revenue	116,907,963	-	116,907,963	115,504,763
Program services expenses				
Field services and programs	88,975,573	10,983,385	99,958,958	99,701,834
IBEW Journal and media relations	6,685,530	384,230	7,069,760	6,627,127
Industry trade program	12,264,673	1,464,971	13,729,644	13,278,832
Per capita tax expense	7,865,876	-	7,865,876	7,241,650
Legal defense	2,433,468	-	2,433,468	2,426,626
Total program services	118,225,120	12,832,586	131,057,706	129,276,069
Supporting services expenses				
Governance and oversight	6,187,026	736,313	6,923,339	7,336,048
General administration	6,613,348	1,194,101	7,807,449	8,982,512
Total supporting services	12,800,374	1,930,414	14,730,788	16,318,560
Total operating expenses	131,025,494	14,763,000	145,788,494	145,594,629
Change in net assets from operations before investment and other income	(14,117,531)	(14,763,000)	(28,880,531)	(30,089,866)
Investment income				
Interest and dividends	7,402,159	-	7,402,159	8,324,694
Net appreciation (depreciation) in fair value of investments	48,794,127	-	48,794,127	28,074,517
Investment expenses	(1,213,521)	-	(1,213,521)	(927,662)
Net investment income	54,982,765	-	54,982,765	35,471,549
Other income				
Gain on sale of property and equipment	-	-	-	26,920
Currency translation adjustment	1,018,089	-	1,018,089	2,040,091
Total other income	1,018,089	-	1,018,089	2,067,011
Change in net assets before pension-related and postretirement benefit charges other than net periodic benefits costs	41,883,323	(14,763,000)	27,120,323	7,448,694
Defined benefit-related charges other than net periodic benefits costs				
Pension benefits	24,372,325	-	24,372,325	15,809,489
Postretirement health care benefits	-	9,282,268	9,282,268	1,110,338
Change in net assets	66,255,648	(5,480,732)	60,774,916	24,368,521
Unrestricted net assets at beginning of year	192,746,277	-	192,746,277	168,377,756
Appropriation for postretirement benefit costs	(5,480,732)	5,480,732	-	-
Unrestricted net assets at end of year	\$253,521,193	\$ -	\$253,521,193	\$192,746,277

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

Years Ended June 30, 2011 And 2010

	2011	2010
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$101,473,469	\$100,491,102
Interest and dividends	7,527,497	8,369,828
Rental income	13,232,074	12,601,236
Participant contributions collected on behalf of PBF	56,330,157	56,666,914
Reimbursement of administrative expenses from PBF	3,175,000	3,675,000
Other	2,669,997	5,548,201
Cash provided by operations	184,408,194	187,352,281
Cash paid for		
Salaries, payroll taxes, and employee benefits	(84,882,822)	(85,490,993)
Service providers, vendors and others	(31,523,233)	(29,745,627)
Participant contributions remitted to PBF	(56,173,200)	(56,823,222)
Per capita tax	(7,865,876)	(8,005,434)
Interest	(7,539,660)	(7,323,495)
Cash used for operations	(187,984,791)	(187,388,771)
Net cash used for operating activities	(3,576,597)	(36,490)
Cash flows from investing activities		
Loans and advances made to chartered bodies	-	(35,000)
Repayments on loans and advances made to chartered bodies	1,085,500	1,081,500
Purchase of property and equipment	(763,651)	(1,721,307)
Leasing commissions paid	-	(138,626)
Purchase of investments	(259,155,506)	(271,621,707)
Proceeds from sale of property and equipment	-	26,923
Proceeds from sale of investments	271,224,329	277,359,497
Net short-term cash investment transactions	(8,449,752)	(2,360,484)
Net cash provided by investing activities	3,940,920	2,590,796
Cash flows from financing activities		
Payments on mortgages and other notes	(2,640,173)	(2,495,966)
Net cash used for financing activities	(2,640,173)	(2,495,966)
Effect of exchange rate changes on cash	1,018,089	2,040,091
Net increase (decrease) in cash	(1,257,761)	2,098,431
Cash and cash equivalents		
Beginning of year	7,766,909	5,668,478
End of year	\$6,509,148	\$7,766,909
Reconciliation of change in net assets to net cash used for operating activities		
Change in net assets	\$60,774,916	\$24,368,521
Noncash charges (credits) included in income		
Depreciation and amortization	7,008,674	7,241,736
Net depreciation (appreciation) in fair value of investments	(48,794,127)	(28,074,517)
Loss (gain) on sale of property and equipment	-	(26,920)
Currency translation adjustment	(1,018,089)	(2,040,091)
Changes in accruals of operating assets and liabilities		
Receivables	1,662,273	1,860,494
Unbilled rent receivable	(475,740)	(1,025,191)
Other assets	(378,275)	(749,005)
Excess or deficiency of pension plan assets over projected benefit obligation	(21,521,791)	(12,007,742)
Accounts payable and accrued expenses	378,238	(401,422)
Accrued postretirement benefit cost	(837,787)	8,029,232
Deferred revenue	717,195	355,869
Reciprocity Agreement funds pending settlement	(1,003,856)	2,369,646
Payroll deductions and other liabilities	(88,228)	62,900
Net cash used for operating activities	\$(3,576,597)	\$(36,490)

International Brotherhood of Electrical Workers and Subsidiaries Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2011 AND 2010

Note 1. Summary of Significant Accounting Policies

Nature of Operations—The International Brotherhood of Electrical Workers is an international labor union established to organize all workers for the moral, economic and social advancement of their condition and status. The significant portion of the International Union's revenue comes from per capita taxes of members paid by the local unions.

Basis of Presentation—The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, its wholly-owned subsidiary, Headquarters Holding Company, Inc., and the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%. Headquarters Holding Company, Inc. held title to real estate that was sold during 2004. Headquarters Holding Company, Inc. had no activity during the years ended June 30, 2011 and 2010. The IBEW Headquarters Building LLC also holds title to real estate, an office building that was acquired in June 2004, which beginning late-January 2005 serves as the headquarters for the International Brotherhood of Electrical Workers. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union maintains an appropriated fund designation for internal tracking of postretirement benefits.

Method of Accounting—The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles.

Investments—Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2011 and 2010 settled in July 2011 and July 2010, respectively.

Property and Equipment—Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10-40 years
Tenant improvements	Life of respective lease
Furniture and equipment	2-10 years

Accounts Receivable—Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2011 and 2010.

Inventory—The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the selling price of items held.

Canadian Exchange—The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the consolidated statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statement of activities.

Statement of Cash Flows—For purposes of the consolidated statement of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

Estimates—The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Subsequent Events Review—Subsequent events have been evaluated through August 10, 2011, which is the date the financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying financial statements.

Note 2. Tax Status

The Internal Revenue Service has advised that the International Union qualifies under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws. Headquarters Holding Company, Inc. and IBEW Headquarters Building, LLC are not taxpaying entities for federal income tax purposes, and thus no income tax expense or deferred tax asset has been reported in the financial statements. Income of the Companies is taxed to the members in their respective returns.

Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities.

June 30, 2011

	Cost	Fair Value	Fair Value of Securities on Loan	Net Fair Value of Securities on Hand
Short-term cash investments	\$24,231,018	\$24,231,018	\$ -	\$24,231,018
Government and government agency obligations	24,123,402	25,439,469	-	25,439,469
Corporate bonds and notes	39,251,143	41,501,108	-	41,501,108
Stocks	132,876,857	158,333,179	-	158,333,179
Mutual funds	18,018,285	18,253,304	-	18,253,304

103-12 entities	87,858,605	100,383,240	-	100,383,240
Limited partnership	17,416,824	18,310,434	-	18,310,434
AFL-CIO Housing Investment Trust	15,313,030	15,252,174	-	15,252,174
	<u>\$359,089,164</u>	<u>\$401,703,926</u>	<u>\$</u>	<u>-\$401,703,926</u>

June 30, 2010

	Cost	Fair Value	Fair Value of Securities on Loan	Net Fair Value of Securities on Hand
Short-term cash investments	\$18,630,850	\$18,630,850	\$	\$18,630,850
Government and government agency obligations	22,777,428	23,977,671	2,789,857	21,187,814
Corporate bonds and notes	28,849,945	30,045,696	652,635	29,393,061
Stocks	148,398,791	148,022,446	18,170,304	129,852,142
Mortgage loans	42,803,935	42,803,935	-	42,803,935
Mutual funds	16,800,032	17,340,710	-	17,340,710
103-12 entities	36,124,649	40,495,056	-	40,495,056
Limited partnership	17,416,824	17,432,466	-	17,432,466
AFL-CIO Housing Investment Trust	14,695,629	14,630,401	-	14,630,401
	<u>\$346,498,083</u>	<u>\$353,379,231</u>	<u>\$21,612,796</u>	<u>\$331,766,435</u>

The International Union uses generally accepted accounting standards related to Fair Value Measurements, for assets and liabilities measured at fair value on a recurring basis. These standards require quantitative disclosures about fair value measurements separately for each major category of assets and liabilities, clarify the definition of fair value for financial reporting, establish a hierarchical disclosure framework for measuring fair value, and require additional disclosures about the use of fair value measurements.

The three levels of the fair value hierarchy and their applicability to the International Union's portfolio investments, are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 – Quoted prices for similar assets or liabilities, or inputs that are observable, either directly or indirectly, for substantially the full term through corroboration with observable market data. Level 2 includes investments valued at quoted prices adjusted for legal or contractual restrictions specific to the security.

Level 3 – Pricing inputs are unobservable for the asset or liability, that is, inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability. Level 3 includes private portfolio investments that are supported by little or no market activity.

The following is a summary of the inputs used as of June 30, 2011, in valuing investments carried at fair value:

June 30, 2011

Description	Total Investments at June 30, 2011	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$24,231,019	\$	\$24,231,019	\$
Stocks				
Financial services	27,697,797	6,467,047	-	21,230,750
Oil & gas	8,522,553	8,522,553	-	-
Technology	8,378,531	8,378,531	-	-
Health care	7,755,719	7,755,719	-	-
Banks	7,316,092	7,316,092	-	-
Manufacturing	6,137,339	6,137,339	-	-
Computers	5,263,130	5,263,130	-	-
Energy	5,238,723	5,238,723	-	-
Telecommunications	4,805,483	4,805,483	-	-
Retail	4,390,050	4,390,050	-	-
Other	72,827,761	72,827,761	-	-
Corporate bonds	41,501,108	-	39,501,108	2,000,000
U.S. Government and government agency obligations	25,439,469	-	25,439,469	-
Mutual funds				
Fixed income fund	17,713,135	17,713,135	-	-
Other	540,169	540,169	-	-
Limited partnership				
Attalus Multi Strategy FD LTD	18,310,434	-	-	18,310,434
Common Collective Trusts				
AFL-CIO HIT	15,252,175	-	-	15,252,175
103-12 entities				
Real Estate	54,647,719	-	-	54,647,719
Equity	14,105,315	-	14,105,315	-
Fixed Income	31,630,206	-	31,630,206	-
	<u>\$401,703,927</u>	<u>\$155,355,732</u>	<u>\$134,907,117</u>	<u>\$111,441,078</u>

Changes in Level 3 Category	Corporate Bonds and Notes	Limited Partnerships	103-12 Entities	Stocks	AFL-CIO Housing Investment Trust	Total
Beginning balance – 7/1/2010	\$1,999,920	\$17,432,466	\$	\$22,730,750	\$14,630,401	\$56,793,537
Net gains (realized/unrealized)	80	877,968	2,020,265	-	621,774	3,520,087
Purchases, issuances, settlements	-	-	52,627,454	(1,500,000)	-	51,127,454
Transfers in/out Level 3	-	-	-	-	-	-
Ending balance – 6/30/2011	<u>\$2,000,000</u>	<u>\$18,310,434</u>	<u>\$54,647,719</u>	<u>\$21,230,750</u>	<u>\$15,252,175</u>	<u>\$111,441,078</u>

The following is a summary of the inputs used as of June 30, 2010, in valuing investments carried at fair value:

Description	Total Investments at June 30, 2010	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term cash investments	\$18,630,850	\$	\$18,630,850	\$
Government and government agency obligations	23,977,671	10,399,428	11,578,323	1,999,920
Corporate bonds and notes	30,045,696	-	30,045,696	-
Stocks	148,022,446	125,291,696	-	22,730,750
Mortgage loans	42,803,935	-	42,803,935	-
Mutual funds	17,340,710	17,340,710	-	-
103-12 entities	40,495,056	-	40,495,056	-
Limited partnership	17,432,466	-	-	17,432,466
AFL-CIO Housing Investment Trust	14,630,401	-	-	14,630,401
	<u>\$353,379,231</u>	<u>\$153,031,834</u>	<u>\$143,553,860</u>	<u>\$56,793,537</u>

Changes in Level 3 Category	Corporate Bonds and Notes	Limited Partnerships	Stocks	AFL-CIO Housing Investment Trust	Total
Beginning balance – 7/1/2009	\$1,999,920	\$26,689,732	\$22,730,750	\$13,594,494	\$65,014,896
Net gains (losses) (realized/unrealized)	-	1,288,734	-	409,924	1,698,658
Purchases, issuances, settlements	-	(10,546,000)	-	625,983	(9,920,017)
Transfers in/out Level 3	-	-	-	-	-
Ending balance – 6/30/2010	<u>\$1,999,920</u>	<u>\$17,432,466</u>	<u>\$22,730,750</u>	<u>\$14,630,401</u>	<u>\$56,793,537</u>

Net gains (losses) (realized /unrealized) reported above are included in net appreciation (depreciation) in fair value of investments in the statement of activities for the year ended June 30, 2011 and 2010. The amount of the net gains related to investments held at June 30, 2011 and 2010 was \$3,520,087 and \$1,698,658, respectively.

The Housing Investment Trust is a registered investment company which has a principal investment strategy that is to construct and manage a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risk as the Barclays Capital Aggregate Bond index. The investee uses a variety of strategies to maintain a risk profile comparable to its benchmark index. These strategies include, but are not limited to, managing the duration (a measure of interest rate sensitivity) of the investee's portfolio within a range comparable to the benchmark index, and managing prepayment risk by negotiating prepayment restrictions for mortgage securities backed by multi-family housing projects, including market-rate housing, low-income housing, housing for the elderly or handicapped, intermediate care facilities, assisted living facilities and nursing homes (collectively, "Multifamily Projects").

The objective of investment in INDURE, LLC, which is shown above as 103-12 entity, is to generate income and return through real estate investments. Redemptions from the Fund are limited to 20% of the net asset value of a shareholder's total investment.

Note 4. Securities Lending Program

The International Union entered into an agreement with the bank that acts as custodian for the International Union's investments which authorized the bank to lend securities held in the International Union's accounts to third parties. Effective March 2011, the securities lending program was terminated.

The International Union received 70% of the net revenue derived from the securities lending activities, and the bank received the remainder of the net revenue. "Interest" reported in the consolidated statements of activities includes \$33,100 and \$51,510 earned by the International Union during the years ended June 30, 2011 and 2010, respectively, in connection with the securities lending program.

Under this program, the bank obtained collateral from the borrower in the form of cash, letters of credit issued by an entity other than the borrower, or acceptable securities. Both the collateral and the securities loaned were marked-to-market on a daily basis so that all loaned securities were fully collateralized at all times. In the event that the loaned securities were not returned by the borrower, the bank would, at its own expense, either replace the loaned securities or, if unable to purchase those securities on the open market, credit the International Union's accounts with cash equal to the fair value of the loaned securities.

The International Union's securities lending activities were collateralized as described above, and the terms of the securities lending agreement with the custodial bank required the bank to comply with government rules and regulations related to the lending of securities; however, the securities lending program involved both market and credit risk. In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or the collateral, or that the bank's investment of cash collateral received from the borrowers of the International Union's securities may be subject to unfavorable market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts. At June 30, 2011 and 2010, the fair value of the collateral held was as follows:

	2011	2010
Cash	\$ -	\$22,134,402

The fair value of securities loaned was \$-0- and \$21,612,796, respectively. In accordance with current accounting standards the value of the cash collateral held and a corresponding liability to return the collateral have been reported in the accompanying statements of financial position.

Note 5. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2011 and 2010 is summarized as follows:

	2011	2010
Service cost	\$9,803,305	\$10,480,578
Interest cost	18,783,959	18,016,627
Expected return on plan assets	(16,047,527)	(14,535,751)
Net amortization of (gain) loss	7,388,297	7,715,328
Net amortization of prior service costs	1,148,210	1,927,779
Net periodic pension cost	\$21,076,244	\$23,604,561

Included in net periodic pension cost for 2011 and 2010 is \$1,148,210 and \$1,927,779, respectively, representing the amortization of amounts previously recognized as changes in unrestricted net assets but not included in net periodic pension cost when they arose. The amount expected to be amortized into net periodic pension cost for 2012 is \$43,347. Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the statement of activities as pension-related changes other than net periodic pension cost for the years ended June 30, 2011 and 2010 are as follows:

	2011	2010
Net actuarial gain	\$23,224,115	\$13,881,710
Amortization of prior service cost	1,148,210	1,927,779
	\$24,372,325	\$15,809,489

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2011 consist of the following:

Net actuarial loss	\$72,954,633
Net prior service cost	79,927
	\$73,034,560

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2011	2010
Discount rate	6.00%	6.00%
Average rate of compensation increase	5.00%	5.00%
Expected long-term rate of return on plan assets	7.00%	7.00%

The plans' obligations and funded status as of June 30, 2011 and 2010 are summarized as follows:

	2011	2010
Fair value of plan assets	\$294,329,444	\$242,412,384
Projected benefit obligation	359,640,265	329,244,996
Deficiency of plan assets over projected benefit obligation	\$65,310,821	\$86,832,612

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	2011	2010
Discount rate	6.00%	6.00%
Average rate of compensation increase	5.00%	5.00%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2011 and 2010 were as follows:

	2011	2010
Employer contributions	\$18,225,710	\$20,351,815
Employee contributions	886,341	260,758
Benefit payments	21,688,396	21,214,249

Total expected employer contributions for the year ending June 30, 2012 are \$17.2 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year Ending June 30, 2012	\$22,461,217
2013	22,904,297
2014	23,609,373
2015	24,330,433
2016	25,193,923
Years 2017 – 2021	136,386,423

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2011 and 2010, by asset category, are as follows:

Asset category	2011	2010
Cash and cash equivalents	5%	4%
Equity securities	65%	60%
Debt securities	25%	17%
Real estate and other	5%	19%
	100%	100%

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 60% for equities, 25% for fixed income securities, 10% for real estate, and 5% for other investments (principally limited partnerships).

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$519,248 and \$431,919 as of June 30, 2011 and 2010, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$864,733 and \$811,039 for the years ended June 30, 2011 and 2010, respectively.

Note 6. Postretirement Benefits

In addition to providing pension benefits, the International Union provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union.

Postretirement benefit costs for the years ended June 30, 2011 and 2010 include the following components:

	2011	2010
Service cost	\$5,839,000	\$5,875,336
Interest cost	9,266,000	9,306,327
Amortization of prior service cost	(342,000)	-
Total postretirement benefit cost	\$14,763,000	\$15,181,663

The accumulated postretirement benefit obligation and funded status at June 30, 2011 and 2010 are as follows:

	2011	2010
Postretirement benefit obligation	\$160,252,000	\$161,089,787
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$160,252,000	\$161,089,787

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$6,319,000 and \$6,042,000 for the years ended June 30, 2011 and 2010, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2012 is \$7,860,000.

Weighted-average assumptions used to determine net postretirement benefit cost at beginning of year:

	2011	2010
Discount rate	6.00%	6.00%

Weighted-average assumptions used to determine benefit obligations at end of year:

	2011	2010
Discount rate	6.00%	6.00%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2011, were assumed to increase by 10% for medical, 10% for drugs, 10% for Medicare Part D subsidy, 5.5% for dental/vision, 6% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 5.5% after 2025. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2011 by \$23,410,000 and \$2,652,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2011 by \$19,239,000 and \$2,123,000, respectively.

Local Lines

Happy New Year

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa, st&ws), ST. LOUIS, MO—Happy New Year to all! As we move forward into 2012, let us all be thankful that we belong to the greatest labor organization in the world, the IBEW. Despite these poor economic times, we look forward to what the future holds for our members. Please keep those members who are suffering through tough times in your prayers, as we keep those members who have passed in our thoughts and prayers.

We mourn the death of the following members: Farrell Suber, Henry Dussold, Daniel Schaefer, John Radosevich, Ronald Jacquemin, Harry Pfeifer Jr., James Bohn, Norman Abbott, Gerald Baumann, Roy Hines, Jack Stevens, Kenneth Reynolds, Don Davis, Joseph Hoechst, Craig O'Toole, Jack Hardy, Frank Clark, Joseph Bowen, Joseph Bonagurio, William Talleur, Charles Daniele, Raymond Smith, Andrew Sivley, James Shell, Ralph Landherr, John Venegoni, Bernard Callanan, John Simokaitis, Fred Goodiel, Jack Wilson, Raymond Zehnle, William Waldrop, John Tokraks, Carl McDaniel, Nancy McLemore, Donn Rech, Charles Wolfe, James Jacobs, Harrison Raley, Wayne Mabery and Raymond Baldrige.

Matt Gober, P.S.

Solidarity for Success

L.U. 9 (catv,govt,lctt,o&u), CHICAGO, IL—The voices of working families in Illinois were heard loud and clear last fall. State legislators overrode the veto of the Energy Infrastructure Modernization Act (SB 1652) by Gov. Pat Quinn. SB 1652 will bring an investment of \$2.6 billion to modernize and strengthen the electric grid in Illinois and will create approximately 2,500 jobs. Many of our members have had to seek work out of state. The passage of this bill will bring our members back home to Illinois and bring a positive work outlook to our local. We thank all of our members and their families who helped in the passage of this bill by phoning and/or writing to the senators and representatives of Illinois. This is an example of how critical it is to participate in the political process, and the passing of this legislation is proof that when we work together we can have an impact on our future.

Congratulations to our Bus. Mgr. Robert Pierson for his re-election as chairman of the International Executive Council at the 38th International Convention in Vancouver. Bob looks forward to serving the brotherhood for another five years.

Our visit with Santa at the holiday party was a great success. Thanks to everyone who participated. We wish everyone a safe and prosperous New Year.

Mary Beth Kaczmarek, P.S.

EWMC's Community Leadership

L.U. 11 (i,rts&spa), LOS ANGELES, CA—The Local Wide Picnic was a big success. Thank you to all who attended and volunteered. The new location allowed for more activities. In addition to games, food, music and prizes, the event included a Classic Car Show sponsored by The Knights of Labor. First-place winner was Ernie Hidalgo with his 1941 Chevy half-ton pickup truck. Second-place winner was Herbert Alarcon with his 1969 Chevy Chevelle, and third place winner was Jim Hernandez with his 1970 Chevy El Camino S/S. All three winners received trophies.

The Los Angeles Chapter of the Electrical Workers Minority Caucus held their second annual Day of Pampering at the Electrical Training Institute. This is a signature community event to help women victims of domestic violence or those who lost a child through gang violence. Distinguished guest speakers were Jan Pery and Wendy Gruel, both mayoral candidates. Participants were treated to a delicious breakfast, and then treated to a spa/salon visit. Information about opportunities for women in the trade was provided. We are proud of the EWMC's leadership in addressing the needs of our community.

Members are reminded to keep their California State Certification up-to-date. Certification preparation classes and ongoing training are offered through the Electrical Training Institute. Take advantage of these valuable resources available to our members.

Bob Oedy, P.S.



Local 11 member Ernie Hidalgo (left), first-place winner of the Knights of Labor Car Show, is congratulated by Asst. Bus. Mgr. Richard Reed at the local wide picnic.

Illinois Smart Grid Bill

L.U. 15 (u), DOWNERS GROVE, IL—In October, thanks to a big push from labor and especially the IBEW, the Illinois Legislature overrode the governor's veto and overwhelmingly passed SB 1652, the smart grid bill. It is considered a "jobs bill" and, at the peak of the effort, will result in 2,500 additional jobs for workers.

Twelve of our members traveled to Vancouver as delegates to the IBEW International Convention. At the convention, Local 15 proudly submitted and supported two significant resolutions. Resolution No. 17 deals with support of nuclear energy. Resolution No. 47 supports advanced coal-fired electric generation technology. Both resolutions passed successfully.

Five members attended the Young Workers Summit in Minneapolis, MN. Five other members went to the Utility Workers Coalition Conference in Madison, WI.

Our fossil members agreed to a two-year contract extension with Midwest Generation. The extension included 2½ percent wage increases each year of the agreement plus improvements to the shift differential and meal allowance. Eighty-six percent of the members who sent in ballots voted "yes" for the agreement. Also on the fossil side, Joliet and Powerton were the last two stations in 2011 to hold safety fairs, bringing a focus on safety to the forefront for all.

Our members participated in two Labor Day parades—in Springfield, IL, and in Rockford, IL. In Rockford, a Local 15 member's daughter, Hannah McGoldrick, was named Miss Labor Day of Rockford.

Doug Vedas, P.S.

'Picking Up Steam'

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI—Our 6-17-A agreement workload is picking up steam. Our books are nearly clear of journeyman linemen with a few standing calls as of this writing. In 2011 our jurisdiction was hit with 21 storms, and a couple of trips out East to assist with a hurricane and an early winter snow storm. We expect 2012 to be a busy year! Renewable energy work has kept our commercial members working throughout 2011, with an additional four wind-farms projects to be completed this year.

The Public Lighting Dept. of Detroit continues to struggle, including financial deficits. As of this writing we are unable to confirm a rumored takeover by DTE Energy.

Our line clearance tree trimmer work force is rocking 742 members including 135 apprentices. Negotiations with DTE Energy will begin in late June. The utility is earning maximum profits, yet we

expect that they will demand concessions at the table. It's simply amazing.

Congratulations to Ron Heaton, Bruce Meade, Chuck Kin, Ernie Gardner, Bob Peterson and Mark Russ on their retirements.

Happy New Year, everyone. Work safe and remember that union membership is the ladder to a middle-class lifestyle.

Dean Bradley, P.S.

'We Must All Be Part of the Solution'

L.U. 21 (catv,govt&t), DOWNERS GROVE, IL—This year our local union faces many challenges. With a still-struggling economy, we will enter negotiations with many of our employers, hold local officer elections and more as we continue to protect hard-working families under attack from every direction. Then as 2012 closes, the presidential election takes place.

Our flagship agreement with AT&T expires at midnight on June 23, 2012. Negotiations are sure to be even tougher than 2009, when the full effects of the collapsing economy were still unknown. There was a time when getting a job with the telephone company brought a promising future, but deregulation changed all that. Corporate greed has become the true driving force behind every decision.

Managers must continually raise productivity and cut costs, which in turn helps raise the stock price, which brings in more investors. Sad—but that's the business model. Workers are nothing more than disposable items affecting a company's bottom-line.

Yes, this year will be challenging. It will require solidarity and support from all local members, our Brotherhood, and the rest of the 99 percent to pull us through one of the most challenging years our local will ever face. Play your part. Be involved. That's what makes us union!

Our condolences go to the families of deceased members Calvin Griffin, Myron Binion and Anthony Rasmussen. Our brothers will be missed.

Thomas Hopper, P.S.

International Convention

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA—Eight delegates represented Local 37 at the 38th IBEW International Convention in Vancouver last September.

Congratulations to Int. Pres. Edwin D. Hill and Int. Sec.-Treas. Salvatore "Sam" J. Chilia on their re-election, as well as to returning First District Int.

Trade Classifications

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

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.



Local 37 delegates attend the Vancouver Convention: from left, Romeo Bourque, Don Dickson, Annette Perry, Local 37 Bus. Mgr. Ross Galbraith, First District Int. Vice Pres. Phillip J. Flemming, Local 37 Pres. Steve Hayes, Wanda Hierlihy, Gaëtan Chiasson and Sue Dunham.

Vice Pres. Phillip J. Flemming and newly elected IEC member Solomon Furer, Windsor Local 773.

Throughout the week, delegates deliberated over many resolutions such as Resolution No. 5 (submitted by locals representing members in broadcasting, including Local 37), which addressed improving copyright protection. Many IBEW members receive royalties from work they produce, and the theft of intellectual property negatively impacts their ability to earn a living. The resolution, which was passed, urges the IBEW to support the Canadian and U.S. governments to enforce and improve this protection.

Local 37 thanks all of the IBEW locals responsible for assisting the International Office in putting on this convention. Your hard work paid off considerably! Your hospitality was remarkable and we are very grateful to you for sharing your amazing city with the delegates to the convention.

Ross Galbraith, B.M.

2011 An Eventful Year

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY—Happy New Year, brothers and sisters. What a 2011 Local 41 had! Last year saw: a number of travelers, local union elections, a Bison's game family outing, a Ms. Buffalo Cruise, the stag outing, golf outing and a UB Bulls football game.

At our stag outing, we drew winners for our annual Buffalo Bills season ticket raffle. The raffle raised \$5,100 for Roswell Park Cancer Institute. Thanks to everyone who bought tickets.

Last year at our Retiree's Luncheon, several members were awarded service pins. Among the many service pin recipients were: Howard Martin and Joe Moran—for 60 years of service; and Darwin Borshel and Paul D'Ostroph—for 65 years' service. Thanks, gentlemen, for leading the way!

Thanks also to all the members who were active in the union this year. I can't thank you all here individually, but keep it up. Without an active membership, we cannot better our brotherhood.



Local 41 members and travelers working for Ferguson Electric at Global Vascular Institute in downtown Buffalo, NY, display IBEW banner.

Most jobs that included our traveling brothers and sisters have wrapped up. Many thanks to those who came and worked here. We couldn't have done it without you.

Gregory R. Inglut, A.B.M.

Winter Work Picture Good

L.U. 43 (em,i&rts), SYRACUSE, NY—The work picture for our area continues to look good through the winter. We have project labor agreements with the City of Syracuse on some large school renovations that started in November, as well as security upgrades at Syracuse Hancock Airport. One of our nuclear plants, Nine Mile Point, continues to hire in preparation for its six- to eight-week outage in April. The shutdown should top out at 120 electricians.

Local 43 was honored to send five delegates to the 38th IBEW International Convention in Vancouver, British Columbia. Almost as one the delegates were impressed by how beautiful and clean Vancouver was. Local 43 delegates were: Al Marzullo, Kevin Crawford, Pres. Pat Costello, Jim Corbett and Bus. Mgr. Don Morgan. Additionally, Bus. Mgr. Morgan was chosen by Int. Pres. Edwin D. Hill to serve on the International Executive Council Report Committee as committee secretary.

Jim Corbett, P.S.

International Lineman's Rodeo

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA—Happy New Year! Local 47 thanks our Canadian sisters and brothers for their hospitality and for hosting a great International Convention.

We joined with the Teamsters, UFCW and Machinists to defeat an attempt by the speaker of the California Assembly to disenfranchise the City of Vernon. Bipartisan support in the state Senate helped kill the legislation.



Local 51 conducts a Spoon River Electrical Co-op informational picket.

At the 28th International Lineman's Rodeo, the Southern California Edison team of Jeff Hinojos, Alex Ramirez and Ted Durnerin took 3rd place Overall and 2nd place in the Investor-Owned Division. SCE's Willie Rios, Jack Flavin and Juan Pulido took 5th place in the Senior Division. Nick Heidel, Vinnie Santos and Dave Aguon from Anaheim captured 3rd place in the Municipal Division.

More than 100 riders participated in our 8th Annual Brotherhood Motorcycle Run to raise money for Casa Colina.

Gary Wheelwright, electric utility inspector at the City of Anaheim, passed away nine days after a pad-mount transformer exploded causing severe burns. The transformer was being serviced at the time.

We are also sad to report the passing of: Charles Wilkins, Joseph Van Noy, Darrell Quessenberry, Jim Condon, Robert Richter and Frank Pedro. Our thoughts and prayers are with their families.

Work safe, live well, work union.

Stan Stosel, P.S.

Illinois Senate Bill Victory

L.U. 51 (catv,lctt,o,rtb,t&u), SPRINGFIELD, IL—The local worked diligently to support the Oct. 26, 2011, override of Gov. Pat Quinn's veto of Senate Bill 1652. SB 1652 will help create 2,450 Illinois jobs to modernize our electric grid. Thank you to all our brothers and sisters who supported this important legislation.

Our electric distribution members working at Spoon River Electrical Co-op were backed by family and friends on Oct. 15 with an informational picket as they continue to fight for a fair contract with no unwarranted takeaways.

The local is struggling with Nexstar Broadcasting negotiations. We anxiously await the NLRB ruling on charges we filed. The latest move by the company was to suspend dues deductions, and we anticipate filing

more board charges over the company's action.

Negotiations have begun with Custom Underground, Inc. This telecommunications contractor has been squeezed due to telephone deregulation and the sale of telephone properties. We all stand united to secure a reasonable agreement.

Our construction work outlook continues to look good. We are starting apprentices in both the line and substations classifications. Tree trimming remains steady.

Happy New Year! We wish you a full year of happiness and success. Work safely today and every day. Please attend your monthly unit meetings.

Karlene Knisley, B.R.

Workers Memorial Day Service

L.U. 57 (lctt,mo,o,t&u), SALT LAKE CITY, UT—Last April 28, 2011, Workers Memorial Day, the Eastern Idaho Central Labor Council honored deceased IBEW Local 57 member Dennis Grant, who was fatally injured in an electrical contact in 1994. The service took place near the tree and stone monument that were placed there in Dennis' honor. His family members, as well as IBEW members who worked with Dennis and were at the scene of the accident, attended the ceremony. A representative from OSHA was also present and the mayor of Idaho Falls read the Worker's Memorial Day Proclamation.

The family was presented the certificate for the Brick of Remembrance to be placed at the National Worker's Memorial on the campus of the National Labor College in Silver Spring, MD. After 17 years, the pain and sorrow was still apparent on many faces.

Endeavor to fight for safe work conditions and look out for each other. "Pray for the dead, but fight like hell for the living."—Mother Jones.

Scott Long, P.S.



Attendees gather at Workers Memorial Day ceremony to honor deceased IBEW Local 57 member Dennis Grant.

Local Lines



At Habitat for Humanity project are, front row, Bill Dunphy (left) and Judy Lobato of Habitat for Humanity, and Local 81 instructor Clinton Muir; back row, Local 81 instructors Mike Brust, Brien Wedlock and Mike McDermott.

NTI Habitat Project Volunteers

L.U. 81 (i), SCRANTON, PA—Four members of Local 81, who serve as instructors in our apprenticeship program, volunteered to wire a house for Habitat for Humanity while attending the 2011 National Training Institute in Ann Arbor, MI. Usually, Wednesday afternoon is free time for those attending the Instructor Training Program, but Brien Wedlock, Clinton Muir, Michael Brust and Michael McDermott gave up their free day to wire the Habitat for Humanity project.

All four instructors were recognized by NJATC Executive Dir. Michael Callanan at the NTI graduation ceremony on Thursday evening, which was attended by IBEW Int. Pres. Edwin D. Hill, International Vice Presidents, and NECA's top officers.

Michael McDermott, P.S.

Election of Officers

L.U. 83 (u), BINGHAMTON, NY—An election of officers for Local 83 was recently held. Elected were: Pres./Bus. Mgr./Fin. Sec. Leo Yanez, Vice Pres. Gary Bonker, Rec. Sec. Linda Lord, Treas. Dan Baschmann; Unit Chairs and Executive Board members Mike Bonkiewicz, Fred Veitinger, Joe Mustico, Jeff Roderick, Joe Gentilcore, Chris Smith, Kevin Place and Kevin Lyon. Appointed business agents are Anthony Todi and Don Tuttel.

Local 83 members and officers thank Danny E. Addy, Jim Clines, Frank LaBombard, Tom Addy and John McDonald for their years of hard work and dedication to the membership.

Don S. Tuttel, P.S.

Negotiations & Solidarity

L.U. 97 (u), SYRACUSE, NY—Last year was very busy for Local 97, completing six contract negotiations in 13 months. Negotiations with Constellation Energy Nuclear Group were extremely difficult. The company, which owns two nuclear plants operated by Local 97

members, was demanding such extreme concessions on pension issues that the membership voted overwhelmingly to strike. This resulted in an 18-day strike (the first in Local 97 history) before negotiations succeeded in limiting the changes to the pension so that the membership could return to work and resume safe operation of the plants.

Negotiations with Entergy, owner of another area nuclear plant, also were very difficult. The company was demanding benefit and work practice changes. The local successfully fought off any major changes to benefits while agreeing to acceptable changes in work practices.

Local 97 also continues to pursue National Grid, our largest employer, for updated benefit documents as required by federal law. Though National Grid is long overdue in providing these documents to our members, the company continues to drag its feet in producing documents that accurately reflect results of negotiated contracts.

Although these negotiations were stressful for our membership, a result has been increased union solidarity. This solidarity is growing despite ever increasing attacks on members' way of life. As we go forward together, Local 97 will continue to lead the way in "Restoring the Pride" in the labor movement and the American middle-class.

John Delperuto, P.S.

Sportsmen's Alliance Event

L.U. 125 (lctt,o,t&u), PORTLAND, OR—Members participated in the Union Sportsmen's Alliance (USA) shooting tour event held in Gervais, OR. The local had 13 members participate. Keri Bryson earned top honors for women while the local's team of Ryan Showerman, Matt Unger, Lucas Buyas and Mike McGriff earned third-place overall. Note: McGriff is not a member.

This was the USA's first event in Oregon. The USA is a union-dedicated outdoor organization whose members hunt, fish and shoot. Committed to conservation, members aim to unite the labor community while advocating for improved and expanded access to hunting and fishing habitats throughout North America. Nearly \$10,000 was raised. For more information, visit www.unionsportsmen.org.

According to Travis Eri, Local 125 business manager, USA events promote union solidarity by encouraging interaction among unions and communities while advocating for a cause that many members support. "This was our first year participating, and I hope to see more members involved in the future," Bus. Mgr. Eri added.

Marcy Putman, P.S.



Local 97 members stood in solidarity on the picket line during 2010 strike at Constellation Energy Nuclear Group.

Big Turnout for Labor Fest

L.U. 129 (i,mt&spa), LORAIN, OH—Bus. Mgr. Jeffrey Bommer, officers and members congratulate the 2010 class of apprentice graduates: Michael Bazar, Michael Cruz, Adam Gilbert, Philip Gilbert, Nickolas Hall, Brian Hodkey, Stephen Ireland, Steven Johnson, Eric Messersmith and Douglas Mihalic.

Our 2011 local election of officers was held June 13. Elected were: Bus. Mgr. Jeffrey Bommer, Pres. Andrew Kasubienski, Vice Pres. Barry Blakely, Rec. Sec. Timothy Koperdak, Treas. Steve Rister; Executive Board members Byron Flores, Dennis Pedings, Tom Nagy, Jeffrey King, Dave Shaffer and Marc Schueszler. Thanks to Election Judge Dan Clement and the Election Board of Tim Davis, Jim Tomaseck and Mark Tomaseck. Congratulations, gentlemen, and thank you for your willingness to serve the local.

Once again last year the Labor Day Festival was held at the Black River Landings in downtown Lorain. Participants enjoyed the food, refreshments, games, rides and entertainment. Many local politicians were in attendance, including U.S. Rep. Betty Sutton. People were given the chance to meet union members personally, and be inspired to defeat Issue 2 in November. Despite the weather there was a large turnout. Thank you to the volunteers who participated in the event, and special thanks to Kyle Kasubienski for all his help.

Please attend your local union meetings held the second Monday of each month at 7 p.m.

Frank A. Sturleng, P.S.

Quad City JATC Mobile Classroom

L.U. 145 (em,i,o,rts,spa&u), ROCK ISLAND, IL—We are excited to show off the new interactive trailer used by our Quad City Electrical JATC! This new mobile "hands on" classroom is used at high school career fairs. Inside, students can learn about wiring switches and lights; they can bend conduit; see how fire alarm & data systems work plus see several samples of motor control work. Plans to install solar panels and meters are in the works. The Quad City Electrical JATC launched an improved Web site, www.KnowWatt.org. Individuals will find lots of useful information on our electrical industry training program and career opportunities available.

Work has been slow for journeyman wiremen, with 125-plus members on Book I. However, we anticipate being a big part of the \$300 million project at the ALCOA plant in mid-spring. Plus, our nuclear plant in Cordova, IL, is scheduled for a shutdown in mid-March. Work for our linemen has been plentiful and we expect this trend to continue throughout 2012.

We extend condolences to our deceased members' families and to all those who have lost loved ones.

On behalf of Local 145 officers and members, we wish our IBEW brothers and sisters a happy, safe and prosperous 2012!

Scott Verschoore, B.M.



Quad City Electrical JATC's new mobile, interactive classroom.

'A Year for the History Books'

L.U. 159 (i), MADISON, WI—2011 in Wisconsin was one for the history books. Collective bargaining rights stripped from our state workers, months of protest rallies and recall elections have dominated the lives of Wisconsinites. The most remarkable effects from these events have been a resurgence in the labor movement. Hopefully we will be able to recall Gov. Scott Walker and the momentum continues through the 2012 presidential election.

Once again we have given our local community the gift of our Holiday Fantasy In Lights displays on view from Nov. 11, 2011, through Jan. 3, 2012. We also enjoyed the union sponsored semi-annual retiree's luncheon in December.

We look forward to the new year and an improved outlook for work. Wishing all our brothers and sisters a happy, healthy and prosperous 2012—and thank you all for the support you have given Local 159 in our recall efforts and political battles.

Joel Kapusta, B.A.

Chattanooga JATC Addition

L.U. 175 (c,em,i,lctt,mt,o&u), CHATTANOOGA, TN—The Chattanooga Electrical JATC recently broke ground for a 6,000 square-foot addition. Included in the addition will be a much needed 3,600 square-foot lab area with an 18-foot ceiling. This will greatly enhance our training program by allowing us to get more hands-on training in our program.

2012 will be the 100 year anniversary of Local 175. Bus. Mgr. Barry Key has multiple events planned throughout the year with the largest occurring in June. Call the hall to receive more information.

Support your local union. Meetings are held the first and third Mondays of each month at 7:30 p.m. Work safe and work smart.

Keith Owensby, P.S.



Local 175 delegates attend 38th IBEW International Convention.



Among Local 197 members who joined the labor rally to protest Sonic's use of lower skilled, out-of-state workers are, from left: Matt Wall, Dale Glasscock, Eric Riddle, Shawn Dehaven, Tom Peasley, Larry Bartosik, Stephanie Ashenbrenner and Greg Potter.

'We Have a Voice'

L.U. 197 (em&i), BLOOMINGTON, IL—For most of 2011, the work situation in our local was very slow. Recently it has picked up as journeyman wiremen get back to work accepting referrals to the Mitsubishi plant in Normal, IL. It doesn't seem we will get into Book II, but all are welcome to check our Web site www.ibew197.org for updates. Thanks to those locals that have helped put our members to work.

Our local had a nice turnout for the McLean County Labor Day parade. As we marched through the west side of Bloomington passing out candy, we proudly represented our local and all labor organizations. In October a labor rally protest was held by the McLean County Building Trades at the newly opened Sonic drive-in. Thank you to members who participated. It is important to have strong showings at these events to let the businesses that bring in workers from other states for lower wages and benefits know that we have a voice in our community. Please do not patronize Sonic or other businesses on our Do Not Patronize list.

The membership recently voted to adopt language in our bylaws dealing with furlough. Thanks to all who attended the meeting—it shows brotherhood is strong in our local.

We wish all IBEW members health and prosperity in 2012. Remember to get involved in the local and stay involved!

Mike Raikes, P.S.

Major Power Station Project

L.U. 223 (em,govt&i), BROCKTON, MA—Over the past two years, we have had a major project at the Brayton Point power station. The work included two 500-foot cooling towers, a new switchyard, and associated work involved with upgrades to the existing plant. The contractor for the project, Kiewit Construction/Mass



Local 223 electricians work with Kiewit Construction on power station project.

Electric joint venture, employed more than 70 electricians at the peak of construction. The second phase of the project, a new air quality control system, is starting to hire and should continue through the winter months. The workers on-site were recognized by Dominion, Kiewit, and Mass Electric for a quality job well-done. Thanks and congratulations to all members who have worked on this challenging project.

Under Secretary of the Air Force Erin C.

Conaton came to the ribbon-cutting ceremony for two new wind turbines erected on the Massachusetts Military Reservation on Cape Cod. The new turbines are part of an ongoing effort for the military going green in renewable energy on bases all across the country. We hope the next two turbines start construction in early 2012.

From the officers and staff we wish everyone a prosperous 2012.

Doug Nelson, A.B.M.

IBEW Convention & Service

L.U. 229 (em&i), YORK, PA—Days come and days go, but our work and our union will stand the test of time! This was the sentiment at our 38th IBEW International Convention. Local 229 Bus. Mgr. Matthew Paules and member Steve Stabley attended as delegates. Many critical issues were debated and voted on, ensuring a strong future for our Brotherhood. Bus. Mgr. Paules also was honored to serve on the International Secretary-Treasurer's Report Committee. Congratulations to all elected officers.

Journeyman wireman Chuck Fricke and apprentice Jack Green donated their expertise to the Hanover, PA, Red Cross. They installed the power supply for a conveyor in the building's basement making it easier to move supplies. Thanks, brothers, for your community involvement!

Organizer Steven Selby helped sign Pro Call Electric LLC and Myers Electric as signatory contractors. We are excited to assist the companies in the growth of their businesses.

The local JATC hired IBEW Local 229 electrician Tim Griffin as training director. Congratulations, Tim!

As a whole, work seems to be slowing. However, several projects are scheduled to begin in early 2012. One will be at the Raven Rock Department of Defense site in Adams County.



Local 257 apprentice graduating class of 2011, from left: Aaron Willingham, Brian Buschjost, Pete Loaiza, Jacob Massman, Nick Turner, Gavin Jones and Clinton Stundbeck.

Trade stories and talk shop at the Retiree Breakfast held the last Wednesday of each month, 8:30 a.m., at Dover Valley Restaurant.

Tony Palermo, P.S.

2011 Graduating Apprentices

L.U. 257 (em,i,rtb,rts,spa&t), JEFFERSON CITY, MO—Happy New Year. At this writing, Book A looks good with a few calls coming in every week. Some Local 257 members just completed a successful refuel at the Callaway Nuclear plant. The 2012 work picture looks promising.

Some big University of Missouri projects, like the hospital patient tower and power house jobs, should keep many busy in 2012. The Callaway plant plans to build a solar farm next to the plant to supply 10 percent of its power. Also, much work is planned at Missouri S&T in Rolla. Bidding on the new St. Mary's hospital is under way, with a 2012 fall start date planned.

Congratulations to recent apprentice graduates. We did not take in a fall first-year apprentice class, but are now putting a class together.

Local 257 phone workers had two arbitrations with Centrylink; we hope that proceeds favorably. Thanks to all who helped at the 2011 Labor Day parade, themed "We Are One!" Mike Winemiller organized a great Local 257 golf tournament at Railwood Golf Course.

We need to negotiate a new contract by March 1, 2012. At the December meeting, we put together some offers. Last year we got just above 1 percent and signed a one-year contract. With a promising work picture, hopefully we can work on a little bit better contract this year with the help of all members' input.

Ryan Buschjost, P.S.

Tribute to a Brother

L.U. 309 (i,lct,mo,mt,o,rts,spa&u), COLLINSVILLE, IL—Thank you to all who helped achieve the state Legislature's override of the governor's veto of Senate Bill 1652. This bill will allow the state's electric utilities to modernize Illinois' energy infrastructure. For Ameren Illinois, this will mean a \$625 million investment over a 10-year period. SB 1652 will help create 2,450 jobs in Illinois to modernize our electric grid.

Local 309 Bro. Jason Brandmeyer died tragically in a car accident July 9, 2011. Jason was a journeyman inside wireman since 2009. He served a five-year apprenticeship through the Southwestern Illinois JATC. Jason was an active member and is missed by all. Jason left behind his wife, Megan, and daughters, Lilly and Lydia.

On Friday, Oct. 28, in Germantown, IL, a "Children of Jason Brandmeyer Benefit Dinner and Dance" was held in Jason's memory. The benefit

featured a Halloween costume contest, auctions, raffles and attendance prizes. All proceeds went toward Jason's daughters' future education expenses. Bro. Chris Hankins thanks everyone, especially Local 309 members, for their support and donations for Jason Brandmeyer's family.

Our 50-year dinner was held Nov. 5, 2011, at Sunset Hills Country Club. Honored for 50-years of service were: Felix Bolinski, James Duncan, Gerald Faughn, Barry Kastel, Richard Kwedras, Ronald McCaw, James Noble, William Race and Donald Southard. Congratulations!

Scott Tweedy, A.B.M.

Special Guests Attend Meeting

L.U. 349 (em,i,mps,rtb,spa&u), MIAMI, FL—Our July 2011 meeting was with special guests Int. Pres. Edwin D. Hill, Int. Sec.-Treas. Salvatore J. Chilia and Fifth District Int. Vice Pres. Joseph S. Davis. Int. Pres. Hill initiated the oath of office to the recently elected Local 349 officers. The officers spoke of the path and the future of the IBEW, of what is needed and how we should help in its success.

At the 38th IBEW International Convention in Vancouver, British Columbia, Canada, Local 349 Bus. Mgr. Bill Riley was nominated and elected as Fourth District International Executive Council member. Congratulations to Bro. Riley on a well-deserved honor.

In June I had the pleasure of taking a 65-year service pin to Bro. Daniel Morrison. Daniel is age 97 and a proud IBEW retired member. Even if he can't dance like he used to, I told him I would be back in five years to give him his 70-year pin.

We remember our service men and women here and overseas and hope for their safe return.

Your local union is only as strong as you make it. Attend union meetings and be there when help is needed.

Frank Albury, P.S./Exec. Bd.

Report on Events & Activities

L.U. 357 (c,i,mt&se), LAS VEGAS, NV—Many events have taken place for our local since our last article. In September last year, officers and delegates experienced a busy week at the 38th IBEW International Convention in Vancouver, British Columbia, as participants in sculpting the future of our Brotherhood. Officers, volunteers and our EWMC worked hard to have a very successful picnic on Oct. 1. Three weeks later, Brotherhood Welfare hosted their annual charity golf tournament.

On Nov. 5, with the driving force of our patient advocate, we hosted our annual health fair for members and their families. With more than 50 vendors, the fair included everything from pension planning to free flu shots.

To celebrate the holidays, retirees had their annual Christmas dinner on Thursday, Dec. 8, and

Local Lines

the kids Christmas party was Saturday, Dec. 10.

From celebrating the holidays to thanking our veterans, we have participated in local parades and our members have donated their labor to help local charities. With all of this activity it is unfortunate that many members have been unable to participate due to their search for employment.

We thank many of our members who have gone overseas to support our troops. It is good to know that the men and women of our military are being backed by skilled wiremen.

We wish all a happy, safe and prosperous New Year!

Aaron L. Jones, P.S.



Local 357 Bros. Richard Work (left) and Chris Wyle register voters at the local's Nov. 5 health fair.

'Proud To Be IBEW'

L.U. 363 (catv,em,govt,i,t,u&ws), NEW CITY, NY—Happy New Year to all of our IBEW brothers and sisters throughout the United States and Canada. We hope we can all begin to look forward to a better and more prosperous 2012 and the start of the recovery that we all need so badly.

Local 363 delegates to the IBEW 38th International Convention were: Bus. Mgr. Sam Fratto, John Dickson, Gil Heim, Kevin Keeley, Steve Neugebauer, Ross Olivieri Sr., Ken Sutton and Frank Sylvester. The delegates were photographed with Int. Pres. Edwin D. Hill up on the dais. Pres. Hill was very gracious and personable to all of us, and when you speak with him he makes you proud to be an IBEW member. Also, many new, longtime relationships were developed between our local and others at the 2011 convention. We are proud to be IBEW.

Our 2011 Annual Clambake was a huge success, the food was great and we started a new tradition—the “young bloods” against the “old bloods” softball challenge. This time the young bloods were victorious. Let's see what happens next year when we bring along the ace bandages and those heat strips for our backs.

Kevin Keeley, P.S.

Thanks to MDA Volunteers

L.U. 379 (i,o&rtb), CHARLOTTE, NC—We are proud of our affiliation with the Muscular Dystrophy Association here in the Carolinas. This past year we added yet another avenue to assist the MDA's cause. On Aug. 10, Local 379 officers and members volunteered for a day at Camp Bethelwoods in York, SC. More than 100 people attended the week-long MDA camp, half being volunteers who assisted the children who have this disease. Thanks to all of you who donated time and effort in putting smiles on these campers' faces!

For the past seven years, Asst. Bus. Mgr. Tommy Hill has served as our MDA coordinator, and

serves as our liaison with television station WAXN64 in Charlotte, NC, for the MDA Telethon. This was the fifth year for Local 379 to take pledges on the phones while bringing recognition to the IBEW for our community service. Our IBEW Local 379 Star Board was seen for the first time on prime time!

Uptown Charlotte's Labor Day parade saw Asst. Bus. Mgr. Nick Brown's 9-11 themed float design, which honored our fallen IBEW brethren. Pres. Scott Thrower and Bus. Mgr. Bob Krebs designed this year's parade shirts. Thanks to the membership for their many efforts in making this the most successful parade yet!

Circuit 379 open for now...

Guy B. DePasquale, P.S.

Three-Year APS Contract

L.U. 387 (em,lctt&u), PHOENIX, AZ—Local 387 officers elected in 2010 are: Bus. Mgr./Fin. Sec. Dave Vandever, Pres. Sam Hoover, Vice Pres. Kevin Keenan, Treas. Jeff Marino, Rec. Sec. Mike Bohannon; Executive Board members Mike Craig (Arizona Power Plants), Gilbert Foster (Four Corners Power Plant), Chase Lord (Northern Area), Edward Ford (Southern Area), Dave Potter and Scott Ray (Phoenix Area), and Dan Esparza (other than APS).

Local 387 delegates to the IBEW 38th International Convention were: Bus. Mgr. Dave Vandever; Pres. Sam Hoover; Ervin Jackson (Steam Plants); Chase Lord (Electric); and Toby Claude, Ed Ford and Mike Hintz (At-Large). Delegates participated in conducting business to keep the IBEW moving forward.

The Brotherhood ratified a three-year contract with Arizona Public Service Company. Thanks to the Negotiating Committee for all their efforts.

IBEW Local 387 and “The Brotherhood Gives Back” held a silent art auction for the Phoenix Children's Hospital “Create for Cancer” event on Sept. 24, 2011, at the union hall. The evening was a huge success and raised \$23,271. All the art work was done by the kids battling cancer. Thank you to everyone who volunteered and participated to help make this a moving experience.

Sam Hoover, P.S.

'Honor Flights'

L.U. 405 (em,i,rtb&spa), CEDAR RAPIDS, IA—Work remains steady in Cedar Rapids and Iowa City as we continue with flood projects from 2008.

After a protracted battle with our new governor, we lost project labor agreements on two separate projects in the jurisdiction. These had been agreed to prior to the election, but the anti-labor governor made the executive order banning PLA's in



Local 405 retired members Jim Ryan (left) Don Smith and Art Taylor participated in Honor Flights to visit the World War II Memorial.

the state of Iowa his first official action. Elections have consequences and we must support those who share our beliefs.

Three retired members of Local 405 were on the Honor Flights to Washington, D.C., on Sept. 13, 2011. Jim Ryan (a 61-year member), Don Smith (a 63-year member) and Art Taylor (a 63-year member) were able to visit the World War II Memorial and were given a hero's welcome when they returned to Cedar Rapids. We thank these members for their service to the country and to the IBEW.

Bill Hanes, B.M.

Data Center Project Success

L.U. 441 (as,i&rts), SANTA ANA, CA—In October, Stout & Burg Electric Inc. successfully completed the electrical infrastructure installation of the Latisys OC2 Data Center in Irvine. The 90,000 square-foot facility opened for business on Sept. 22, 2011, with an open house celebration and ribbon-cutting ceremony. More than 500 guests attended, including Irvine Mayor Sukhee Kang and representatives from the California Legislature.

This ground-up project required close coordination among all the contractors involved. Stout & Burg Electric Inc. is a city of Tustin-based electrical contractor experienced with industrial and commercial lighting, power, communications, mechanical and temperature control installations, maintenance and repair. The company possesses expertise with emergency generator power, AC and DC electrical power plant requirements, mission critical systems, building monitoring systems (BMS) and HVAC systems integration and is a preferred installer of solar systems for various solar panel manufacturers and solar systems sales companies.

Project specifications included: 20 megawatts of expandable utility power capacity, 20 megawatts of expandable N+1 emergency generator backup, associated switch gear, and paralleled N+1 UPS modules. Construction required 90 tons of underground concrete electric vaults, 40,000 cubic feet of underground conduit concrete encasement, more than 24 miles of electrical feeder cable, and 2,700 electrical terminations. More than 40 IBEW electricians were employed for this project.

Richard Vasquez, B.R.



IBEW Local 441 electricians worked with Stout & Burg Electric Inc. on the big Latisys Data Center project in Irvine, CA.

Training Center Dedication

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, ID—With winter in full swing, our work has slowed down, but later this year looks promising with the Areva/Eagle Rock project coming.

With the New Year also comes the attack on the labor movement and unions via the Idaho 2012 legislative session—just as last year. To protect our way of life, the Southeast Idaho Building and

Construction Trades hired a lobbyist so we can be informed of what's happening in the Statehouse and be on the offensive and get the membership involved to participate in our survival.

Our JATC held a Nov. 18 building dedication ceremony for the new Training Center, dedicated to retired Int. Sec-Treas. Emeritus and Local 449 member Jon F. Walters. Special guests also included IBEW Int. Pres. Edwin D. Hill and Eighth District Int. Vice Pres. Ted C. Jensen and his staff. Our Local Auxiliary Club provided refreshments and the event was well-attended.

Hopefully by the time of this reading we will have a binding contract in place for employees of InteGrow Malt in their 2½ year campaign.

Congratulations on their retirement to Bros. Gary Jester, Richard Webb and Randy Waldron.

The local extends condolences to families of deceased retired Bros. Gerald Newton, Glen Myers and Robert Vincent.

Mike Lee Miera, Pres./Organizer

The Legacy of Joseph R. Kelly

L.U. 457 (u), MERIDEN, CT—It is with great sadness that we announce the passing of Joseph R. Kelly, retired Local 457 business manager/financial secretary. Bro. Kelly passed away Oct. 19, 2011, at age 81. He proudly served as business manager/financial secretary from 1972-1996, running unopposed for 25 consecutive years. Prior to that, he served as treasurer of Waterbury, CT, Local 420.

Bro. Kelly represented Local 457 on the Law Committee at the IBEW International Convention in Kansas City in 1974 and played a major role in organizing the Clerical and Technical positions for CL&P in the early 1980s, winning contract approval by the critical margin of only one vote. He was a member of the Connecticut State Electrical Association and the New England Utility Council. Joe was passionate and committed to safety in the workplace and negotiated new safety standards for the Connecticut Yankee Power Plant with the Nuclear Regulatory Commission. Joe Kelly set a standard for our local union that will be hard to duplicate.

John Fernandes, Pres.

Community Service Fund

L.U. 459 (ees,em,govt,so&u), JOHNSTOWN, PA—On July 30 last year, Local 459 members participated in a benefit dice run for 6-year-old Emily Whitehead. Emily, the daughter of Tom and Kari Whitehead, was diagnosed with leukemia in May 2010. She was scheduled to receive chemotherapy treatments until August 2012. However, on Oct. 9, 2011, while in treatment Emily had a relapse. Local 459 members have been very supportive of Bro. Whitehead and his family in their time of need through donations to the local's Community Service Fund.

The local thanks all those who have shown their generosity in the past to support the Community Service Fund for our annual food drive. Every year, Local 459 Rec. Sec. Mary Perdeu does a great job organizing the drive, collecting the donations and distributing assistance to the many food banks throughout the different communities in our local.

Paul L. Cameron, Pres.

Hope for the New Year

L.U. 477 (i&rts), SAN BERNARDINO, CA—Greetings to brothers and sisters of the IBEW from Local 477. I hope everyone is doing well. This year seems to be very promising for us. We have a 400-megawatt solar plant well under way and, at the time of this writing, employing more than 100 members. We are also currently in negotiations with several other solar plants scattered across our desert regions, but nothing signed yet. San Bernardino County was one of the hardest hit in the recession, but I feel as if we are starting to see a light at the end of the tunnel. Work is slowly starting to pick up for us. We are also starting to see more contractors bid work in our area. It will be a long road ahead of us, but I know our membership is ready for the challenge. I think now is a great time to rebuild our market share as we rebuild our economy.

Kenny Felts, Pres.

Indiana Workers Rally

L.U. 481 (ees,em,i,mt,rts,s&spa), INDIANAPOLIS, IN—Indiana working families are again under attack. The threat of “right-to-work” legislation is greater than ever. Our business manager, Sean J. Seyferth, has been working diligently to protect the rights and interests of our membership. Thanks to Sean and all the members who have participated in lobbying efforts and rallies.

Indianapolis is proud to host the 2012 Super Bowl. This event has provided work for many of our contractors and will help employ many of our members. Our current work picture is improving steadily. The construction of Wishard Hospital, under a project labor agreement, has also put many members to work. Our local has been fortunate to have an abundance of work in nearby jurisdictions, allowing our members to maintain employment through much of these harsh economic times. We look forward to better times as our contractors continue to secure more work and provide the opportunity for our travelling members to come back home.

The Circle of Lights celebration has been a holiday success for the last 49 years thanks to the members who have volunteered to install the lights on what is reportedly the world’s largest man-made Christmas tree.

Tony Inman, R.S.

70-Year Award

L.U. 531 (i), LAPORTE, IN—On Aug. 27 last year, Local 531 held our biennial 2011 Awards Banquet at the Blue Chip Casino and Spa, built with 100 percent union labor.



Local 531 retired member Ralph Odle (center) receives 70-year award, presented by Pres. Dean Harmon (left) and Bus. Mgr. Jaye Fuller.

Service pins were awarded to eligible members with 10 or more years of IBEW service. Many awards were presented, but the most memorable was the presentation of a 70-year service award to Bro. Ralph Odle. Congratulations, Bro. Odle.

Thanks also go to members who attended rallies in Indianapolis last spring to protest so-called “right-to-work” proposals in Indiana. The fight is not over yet. Word just came through at this writing that Ohio defeated anti-worker legislation, and I can only hope we will be that fortunate in Indiana.

Our work picture remains slow, but we are hopeful that we will be able to keep our local members working this winter.

Dean F. Harmon, Pres.

Tribute to A Life of Service



Local 551 Pres. James M. McQuaid (1956-2011)

L.U. 551 (c,i&st), SANTA ROSA, CA—It is with deepest regret that we report the sudden passing of our late president, James Michael McQuaid. “Jimmy,” as he was known here in Local 551, passed away Oct. 14, 2011.

Jimmy McQuaid was born Jan. 25, 1956, and was initiated into the local in 1978. He completed the inside apprenticeship program and turned out as an inside journeyman wireman in 1981. Jim held numerous offices in the local, most recently that of president, and devoted many hours as a loyal unionist. He was a proud member of Local 551. Words can’t express how he will be missed.

We will always remember you, Brother Jimmy, *the man of many words*. Please keep Jimmy’s family in your thoughts and prayers.

Denise D. Soza, P.S.

Members Attend Next Up! Summit

L.U. 595 (c,govt,i&st), DUBLIN, CA—Eight Local 595 young workers attended the Next Up! Young Workers Summit held Sept. 29–Oct. 2 last year in Minneapolis. Delegates to the AFL-CIO youth conference were: Executive Board member Tanya Pitts, Treas. Jason Gumataotao, Sound and Communications board member Brian Wynn, Labor Council delegate Rachel Bryan, journeyman wireman Josh Gleave and apprentices Carroll Braxton, Emily Chen and Mia Rivas. Approximately 800 people from across the country attended.

These young trade union activists are our future IBEW leaders! They returned with an enthusiasm to bring the lessons learned back to our membership. It was clear from their reports at the General Membership meeting in October that they were moved by the experience and excited to increase their participation in Local 595.

As we enter election year 2012, it will be extremely important for working people to do the right thing. As disappointed as we’ve sometimes been in some of our leadership, we know we are far better off with a Democrat in the White House and in Sacramento as well as supportive legislators to work with them. We must educate all union members about the importance of electing leaders who will help organized labor.



Local 595 young workers speak out for jobs at the Next Up Summit. (Not pictured: Mia Rivas.)

The Occupy movement throughout the country has galvanized people around the financial injustices and lack of jobs that the 99 percent are facing. We hope that message remains clear, continues to grow and brings about change.

Tom Mullarkey, B.R.

Apprentice Graduation

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM—Due to a problem in the first election, we were required to do the election again and Chris Frenz was re-elected as our business manager. Congratulations to Chris and all other winners of the recent election.

Sept. 16 last year was the date of a Local 611 Apprenticeship Graduation Banquet. Most recent graduates are: Leonard Barela, Paul Begay Jr., Armando Belmonte, Jerry M. Bustamante, Chris P. Eden, Bobby Getts Jr., Jacob A. Gurule, Elroy A. Jaramillo, Eric J. Jiron, Samuel Lahoff, Ruben Lujan, Jesse L. Martinez, Nevin P. Scott, Sean “Logan” Wilson and Larry L. Yazzie Jr.

Bobby Getts was Apprentice of the Year and Eugene Clarke received the C.S. Mitchell Award. Congratulations to all.

Alan Jander and Aubree Espinosa received the Local 611 Apprenticeship Achievement Award. The criteria for the award are: to have attended six union meetings in one year, to be a member in good standing, and to have a 92 percent or above grade average or perfect class attendance.

Local 611 sends condolences to families of recently deceased members: Charles J. McDermott, Ivon J. Curtis, Everett “Dutch” Robertson, Diane L. Dressel, James “Jamie” Howard and Maurice W. Ford.



Some of the recent Local 611 graduating apprentices gather.



IBEW Local 613 members and apprentices gather to help with a food drive.

Union meetings are held the third Saturday of each month at 10 a.m. Please make every effort to attend.

Darrell J. Blair, P.S.

IBEW Community Service

L.U. 613 (em,i,o,rts&spa), ATLANTA, GA—When it comes to community, IBEW Local 613 members believe in assisting those in need. Some people may not agree with or understand the purpose of a union,

but a union’s purpose is not limited to collective bargaining. Local 613 members serve their surrounding communities as well. Recent weather took a toll on people worldwide, leaving many with nothing. Last year, local members themselves experienced need when disastrous weather forced some out of their homes, without food and other necessities. Local 613 members provided food and clothing to those in need during this crisis. *[Photo, at bottom.]*

Often, individuals in need aren’t aware of available resources when a crisis strikes. The participation of IBEW Local 613 members gave people hope that their situation would improve.

The IBEW apprenticeship program does more than train electricians, it builds character. Apprentices are always willing to lend a helping hand to those in need. Their generosity is reflected by the program director, Russell Smith, who always strives for excellence. He emphasizes to members the importance of representing themselves and the union well in all areas of life.

We thank fifth-year apprentice Quintana Richardson for providing information for this article.

Beatrice Andrews, A.B.M.

‘Oath of Obligation’

L.U. 639 (i&rts), SAN LUIS OBISPO, CA—Brothers and sisters, how often have you thought about the Oath of Obligation you took before becoming an IBEW member? Maybe it’s been a long time since you said the oath, or maybe in front of the membership, you were caught up in the excitement of the moment and don’t recall what you said. Whatever the reason, let’s all look at the oath once again.

“I (your name), in the presence of members of the International Brotherhood of Electrical Workers, promise and agree to conform and abide by the constitution and laws of the IBEW and its

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local unions. I will further the purposes for which the IBEW was instituted. I will bear true allegiance to it, and will not sacrifice its interest in any way.”

So, next time you go down to the union hall, ask for a copy of the IBEW Constitution, the local bylaws, and a current copy of the agreement you are working under. It is information you agreed with when you took the oath, so take the time to understand what it says. It will be time well spent. Stay informed, and attend your local union meetings.

John Ponzetti, P.S.

Refinery Project Completed

L.U. 649 (i,lctt,o,rts,spa&u), ALTON, IL—The \$4 billion Coker Unit at ConocoPhillips Refinery is completed and operating, refining heavy Canadian crude oil. [See photo, below.] As we look back, this project has been a lifesaver for Local 649 and for many of our traveling brothers and sisters. In these bad economic times we have prospered. We thank all the wiremen, especially our traveling brothers and sisters, who helped complete this project. We especially thank our customer, ConocoPhillips, for giving us the opportunity to show what the IBEW can accomplish when given the opportunity.

After all the fits and starts, construction of our new union hall is progressing nicely. We will move in soon. Those of us who remember our old dilapidated hall on Central Avenue all agree that we have come a long way.

Bus. Mgr. Jack Tueth and Asst. Bus. Mgr. Charles Yancey represented Local 649 members at the IBEW 38th International Convention in Vancouver, British Columbia. It was great to be part of such a large gathering of IBEW members.

We mourn the passing of Bros. Vick Walter, Harold Kendall, Matt Terpening and Tom Underwood. Our heartfelt condolences go out to their families and friends.

Charles Yancey, A.B.M.

Year in Review

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR—2011 started off with the books filled and an uncertain work picture. Outside line construction projects improved with a standing call for linemen by summer's end. The wireman work remained slow with



Local 649 wiremen, joined by IBEW traveling members, worked on the Coker Unit project at Conoco Phillips Refinery.



Local 673 members who helped repeal Ohio Senate Bill 5, along with AFL-CIO staff assigned to area, attend November union meeting, from left: Painesville Power Plant Steward Steve Newman; retired member Bob “Flash” Southall; Bus. Mgr. David C. Thomas, AFL-CIO staff Katie Gjersten and Austin Keyser; apprentice John Hodge; Registrar Tiffany Kosmerl; member Jim Howard; and Executive Board member Brian Gillespie.

most either out of work or traveling to other locals to find work. Line clearance tree trimming was constant with the Oregon P.U.C mandate keeping those members working.

In January last year the local hired Bro. Chris Murphy as assistant business manager to fill the opening left by Bro. Steve Roberts, who resigned December 2010. Chris stepped up to the challenge and despite a steep learning curve has done an excellent job.

The local staff was very busy in 2011 with 17 different agreements settled along with numerous grievances and arbitration cases. I thank the entire staff at the local for their hard work and dedication. Also thanks go to the many committee members who have volunteered their time to serve on all the committees. This is thankless work, with the outcome often appreciated by few and criticized by many.

Thanks go out to the Lane Unit for hosting the picnic in July. The hard work showed in a great event.

May 2012 bring us full employment for all.

Tom Legg, Pres./P.S.

Voters Defeat SB 5/Issue 2

L.U. 673 (catv,i,rts,spa,t&u), PAINESVILLE, OH—I am happy to report that Ohio made history in November by voting to repeal Senate Bill 5, Gov. John Kasich's plan to strip the collective bargaining rights of 360,000 unionized public workers in Ohio, which would have included policemen, firefighters, nurses and teachers. [See photo, above.] The measure was voted down by 2,089,187 to 1,318,568.

This was just part of Gov. Kasich's anti-worker, anti-middle class agenda. We, the private sector unions, would have been next on his attack against the working people of Ohio.

This was a big win for us as we all stood together with the public and private sector, union and nonunion and sent Gov. Kasich a wake-up call from the hard-working middle class of Ohio.

Local 673 thanks all the members who helped out with jobsite fliers, phone banking, and door-to-door walks when called upon by Bro. Jim Howard, who was put on staff to organize and get out the vote for this very important issue.

I hope everyone had a safe and happy holiday. Hope to see you at the next union meeting.

Daniel A. Lastoria, Mbr. Dev. Rep.

New Union Hall Complex

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN—Chartered on June 12, 1911, Local 697 last year celebrated 100 years of commitment to excellence. Our local has not only promoted reasonable methods of work and feelings of friendship with those in the

industry, but also has always given our time and support to community and civic efforts. We also recently moved into a new union hall complex, which includes the Benefit Funds Office, Credit Union and a state-of-the-art Apprenticeship Training Center. Our new complex is the first LEED building in Lake County, IN, and the project was completed on time and under budget. Our work picture has improved as well. We have much to be thankful for.

A defining year for labor, 2011 saw the middle class attacked in extremes not experienced since the early 1900s. The political system has become polarized to a point where to be conservative means to consider working men and women expendable serfs who should be seen and not heard. The union movement—which allows us to collectively bargain with the wealthy and privileged who see themselves as rulers rather than fellow citizens—is portrayed as evil and something to be exterminated. The working people of this nation must make their voices heard this election year. Register to vote! It's not just a right, it's a responsibility.

Let's start this year in appreciation for the many blessings we enjoy.

David A. Soderquist, P.S.

Bus. Mgr. Furer Elected to IEC

L.U. 773 (as,em,i,mo&o), WINDSOR, ONTARIO, CANADA—The 38th International Convention was a huge success and a well-deserved thank-you goes out to everyone who helped pull off this first-class event.

A highlight of the week for Local 773 was when Bus. Mgr. Sol Furer was elected to serve as an International Executive Council member. This is a first for Local 773 and I'm sure Bro. Furer will represent our local and country very well. We wish to thank Bro. John Briegel for his work and dedication while serving on the IEC.

In 2011 Local 773 was fairly busy and we completed more than 500,000 man-hours worth of work. Winter is now upon us and at press time work in our jurisdiction has started to slowly wind down.



Local 915 member Jonathan Dehmel (third from right) receives IBEW Founders Scholarship Award. From left are: Local 915 Field Organizer Felix Gonzalez, State Organizing Coordinator Rodney Alvarez, Fifth District Int. Vice Pres. Joe S. Davis, Bro. Dehmel, Bus. Mgr. William Dever and Asst. Bus. Mgr. Randall King.

The new year looks to be positive with various projects on the horizon including: two 55-unit wind turbine installations, an Olympic-sized swimming pool facility, a new public library, a long-term rest home, and an additional solar farm installation as well as some institutional work in our hospitals. Remember to work safe. Have a happy New Year.

Dave Spencer, P.S.

Negotiation vs. Corporate Greed

L.U. 827 (catv&t), EAST WINDSOR, NJ—On June 22, 2011, IBEW and CWA started negotiations for the East Coast members employed by Verizon and Verizon Connected Solutions. More than 45,000 members stood ready for a contract that expired on Aug. 6. The strike that was called will more than likely go down as one of the most united fronts between two unions against a corporation that has deep pockets. As I write this article, it is four-plus months and we still are in negotiations, and we are no closer than when we started. Verizon laid down a comprehensive proposal that gutted more than 50 years of collective bargaining agreements. Verizon has record profits, pays millions in compensation bonuses to its top five executives and pays no federal income tax. Verizon wants to cut costs and jobs that are the core of middle-class America. Verizon has become the poster child of corporate greed. Verizon, like other big business in America, moves jobs overseas and continues to shrink good union jobs. The unions' goals are to remain united and press our bargaining agenda to get a fair agreement.

Avaya has contacted the IBEW to begin negotiations for a two-year extension. This contract is due to expire in May of 2012.

Bill Huber, Pres./B.M./F.S.

Founders Scholarship Award

L.U. 915 (i&mt), TAMPA, FL—With great pleasure we recognize one of our own who recently received the IBEW Founders Scholarship Award. Bro. Jonathan Dehmel was presented the award in October 2011 by Fifth District Int. Vice Pres. Joe S. Davis.

Bro. Dehmel joins five other Local 915 members who previously received this honor. Previous recipients are: Bros. Robert Miles, Jim Grace, Benny Collins, Stan Smith and Scott Evarts. Local 915 is proud to have had so many fine members achieve the high standards and merit this accredited award stands for. Bro. Dehmel is truly deserving and we are very proud of him and wish him much success.

We held Local 915 elections in June and are proud to announce the re-election of Bus. Mgr. Bill Dever to another three-year term.

It is still tough times here, but we are striving for a strong future for our local union. As members of this great union, we all must be diligent in our efforts to make the IBEW the best and only choice for all electrical needs in our community and beyond.

Theresa King, P.S.

Focus on Safety

L.U. 1245 (catv,em,govt,lctt,o,pet,t&u), VACAVILLE, CA—Our local redoubled our focus on safety after several workplace fatalities and injuries. We rolled out our “Hold the Pull” peer-to-peer safety program for members in electric-related jobs, and also our “Control the Pressure” peer-to-peer safety program for members in gas-related jobs. Both programs, by design, were created chiefly by rank-and-file members. Direct peer-to-peer interaction about the importance of working safely makes a big difference. A third program will focus on members working in the line clearance tree trimming industry.

The importance of these initiatives was reinforced when three members recently died on the job. Carlos Amezcua, a line clearance tree trimmer, died Sept. 28 last year when the bucket he was working in tilted and ejected him. Linemen Ryan Miles and Aaron Weiss died Oct. 13 when their truck went into a river. Two other members escaped that accident with minor injuries.

Younger members play an important role in our local. Four young members attended the IBEW Convention in Vancouver. We also sent 15 young workers to the AFL-CIO’s NextUp! Young Worker Summit, and dispatched several young workers to Ohio to assist campaigns on behalf of working people there.

Work remains strong for Outside Construction members. We anticipate substation work employing many workers through the winter.

PG&E seems to be getting serious about upsizing its work force. PG&E’s new CEO and its new executive vice president for gas operations visited the union hall to meet with union members. Both stressed they will look to the employees for ideas to correct some of PG&E’s long-standing problems.

Eric Wolfe, P.S.



A Trees Inc. crew recently brought down two white fir trees, each more than 100 feet tall, to protect nearby PG&E power lines. Standing, from left: Ruben Castaneda, Francisco Garcia, Mike Garner and Rodney Owens, joined by Local 1245 Business Rep. Junior Ornelas; kneeling, Jose Macias and Elfego Pacheco.

Welcome to New Members

L.U. 1253 (i), AUGUSTA, ME—We would like to welcome our new members to include inside apprentices Albert Condon, Shelley Francis, Keith Hurley, Nathan Lyons, Richard Monkman, Harlan Small, and



Local 1253 apprentice Harlan Small (left) and journeyman wiremen Gordon Tinker and Scott Cuddy pause while participating in an August 2011 Habitat for Humanity project in Bangor, Maine.

Nathaniel Walden; teledata apprentices David Long, Richard Rattary and Travis Yahn; journeyman wiremen Doug Petersen and Marc Leighton; teledata tech Ken Sibley; and construction wiremen Reginald Johnson, Andrew Higgins and Dylan Nelson.

First Aid/CPR training and man-lift training classes were held this fall as well as another OSHA 10 course prior to this publication. For more up-to-date offerings visit our Web site at www.ibew1253.org.

It seems we have weathered the storm. Things have picked up briefly. The future looks bright, but is developing slowly. Many of our efforts have produced jobs that we would not have had otherwise and brought new members into our local. In following our objectives per the constitution, we seek to represent all who work in our trade and have made it through tough times by being innovative and adapting to our local conditions. We secured work at schools, hospitals, a civic center and wind turbine projects by being competitive while still safely and efficiently offering a quality product.

We extend our best wishes and appreciation for many years of service to outgoing Press Sec. William Gifford. Thanks, Bill.

Timothy G. Bickford, P.S.

Members Receive IBEW Award

L.U. 1307 (u), SALISBURY, MD—Four Local 1307 members recently received IBEW awards for actions they took after encountering an accident scene. In

December 2010, line crew Bros. Mike Daly, Robbie Kinnamon and Jeremy Cunningham were headed to the jobsite when they noticed something wrong in a wooded area. They stopped to investigate and found a car with a man hanging out of a side door. He was alive but severely injured. They called 911 and then contacted Bro. Mark Whitby, a deputy chief of the Volunteer Fire Department. Mark went to the scene to assist while awaiting paramedics’ arrival. Our members assisted the fire company in flagging traffic and scanning the area for more victims; fortunately there were none. Without the quick thinking and attentiveness of these members, more time would have passed before the accident victim was discovered.

Congratulations to three recent retirees: Bros. William Bailey, Edward Cannon and Martin Redington. Bro. Bailey started in 1976 as a power plant laborer; he worked as auxiliary operator, plant equipment operator, control room operator and maintenance operator. He retired Feb. 23, 2011.

Bro. Cannon began as a power plant laborer in 1972. He became an auxiliary operator, control room

operator and lead operator. He retired Jan. 6, 2011.

Bro. Redington started as a power plant maintenance helper in 1976. He worked as a fuel handler and qualified machinist. He retired June 30, 2011.

E.D. Sparks, P.S.

Championship St. Louis

L.U. 1439 (u), ST. LOUIS, MO—Local 1439 has so much to be proud of: the 11th World Series Championship Cardinals; our first ever hole-in-one at the 9th Annual Local 1439 South Guy “Boomer” Barton Charity Golf Tournament; another well-attended Labor Day parade and picnic; the start of a successful “A” Membership Drive for all of our members; another fine showing at the 28th International Lineman’s Rodeo in Bonner Springs, KS, winning fourth-place in Apprenticeship and other placement wins; a voluntary separation package for our age-58-and-older members at Ameren/MO; our first “Making Strides Against Breast Cancer” Walk (raising \$3,500 for the American Cancer Society); and hosting the IBEW Media group to film a story on organizing the City of Potosi, which will be instrumental to all locals in organizing efforts. Wonder what 2012 will bring!

Mike Walter, B.M.

A New Year

L.U. 1523 (u), WICHITA, KS—It’s a new year. Out with the old and in with the new. And welcome to our new members. We did pretty well in 2011 with our membership development. We need your input to continue to best represent you. Times are hard all over,



Local 1439 journeyman lineman Jeff Gottman, Potosi District, with his “hole-in-one” 4 iron.



Former E-Board member Mike Bavard (left) gives oath of office to newly elected Local 1547 officers and board members.



Local 1523 journeyman meter man Jeff Harris (left) and first-year apprentice meter man Tad Woodard at work on the job. Not pictured is Amy Poynter, second-year apprentice meter man.

but we have proved our solidarity. Congratulations to all members. Safety was No. 1 and we did a great job.

We have a new meeting place: 1330 East 1st St., Wichita. It’s good to be in a location filled with other unions. Remember that your steward is your first line of contact. Do you know who your steward is? Attend union meetings, held the second Wednesday of every month at 5:30 p.m. If you want to speak to the E-Board, they meet the first Monday of each month. Contact an E-Board member and set up an appointment.

We have made good strides—let’s continue to do so. Nothing will ever be perfect; what we can do though is to continue to move forward as we have.

Please contact office manager Kourtnie Negrón for your information needs. Thank you, Kourtnie, for putting up with us and staying on top of Local 1523 projects.

We wish a good 2012 to all our members and their families.

Candy C. Cruz-Dodd, P.S.

Election of Officers

L.U. 1547 (c,em,i,o,t&u), ANCHORAGE, AK—IBEW Local 1547 recently held its statewide leadership election.

Larry Bell was re-elected to a third three-year term as Local 1547 business manager/financial secretary. He received more than 72 percent of the vote in a two-way contest. “Our membership believes we are on the right course and I am honored to have their continued trust in leading our local union,” Bell said. “Over the next three years, my top goals will be making certain that our members are safe on the job, implementing our Code of Excellence and fostering the continued financial growth and stability of our union,” Bell added.

Also elected to a three-year term are: Pres. Knute Anderson, North Pole; Vice Pres. Danny Gillette, Fairbanks; Sec. Laura Bonner, Anchorage; Treas. Charlie Breitenstein, Anchorage; Executive Board members Cecil Colley III, Tom Minder, Rodney

Local Lines

Hesson, Sven Westergard; and Examining Board members Curtis Dunham, William "Mike" Clay, Dennis Olsen and Cache Carr.

Larry Metzler and James Matt Stedman were appointed to the Exam Board.

Melinda Taylor, P.S.



Bus. Mgr. Ken Ward (right) and Int. Pres. Edwin D. Hill visit the IBEW Local 1579 Training Facility construction site.

New Training Facility

L.U. 1579 (i&o), AUGUSTA, GA—Technology is constantly changing in the electrical world and Local 1579's upcoming new training facility will keep us updated in that world. As the construction is still ongoing, plans are being made to start having classes in the new facility in April 2012. Welding classes will play a vital role in this local as there are two major projects in our jurisdiction that will need many. Of course, there will be other classes available in the future also.

Bus. Mgr. Ken Ward recognizes that training is the key to being competitive. As IBEW members, we should all feel fortunate that we have the opportunities to have training available to us.

IBEW Int. Pres. Edwin D. Hill was at Local 1579 recently. It is not every day that you have someone like Pres. Hill in your union hall but I can tell you, he is a good person to have on your side. It was truly an honor.

I thank all the retired members for their many years of service and all they have done for this local and the IBEW. When you see a retired member, walk up and let him or her know how special they are. Until next time, God bless.

Will Salters, A.B.M.

Work Picture Looks Good

L.U. 1701 (catv,ees,i,o&u), OWENSBORO, KY—The Examining Board gave the journeyman wireman exam recently to: Todd Crooks, Tom Puckett, Todd Mayfield, Ron Lynch, Brian Evans, Wesley Gillispie, Mike Deese and Charles Brewer. The board reports all passed. Congratulations and welcome, brothers.

We thank Local 1701 and the Owensboro Council of Labor president, Sister Donna Haynes, for organizing and conducting the 2011 Labor Day picnic festivities, which were held at the Owensboro Sportscenter. Our local was well-represented. Congratulations also to Local 1701 Bro. Tim West for receiving the J.R. Gray labor person of the year award.

Our picnic last year was held at Golfland in Owensboro on Sept. 10. The weather was beautiful and all enjoyed good food and fun. We thank all volunteers for their time and efforts; plans are under way for next year.

We are proud to report that work in the jurisdiction is good and looks good for 2012. We have been getting into Book 2 to fill some of our calls. We welcome all traveling brothers and sisters and extend thanks for helping us out.

In sadness we report the passing of retired Bros. David Worthington, Jack Wilson and Ronald Roberts. May they rest in peace.

Tim Blandford, R.S./P.S.



Attending the Local 1701 Golfland picnic are, from left: John and Sue Bethel, and Joe Voyles.

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Total expected benefit payments, net of Medicare Part D subsidies, for the next 10 fiscal years are as follows:

Year Ending June 30, 2012	\$7,200,000
2013	7,608,000
2014	8,136,000
2015	8,667,000
2016	9,266,000
Years 2017 – 2021	55,353,000

The International Union appropriated investments of \$160,252,000 at June 30, 2011 to pay for future postretirement benefit costs.

Note 7. Mortgages Payable

The IBEW Headquarters Building LLC (the "Company") has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company's assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,698 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2012	\$6,349,296
2013	6,349,296
2014	6,349,296
2015	6,349,296
2016	6,349,296
Thereafter	56,239,603
	<u>87,986,083</u>
Less interest portion	<u>23,547,009</u>
	<u>\$64,439,072</u>

Note 8. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Household Bank Nevada, N.A., for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. For the years ended June 30, 2011 and 2010 the International Union recognized as revenue \$1,800,070 and \$1,645,915, respectively.

Note 9. Functional Expenses

Current accounting standards require that the International Union's net assets and its revenues, expenses, gains and losses be classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor imposed restrictions. For the years ended June 30, 2011 and 2010 all of the net assets and activities of the International Union were classified as unrestricted due to the nonexistence of donor imposed restrictions. These standards also require that the International Union expenses be classified on a functional basis, that is, expenses broken down into classifications that reflect the purpose (or function) of the major services and activities conducted by the International Union.

Note 10. Litigation

The International Union is a party to a number of routine lawsuits, some involving substantial amounts. In all of the cases, the complaint is filed for damages against the International Union and one or more of its affiliated local unions. The General Counsel is of the opinion that these cases should be resolved without a material adverse effect on the financial condition of the International Union.

Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, rent, computer systems, and other administrative services. The amount reimbursed totaled \$3,150,000 and \$3,300,000, for the years ended June 30, 2011 and 2010, respectively.

In addition, the International Union collects and remits contributions received on behalf of the Fund from members.

The International Union also pays administrative services on behalf of the Pension Plan for the International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, and the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The administrative services include auditing, legal and actuarial services. The costs of the administrative services are not readily determinable.

Note 12. Operating Leases

The International Union, through its wholly-owned subsidiary IBEW Headquarters Building, LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2025, contain renewal options. Future minimum rental payments, excluding the lease payments due from the International Union, due under these agreements are as follows:

Year ending June 30, 2012	\$10,921,232
2013	10,865,483
2014	8,755,158
2015	7,578,589
2016	4,698,761
Thereafter	15,014,106

Note 13. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.



**IBEW 2012 PHOTO CONTEST:
Coming Soon!**

The popular competition is back after last year's hiatus while we were gearing up for the 38th International Convention in Vancouver, B.C. This year's event will be the 15th contest since its kickoff in 1997.

So grab your camera and see what develops. Because excellence in the trade yields more than just a job well done—it can be a work of art.

Full contest rules and entry information coming in February.

In Memoriam

Members for Whom PBF Death Claims were Approved in November 2011

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Goodiel, F. R.	10/3/11	26	Braithwaite, J. W.	10/6/11	120	Wetzel, M. R.	5/1/11	309	Berner, P. E.	3/2/11	569	Dunn, V. J.	9/26/11	969	Stevenson, R. A.	7/24/11
1	Jacobs, J. W.	10/26/11	26	Walker, L. A.	10/9/11	124	Meadows, H. L.	10/17/11	313	McVaugh, C. P.	5/5/09	569	Smith, W.	10/1/11	993	Shrum, R. R.	8/1/11
1	Linneman, J. E.	4/1/09	34	Crumrine, R. W.	9/18/11	124	Sears, G. E.	5/25/09	317	Elliott, G.	9/16/11	569	Whited, C.	10/12/11	995	Hernandez, L. J.	6/28/11
1	Mabery, W. S.	10/28/11	38	Hanna, R. J.	10/18/11	130	Nienaber, H. W.	7/9/11	317	Reed, E. A.	10/9/11	577	Hoffman, K. L.	10/4/11	1002	Mason, W. E.	8/13/11
1	McDaniel, C. B.	10/21/11	38	Sheardon, D. J.	10/3/11	134	Branski, E.	9/27/11	317	Shortridge, B.	9/22/11	583	Cabrera, M.	9/5/11	1002	Stephens, H. W.	9/28/09
1	Waldrop, W. F.	10/14/11	40	Bonadie, E. D.	2/6/09	134	Brown, W. R.	10/7/11	325	Burke, F. M.	6/5/11	584	Marcum, M. J.	10/17/11	1042	Bullard, B. F.	7/3/09
1	Wilson, J. D.	9/26/11	41	Bieber, J. R.	6/23/11	134	Drabant, L.	10/7/11	332	Giacalone, J. A.	1/17/11	584	Stewart, R. F.	10/3/11	1141	Ernst, N. L.	9/22/11
1	Zehle, R. L.	10/11/11	41	Budzilo, P. A.	9/16/11	134	Dudash, A. J.	1/12/10	343	Kohlmeier, R. T.	5/12/11	586	Gaumond, E.	2/1/10	1141	Matthews, C. W.	10/16/11
2	Buff, L. J.	9/5/11	44	Reich, M.	8/9/11	134	Giannos, P.	6/22/11	349	Jordan, D. H.	9/8/11	586	Rossi, N. E.	9/6/11	1149	Ouellette, O.	9/10/11
2	Dalton, C. W.	10/16/11	46	Brown, J. C.	9/21/11	134	Goetz, A. J.	8/17/09	351	Dolson, R. A.	10/8/11	601	Easley, S.	10/14/11	1186	Yoshimura, S.	9/23/11
3	Cisek, G.	5/18/11	46	Haywood, E. D.	10/22/11	134	Goldsberry, T. J.	10/5/11	351	Lanneaux, W. C.	9/1/11	601	McCartney, C. A.	10/10/11	1211	Martin, B. W.	5/17/09
3	Compton, J. H.	10/4/11	46	Jurgensen, D. R.	8/8/11	134	Herdman, R. L.	4/21/10	351	Scull, R. N.	8/1/11	602	Thorne, V. E.	4/20/09	1245	Abbott, D. D.	9/26/11
3	Conkling, W. J.	8/28/11	48	Cassady, A. B.	9/18/11	134	Murphy, W. B.	7/26/09	353	Bisko, E. A.	9/3/11	602	Williams, T. L.	9/29/11	1245	Beran, J. R.	10/6/11
3	Cooper, J.	11/18/08	48	Terrell, C. W.	10/3/11	134	Peters, R. J.	8/19/11	353	Galloway, L. W.	10/27/11	605	Farris, J. E.	10/11/11	1249	Bush, K. M.	9/11/11
3	Esposito, J.	10/10/11	53	Francis, L. L.	10/7/11	134	Sindelar, H. G.	9/22/11	353	Nicholl, D. J.	9/24/11	606	Jackson, P. H.	10/10/11	1253	Cunningham, L. F.	3/17/10
3	Franzone, J. F.	9/13/11	53	Pasquarette, E. R.	7/16/08	134	Sullivan, J. W.	9/28/11	353	Ridding, M. F.	10/10/11	611	Curtis, I. J.	8/6/11	1316	Byrd, W. C.	9/1/11
3	Healy, D. E.	10/9/11	57	Prisbrey, B. P.	8/8/11	134	Svienty, T. E.	8/27/11	357	Blevins, A.	3/13/11	611	Robertson, E. L.	10/1/11	1316	Maddox, E. L.	10/2/11
3	Leonforte, P. V.	10/2/11	58	Connell, F. T.	10/8/11	134	Thomas, L.	6/7/11	357	Magiera, R. A.	9/22/11	613	Carver, J. D.	7/10/09	1319	Staples, L. M.	10/5/11
3	Leonti, J. J.	9/28/11	58	Henrikson, D. C.	10/8/11	134	Zaremba, J. J.	10/1/11	357	Martin, R. O.	9/5/11	613	Evans, W. E.	10/4/11	1393	Bane, R. L.	11/9/08
3	Lippert, I. K.	10/18/11	58	Manuel, K. R.	9/20/11	136	Glaze, W. J.	9/18/11	357	Prestwich, D. L.	9/5/11	613	Johnston, J. F.	10/6/11	1393	King, B. W.	9/10/11
3	Milman, N.	10/11/11	58	Moroni, D.	10/2/11	141	Lavender, J. D.	9/30/11	359	Hynes, J. J.	6/20/09	613	Whitten, C. R.	12/22/10	1393	Waites, J. L.	8/29/11
3	Nigro, F. V.	9/19/11	58	Syversen, A. R.	8/23/11	141	Matyja, R. J.	4/16/09	363	Wilson, C. F.	7/23/11	613	Yokeley, D. F.	8/24/11	1547	McLean, D. J.	5/6/11
3	Percopo, V. S.	8/25/11	58	Wilson, G. W.	10/17/11	146	Grissom, E.	9/27/11	369	Arnold, J. W.	10/4/11	617	Creed, L. F.	10/3/11	1547	Slagle, J. C.	7/18/11
3	Puleo, J. T.	9/8/11	66	Kaminski, F. J.	10/3/11	146	Renfrow, J.	9/7/11	369	Binkley, P. E.	9/9/11	617	Jones, A. J.	9/12/11	1579	Kitchens, J. L.	10/11/11
3	Russelli, C.	9/27/11	68	Belyea, J. R.	10/1/08	158	Osmundson, W. H.	7/16/11	369	Brown, M. L.	6/8/09	636	Hills, L. G.	9/9/11	1687	Lacasse, M.	9/24/11
3	Ventresca, G.	7/30/11	68	Cuthill, R.	8/26/11	159	Nachreiner, R. M.	7/22/11	369	Tune, L. B.	1/23/09	636	Yeatman, J. G.	9/15/10	1687	Michel, A.	10/1/11
3	Zingone, G. L.	9/22/11	68	Peterson, O. H.	5/29/09	159	Owen, G. L.	9/1/11	375	Fehnel, A. W.	9/6/11	639	Kellogg, R. E.	9/7/11	1832	Rains, T. B.	11/8/10
5	Bell, J. W.	6/8/09	68	Reales, J. F.	10/1/11	164	Anderson, V. F.	9/11/11	380	Rice, P. V.	10/3/11	640	Blimline, W.	8/29/11	1852	McCabe, F.	10/7/11
5	Brown, E. J.	9/16/11	68	Stone, H. L.	9/27/11	175	Grider, W. S.	9/4/11	398	Causey, S. D.	8/3/11	640	Cook, D. R.	11/1/11	2021	Grey, B. D.	10/4/11
5	Christensen, R. N.	7/4/11	70	Hammond, E. A.	7/24/11	177	Reiley, T. S.	9/3/11	405	Sevcik, J. J.	9/30/11	640	Leighty, J. Q.	10/28/11	2038	Niewenhuizen, J. F.	8/27/11
5	Michael, H. S.	9/18/11	73	Gregersen, D. L.	8/26/11	180	McKenzie, D. K.	3/30/11	413	Indendi, H. B.	10/14/11	647	Hoover, E. D.	9/14/11	2113	Boazman, J. G.	9/16/11
5	Mitchell, E. L.	2/28/11	73	Judge, M.	9/22/11	191	Lust, G. L.	8/5/11	429	Grimm, H. W.	9/13/11	654	Blaier, W. K.	10/25/11	I.O. (134)	Cerf, P. M.	10/4/11
6	DeGregorio, A. T.	11/10/10	76	Peller, W. S.	9/16/11	193	Reed, O. O.	1/13/09	429	Grogan, H.	9/5/09	659	Cart, R. D.	7/1/11	I.O. (134)	Schultz, L.	10/16/11
6	Garner, C. W.	10/19/11	76	Prather, P. A.	5/14/11	194	Isbell, W.	7/17/11	429	Rumage, M. E.	8/4/11	659	Curtis, C. I.	9/13/11	I.O. (292)	Carlson, C. D.	10/13/11
8	Rall, E.	10/31/11	76	Spilseth, L. A.	10/13/11	212	Garza, A. M.	8/13/11	440	Earl, R. T.	7/13/11	659	Kay, J. A.	9/30/11	I.O. (441)	Eddy, D. R.	9/19/11
8	Russell, C. B.	10/2/11	77	Agen, J. L.	10/8/11	212	Wakefield, M. E.	9/16/11	441	Bales, V. C.	9/6/11	665	Mast, L. H.	8/12/09	Pens. (323)	Loveland, M. N.	4/24/11
11	Alatorre, L. R.	8/28/11	77	Lucas, P. K.	9/28/11	213	Crombie, D. C.	9/14/11	441	McMahon, G. E.	9/24/11	683	Bailey, G. L.	9/28/11	Pens. (700)	Yost, P. K.	11/30/2001
11	Britt, T. M.	10/3/11	80	Carroll, E. R.	9/9/11	220	McCord, J. E.	10/25/11	441	Shinkle, H. M.	9/24/11	683	Williams, W. N.	10/4/11	Pens. (1095)	Clark, J. A.	8/4/10
11	Collins, L. D.	10/13/11	84	Hardesty, J. E.	10/15/11	222	Lenhart, W. R.	10/16/11	461	Tesdall, H.	2/27/09	697	Czepiel, E.	8/15/09	Pens. (I.O.)	Baldwin, J. B.	10/28/08
11	Duran, R. D.	9/24/11	84	Harrison, F. R.	8/5/09	226	Karr, D. L.	10/20/11	474	Cathey, J. H.	8/26/11	716	Humphrey, W.	7/19/09	Pens. (I.O.)	Black, R. E.	10/4/11
11	Edwards, J. H.	3/27/09	84	Summerlin, W. A.	8/1/11	226	Middendorf, H. R.	9/13/11	474	Marrs, H. J.	1/24/2006	733	Douglas, P. L.	10/9/08	Pens. (I.O.)	Blumer, H. D.	7/20/11
11	Jones, R. S.	9/17/11	90	Comer, T. H.	7/13/11	230	Denton, J. D.	7/24/11	474	Stinnett, L. G.	10/1/11	738	McNeil, W. E.	10/2/11	Pens. (I.O.)	Boner, R. J.	9/27/11
11	Lubbering, P. P.	10/1/11	95	Blakney, C. T.	8/30/11	230	Reeves, C. D.	10/6/11	479	South, G. C.	9/17/11	744	DiMascio, J. A.	10/9/11	Pens. (I.O.)	Bruce, P. Q.	8/22/11
13	Mosher, J. D.	9/30/11	95	Card, H. J.	8/12/11	230	Walsh, D. E.	5/27/11	480	Sauls, W. S.	10/15/11	754	Geersema, H. A.	5/16/09	Pens. (I.O.)	Bullinger, J.	8/5/11
14	Glenn, L. L.	10/26/11	98	Donerkeil, J. E.	6/11/09	233	Dolvin, W. C.	9/27/11	480	Watts, H. E.	11/14/10	756	McClure, D. R.	10/21/11	Pens. (I.O.)	Claeys, F. T.	9/29/11
14	Wilbur, G. S.	5/6/11	100	Chester, E. H.	10/4/11	236	Orfitelli, F. A.	10/2/11	481	Meek, D. E.	5/2/09	760	Justice, R. F.	8/24/11	Pens. (I.O.)	Coram, E. A.	10/25/11
15	Kucera, R. G.	10/11/11	100	Robinson, L. A.	8/3/11	242	Welch, V. H.	10/15/08	488	Mattone, J. A.	10/1/11	769	McAvoy, P. H.	9/21/11	Pens. (I.O.)	Cromwell, V. H.	6/27/10
15	Slack, C. E.	10/29/11	100	White, F. P.	3/28/11	245	Pierce, R. E.	4/28/11	494	Thomas, P. E.	10/2/11	776	Brock, P.	10/1/11	Pens. (I.O.)	Edgington, C. W.	10/15/11
16	Mohr, G. G.	9/20/11	102	Diehl, F. R.	10/5/11	252	Bott, M. A.	10/20/11	495	Spear, L. H.	9/18/11	776	Ferri, J. F.	9/8/11	Pens. (I.O.)	Gerstenberger,	
16	Wilke, D. E.	9/26/11	102	Eager, J. B.	8/29/11	258	Hockey, W. T.	4/22/11	505	Lane, H. X.	9/17/11	776	Lewis, J. P.	10/6/11	A. D.		10/7/11
17	Peet, D. L.	5/7/10	102	Novak, E.	6/27/09	258	Roesen, T. J.	6/30/11	505	O'Connor, W. J.	4/22/09	804	May, J. M.	7/4/11	Pens. (I.O.)	Grier, O.	7/8/11
17	Woods, R. A.	10/6/11	102	Previti, J. L.	12/17/08	265	Schappaugh, D. L.	8/26/11	510	Yaniskivis, J. P.	9/30/11	814	Hoover, J. D.	10/23/11	Pens. (I.O.)	King, M.	8/8/11
20	Ausmus, J. R.	10/22/11	102	Sheridan, T. P.	6/29/11	265	Wilken, A. J.	4/6/11	511	Stalvey, G. L.	6/7/10	816	Bolton, T. R.	12/22/10	Pens. (I.O.)	Loyd, W. H.	9/18/11
20	Brooks, V. L.	10/15/11	102	Van Winkle, R. D.	2/23/09	269	Lake, R. J.	9/28/11	520	Lightsey, D. C.	8/2/11	816	Walker, R. W.	9/13/11	Pens. (I.O.)	Matacchiero, A. R.	8/9/11
20	Caudill, T. T.	10/11/11	103	Bisson, A. J.	10/1/08	270	Galyon, C. T.	9/4/11	527	Bolding, M. H.	10/1/11	852	Barber, W. C.	10/4/11	Pens. (I.O.)	McFall, D. C.	9/14/11
20	Dobson, L. E.	10/11/11	103	Donlan, P. J.	9/12/11	278	Friesenborg, C. H.	11/11/10	527	McDaniel, A.	9/15/11	855	Holmes, R. L.	10/20/11	Pens. (I.O.)	McGinley, A. R.	9/24/11
20	Goelzer, W. R.	9/2/10	103	Haudenschild, J. J.	5/22/11	280	Breen, M. M.	9/14/11	527	Pinachio, J. T.	10/18/11	876	Colborn, J. E.	8/23/11	Pens. (I.O.)	Mulvaney, J. F.	8/19/11
20	McKelva, B. G.	10/6/11	103	Hillner, C.	9/22/11	280	Swanson, W. J.	9/15/11	538	Clark, L. M.	8/30/11	876	Wiggins, E. A.	10/7/11	Pens. (I.O.)	Nagel, H. E.	8/24/11
22	Cody, R. L.	9/29/11	103	Horsman, B. W.	8/11/10	292	Rajkowski, R. J.	10/13/11	538	Marsters, W. R.	9/30/11	890	Levine, E. M.	8/28/11	Pens. (I.O.)	O'Donnell, W. J.	9/20/11
22	Goodman, D. R.	9/28/11	103	O'Connell, C. L.	9/29/11	294	Zurcher, C. G.	10/1/11	540	Welker, S. T.	10/7/11	894	Glazier, R.	10/6/11	Pens. (I.O.)	Rocco, N. G.	8/5/11
22	Grebl, R. D.	9/25/11	105	Gaal, C.	10/1/11	295	Goss, C. G.	9/12/11	553	Pettigrew, W. H.	8/2/11	894	Robbins, O. P.	5/22/11	Pens. (I.O.)	Rocckwell, J. W.	9/16/11
22	Suntken, F.	9/1/11	105	Varga, A.	10/16/11	300	Dayton, J. W.	9/19/11	558	Farris, C. E.	10/5/11	910	Millett, R. A.	9/14/11	Pens. (I.O.)	Rogers, D. C.	9/20/11
23	Wolters, G. A.	8/26/11	110	Sterzinger, G. A.	10/10/11	301	Pelfrey, W. F.	10/16/11	558	Heffernan, K. R.	10/1/11	915	Bland, J. W.	10/12/11	Pens. (I.O.)	Sutton, F. W.	10/18/11
24	Hare, J. E.	11/1/09	111	Bauer, R.	2/14/09	302	Stater, D. R.	12/31/08	558	Irons, D.	10/16/11	915	Simmons, J. T.	10/15/11	Pens. (I.O.)	Van Vranken,	



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 is the official publication of the IBEW and seeks 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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FROM THE OFFICERS**Calling Their Bluff on Taxes**

Edwin D. Hill
International President

I don't know if Tamara Keith, a reporter for National Public Radio, thought she was calling a bluff when she asked Republican House and Senate leaders to supply names of those individuals who would be hurt by a "millionaires surtax" that was proposed by Democrats to help pay for extending the payroll tax holiday through 2012.

One would think her request would be met with a pile of names. After all, Republicans have been preaching for years—with pious certainty—that increasing taxes on the wealthy would hurt business investment and job creation.

Well, guess what? They came up with a big goose egg. That's right, no names for NPR to talk to. Being a conscientious reporter, Keith then called a group opposed to the surtax called the Tax Relief Coalition and asked for names. The group said they couldn't find anyone who would want to talk about their personal taxes on national radio. Another goose egg.

Keith wasn't giving up. She asked people on Facebook how they would be affected by the "millionaires surtax."

Finally, she got some rap from several men and women with deep pockets and handbags. Like Ian Yankwitt, who owns Tortoise Investment Management, a boutique firm in White Plains, N.Y., that has done a lot of hiring in the last few years. Yankwitt, who manages \$200 million in investments, told Keith: "[The surtax] is not in the top 20 things that we think about when we're making a business hire."

Also chiming in on Facebook was Jason Burger, co-owner of CSS International Holdings, a global design-build contractor. Burger's business is booming. He says, of the surtax, "It's only fair that I put back into the system that is the entire reason for my success."

Well, well, well. Every time our unions and other progressive organizations call for increasing taxes on the wealthy, a small measure toward a shared prosperity in America, the kind of successful system Jason Burger is talking about, we are accused of engaging in "class warfare" and hurting job creation. But even some of the top 1 percent don't feel a bit under siege.

If our nation is going to recover from our current economic crisis, we need more Americans to see through the smokescreen that was so brilliantly blown away by this report. ■

Going on the Offense in 2012

We've closed the book on one of the toughest years for organized labor I've seen in my lifetime. From Wisconsin to Florida, Tea Party-influenced governors put the bargaining rights of public employees on the chopping block, while the new GOP majority in Congress declared war on the National Labor Relations Board, the unemployed and basic workers' rights, taking every opportunity to demonize unions. We have been blamed for everything from the decline of manufacturing jobs to the ongoing recession. You would have to go back the 1920s to find a time period when labor was as much under the gun as it has been in the last year.

It is not nearly as bad in Canada, but some politicians there are also using the recession as an excuse to go after hard-won workers' rights.

We played good defense in 2011, holding the line against the right-wing special interests. But it is time for the IBEW and the union movement to stop waiting for governors like Scott Walker of Wisconsin and Ohio's John Kasich to launch their next hit. It's time to have a real discussion about how we can go on the offensive in 2012.

I'm not suggesting we ape the polarizing tactics used by the corporate-backed politicians, who tried dividing private sector workers against their public sector counterparts. I'm talking about a positive outreach effort to show how unions can bring together all working families—the 99 percent—to restore the dream of a shared prosperity for all.

We need to educate those elected officials not under the sway of extremist ideologues, along with our neighbors and the media, about the good things we do every day—from providing the best training in the electrical industry, to lending a helping hand to communities in need, to sitting down with honest employers to increase our nations' productivity and competitiveness. The IBEW has always taken our commitment to on-the-job excellence, a prosperous nation and economic opportunity seriously.

The struggle we fight, the cause we have dedicated our lives to as IBEW members, is not just for a dwindling group of true believers. Our efforts help guarantee a fair day's pay for a fair day's work and give working people who can't afford their own PAC a voice in the legislative process, which benefits all working Americans and Canadians.

The message is already starting to spread. The thousands of students who camped out in the Wisconsin state Capitol or the community activists who got out the vote against Senate Bill 5 in Cleveland might have not been union members, but they knew that the anti-worker agenda was never just about labor, but political paybacks to the 1 percent. Many of them are unemployed or underemployed. These political paybacks come at their expense too.

Let 2012 be the year we turn those links into unbreakable bonds of solidarity for real economic recovery and jobs. ■



Salvatore J. Chilia
International Secretary-Treasurer

**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: media@ibew.org

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Letters to the Editor

Remembering a Union Man

My father, Richard Kunzat, was a member of IBEW Local 58 and passed away on October 28, 2011. He was a very proud union member and loved his work as an electrician. Some of the many jobs he worked at were the Belle River Power Plant, JC Penney (Oakland Mall), Trapper's Alley and the Volkswagen building in Auburn Hills. I remember when I was young how proud he was to share with me that he was making \$2.00/hour over-scale at the time, and just beamed when he brought home a bag full of cash because he won the check pool! I used to pack his lunch box with two sandwiches, three pieces of fruit, tons of cookies and a big thermos of coffee. When he came home from a hard day's work in the rain, blistering heat, or freezing weather he was happy to be working. If there was an opportunity for overtime, he took it. He last worked for G&S Electric before retiring.

Through my father's pension, the union is still providing for his family by helping taking care of his wife, Nancy Ann, for the rest of her years. They were married for 60 years. The staff at the union office has been so kind and helpful during this difficult time. My sincerest thanks to all of you on behalf of my father and his family.

*Nancy E. Kunzat, daughter of Local 58 member Richard Kunzat
Detroit*



Richard Kunzat and daughter Nancy

A Right to Protest?

Police crack down on citizens who are protesting. Is it not their right to do so as guaranteed by the Constitution? Do the pictures of protesters being beaten, maced and dragged off to jail remind you of another time, another place, as we sit by and say nothing while their right to assembly is trampled upon? I am reminded of Nazi Germany. Did you see the 84-year-old lady with mace on her face? It seems that when the tea party folks assembled, some with guns, they were not beaten or maced. Could it be that their politics are more appealing to those in power?

*H. C. McGarity Jr., Local 20 retiree
Dallas*

Who We Are

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

N.Y. Member: 9/11 Memorial Not Just a Job

Like most Americans, New York Local 3 member Dennis Moran remembers exactly where he was the morning of Sept. 11, 2001. The 27-year career electrician was working in Queens, breaking down the set-up for the just completed U.S. Open Tennis tournament in Flushing Meadows Corona Park when the news came on the radio—an airliner had just struck the North Tower of the World Trade Center.

For Moran, the memories of Sept. 11 will always run deep—not only because he is a born-and-bred New Yorker—but because too many of his IBEW brothers, some he knew personally as friends and neighbors, did not make it home that day.

One of them was Charles Luciana, who was 35 when the terrorist attack caught him and two of his co-workers—James Cartier and Ralph Licciardi—on the 105th floor of the South Tower.

“All you could think was that there were brothers in that building,” says Moran. While he had never worked in the trade center itself, he had done enough jobs in lower Manhattan to know that on any given day there were dozens of electricians at work in both towers.

Not only was Luciana a fellow IBEW brother, but a neighbor of Moran's in the close-knit blue collar town of Long Beach, a New York City bedroom community located on a sliver of Nassau County jutting into the Atlantic. The single-family bungalows and detached homes of this former beachside resort town are populated by firefighters, police officers and construction workers, occupations overrepresented among the victims of 9/11. The city of 33,000 lost 11 of its residents that day.

“I live and work in one of the biggest cities in the world, but it took a tragedy like this to see the close bonds we have with each other,” Moran says.

Local 3 was hit hard, losing 17 members that morning. Local 1212, a broadcast local, lost four. All were on the job at the World Trade Center.

When plans were announced for a national Sept. 11 memorial on the site of the former World Trade Center—a project that would require hundreds of electricians—many Local 3 members expressed mixed emotions. Going to work every day to a place that was home to one of America's greatest tragedies would be a challenge for any member.

“Some people just felt like they couldn't handle being here,” Moran says.

But for Moran and the more than 350 Local 3 members who wrapped up



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The names of the nearly 3,000 people who died in the 2001 attacks are inscribed in bronze panels alongside the pools at the 9/11 Memorial.

work on the memorial last summer, the project is a needed reminder of the largest foreign attack on the United States and a fitting tribute to the 21 IBEW brothers lost that day.

“It's a way to work through the collective trauma,” he says.

The memorial consists of two reflecting pools—both nearly an acre across—in the footprints where the Twin Towers once stood. The names of the nearly 3,000 people who died in the 2001 attacks are inscribed in bronze panels alongside the pools. Also inscribed are the names of the six victims of the 1993 World Trade Center attack, as well of the victims of Flight 93, the hijacked plane that crashed over Pennsylvania after passengers struggled with terrorists.

It also features the largest man-made waterfalls in North America. LED lights located beneath the falls illuminate individual names on the memorial at night.

The names are also accessible on the 9/11 Memorial's Web site at www.911memorial.org. They can also be viewed through a memorial app developed for the iPhone.

Moran worked as a foreman on the memorial project, supervising a crew of about 16 that helped wire the lights and projection screens that greet visitors as they move around the pools.

Last spring, Moran was asked to be in a public service announcement for the memorial—along with 9/11 first responders, relatives of World Trade Center victims and actor Robert DeNiro—that aired nationally in the weeks leading up to the 10th anniversary of the attacks.

Wearing his hardhat to the shoot, Moran was asked by the producer to remove his Local 3 stickers—a request he declined.

“The IBEW was there when the towers fell and we were there to build it back up,” says Moran. “I wanted to make sure our sacrifices and contributions didn't go unnoticed.”

Moran kept his stickers, which made it into the final product, which can be viewed on the 9/11 Memorial's YouTube channel at www.youtube.com/user/sept11mm.

The memorial opened Sept. 11, 2011, to record crowds, with more than half a million visitors from more than 100 countries since its grand opening. Work continues on the 9/11 museum, which will be located beneath the memorial, featuring artifacts, oral histories and other items related to the World Trade Center and Sept. 11.

“The tragedy of Sept. 11 was felt by every single IBEW member, and the 9/11 Memorial is a permanent reminder that we will never forget those lost on that day,” says Local 3 Business Manager Christopher Erikson. “For Local 3 to have played such a big role in bringing it to life is a great honor.”

Cost overruns have pushed back the museum's opening until sometime next fall, but Moran, who is continuing as a foreman on the project, says construction is moving along smoothly.

“Unions get such a bad reputation from politicians these days,” he says. “It is good to be involved in such an important project to help remember all the heroes we lost.” ■

International Brotherhood of Electrical Workers



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First District Engages Next Generation of Electrical Workers

In the United States and Canada, the IBEW has made outreach to young workers a top priority. Heading up the effort in the First District is Kate Walsh, who was hired in 2011 as strategic coordinator for NextGen, a district-wide initiative launched by International Vice President Phil Flemming to make the organization more responsive to the needs of up-and-coming IBEW activists and attract younger workers to the Brotherhood.

The Electrical Worker asked Walsh to discuss NextGen and what IBEW members can do to help the effort.

EW: What is NextGen and why is it a priority for the First District?

Kate: The IBEW in Canada is facing a growing leadership generation gap, all the while more young electrical workers are going nonunion than ever before. The goal of the NextGen initiative is to figure out how to make our organization representative of all of its members in order to increase youth engagement and grow the union.

The First District hired a generational research specialist to conduct surveys, one-on-one interviews and group discussions to gauge the attitudes and opinions of all four generations of IBEW members and we plan to use the findings to move forward.

EW: What economic challenges do young people face in Canada? What do they think about unions?

Kate: The national unemployment rate is 7.1 percent, but among workers aged 15-24, it is more like 14. Overall, young workers today face lower wages and a more aggressively anti-union federal government than previous generations—making it harder than ever to be a union member.

Our research shows that Gen Ys [those born after 1982] have little knowledge about the economic benefits of unions. The role labour played in creating and continuing to fight for the middle class is not taught in schools and too many business leaders and elected officials prefer to scapegoat and demonize organized labour. This constant negative bombardment leaves the general public—and Gen Y—with little else to go on when it comes to unions.

EW: What obstacles do younger IBEW members face? What can be done to get them more active in their locals?

Kate: Our polling finds that Gen Ys feel that there isn't the space within our

organization for them to develop as leaders and promote union activism in a way that is relevant and rewarding for them and their peers.

The research also shows that there is widespread ignorance about what the IBEW actually does.

The IBEW has many things to be proud of and we need to take every opportunity to educate members about the fundamentals and positive attributes of our organization. And we have to communicate those messages in a way younger people can relate to: using social media with direct and concise messaging.

EW: What can the older generation do to encourage newer members to get active in the union?

Kate: Newer members respect the experiences and knowledge of the older generation of union leaders, but believe that as young people, they have a unique perspective that can also be used to support the work of the labour movement. Seasoned leaders should provide guidance and opportunities for younger workers to get involved, giving them the space to take on leadership roles.

EW: What are NextGen's next steps? What can business managers do to support NextGen?

Kate: We are working to develop NextGen committees in each local union across the First District to help create a space for IBEW members under the age of 35 to get involved—a place where they can discuss issues relevant to them in their workplace and their community and learn more about the structures and culture of the IBEW. NextGen committees can also provide leaders with a direct link to a huge portion of their membership so they can ensure that the needs and interests of younger

members are properly understood and represented. Business managers can support the NextGen initiative by starting a NextGen committee in their local, including younger workers when hosting meetings, training opportunities or attending conferences and gather input and feedback to demonstrate to new members that their involvement is important.

With social media, we have a greater opportunity to ensure that the IBEW's voice is heard and can compete with the misleading stories about unions. We have to share our positive stories, positioning the IBEW as a leader in safety, training and education, good careers and equal rights. ■

Le Premier District mobilise la prochaine génération des travailleurs en électricité

Au Canada comme aux États-Unis, la FIOE accorde la priorité à effectuer un travail d'information auprès des jeunes travailleurs. La conseillère Kate Walsh, embauchée en 2011 en tant que coordonnatrice stratégique de l'Initiative pour les prochaines générations (IPG), est à la tête de cette démarche pour le Premier District. Cette initiative canadienne a été lancée par le Vice-président international Phil Flemming, afin que notre organisation soit plus réceptive aux besoins des futurs militants de la FIOE et attire les jeunes travailleurs à la Fraternité.

La conseillère Walsh a discuté de l'Initiative (IPG) dans le Journal *l'Electrical Worker (E.W.)* et a expliqué de quelle façon les membres de la FIOE peuvent supporter cette démarche.

E.W. : Que signifie l'IPG et pourquoi le Premier District en fait-il sa priorité?

Kate : Au Canada, la FIOE fait face à un fossé croissant entre les générations pour le leadership et pendant ce temps on observe un plus grand nombre de jeunes travailleurs en électricité qui s'en vont non-syndiqués. L'objectif de l'IPG est de déterminer comment rendre notre organisation représentative de tous ses membres, dans le but d'augmenter l'engagement des jeunes et d'accroître ses effectifs;

Le bureau du Premier District a embauché une spécialiste en études générationnelles dans le but de mener des sondages, des entrevues en face à face et des groupes de discussion afin d'évaluer

les attitudes et les opinions des quatre générations composant les effectifs de la FIOE et nous prévoyons utiliser les constatations de l'étude pour progresser.

E.W. : Quels sont les défis économiques qui se posent aux jeunes travailleurs au Canada? Que pensent-ils des syndicats?

Kate : Le taux de chômage national est de 7.1 pour cent, alors qu'il s'élève à 14 pour les travailleurs âgés de 15 à 24 ans, soit le double du taux de chômage au pays. Dans l'ensemble, les jeunes travailleurs se retrouvent avec des salaires inférieurs et un gouvernement fédéral encore plus anti-syndicaliste que celui des générations antérieures—rendant l'adhésion syndicale de plus en plus difficile.

Notre recherche démontre que les jeunes de la génération Y (nés avant 1982) connaissent peu les avantages économiques des syndicats. Le rôle joué par les syndicats dans la lutte continue pour la défense des droits de la classe moyenne n'est pas enseigné dans les écoles et beaucoup trop de dirigeants d'entreprises et d'élus préfèrent diaboliser le mouvement syndical et l'utiliser comme bouc émissaire. Ce bombardement négatif constant ne laisse que peu de place à la population—et à la génération Y—pour apprendre ce qu'est vraiment un syndicat.

E.W. : Quels obstacles les jeunes membres de la FIOE doivent-ils surmonter? Que peut-on faire pour qu'ils participent plus activement dans leur section locale?

Kate : Nous avons constaté dans le sondage que les jeunes de la génération Y ont l'impression qu'il n'y a pas de place dans notre organisation pour les développer comme leaders et promouvoir le militantisme syndical d'une manière pertinente et gratifiante pour eux et leurs pairs.

L'étude montre également une ignorance assez répandue sur ce que fait la FIOE en réalité.

La FIOE a accompli beaucoup de choses dont elle peut être fière et il faut profiter de toutes les opportunités pour éduquer constamment les membres sur les caractéristiques fondamentales positives de notre organisation. Nous devons véhiculer ces messages en utilisant des moyens de communication auxquels les jeunes peuvent s'identifier, tel que les médias sociaux avec des messages directs et concis.

E.W. : Que peuvent faire les membres d'expérience pour inciter les nouveaux membres à participer activement dans le syndicat?

Kate : Les nouveaux membres respectent l'expérience et le savoir des dirigeants syndicaux plus âgés mais, en tant que jeunes, ils croient qu'ils ont une perspective unique et distincte qui pourrait être utilisée pour appuyer le travail du mouvement syndical. Les dirigeants d'expérience devraient donner des conseils aux jeunes travailleurs et leur offrir des opportunités de s'impliquer, en leur laissant la place pour occu-

per les rôles de dirigeants.

E.W. : Quelles sont les prochaines étapes de l'IPG? Que doivent faire les gérants d'affaires pour appuyer la démarche de l'IPG?

Kate : Nous travaillons à développer des comités de l'IPG dans chaque section locale du Premier District pour aider à créer une place aux membres de la FIOE âgés de moins de 35 ans afin qu'ils s'engagent et où ils pourront discuter des questions qui les concernent dans leur milieu de travail et leur communauté et prendre connaissance de la structure et de la culture de la FIOE. Ces comités offriront ainsi aux dirigeants un lien direct avec une partie importante de leurs effectifs ce qui leur permettra de s'assurer que les besoins et les intérêts des jeunes travailleurs sont bien compris et représentés. Les gérants d'affaires peuvent appuyer cette initiative en instaurant un comité de l'IPG dans leur section locale, en incluant les jeunes travailleurs lorsqu'ils tiennent des assemblées, assistent à des formations professionnelles ou des conférences et doivent recueillir leurs suggestions et leurs commentaires afin de leur prouver que leur implication est importante.

En partageant nos histoires positives, nous prouverons que la FIOE est un chef de file en matière de sécurité, de formation, d'éducation, de bonnes carrières et d'égalité des droits. ■