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New York City Local Lights up The Late Show with Stephen Colbert

Local 1212 renovated the historic Ed Sullivan Theater to bring back its original architecture and suit it up with a state-of-the-art sound system.

Right now it's a pile of dust, but it's going to be beautiful."

That's what Stephen Colbert told GQ last August about the renovation of The Ed Sullivan Theater, where he hosts "The Late Show with Stephen Colbert." Thanks to the hard work of New York Local 1212, he was right.

"A tremendous amount of work was done and in a very short amount of time. I can't tell you how proud I am of our guys," said Local 1212 Business

BROADCASTING FROM BROADWAY

Manager Ralph Avigliano.

When the first "The Late Show with Stephen Colbert" aired on Sept. 8, viewers saw not just a new host but a new set complete with state-of-the-art technology. And it was all done in just over three months.

At its height, the renovation, which included removing the previous set vacated in May by David Letterman, employed close to 100 members, said CBS Vice President Richard Hart. About 30 members work on the show as in-house technicians.

The newest incarnation of "The Late Show" broadcasts from the same space as its predecessor

in the historic Ed Sullivan Theater. But the look is entirely new and reveals much of the original architecture.

The 13-story historic landmark dates back to 1927 and was originally a Broadway theater. That near-90-year-old design was what Colbert wanted to uncover. So Local 1212, along with other trades, removed the post-Broadway layers, peeling off years of entertainment history.

While the architecture harkens back to days gone by, the sound system is entirely new, along with other modern technological advances. The cutting edge set includes an all-digital projection mapping system that plays in the newly uncovered dome, LED lights covering one-third of the set and new seats.

"When you see this dome, and the architecture of the old and the new technologies coming together to create this environment, you can see that it was an

THE LATE SHOW *continued on page 2*

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New York City Local Lights up The Late Show with Stephen Colbert

incredible undertaking,” Avigliano said. “And the expertise of the IBEW is exactly what was needed to make it happen.”

During the narrow timeframe between the final Letterman taping and Colbert’s debut, the crew had to essentially gut the old set and build a new one. They removed old sound baffling equipment and air ducts, and built and installed a new lighting grid, including a new wall monitor in the control room. They also designed and installed an elliptical lighting truss. And while all this was happening, they were also ripping up three office floors in need of audio-visual capability.

“A tremendous amount of work was done and in a very short amount of time. I can’t tell you how proud I am of our guys.”

— New York Local 1212 Business Manager Ralph Avigliano

“There was a lot of dust,” said Tim Kennedy, technical manager for “The Late Show.” “But we got it done. Kudos to the working men and women who pulled it off.”

Renovating the Past, Projecting the Future

The renovation of a theater that once hosted acts from the Beatles to the Ringling Bros. and Barnum & Bailey circus led to interesting discoveries. Stained glass and “elephant columns” were discovered below the stage. The columns date to Sullivan’s insistence on a live elephant on stage, and the columns added necessary support.

They also uncovered a dome complete with a chandelier, which itself was littered with old cigar stubs from its then-caretaker. Now this vaulted space is home to one of the most technologically innovative elements of the show. Made of plaster and steel with acoustic paneling strategically located throughout the space, the dome is approximately 5,600 square feet and measures approximately 80 feet in diameter.

Outfitted with LED lights, the dome is now home to projection mapping. Each night, as Local 1212 camera operators tape the show, they pan to the dome. Depending on the night, viewers will see anything from images of Colbert to spinning star constellations reminiscent of a show from New York’s Hayden Planetarium.



New York Local 1212 had only three months to remove the old Letterman set and build a new one in time for Colbert’s debut.



Among the updates to the theatre and production facility are a dome from the original architecture, right, and a new control room monitor wall, above.



“It’s a blank canvass that allows us to show off a new technology alongside the grandeur of the theater. And it’s something that was hidden during the Letterman years,” Kennedy said.

The projection mapping is done in part through another new addition, an elliptical lighting truss with six projectors. The shape was chosen to make sure the projectors could hit their targets without blocking views of the dome, including from Colbert’s desk.

“It’s a unique design for TV and for here, and it works well,” Kennedy said.

A Collaborative Art Form

Local 1212 worked alongside CBS’s construction crew, design companies and other trades including IATSE and the Carpenters. Within their own ranks there was a collaboration on the production side as well since Colbert brought most of his staff from his previous show with him. Despite the small window of time and the extent of the renovation, everything was ready for the debut.

“It’s been a long ride and I’m really proud of what we pulled off,” Kennedy said.

Once the construction was done, the theater was handed over to Local 1212 to get the cameras wired, the LED walls installed with proper feeds and the servers loaded.

“It all gets done when you’ve got good people around you, supporting you,” Kennedy said. “I never really heard someone say ‘no.’ The requests would come in and the next day they were done.”

Local 1212 members take a great deal of pride in the day-to-day level of expertise. Harvey Goldberg has been

responsible for the music mixing, both for the house band and feature bands, for about 20 years. Despite his long experience, he’s still grateful for what he gets to do, and of the people he gets to work with.

“It’s a collaborative art form,” Goldberg said. “It’s a very privileged situation to be working on such a high profile project with someone as talented as Stephen, with such a talented crew of people. And in such a legendary theater.”

A Local 1212 member since 1959, John Michaeljohn has been a cameraman for



A mix of New York Local 1212 members, some veterans of CBS and David Letterman and some from Colbert's previous show, now work together to produce the new Late Show. Members include John Michaeljohn, top, Wade Latz and Harvey Goldberg.

over 50 years. "Here I am, still playing with the other kids in the sandbox," he said.

Michaeljohn came from Colbert's previous show, one of many that made the transition. For him, it was easy.

"It's worked especially well," he said. "Everyone's like old shoes. It's very comfortable."

The renovation was done as a Code of Excellence project, but as Avigliano noted, in broadcasting the code is par for the course. "We assume we're the best in the business and we live by that code, and you can see it in the results."

Still, the grandeur of the space and the feats they achieved during the renovation, not to mention the daily excitement

of working on such a high profile show, isn't lost on anyone.

"Some of us are second and third-generation IBEW broadcasting, and with CBS. We're just awed by it all," Avigliano said. "I remember watching the first Letterman show. I worked in the videotape department then. Now as a business manager, it's very exciting to see. It brought me back to the early days. I have a lot of pride in watching this history and where we are today."

Jay Morgan, a monitor mixer, works backstage. "There is a feeling I still get every day, when the lights go out and I hear the roar of the crowd. That's it. It's on. You get that adrenaline rush, even back here in the dark, you still get it." ■



Congress delayed the worst effects of Obamacare's Cadillac tax in a year-end budget compromise.

Photo used under a Creative Commons license from Flickr user Ron Cogswell.

Cadillac Tax Gets Two-Year Delay in Last-Minute Budget Bill

Other IBEW priorities see mixed results in \$1.8 trillion package

A year-end congressional compromise postponed implementation of Obamacare's so-called Cadillac tax for two years thanks to a rare bipartisan push during negotiations for the budget and tax package passed and signed into law on Dec. 18.

The reprieve, which delays collection of the tax on high-cost health plans until 2020, was supported by a broad coalition ranging from unions—including the IBEW—to the U.S. Chamber of Commerce.

As written, the Cadillac tax is one of the funding and cost-control mechanisms for Obamacare, setting limits of \$10,200 per individual and \$27,500 per family on the costs of health care plans before applying a 40 percent excise tax on benefits that exceed them.

Proponents, including the White House, argued that limiting such high-cost plans was the only effective way to curb overuse of the health care system, but union families who have been sacrificing wage increases in favor of better health care for years will be disproportionately affected.

"Delaying the Cadillac tax was an important victory for our members," said International President Lonnie R. Stephenson, "but it's just the first step. We're going to continue to work toward the elimination of this tax so our members can keep the benefits they've worked so hard to earn."

Earlier in December, members of the Senate showed overwhelming support for a full repeal of the tax, but with a veto threat from the president, a two-year delay was the best outcome available to lawmakers.

Also making it into the spending bill was a long-delayed permanent fix to expand and fund aid for 9/11 first responders and construction workers who were among the early cleanup crews at ground zero in lower Manhattan. A large number

of those workers, many of whom are union members, fell seriously ill as a result of their time spent inhaling toxic substances in the wake of the attack.

Just as important to working people, however, were some of the items not included in the nearly \$2 trillion budget and tax package.

disappointment with the inclusion of a repeal of the 40-year-old crude oil export ban, which the IBEW opposed, which found its way into the final text thanks to a concerted effort from Senate Majority Leader Mitch McConnell.

The repeal of the export ban could have a disastrous effect on American oil

"Delaying the Cadillac tax was an important victory ... but it's just the first step."

—International President Lonnie R. Stephenson

Two proposals aimed at labor failed to make it into either bill: one that attempted to roll back the National Labor Relations Board's August decision imposing new joint employer standards, and another that attempted to undo a proposed Department of Labor fiduciary rule that would require stricter standards for retirement plan investment advisors.

The joint employer ruling was particularly important to temporary or fast food workers, who will be able to negotiate not just with individual staffing agencies or franchise owners, but with much larger corporate organizations like McDonald's or Amazon.

A third proposal also failed to make it into either of the final bills that would have spelled trouble for the massive Clean Lines energy project on the verge of approval in the Midwest. The 700-mile high voltage transmission line aims to move abundant wind power on the Great Plains to major population centers, creating many IBEW jobs in the process.

As with any compromise, however, not all news was good news when the final details of the deal became public.

House Democratic leaders expressed

refining, an industry that employs thousands of IBEW members. Minority Leader Nancy Pelosi called the provision "immoral" and Democratic Whip Steny Hoyer said Democrats "ought to reject" the tax package, calling it "extraordinarily irresponsible."

The spending portion of the deal also included a massive expansion of the H-2B guest worker program, which allows companies to import low-skill foreign workers for temporary or seasonal work in agriculture, landscaping, restaurants and the travel industry, to name a few. The provision, sponsored by Maryland Democrat Barbara Mikulski on behalf of her state's seafood industry and opposed by unions, would quadruple the number of visas for such workers in 2016. A recent BuzzFeed News investigation revealed the myriad problems with the program, which kills American jobs and often leads to the mistreatment of foreign workers ([link: bit.ly/GuestWorkers](http://bit.ly/GuestWorkers)).

Nevertheless, both bills sailed through Congress before lawmakers left town in December and President Obama signed the two-part package into law before year's end. ■

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

Visit the new IBEW website for union news and information, and to read the *Electrical Worker* online.

YouTube

When a magnitude-7 earthquake ravaged the Caribbean nation of Haiti, IBEW was there, along with a coalition of trade unions and the Catholic Church, to help rebuild.

YouTube.com/TheElectricalWorker

Vimeo

The IBEW and Florida Power & Light have

been committed to the Code of Excellence for years, and it's paid off with improved safety and industry recognition.

<https://vimeo.com/ibew>



HourPower

Oklahoma City, Okla., Local 1141 members donated their time and expertise to Peppers

Ranch, a community for neglected and abused children to create new relationships, build trust and enjoy new experiences.

[IBEWHourPower.com!](http://IBEWHourPower.com)



ElectricTV

The NECA/IBEW team is lighting up the old blast furnaces at Bethlehem Steel, once the second largest producer of steel in the U.S., with over 400 LED lights. [ElectricTV.net!](http://ElectricTV.net)



2016 Set to be a Pivotal Year in Right-To-Work Battle

Right-to-work backers are eyeing 2016 as a critical year in their campaign to weaken the American trade union movement, and labor leaders across the country are gearing up for the fight.

From the Supreme Court to state legislatures—even down to county boards of commissioners—anti-labor special interests are seeking to make right-to-work the law of the land, undercutting unions and weakening the voice of hard-working middle class Americans.

"This right-to-work push isn't about workers' rights," said IBEW International President Lonnie R. Stephenson. "It's about money, plain and simple. We've all seen more and more profits going to CEOs and people at the top while working people are being squeezed, and right-to-work only exists to widen that gap."

For now, there are 25 states that have enacted right-to-work laws, mostly in the 1940s and 1950s, but Indiana and Michigan in 2012 and Wisconsin just last year have brought supporters within just one state of the majority, a psychological barrier that could give the right-to-work movement a momentum boost in the coming years.

Currently, legislators in West Virginia, Missouri, Kentucky, Ohio and New Mexico are considering right-to-work laws, and local officials in Kentucky and Illinois are testing whether or not the rules can be implemented on a county-by-county basis. In Virginia, already a right-to-work state, some Republicans are pushing even further, attempting to enshrine the anti-union practices in the state's constitution and making repeal virtually impossible.

Right-To-Work, Wrong for Working People

Invented in the 1940s, the name "right-to-work" was little more than a marketing trick.

In any workplace, an employee has freedom to choose whether to join a union. But for non-members who work within a union-represented collective bargaining unit, an "agency fee" is typically assessed that covers the costs of bargaining and grievance adjudication (lawyers, researchers, negotiators, etc). The agency fee omits costs for the political activities of the union, which are included in normal membership dues. Because the union is obligated to represent all workers in a unit, the Supreme Court held in 1988 that representation comes with a cost and that non-members can be required to pay their fair share.

In right-to-work states, employees can opt out of agency fees as well and still remain represented by the union, creating an economic drain, or a "free-rider" problem. Free-riders weaken unions and in some cases create economic disincentives for union organizing in the first place. In Michigan alone, union membership fell nearly 8 percent in just the first year of right-to-work.

Weaker unions, of course, bring weaker workplace protections, weaker worker



Missouri labor activists protest during the successful fight against right-to-work in 2015. Photo courtesy The Labor Tribune.

compensation, and even weaker communities with them. Statistics show working people in the 25 right-to-work states make \$5,971 less than workers in free bargaining states when all other factors are removed. That works out to a 12.2 percent pay cut whether you're a union member or not.

"This right-to-work push isn't about workers' rights. It's about money, plain and simple."

—International President
Lonnie R. Stephenson

Compounding the inequality, people in right-to-work states are 31 percent more likely to lack even basic health insurance, 13 percent more likely to live in poverty, and right-to-work states spend 31 percent less per student on public education. In fact, 19 of the 20 states that spend the least amount per student are right-to-work.

"It's easy to assume that these laws only affect union members or union workplaces," Stephenson said, "but the truth is, strong unions advocating on behalf of workers have ripple effects that raise the standard of living for an entire state."

Higher wages lead to higher state revenues, which allow increased spending on things like education and infrastructure. That's even before accounting for the advocacy trade unions have always carried out on behalf of working people and the middle class, which have played key roles in everything from civil rights to women's suffrage to the creation of basic workplace safety standards.

A Complicated Battlefield

Backers of right-to-work lost a key legislative fight last September when Missouri legislators failed to override a veto from Gov. Jay Nixon. But Republicans in the state house are trying again. During the pre-filing period at the end of 2015, at least five bills pertaining to right-to-work were submitted for consideration in the 2016 session, and another is expected that would put the issue up for a state-wide referendum.

"These guys have put right-to-work up for a vote nearly every year for as long as I can remember," said Rudy Chavez, president of Kansas City, Mo., Local 124 and IBEW political coordinator for the state. "We beat them back on the veto override last year, but they're persistent."

One company, Tamko Building Products in Joplin, Mo., just put \$1 million into a fund to attack the legislators who sided with labor, and that's only the start of the money that will flood into the state on behalf of big business this year, Chavez says.

It's much the same story in West Virginia, Ohio, New Mexico and Kentucky, where anti-union legislators are readying bills with varying degrees of support. In West Virginia, Democratic Gov. Earl Ray Tomblin would likely veto a right-to-work bill, but Republican majorities in both the House and the Senate believe they have the votes to override him. In Kentucky, newly-elected Gov. Matt Bevin made right-to-work a key issue of his campaign, but faces a slim Democratic majority in the state House, likely preventing its passage for now.

And in Ohio, where union membership tops the national average, Republicans expect to be able to push right-to-work through both chambers, but Republican Gov. John Kasich, who is running for president, has said he would rather not have the distraction at the moment.

Despite Ohio voters rejecting an anti-labor measure in 2011, it is unlikely Kasich would oppose the bill if it landed on his desk.

Ohio's House Minority Leader Fred Strahorn told reporters late last year, "I'm really disappointed this kind of thing keeps coming back," pledging Democrats would vehemently oppose the current effort. "So-called right-to-work legislation should be called 'right-to-work-for-less,'" he said, "because it leads to lower wages, reduced benefits and a less safe workplace."

Still, the wealthy coalition of anti-labor interests pouring money into right-to-work campaigns appears to have grown impatient with the mixed success and glacial nature of the legislative process. Over the last several years these groups, notably Americans for Prosperity, the Center for Individual Rights and the American Legislative Exchange Council, have undertaken a multi-pronged attack to reach their desired goals.

Republican legislators in Virginia, for example, are almost certain to add a constitutional amendment to the state's 2016 ballot in November, essentially guaranteeing right-to-work's status even if Democrats eventually capture the statehouse in Richmond. Never mind the fact, said Fourth District International Representative Neil Gray, that right-to-work has been law in the state for nearly 70 years. "It's a shot at labor, and it's an unnecessary one," he said. "They see the slightest awakening in the state's labor movement, and they're determined to knock it down."

In Kentucky and Illinois, these groups have encouraged individual counties to enact right-to-work laws at the local level in an attempt to circumvent the state processes. That practice is under review by a federal court in Kentucky with a decision expected soon, and a ruling against unions could open the floodgates to more counties implementing right-to-work ordinances. A bill already filed in

Missouri would allow the same thing there if the court OKs it.

“For now, we’re just waiting on the judge,” said Gene Houthouser, political director for Louisville, Ky., Local 369, which is a party to the lawsuit. “We’re hopeful that the ruling will go our way, but even if it does, we’ll have another fight on our hands next year to hang onto the state House. These guys aren’t just going to give up. They’re determined to get right-to-work passed one way or another and we’re doing our best to stay a step ahead.”

Also waiting on a judge—or nine of them to be precise—are public sector unions, who are facing yet another front in the right-to-work battle, this one in the form of the Supreme Court case *Friedrichs vs. California Teachers’ Association*. As we wrote last month (“The Right Asks the High Court to Curb Unions,” *Electrical Worker*, January 2016), the anti-union plaintiffs argued before the court that all government employees, from schoolteachers to police officers to public utility linemen, should be subject to federal right-to-work standards. A ruling against labor could affect millions of public employees, including tens of thousands within the IBEW.

A Long Fight Ahead

With a presidential election looming in November and primary contests dominating the news, 2016 promises to be a year when the public is paying attention to

important issues like right-to-work. In states like Missouri, Kentucky, West Virginia, Ohio and Virginia, voters will have the chance to elect candidates who are champions for ordinary working Americans and the middle class.

The billionaire industrialists Charles and David Koch, who were behind the most recent right-to-work effort in Missouri and the *Friedrichs* Supreme Court case, have pledged to spend nearly \$900 million to elect pro-business, anti-union politicians at every level of government in the upcoming cycle, and they aren’t the only ones.

Conservative casino mogul Sheldon Adelson, who spent more than \$150 million in 2012, is expected to spend even more in 2016. Worth nearly \$30 billion, Adelson announced after the last election that he was turning his attention to the right-to-work fight in the states and that he intended to “double down” on his contributions to curb unions in the coming years.

“The bottom line,” said Stephenson, “is that we’ve got our work cut out for us when it comes to right-to-work in 2016. Our opponents are well-funded and determined and they think their money can drown out our voices.”

“It’s not enough that we’re right or that we’re the ones sticking up for the working men and women of this country,” he said. “We’ve got to do everything in our power to make sure we preserve the fair wages and workplace safety that come with a union card.” ■



Remembering Former International Secretary Jack F. Moore

“As International Secretary, Jack Moore presided over huge growth in the IBEW’s pension and COPE funds and raised its profile in national politics.”

— Eleventh District Vice President Curtis E. Henke

We regret to report that International Secretary Emeritus Jack F. Moore died on Dec. 12 at the age of 88.

Before retiring in 1997, he served two international presidents, as a member of the International Executive Council and as Eleventh District vice president. Friends, colleagues and admirers will remember him for his dynamism, his unwavering commitment to the IBEW’s membership and for the advances he made on behalf of the IBEW in national politics and in ensuring the financial stability of the union’s pension fund.

“Brother Moore gave everything he had to the IBEW,” said International President Lonnie R. Stephenson. “His work on behalf of the members is still evident to this day, and we all owe him and his family a tremendous amount of gratitude.”

The Nixa, Missouri, native joined Springfield Local 453 in September 1948 soon after serving two years in the U.S. Navy during the waning days of World War II. After a short recall to service from 1950 to 1951, he worked as a journeyman wireman from 1951 to 1958.

During those years, Brother Moore was elected to his local’s executive board and to the offices of vice president and president. In 1958, he was elected Local 453’s business manager, a position he would hold for the better part of the next two decades.

“He started out with a small local union in Springfield and ended up with the biggest local in the state, something over 5,000 members,” recalled close friend and retired International Representative Danny D. Melloway. “He was an organizer, a member’s man.”

Moore found time to be involved all over the state of Missouri and at the international level as well. He served as president of the Springfield Labor Council for 20 years, president of the Missouri State Electrical Workers for 16, and as a panel member and co-chairman of the IBEW’s Council on Industrial Relations.

From 1966 to 1976, Moore also served as a member of the International Executive Council.

But it was his civic and political activities that helped Moore leave a lasting impact across the state of Missouri. “He served on just about every board you could imagine,” Melloway said, listing airport boards, political groups and charitable causes like the United Way and March of Dimes. “Jack had so much energy, and everywhere he went, people recognized him.”

In 1976, then-International President Charles Pillard appointed Moore international vice president for the Eleventh District, a position he would be elected to in 1978 and 1982. It was during this time that he helped lead a successful campaign to defeat Missouri’s right-to-work amendment in 1978.

“When I became vice president, he reached out to me, mentored me,” said current Eleventh District Vice President Curtis E. Henke. “I could always go to him and he’d have good sound advice for me.”



Former Secretary-Treasurer Jon Walters, left, and International President Emeritus Edwin D. Hill visited Moore, along with former Secretary-Treasurers Jerry O’Connor and Lindell Lee, at Moore’s home last year.

It was that generosity of spirit and tenaciousness that led Pillard to appoint Moore as International Secretary in 1985, replacing the retiring Ralph A. Leigon.

After arriving in Washington, Brother Moore set about building the strength of the IBEW pension funds, overseeing the growth of the National Electrical Benefit Fund from \$1.8 billion when he arrived to \$6.38 billion at his retirement. The NEBF consistently ranked among the top 25 percent of U.S. pension funds during his tenure.

He was also known for his strong support of investment in 100-percent-union construction projects that helped create jobs for active members while growing the fund for retirees.

Brother Moore was also heavily involved in growing the IBEW’s influence in national politics. As secretary-treasurer of the IBEW’s Committee on Political Education, he understood the importance of political involvement and stressed it to the membership at every opportunity.

During his tenure, the IBEW-COPE fund grew fourfold to more than \$3 million in voluntary contributions, ranking it regularly in the top five political action committees in the U.S. and earning him influential roles as both a trustee and as a rules committee member at the Democratic National Committee.

Another project undertaken during his tenure was the expansion and modernization of the IBEW International Office’s record-keeping and administrative operations, enabling the international to better service its local unions and individual members.

“There wasn’t a guy before or after Jack Moore that loved the IBEW any more than he did,” Henke said. “Everybody that Jack ever met, he just touched them. In fact, his daughter told me just the other day, ‘One thing about my dad, everybody he worked with, he loved.’”

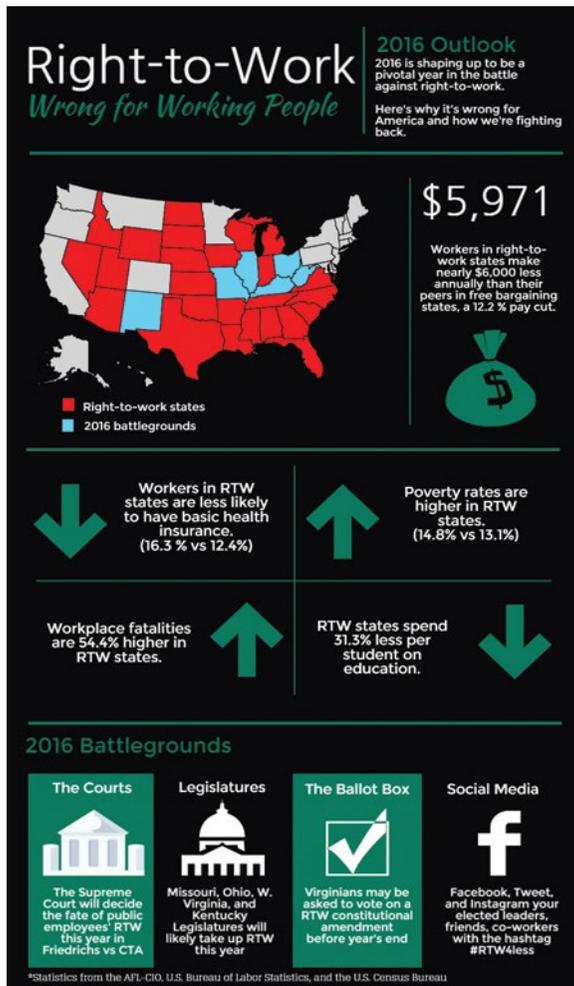
It was a trait that would serve him well until his retirement in April 1997 after nearly 50 years of service to the Brotherhood. And it would continue to serve him throughout the rest of his life.

“We talked every month,” Melloway said. “But it wasn’t just me. It was everybody. Jack made friends wherever he went, and he hung onto them. He was one of the finest leaders I ever knew.”

Former International President Edwin D. Hill, who succeeded Moore as international secretary in 1997, wrote, “We lost another giant in the IBEW... I am forever grateful for having his friendship and advice for so many years.”

Brother Moore is survived by his wife of nearly 65 years, Betty, and by his son, Tom, and daughters Deborah Mills and Marilyn Simpson and their spouses. Tom and son-in-law Mike Mills are both members of Local 453. He and Betty were the proud grandparents of eight and great-grandparents of 11.

On behalf of the entire IBEW membership and staff, the officers extend our heartfelt condolences to Brother Moore’s family and friends. ■



The Benefits of Sisterhood: Wages, Benefits, Empowerment

It's not every day that AFL-CIO Secretary-Treasurer Liz Shuler and House Speaker Paul Ryan agree. But both have spoken recently about the importance of work-family balance. What only Secretary-Treasurer Shuler understands however, is that unions are among the best places to actually get that, along with higher pay and a host of other benefits.

In his new high-level job, Ryan is in a position to dictate the terms and conditions of his day-to-day duties. In fact, he demanded that he be required to travel less and have time to spend with this family. "I cannot, and I will not, give up my family time," he said.

But most rank-and-file working people do not have this ability. As Shuler said in an op-ed for the *New Republic*, "Even as we celebrate the advancement of women in the workforce, the harsh reality is that too many of us continue to struggle when we shouldn't have to. ... Women have a greater share of responsibility at home but, if we don't have the benefit of a union, are unlikely to have earned sick leave or paid family leave."

The Institute for Women's Policy Research recently issued a paper on just how much better union women have it compared to nonunion women. In all states and in all major occupations, union women fare better.

"This research shows that it pays to be in a union, especially if you are a woman," said Institute President Heidi Hartman. "Not only do union women experience a much narrower gender wage gap with men than women overall, they also earn hundreds of dollars more per week than non-union women, with greater access to critical benefits that can ensure their long-term financial security and well-being."

Considering the intractability of the gender pay gap, this is something women can do now to improve their situation. The Institute estimated women won't achieve pay equity with men until 2059.

The Institute also recently found that the gender pay gap is smaller for women in unions than it is for their nonunion counterparts. For all women, the gap calculates to women earning 78 cents for every dollar made by men. For women in unions, the gap shrinks to 89. And more money means more financial security.

"I have a lifestyle that my friends who aren't in unions do not," said Donna Hammond, business representative at Portland, Ore., Local 48. "And they are glad I have a union job so I can provide a cushion. Basically, I'm the safety net."

The difference in pay can even be enough to cover the costs of childcare, and considering how exorbitant the price tag can be, that is anything but insubstantial.

When looking at the union advantage by occupation, the largest difference was found in the "natural resources, construction and maintenance" category—union women make almost double what nonunion women do.



The union wage advantage benefits all women, with an average increase of 31 percent. For African-American women, it rises to 34 percent. For Hispanic women, it jumps to 42 percent.

The Institute researchers also looked at the effects of right-to-work laws. Not surprisingly, the share of union women is higher in states without such laws.

Women in unions are more likely to participate in a pension plan and receive health benefits through their employer.

For women of color, the difference in income and benefits is even more significant. While the union wage advantage for all women is an increase of 31 percent, for African-American women it's 34 percent. For Hispanic women, it jumps to 42 percent. African-American and Hispanic union women are also more likely to have health care coverage and pensions.

"It makes my life less stressful and happier. I can go to the doctor and not worry about a huge co-pay," said Georgette Carrillo, a customer service representative for PG&E and member of Vacaville, Calif., Local 1245.

With the average woman losing \$530,000 over the course of her lifetime to the gender pay gap, union membership can be the difference between living above or below the poverty line. For college-educated women, the loss jumps to \$800,000. And that's assuming she can find a job.

Carrillo has a bachelor's degree in human resources and initially couldn't find work when she graduated. When she finally did, it paid poorly and came with mediocre benefits.

"They kept saying we'd get a raise, but we never did," Carrillo said. "Now, with the union, we always get raises."



Bargaining for Work-Life Balance

Both the Institute and the Center for Economic and Policy Research have reported that women's share of union membership is on the rise, and they are expected to be more than half the union workforce by 2025. This may explain some recent trends in family-friendly issues being championed by labor unions and workers' rights groups like paid sick days and leave.

California has offered paid leave since 2004. The state reported that, along with there being no harm to businesses, there has been a 411 percent increase in men taking advantage of the benefit. On the East Coast, members of the District of Columbia city council recently introduced legislation to give residents 16 weeks of paid leave, which would be the most generous in the nation.

"Issues like paid leave, discrimination and childcare benefits aren't just 'women's issues,' they're human rights and working family issues," said Carolyn J. Williams, IBEW's director of civic and com-

munity engagement. "As such, many of our locals are taking a look at their policies and how they impact their members."

Williams also said that a number of locals have started offering childcare programs during union meetings.

In addition, the transparency in wages that unions provide likely helps to alleviate pay discrimination. Many people working in nonunion jobs are discouraged if not blatantly disallowed from discussing issues like salary, exacerbating any pay disparity. An increasing number of union contracts have nondiscrimination clauses included.

The statistics cited in the reports from the Institute and the Center apply to the current American workforce, but the benefits of union membership for women are felt among our Canadian sisters as well.

When Kelly Kienleitner decided to switch careers, she knew that as a single mom her salary would have to be large enough to provide for her and her son. So she looked at the building trades.

"Money may not buy happiness, but it can buy you freedom from worry," said Kienleitner, now chief instructor for the Electrical Joint Training Committee in Van-

couver, British Columbia.

Not only was she able to get off welfare and support herself and her son, she excelled as a winder. Kienleitner was the first woman to earn a double Red Seal certification as a motor winder in Canada. The Red Seal is a certification that allows the holder to work throughout the provinces.

When Kienleitner first started out about 30 years ago, she encountered sexism on the job. But she also received support from others.

"I would not have made it through my apprenticeship if it wasn't for my brothers," said Kienleitner. "That I know."

Carrillo and Kienleitner both said they received support and encouragement from supportive business managers and others in leadership. Now they are taking on leadership roles and helping newer members thrive.

"Young women are realizing that the trades are an intelligent choice," Kienleitner said.

Empowering Women

These numbers paint a picture in which women are better off and in measurable ways. What they don't get at is something Lorretta Johnson of the American Federation of Teachers said in an op-ed for *Ebony*: "Yes, it [a pay raise] helped me provide for my family, but it also helped me realize my own power, as a person of color, as a woman and, yes, as a trade unionist."

Hammond, Carrillo and Kienleitner share this sentiment.

"I didn't know I was capable of all that I'm doing," said Carrillo, who is on the national advisory council for RENEW, an initiative to engage the next generation of IBEW members, representing the Ninth District. "It gave me the confidence to do so much."

Carrillo is also an organizing steward and active in local politics, including a successful campaign to prevent the Fresno sanitation system from being privatized.

"No one thought we would win," Carrillo said. "But we did. We worked with other locals and saved 100 working people from reduced pay and job insecurity."

Support from leadership is one of four elements that Williams says is needed to get more women in leadership positions. The others are women's committees, conferences and mentoring.

"We need women talking to women, and it needs to be diverse so they know the union is open to everyone," Hammond said.

With women becoming the majority of union members in the next 10 years, it pays to empower them and encourage their leadership. When unions are strong, everyone does well.

"I don't just want good wages and benefits for me, I want them for everyone," Carrillo said.

The Institute report can be found at <http://bit.ly/womenandunions>. ■

Democrats Pull Presidential Debate from Station Over Labor Dispute

Production workers at New Hampshire's only major statewide television station gained a powerful set of allies in their contract fight last December when the Democratic National Committee decided to pull ABC-affiliate WMUR's co-sponsorship of a key Democratic primary debate.

International President Lonnie R. Stephenson praised the DNC's decision, saying, "The right to collectively bargain has been a key part of every Democratic Party platform for more than a half a century. WMUR management's refusal to meet in good faith with its employees stands in gross violation of that principle, so I'm pleased that DNC chair Rep. Debbie Wasserman Schultz and N.H. Democratic Party Chair Ray Buckley have taken this step."

The move came in support of 22 of the station's directors and production assistants organized last April by Boston Local 1228 who have been unable to negotiate a first contract.

A week before the Dec. 11 decision, the DNC warned the station that its sponsorship of the Dec. 19 debate could be in jeopardy following management's months-long refusal to schedule negotiations over adding newly-organized employees to the company's pension plan.

Jeff Bartlett, president and general manager of the Hearst-owned WMUR, received letters in the run-up to the pre-Christmas debate from Democratic presidential candidates Hillary Clinton and Bernie Sanders urging him to settle his station's dispute with its employees.

Former Maryland Gov. Martin O'Malley, who is also running for president, went further, urging his Democratic opponents to pull their campaign ads from WMUR's air until the dispute was settled.

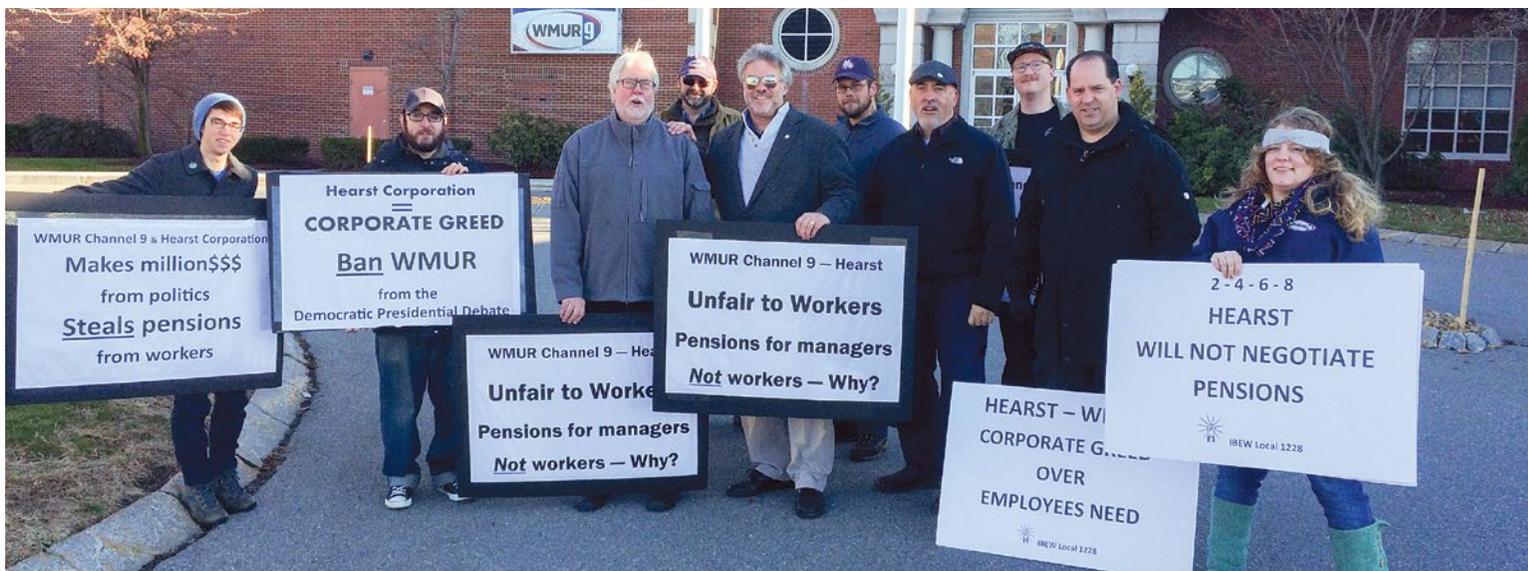
Local 1228 Business Manager Fletcher Fischer expressed gratitude for the support from the IBEW, DNC and the candidates themselves, but he said he wished the situation hadn't needed to escalate as far as it has.

"We're disappointed the station turned this into a national story when they could have simply moved the people into the Hearst pension to start with," he said. "It could have been a lot easier on everyone involved if they'd simply treated their employees fairly."

In a joint statement with N.H. Democratic Party Chair Buckley, the DNC's Wasserman Schultz expressed regret that WMUR was unwilling to move ahead with scheduling negotiations with the production department employees.

"It is the right to organize that made it possible for the middle class in America to grow over the past century, and it is as important today as it has ever been to keep our economic growth as a nation moving forward," she said.

The nationally televised Democratic debate featured Clinton, Sanders and



Members of Local 1228 picket outside the Manchester, N.H., studios of WMUR in December. Democratic presidential candidate Bernie Sanders met with them on his way into the station.

O'Malley, but only the New Hampshire Union Leader newspaper and St. Anselm College were co-sponsors. WMUR on-air talent were not allowed to participate as planned, nor did the broadcast feature any of the station's branding.

In a bargaining meeting the week after the debate, WMUR management met with Local 1228, but the company merely

identified open issues and no bargaining proposals or responses to union proposals were addressed. Half of the members of the unit already have Hearst pensions, but the company is seeking to take away those pensions and replace them with a cheap substitute that would mean losing hundreds of thousands of dollars in their retirement future.

"What the DNC did by pulling the debate," said Fischer, "was to add thousands of people who are now watching this, and we hope the public attention will force WMUR to do the right thing for their employees."

Scheduled for Feb. 9, the New Hampshire presidential primary is expected to bring WMUR a windfall of more than

\$40 million in advertising revenue from candidates and affiliated organizations thanks to its status as the state's only television network.

"We hope the candidates will keep the pressure on and that WMUR will use some of these election year profits to treat their people fairly," Stephenson said. ■

Code of Excellence Gets the Spotlight in the Sunshine State

The dark days are over in the Sunshine State and it's thanks to the Code of Excellence.

Poor working conditions and strained relationships had become the norm for the IBEW and Florida Power and Light and things needed to change. Once the code was implemented, that is exactly what happened. What's more, they improved to the point of FPL becoming an award-winning company.

"There isn't a speech I give where I don't utilize you as a poster child for how well the code works," said International President Lonnie R. Stephenson to FPL employees at an event in November to celebrate its successful implementation.

The event also served as a rollout of a new emblem that will be affixed to all hardhats and trucks in the fleet.

"I've been highly pleased with the results and I know my counterparts at Florida Power and Light feel the same way," Stephenson said.

The code has been in place since 2011 when it was adopted by the 11 local unions of System Council U-04 with members employed by FPL. Sarasota Local 820 Business Manager Bob Porter said a lot of members have embraced it. "It's helped with safety and with settling things on the ground."

Prior to the code, there were dragged-out contract negotiations, over 1,500 grievances and deteriorating job safety. Things needed to change, so IBEW took the lead and initiated the utility Code of Excellence. It worked. And once FPL management saw the results, they agreed to code-related training during working hours.

The code training emphasizes safety and professionalism as well as using the tools of the union to deal with any issues. Each local has an excellence steward dedicated to the code who serves as a liaison between members and management while also coach-



Florida Power and Light, one of the first utilities to implement the Code of Excellence, recently won an award for its service reliability rating. Pictured are International President Lonnie R. Stephenson, left, and FPL President and CEO Eric Silagy.

ing and mentoring members.

There is also a focus on public image, teaching members the importance of professionalism on public perception.

"It's a cultural change," said Line Specialist Laquanta Ransom, who is also a trainer. "If the company looks good, we look good, and if everyone gets on board [with the code], we'll be a flawless company."

"It's all about having guys come out and work their eight, do the right thing, and go home to their family safe and sound," said Clifford Harris, a lineman with Miami Local 359 and trainer with Ransom. "It's a big step in the right direction."

With the code in place, the grievance backlog dropped and OSHA reportable accidents fell by 50 percent.

"I've been here for a while and it's a better place to work now," said Ft. Pierce Local 627 Business Manager Mark McNichol. "I think the code is part of that."

In fact, FPL improved so much the company won an award for its service reliability, which exceeded 99.98 percent in 2014. FPL was evaluated in a number of categories, including storm responsiveness, technology and innovation.

"We're really proud of what we've accomplished here," said Utility Department Director Jim Hunter. "This is one of the best safety records in the history of the company."

Porter also said he is glad to see that FPL has recognized the code's effectiveness. "They see the difference and they're very happy to have the best workforce they can."

"It represents the best of what our company and the IBEW have to offer," said FPL President and CEO Eric Silagy. "Providing the highest quality, on-time service possible, and importantly, doing it safely every single day." ■



Quick Thinking, IBEW Training Help Members Assist Ailing Boy

Joshua Crites said he was thinking about his own family when he administered first aid to a 3-year-old boy suffering a seizure last summer.

"I held the kid all the way through it," said Crites, a member of Oak Ridge, Tenn., Local 270. "My son is 3 years old and it kind of hit home. We kept telling him he was going to be OK."

The actions of Crites and fellow Local 270 members Chris Farrar and Dusty Taylor along with Atlanta Local 613 member Sylvan Darquenne stabilized the boy's condition after he went into convulsions because of a spike in his fever. The incident occurred when the men were working as subcontractors at the Tennessee Valley Authority-owned Kingston (Tenn.) fossil plant last August.

"Because of the training we received through the IBEW, we were able to do something and help the kid out," Farrar said.

The four had finished lunch at a food truck near the plant and were getting ready to return to work when a woman approached asking for help. She had been watching the child while his mother stopped in a nearby Walgreens to pick up her son's prescription to treat flu-like symptoms.

Crites ran to the store to find the mother while Farrar, Taylor and Darquenne followed the woman to her car to assist with the child. Farrar noticed the boy had swallowed his tongue and pulled it out to allow him to breathe. Taylor called 911.

Crites had the mother paged by store workers. He escorted her to the car, where she took Taylor's phone and spoke to the dispatcher.

"The kid was burning up," Crites said. "We found out later that was why he had the seizure. He had just gotten too hot."

Crites got the boy out of his car seat and laid him on his side, something he learned in first aid training during his Local 270 apprenticeship. Young seizure victims often are held closely by adults, which can lead to injury and swallowing of the tongue. Instead, first-aid responders should make sure the victim can breathe properly, gently lay him onto the ground and allow the seizure to run its course, Crites said.

Three pipefitters who also were hav-

ing lunch brought back wet towels to cool the boy off. Darquenne helped keep onlookers a safe distance away and directed emergency workers to the boy after they arrived.

"When we got him in the shade, you could tell he wasn't as bad as we first thought he was," Taylor said. "He started calming down and cooling off. He seized the whole time we were there. It just slowed down. I think we all had a little bit of a sigh of relief that it was coming down and not elevating and becoming worse."

Crites estimated the entire incident took about eight minutes. He along with Farrar, Taylor and Darquenne all returned to work when paramedics arrived. They learned a couple days later the boy was doing fine and doctors didn't expect any long-term repercussions. It turns out Crites' wife is a high school classmate of the boy's mother and a Facebook friend.

"He made a full recovery," Crites said. "He's a regular 3-year-old now."

The four IBEW members were a little late in returning to work at the Kingston plant, where they were cleaning out old electrodes and installing new ones into



Oak Ridge, Tenn., Local 270 members Joshua Crites, left, and Chris Farrar, second from left, were two of the four IBEW members who came to the aid of a young boy suffering a seizure near the Kingston (Tenn.) fossil plant last summer. Also pictured are pipefitters union members Jesse Hardt, Westley Lester and Maurice Johnson, who also assisted during the incident.

the fly ash, the residue that is generated by coal combustion, said Crites, who was the crew's foreman.

The IBEW and pipefitter union workers were recognized in a TVA newsletter,

which was how Local 270 Business Manager Arlen Day found out about the incident. Crites, Farrar and Taylor never said a word about it to him, he said.

"They're fine young men," Day said.

"They haven't been around that long, but they're really representing the IBEW well. We're fortunate we've got so many like them, that do the right thing when they get in the real world." ■

Training the Next Generation:

Ohio Locals Partnering with Area High Schools for Apprenticeships

Stephen Lipster, training director for Columbus, Ohio, Local 683, knows all about the aging of the IBEW's construction workforce, but he's not worried. Lipster is working with the next generation, and he's seeing promising results.

In the next 12 years, 25 to 30 percent of the industry's wiremen are expected to retire, says Lipster. Considering that it takes five years to train a new person, these numbers can be alarming. But every fall and spring, Lipster sees new faces interested in the electrical trades.

"At times it scares me," says Lipster of the number of people leaving the field. "But school partnerships go a long way to meeting the needs of the industry. It's a proven pathway."

Those school partnerships involve the new electrical trades program at the South-Western Career Academy in Grove City, Ohio. The program, along with others in the Columbus area, trains high school juniors and seniors for a career in the electrical trades. Lipster says Ohio still has a very strong vocational school system, now known as "career-tech."

Together with Fourth District Vice President Kenneth Cooper, Electrical Training Alliance Executive Director Todd Stafford and the National Electrical Contractors Association Eastern Region Executive Director Richard Parenti, Local 683 is piloting an initiative that uses the first year Electrical Training Alliance curriculum at the junior and senior high school level. Graduates from the South-Western program who are successful enrolling in the construction wireman program or the inside apprenticeship will be granted credit for their first year of apprenticeship curriculum. This credit also translates to 11 semester hours of community college credit through Columbus State Community College.



Electrical trades programs like the one at South-Western Career Academy in Ohio are training the next generation of electricians.

interview," Lipster said. "They may not know what an electrician does before coming in, but they do when they leave."

In addition to the semester-based classes, qualifying students may also participate in paid internships between their junior and senior years. During their senior year they take more advanced classes.

In an article for This Week Community News, Kevin Rankin, an instructor at the Electrical Trades Center, said that they are also finalizing plans to offer students an opportunity to spend time at companies in the electrical-trade industry during their senior year.

"Our plan is to offer a direct pathway for careers in the electrical industry," Rankin said. ■

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Young IBEW Volunteers a Force in Election

Canadian Prime Minister Justin Trudeau's October election was a resounding rejection of the previous government's hostility toward working families and organized labour was a foundation of that victory.

A key component of the IBEW's strategy was mobilizing young members. They answered the call, said Matt Wayland, First District political strategist.

"We had young members and their families knocking on doors across Canada and I think our impact on the election was very large," Wayland said.

The young IBEW member with the most at stake in the election was Winnipeg, Manitoba, Local 2085 member Daniel Blaikie. The 31-year old journeyman inside wireman ran for Parliament and won by 61 votes out of 43,000 in a four-way election, the closest election in the country.



He becomes the only IBEW member of Parliament, taking the seat away from the Conservative Party and represents one of the only seat pickups for the New Democratic Party on an otherwise rough night. The NDP lost more than half of its seats in Parliament and fell to third party. The sitting Conservative Party did worse, losing 67 seats.

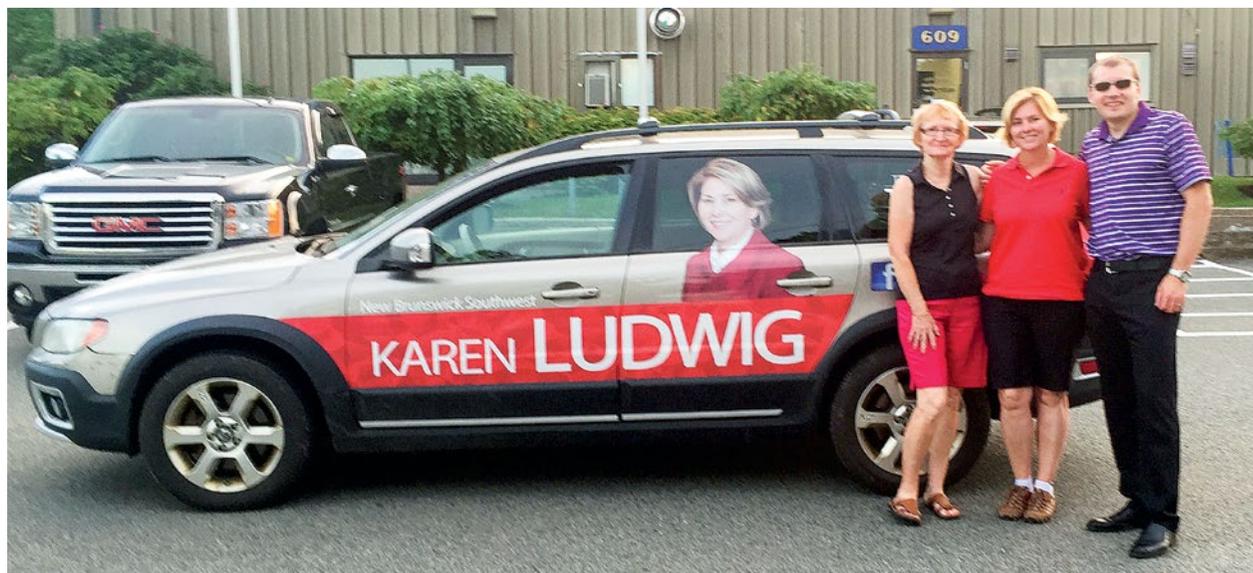
Most IBEW volunteers, first-time and veteran, got involved supporting a candidate rather than becoming one. Canadian election laws limit how directly involved the IBEW can be in supporting candidates.

"The IBEW is, and has to be, strictly nonpartisan. We wanted [Former Prime Minister Stephen] Harper out, but it was up to each volunteer to find the candidate they believed would best serve working families," said Kate Walsh, First District strategic coordinator of the NextGen Initiative, the Canadian program akin to the Reach out and Engage Next-gen Electrical Workers (RENEW). "All we could do was educate IBEW members about where candidates and parties stood on important issues, and train them to be effective for whichever candidate they chose to support."

Wayland was in charge of organizing the plan to train and deploy IBEW volunteers across Canada.

"We did trainings in nearly 50 out of 338 ridings, targeting our attention where a Conservative MP could be knocked off," Wayland said. "Everywhere we went, we had 10 to 30 volunteers. It was a great showing."

Fredericton, New Brunswick, Local 37 Business Representative Greg Wright attended one of the First District trainings. Wright, a member of Local 37's Next-



Fredericton, New Brunswick, Local 37 Business Representative Greg Wright volunteered for Liberal Party candidate Karen Ludwig's successful campaign to oust a conservative MP in rural New Brunswick.

port and no one does that in Canada," Wright said.

For Wayland, the 2015 election was the culmination of years of work and an indication of how much is left to do.

"The First District political program is only four years old. We have been doing political training over a few years with a modest goal of just showing we can make a difference," he said. "Our hope is that this will be a generational change and political engagement becomes second nature, a part of your apprenticeship, and after that, a part of being a member." ■

Gen committee, along with his Local Union Political Action Committee helped organize support for a Liberal Party candidate in his rural riding about an hour east of the Maine border.

Wright's backing of the Liberal party candidate was not a given. The Canadian Labour Congress helped found the NDP, and when Harper called the election, the

NDP was second behind the Conservatives. Justin Trudeau's Liberal Party was in distant third position.

"[My riding] has been very conservative for years," Wright said. "I supported the [Liberal candidate] Karen Ludwig because she is part of the community, labour friendly and she did the work walking the district, talking to voters, that no

one else has."

After his training, Wright said he called Ludwig's office to volunteer and went door knocking with the candidate.

Wright also said he was very active on social media, promoting Ludwig and the Liberal Party in a way that may be more familiar to Americans.

"I went very public about my sup-

Les jeunes bénévoles de la FIOE prêtent une force à l'élection

L'élection d'octobre dernier du premier ministre canadien Justin Trudeau représentait un rejet retentissant du gouvernement précédent qui a fait preuve d'hostilité à l'égard des travailleurs et cette victoire a été remportée grâce au mouvement syndical.

La mobilisation des membres était l'élément clé de la stratégie de la FIOE. Ils ont répondu à la demande, déclare le stratège politique Matt Wayland du Premier District.

« Nos jeunes membres et leurs familles ont fait du porte-à-porte à travers le Canada et je crois que notre impact sur l'élection a été très important, » dit Wayland.

Le jeune membre Daniel Blaikie du Local 2085 de la FIOE situé à Winnipeg au Manitoba avait le plus d'intérêts en jeu. Le compagnon de 31 ans s'est porté candidat aux élections et il l'a remporté par une différence de 51 voix sur les 43 000 votes au total dans l'élection des quatre candidats, l'élection la plus serrée du pays.

Il devient donc le seul député de la FIOE au parlement à occuper le siège du parti conservateur et de représenter un des seuls sièges du Nouveau Parti Démocratique malgré cette soirée agitée. Le NPD a perdu plus que la moitié de ses

sièges au parlement et s'est retrouvé en troisième place. Le parti conservateur qui était au pouvoir a fait pire avec une perte de 67 sièges.

La plupart des bénévoles de la FIOE, autant les nouveaux que les habitués, se sont engagés à appuyer les candidats plutôt que d'en devenir un.

« La FIOE est, et doit être strictement non partisane. Nous avons voulu nous débarrasser de Harper [ancien premier ministre Stephen], mais c'était à chaque bénévole de décider quel candidat représentait le mieux les intérêts des travailleurs. Tout ce qu'on pouvait faire était d'instruire les membres de la FIOE sur la position de chaque candidat et les partis face aux enjeux et de les former pour être efficace à travers l'engagement du candidat qu'ils décident d'appuyer, » mentionne Kate Walsh la coordonnatrice stratégique/l'initiative de NextGen du Premier District, le programme canadien comparable à *Reach out and Engage Electrical Workers* (RENEW).

Wayland était responsable de mettre en œuvre les plans pour la formation et de déployer les bénévoles à travers le Canada.

« Nous avons dirigé des formations dans presque 50 des 338 circonscrip-

tions, et de mettre notre attention sur les endroits où il était possible d'éliminer un député conservateur, » dit Wayland. Partout où on allait, on avait de 10 à 30 bénévoles. C'était un bon nombre. »

Le gérant d'affaires Greg Wright du local 37 à Fredericton au Nouveau-Brunswick a participé à une des formations du comité NextGen du local 37 et en collaboration avec le comité d'action politique de son local, ont mis sur pied un programme de soutien pour venir en aide à un candidat du parti libéral dans sa circonscription rurale à environ une heure à l'est de la frontière du Maine.

L'appui de Wright au candidat du parti libéral n'était pas aussi facile. Le Congrès du Travail du Canada (CTC) a contribué à la fondation du NPD, et lorsque Harper a déclenché les élections, le NPD s'est classé deuxième après les conservateurs. Le parti libéral de Justin Trudeau était en troisième place.

« [Ma circonscription] était dominée par les conservateurs pendant des années, j'ai appuyé [la candidate libéral] Karen Ludwig parce qu'elle fait partie de la communauté, elle est favorable au mouvement syndical et elle a accompli sa tâche en se promenant dans le quartier et

à parler aux électeurs ce que personne d'autre n'a fait, » dit Wright.

Après sa formation, Wright a appelé le bureau où travaille Ludwig pour se porter bénévole et il est allé faire du porte-à-porte avec la candidate.

Wright mentionne aussi qu'il était très présent sur les réseaux sociaux, il promouvait Ludwig et le Parti Libéral en utilisant une approche mieux connue parmi les Américains.

« J'étais très ouvert au sujet de mon appui et personne ne fait cela au Canada, » dit Wright.

Pour Wayland, l'élection de 2015 représentait la somme de plusieurs années de travail et un indice du travail qu'il reste à faire.

« Le programme d'action politique au Premier District n'a que quatre ans d'existence. Nous faisons une formation politique depuis quelques années en laissant entrevoir nos buts plutôt modestes que nous pouvons faire une différence. L'espoir de notre engagement repose sur un changement générationnel et que l'engagement politique devienne seconde nature, et que cela fasse l'objet de notre apprentissage, et par la suite, de faire partie d'être membre, » dit-il. ■

CIRCUITS

IBEW Women Join CLUW to Tackle the War on Women

They didn't come to swap recipes when they first convened in 1974 and they didn't do it this time either. Unless it was a recipe to stop the war on women.

Approximately 500 delegates and observers came together for the Coalition of Labor Union Women's 18th biennial convention, held in Sacramento, Calif., Nov. 19-21.

"We are here to get prepared for the duties and work that needs to be done. ... We must be armed and equipped for the battles that lie ahead," said CLUW National President Connie Leak as she kicked off the opening session wearing camouflage.

The IBEW delegation included about 25 attendees, among them AFL-CIO Secretary-Treasurer Liz Shuler, who delivered the keynote address.

"Will we take another step toward full equality? Or will we see a continuation of the war on women? Will we write the economic and societal rules? Or will we fall victim to those who want to silence our voice and deny us our rights?" said Shuler, who is a member of Portland, Ore., Local 125.

"Will we take another step toward full equality? Or will we see a continuation of the war on women?"

— Liz Shuler, AFL-CIO secretary-treasurer

IBEW members took time to discuss issues including recruiting and retaining more women members.

As CLUW detailed on its website, delegates debated and adopted resolutions on the Black Lives Matter movement, preventing gun violence, restoring the Glass-Steagall Act, which protects individuals' finances from risky banking practices, and women's impact on the 2016 elections.

"It was very informative and energetic," said Detroit Local 58 member Grace Trudell, who attended for the first time.

IBEW members attended sessions on parliamentary procedure, engaging membership, retirement, sexual harassment and gender equality, to name a few.

The convention also focused on health with a plenary on heart disease, mental health and the results of a survey from CLUW. Based on those results, CLUW will begin offering health-related resources on its website from partner organization HealthyWomen.

"CLUW's primary focus is on empowering women at work and in their unions," Leak said. "In recent years our leadership has broadened that commitment to include the health of union women, as we know that when women have access to quality, easy-to-understand and up-to-date health information, they



IBEW women were in full force for the CLUW convention.

live longer, are more productive and have better quality lives."

Attendees also discussed workplace safety. Greater New Jersey CLUW Chapter President Cecelia Gilligan Leto stressed the importance of women being educated on the federal and state laws that govern safety in the workplace.

"Women who are single parents, struggling to provide basic needs for themselves and their children, can be one workplace injury away from poverty," Leto said.

Trudell noted the additional burden facing many single union women when they are out of work, particularly construction members who cannot afford to wait for another job. This issue of retention is something she plans to address with the CLUW chapter she is starting with the Huron Valley Central Labor Council.

"When it gets tough and there is no work, they might go back to school or look for other work to make ends meet," Trudell said.

Trudell also plans to start a women's committee at her local. This and the CLUW chapter were both inspired by the convention. She says right now there isn't anything like them for women in her area, which spans southeast Michigan between Detroit and Lansing, an area known for high union density.

"I'm looking forward to getting started," Trudell said. "I want to have something for women to go to, where there is a sense of belonging and of being able to get things done."

Trudell says some fellow attendees are already on board and that others have expressed interest as well.

"Everybody's ready to go," she said. Additionally, League of Women Voters Senior Director Jessica Seneca spoke to attendees about the upcoming elections and the importance of union women exercising their hard-fought constitutional right to vote. CLUW partnered with the League in 2014 and plans to do so again this cycle.

Among the convention takeaways was the need to continue working for equality, said IBEW Director of Civic and Community Engagement Carolyn J. Williams.

"CLUW has played and will continue to play a vital role in ensuring that the issues of women are given visibility within and outside the labor movement," Williams said. ■

Devastating Northwest Storm Highlights IBEW Linemen's Skill, Professionalism

On Nov. 17, a powerful windstorm ripped through the Pacific Northwest, northern Rockies and the northern High Plains, leaving a wake of destruction, misery and bitter cold.

At the peak of the storm, record-setting wind gusts in parts of central and eastern Washington reached 119 mph, toppling trees, flipping semitrailers and ripping the roofs off of homes.

When the skies calmed, more than a million people were left without power, including Spokane, Wash., resident Erv Schleufer.

Overnight, a 100-foot ponderosa pine snapped in his neighbor's yard, taking Schleufer's electrical service line with it and ripping the meter off the side of his house. Left to work out how to reconnect his home to the grid, the retired UA and Steelworkers member knew one thing for certain: he was going to use union labor.

"I just thought that picture showed these linemen the way they ought to be portrayed — as heroes."

— Spokane photographer Erv Schleufer

His call to Spokane's Electric Smith, a signatory contractor, led Las Vegas Local 357 wireman Brian Bendele to his door, and the two struck up a quick friendship while getting Schleufer's house reconnected.

But it would be eight more long, cold days before the line crews working in the area would be able to restore power to his hard-hit northwest Spokane neighborhood, and in the meantime, Bendele generously offered to loan his brand new gasoline-powered generator to this stranger-turned-friend.

"Our power came back on, and people in a community have to look after one

another when times are tough," Bendele said. "His trees had taken out the high lines to the whole neighborhood, so I knew it was going to be a while before they got their power back."

"It's that kind of thing that really restores your faith in humanity," Schleufer said of Bendele's generosity. "He had no reason to do something so kind for us, but he did, and it made a world of difference during that week. We had a place to charge our phones and we could run the heaters at night to keep the pipes from freezing."

Heroes in the Aftermath

Days later, when the lights finally did come back on, Schleufer noticed a ground line arcing in his back yard. "I ran down the street to where there was a line crew working and they came right away," he said. While one of the linemen was up the pole fixing the problem, Schleufer grabbed his camera.

The result was a hauntingly beautiful silhouette captured in black and white using a special infrared technology Schleufer has been using for the last couple of years.

"I just thought that picture showed these linemen the way they ought to be portrayed," he said, "as heroes."

And for the 180,000 Spokane families without power enduring the freezing temperatures that accompanied the storm's aftermath, the characterization was not uncommon.

"We sometimes forget that these devastating storms can happen anywhere, and I am proud of our represented linemen and crafts people who will leave their families in the dark to restore power," said Seattle Local 77 Busi-

ness Manager Louis Walter, whose local represents the nearly 200 IBEW linemen working for Spokane's Avista Utilities.

The Spokane area typically has about 15 local line crews, but after the storm, the number swelled to nearly 160, including another 500 IBEW linemen from contractors or other utilities who assisted in the cleanup operation.

For almost all of the affected customers, the lights were back on by Thanksgiving, a remarkably quick recovery for a storm Avista described as its "largest crisis in 126 years." In the Spokane area alone, 42 major transmission lines and 23 substations were out of commission.

"The Northwest storm recovery is just another example of the outstanding service IBEW linemen put in all over the country, day in and day out," said IBEW Utility Department Director Jim Hunter.

"We've got a Code of Excellence, and we're committed to being the best and to doing our work safely and efficiently. That's especially important during times of crisis," he said. "People notice that we're there helping them clean up and get their power back on, and they really appreciate our commitment to our jobs and to our communities."

For Schleufer, his photo of an IBEW lineman, whose name he wasn't able to catch, was emblematic of the region-wide effort. "He's up there all in the dark just helping people get their lights on," he said.

"It's no different than the firefighters who battled the forest fires we had here over the summer," he said. "When the community needs them, these hard-working union men and women come to the rescue. We owe them a lot of gratitude." ■



Erv Schleufer's stunning photo captured an IBEW lineman working under a full moon after the November storm in Spokane, Wash.

Photo courtesy Spokane resident Erv Schleufer

Ore. Governor Appoints Portland Business Manager to Port Commission

The Port of Portland brings in over \$260 million a year and employs close to 750 people, one-third of them union members. And Portland, Ore., Local 48 Business Manager Gary Young has been tapped to serve on its commission.

“Having Brother Young serve in such an influential post is a big win for the working families of Oregon and for the broader labor movement,” said International President Lonnie R. Stephenson.



Young will focus on bringing in business to terminals that serve the Pacific Northwest.

Young began his four-year term in October, filling a spot formerly held by International Longshore and Warehouse Union Local 8 President Bruce Holte, said the Northwest Labor Press. The commission oversees the port area which includes the Portland International Airport, marine terminals and industrial parks.

In his new position, Young will focus on the terminals, overseeing what gets shipped out and looking for opportunities to bring in new business. The port serves Oregon, Washington and Idaho.

“There are a lot of decisions that need to be made,” Young said. “We make sure the port is able to take care of its customers. Most importantly, we see that it remains profitable.”

The commission includes eight seats, most of which are held by members of the business community. In addition to Young, labor has one more representative, Oregon AFL-CIO President Tom Chamberlain. The Port works with 11 different unions and employs close to 300 union members during its peak season.

The agenda for 2016 will include getting former shipping business back, said the Northwest Labor Press. A recent labor dispute with the longshoremen resulted in a work slowdown that contributed to shipping companies Hanjin and Hapag-Lloyd pulling out of the terminal and taking nearly all of the container shipping business with them.

Strengthening Labor’s Impact

While the port has been the site of labor disputes in the past, Young says Local 48

and most of the other locals have a good relationship with management.

“The port is very labor-friendly,” Young said. “Our construction contractors are awarded bids more often than not.”

“[This appointment] gives us more political horsepower.”

— Portland, Ore., Local 48 Business Manager Gary Young

Local 48 previously worked on the rebuilding of the port’s headquarters and recently began construction on an expansion to the north-side concourse at the Portland airport. The project is expected to take about two to three years and employ up to 120 Local 48 members. Currently, about 60 members do maintenance for the Port, Young said.

An inside wireman by trade, Young has been Local 48’s business manager for nearly three years, previously serving as vice president and on the executive board. He says his members are mostly supportive of the appointment.

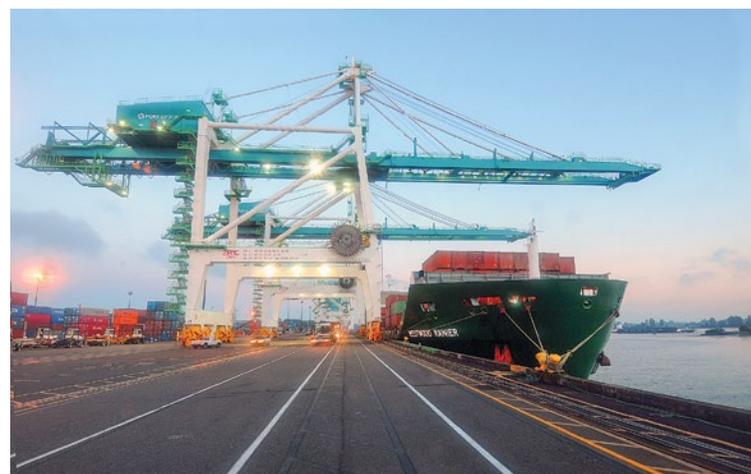
“It gives us more political horsepower,” Young said.

In addition to policy-setting and decision-making, the commission can also serve as an arbitrator for labor disputes and advise employers on issues like ensuring a minimum wage for airport employees.

Though Young has only been on the commission for a few months, he says he is already impressed with his fellow commissioners.

“I am working with great people,” Young said. “Not only are they experts in everything from foreign affairs to trade to the law, they are considerate.”

Prior to his appointment, Young worked with the port on a program to give apprentices an easier pathway to a port job



In addition to keeping the port profitable, the commission serves as an arbitrator for labor disputes with the 11 unions working at the port.

Photo credit: Pam Thompson

by giving them on-site work experience.

“It’s a beneficial program. It builds up a pool of people who understand the needs of the port,” Young said.

Additionally, the Port is tasked with keeping the channel clear for navigation,

a unique responsibility. The Port of Portland is the only place in nation where the Army Corps of Engineers doesn’t dredge and clear the port itself. Instead, it contracts to the port—which means jobs in the Pacific Northwest. ■

ORGANIZING WIRE

IBEW-run Studio is Perfect Fit for Self-Described Conservative

Missouri businessman and political activist Scott Faughn doesn’t try to mask his political leanings.

“I am conservative,” he said. “Extremely conservative.”

But that didn’t stop him from moving his weekly public affairs show to a studio staffed by members of St. Louis Local 4. If anything, the IBEW affiliation enhanced the studio’s reputation for Faughn, who says being a conservative doesn’t equate to being anti-union.

“I like to be free to run my businesses as I see fit and in Missouri, unions provide significant advantages of skilled workers and an organized group to discuss partnering with,” he said.

Faughn is host of “This Week in Missouri Politics,” which airs on television stations in St. Louis and three other markets. In 2014, an executive from the Gate Way Group, a St. Louis lobbying firm, urged him to check out a studio in the suburb of Brentwood.

Pelopidas, Gate Way’s parent company, had started its own production company called First Rule Broadcasting, which was working out of the facility. Gate Way has mostly conservative clients. But the five production staffers are from Local 4, including Rob Glessner, who runs the studio and serves as a shop steward.

“I definitely used the fact that we were a union shop as a benefit,” Glessner said. “But once he saw our studios, he realized they were definitely nicer. The union shop was a pretty easy sell.”

Local 4 Business Manager Michael Pendergast agrees it’s an unusual marriage, but one that unions should celebrate. That’s because they need all the friends they can get in Missouri, which has narrowly avoided passing right-to-work legislation in recent years.

Republicans have a veto-proof majority in the state’s General Assembly. Democratic Gov. Jay Nixon vetoed right-to-work legislation that passed last year and 20 Republican members of the state House crossed party lines and voted no on the override attempt, leaving it 13 votes short. The matter is expected to come up again in this year’s legislative session.

Faughn, however, says he’s against it. The more self-described conservatives like him come out against it, the better the chances it gets beat back again in the legislature, Pendergast said.



Scott Faughn, host of This Week in Missouri Politics, center, discusses an upcoming show with St. Louis Local 4 Business Manager Michael Pendergast, left, and Rob Glessner, a Local 4 steward and the head of First Rule Broadcasting.

Photo provided by The Labor Tribune.

“We all know businesses that are really good at creating messages and lobbying groups,” Pendergast said. “For us to find someone with that type of background that isn’t against organized labor is really refreshing.”

“It’s important to bring some recognition to people like this because there’s probably a lot of employers that feel the same way as Scott Faughn, but are reluctant to come out from behind the bushes,” he said.

Glessner said he’s optimistic the addition of Faughn’s show will lead to more work for Local 4 at the studio. Once he sits down with prospective clients, they quickly realize that union workers come at the same price and are better trained, he said.

“It’s important for me to say we’re a union shop and get the word out any way we can,” Glessner said. “We’re going to be competitive in costs and we’re going to give you a quality product.”

For his part, Faughn plays it down the middle during most of his shows, which features in-depth conversations about current events that usually includes two Democrats and two Republicans. He says he’s against right-to-work because it’s another example of big government at work telling someone how to run his or her business.

“My determination was that my previous studio did a great job,” Faughn said. “First Rule has just been better, for a fair price, and yes, I enjoy the confidence in union labor.” ■

LOCAL LINES

Newly Elected Officers

L.U. 10 (u), JOHNSON CITY, NY—IBEW Local 10 has new officers in place after recent local union elections. New elected officers are: Bus. Mgr./Fin. Sec. Gary Bonker, Pres. Kevin Lyon, Vice Pres. Tim Hlywa, Rec. Sec. Dan Roys; and Executive Board members Chris Fox, Tim Garceau, Roman Cefali, John Wild Jr. and Dave Androsko. Congratulations to all!

Local 10 is participating in the New York State Public Service Commission's public hearings regarding the Reforming the Energy Vision (REV) initiative. REV is intended to align electric utility practices and the commission's regulation with technological advances that have created alternate ways to meet electricity demands. The transformation of our state's energy infrastructure is important to us as workers and consumers. We need to make sure the commission understands that, and realizes the contributions our members make in the construction, operation and maintenance of our state's energy system.

Please re-familiarize yourself with the IBEW Local 10 website at www.ibewlocal10.org and make sure that you are signed up for "Members Only," the official email for the hardworking members of IBEW Local 10. Members can also sign up for Local 10 text alerts at the site. Meeting dates and times for union meetings are also listed.

Don Tuttel, P.S.

Award Banquet in February; Appointments Announced

L.U. 12 (i,o&se), PUEBLO, CO—More changes at Local 12! As many of you are already aware, Bro. Dean Grinstead resigned as our business manager. He was appointed as an International Representative in the IBEW Education Department. We are very sad to see him go. Congratulations, Dean, as you begin a new chapter in your service to the IBEW. The Executive Board appointed Bro. Thomas Kelley as business manager to fill the remainder of the unexpired term. Tom has hit the floor running and is doing a great job.

On Dec. 19, Local 12 had its annual Christmas gathering at the meeting hall. It is always so good to see everyone come together. After a delicious meal, there were presents for the children and lots of good cheer for the members.

The 116th Anniversary Award Banquet is scheduled for Feb. 20 this year. We will recognize last year's graduating apprentices and the recently retired members, and also award service pins. We'll have more details in the next correspondence.

Susan J. Johnson, P.S.

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/articles/journaldeadlines.htm. Please email or call the Media Department at (202) 728-6291 with any questions.

Fantasy of Lights Volunteers

L.U. 16 (i), EVANSVILLE, IN—Brotherhood and the spirit of Christmas were certainly alive and well when several dozen journeyman wiremen and nearly 50 apprentices and helpers contributed hundreds of volunteer hours to make the 22nd Annual Ritzzy's Fantasy of Lights possible. Fantasy of Lights is the premier fundraising event for the Tri-State Rehabilitation Center. Since the beginning, the event has generated over \$2,833,407. The funds are used to underwrite physical, occupational and speech therapy sessions for area children and adults who otherwise could not afford these life-changing services. Special thanks also to Matthew Mullen and Nick Vaught for supervising the set-up and nightly maintenance.

Local 16 would like to remind members of the upcoming Winter Gala, to be held in late February. The evening will include dinner and drinks, and the opportunity to catch up with happenings in the jurisdiction. For more information, check your mail or contact the union hall.

The local wishes to recognize Nick Vaught for his promotion to business agent and Josh Quinn for his service to this local. We wish each of them the best as they take their careers in new directions.

Donald P. Beavin, P.S.

16th Annual Family Picnic; CCBC Solar Project Success

L.U. 24 (es,i&spa), BALTIMORE, MD—In August, Local 24 held its 16th Annual Family Picnic at Conrad Ruth's Villa in Bowley's Quarters. More than 1,300 members and their families attended. The weather was perfect, the food was delicious, the beer was cold and the comradery was priceless. The picnic was a great success thanks to the many volunteers who took time away from their families so that others could enjoy the day.

Congratulations to the members who worked on the solar projects at the three main campuses of the Community College of Baltimore County this summer, the Essex, Dundalk and Catonsville campuses.

This work at CCBC was originally awarded to a non-union firm that did not perform and eventually was kicked off of these projects. Union Electric Company was then asked to take on this work. Union Electric hired 75+ members of all classifications to complete this work.

Our members worked together and were able to complete all of these CCBC solar projects on time before the fall semester started—making a great impression on a general contractor who was not accustomed to dealing with a union firm or its



Members and their families enjoy Local 24's Annual Family Picnic.

employees. Thank you, brothers and sisters, for educating those involved on what we have to offer.

Michael Azzarello, A.B.M.

2016 Events Scheduled; Scholarship Applications

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—I hope everyone enjoyed a wonderful holiday and I wish you the best in 2016! For your calendar, please note several events scheduled: The Electrical Workers Motorcycle Riders Club's 5th Annual Poker Run will be Saturday, May 7; the annual Dollars Against Diabetes golf outing will be Monday, June 6; the Manassas, VA, picnic is Saturday, June 18; and the Edgewater, MD, picnic is Saturday, Aug. 6. We hope you can attend one of our special events. For more information, please see our quarterly magazine, In-Charge, or visit our website www.ibewlocal26.org.

Applications are currently being accepted for the 2016 Local 26 scholarship. The award is for \$2,500 per year, for up to four years of college. To obtain an application, visit our website www.ibewlocal26.org and download the form, or you may also contact the Union Hall at 301-459-2900, to request an application. The

deadline to submit scholarship applications is Thursday, March 31.

The Retired Members' Club will set sail in June 2016 on a cruise to Bermuda as well as Nassau and Coco Cay, Bahamas! If interested, please contact Rick Warner as soon as possible.

Several members passed away since our last article: Stanley B. Harris, Gilbert I. Quackenbush, Robert V. Neary, Russell E. Pullen, Thomas W. Long, Gary A. Stepler-Krieg, Stephevan B. Gbelee and Carey W. Lee.

Best wishes to recent retirees: Mary B. Appling, Michael D. Lambert, George Tedesco, Kevin T. McNeeley, Howard L. Ritchie Jr., Edward R. Sargent, Michael R. Shoemaker, Victor J. Bukewicz, George J. Hellmuth, Michael D. Hoyt, Damian L. Peach, David R. Porter, Raymond J. Skinner and Jaurequi Garcia.

Charles E. Graham, B.M.

Holiday Project Volunteers; Waterfront Development

L.U. 38 (i), CLEVELAND, OH—Local 38 members have a tradition of volunteering for the Winterfest Christmas Project. Over two weekends, approximately 90 members showed up to help out. Members worked



Some of the Local 38 members who volunteered to install holiday lights in downtown Cleveland. From left: Joe Rolinc (with his son Tommy), Alex Angersola, Vince Angersola, Angelo Angersola, Dan O'Connell, John Smykowski, Dan Gallagher, Mike Shingary and Mike Mohnacky.

Trade Classifications

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

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.

from boom lifts, on ladders and on the ground to get the lights and decorations out and lit up. The displays look great and we received many accolades from the mayor, the county executive and other city leaders and media outlets for our participation. Thanks to everyone who came down to participate.

Some more great news on waterfront development has come our way as work has started on the Lakefront Development project, which spans from East Ninth Street to behind the Cleveland Browns stadium. The project includes restaurants, retail space, a hotel, offices, more than 1,000 apartments and a K-8 school (for kindergarten through eighth grade) to support those apartment residents.

Dennis Meaney, B.M./F.S.

IBEW Members Awarded Certificates of Commendation

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—Local 42 congratulates two IBEW members, Craig Samatulski of Local 42 and William Evers of Local 456, who recently received a notable award. Craig and William were present on Oct. 6 last year at a serious multicar accident. A car had flipped over a guardrail and gone down a steep embankment. Both men acted quickly and resourcefully by using available equipment they had access to. The IBEW members were able to successfully extricate one of the vehicle occupants in that accident.

Police Sgt. Thomas Fern witnessed much of the commendable action Craig and Williams performed that day and nominated them for recognition.

The city of Norwalk Police Department and the board of Police Commissioners honored Samatulski and Evers on Nov. 16 and presented them with a Certificate of Commendation for their extraordinary actions.

Upcoming events for 2016 are as follows: Dinner Dance/Apprentice Graduation—April 23; Trap Shoot—May 7; Dinner Cruise—June 18; Chartered Fishing Trip—July 9; Annual “A” Picnic—Aug. 27; Trap Shoot—Sept. 10; Annual Bike Run—Sept. 24; and Christmas Smoker—Dec. 8.

Milton Moffitt Jr., B.M./F.S.

Active RENEW Participants

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR—Our Local 48 RENEW chapter is awesome!

Our members truly are embracing the mission of the RENEW (Reach out and Engage Net-gen Electrical Workers) initiative by becoming active in our local union and by focusing on issues important to younger workers, providing education about the IBEW and the labor movement, and fostering relationships with members and our leadership.

Our Local 48 RENEW chapter includes a diverse group of members—men, women, single, married, and some with families. They come together to serve our local and our community under the IBEW banner. Most RENEW participants give of their time, even though we wonder how they can fit it into their busy schedule.

Our RENEW members participate in political phone banking, political door knocking, raffle ticket sales at membership meetings for RENEW, and clothing drives for the homeless; they also donate time working in an area community garden project. Many RENEW members attended Labor Education Research Center (LERC) summer school and were educated on labor history, duty of fair representation, how to perform effective committee work, and union solidarity.

Please feel free to contact Local 48 Bus. Rep. Terry Reigle for more information about RENEW initiatives.

Bob Blair, P.S.

Spirit of Brotherhood

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters. Calls slowed in October at Local 68 but oddly picked back up in November with a few calls still hitting Book II.

We had an informational meeting at the union hall on Oct. 24, with a representative from Prudential, about our annuity funds. Approximately 100 attended. It was a good question-and-answer forum for the members.

On Nov. 17, Local 68 hosted the Eighth District organizing meetings at our hall. We had a good turnout from all locals.

Our retirees had their Thanksgiving get-together at Wishbone Restaurant with 94 retired members and spouses in attendance.

On Dec. 5, the Local 68 Children’s Christmas Party was held at our hall. Some 351 kids brought their parents to see “Santa,” and the children received toys made in the USA. Everyone enjoyed the great food and treats for all.

I hope you all had a safe and happy holiday season with your family and friends.

Remember: “Brotherhood—Pass it On.”

We extend deepest sympathy to the families of our recently deceased brothers: Marvin L. Gregory, Dennis D. Archer and Leo G. Eberhart.

Jack Cox, Pres.



IBEW Local 70 members and PAR Electrical Contractors utilize helicopters to successfully complete transmission project for Dominion Virginia Power.

‘Flying High for Successful Transmission Project’

L.U. 70 (lctt&o), WASHINGTON, DC—PAR Electrical Contractors, a longtime union contractor, took over a transmission job from a nonunion contractor in Virginia. PAR came in and—with the help of IBEW local 70 members and the contractor’s own union men—went to work to make sure that this job for Dominion Virginia Power was done safely and on time.

PAR, which sacrifices no expense when it comes to safety or tooling to get a job done, brought in two helicopters to help make sure the timeframe was met on a very important outage project.

The project required long hours, seven days a week, and working through holidays. We are proud to report that the job got done successfully and on schedule. Thanks to the union members who made sacrifices to get this work done. Congratulations to PAR and IBEW members on a job well done.

Jimmy Horton, P.S.

Veterans Honor Wall

L.U. 110 (em,i,rts,spa&u), ST. PAUL, MN—Local 110 installed a unique tribute, called the Veterans Honor Wall, to honor all military veterans who served in the U.S. armed forces. These veterans served to keep our country safe. As a fellow veteran, I am very proud that



IBEW Local 110 Wall of Honor in tribute to military veterans.

Local 110 has given all veterans recognition. Thank you to Local 110.

Jon “Jack” Buchal, P.S. Pro Tem

Political Activism is Key

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO—After spikes in employment that put calls into Book 2 in early 2015, our local’s construction employment picture has returned to where it was a year ago. The work that area general contractors and engineering firms predicted seems to be on hold. Our Book 1 remained fairly constant throughout 2015.

Labor won a major political battle when the Missouri House of Representatives sustained the governor’s veto of so-called “right to work” legislation. Thanks to the following for their efforts in Jefferson City: Missouri Rep. Joe Runions, a Local 124 retired member; our Political Dir. Porfirio Raya; and Local 124 Pres. Rudy Chavez. Thanks also to the members who contacted their Missouri legislators.

While RTW received the most attention, the Missouri General Assembly dealt the construction industry a blow by overriding the governor’s veto of HB 150, a bill that reduces unemployment benefits by 35 percent.

On the Kansas side, Gov. Sam Brownback’s tax cut experiment has left that state’s coffers with a multimillion-dollar deficit and has become a national embarrassment. Our Kansas members can barely wait until 2018.

2016 elections will be our next opportunity to elect public servants who will serve the people on Main Street rather than those on Wall Street. Please get politically active and become part of a revolution; future generations depend on it.

We remember recently deceased members: John W. Barnes, Kenneth J. Brownlee Jr., Jerome C. Dick, Raymond Dunkle, Norman Lee Evert, Denise Hansberger, Carl McKarnin, Louis Rinehart, Donald L. Wissman and Donald J. Zimmerman.

Congratulations to recently retired members: Jack Bell, David Binger, Greg Carter, Danny Collins, Kevin Elwell, Larry Hilliard, Glenn Holmes, Richard Mathews Jr., Scott Parkison and Geoffrey Quer.

*Terry Akins, B.M./F.S.
Steve Morales, P.S.*

The Power of Unions: Unity

L.U. 130 (i), NEW ORLEANS, LA—Last summer kicked off negotiations on three different building trades contracts for projects at: Harrah’s, the Superdome/New Orleans Sports Arena, and the Ernest N. Morial Convention Center.

We succeeded in negotiating raises and needed language changes on the Harrah’s and Superdome projects. The Ernest N. Morial Convention Center, however, appeared to be a losing battle from the start. Management had begun an incentive program offering immediate wage increases, if the crafts gave up union representation before negotiations took place. One by one other crafts gave in to the tactic. However, our IBEW members stood strong, while Local 130 Bus.

IBEW MERCHANDISE



IBEW Coffee Mug \$8.50
Blue glassware with fired 22k gold IBEW logo. 12 ounce capacity.



Blue Athletic Pants \$25.00
80% Cotton - 20% Polyester. Left leg has large IBEW initials silk screened in white. Elastic waist with drawstring.



Retirement Pin \$1.85
Gold-tone with “Retired” below the IBEW logo. 1/2” Diameter with standard grade clutch.

These items and more are now available at your IBEW Online store.

www.ibewmerchandise.com

LOCAL LINES

Mgr. Paul Zulli met with management to address concerns regarding wages and language. In the end, the unity of our members and Paul's efforts won a hard-fought battle. This unity and cooperation earned members a \$2.48 increase immediately and language that could bring increases shortly after. Local 130 has now become the sole referral system for electricians at that site for the next three years and the conduit for the other crafts should they once again agree to be represented. The power of unions is UNITY.

Last year we began negotiations on our inside agreement; it was clear this would be a long battle also. At press time, we have many issues to be addressed and look forward to finding common ground to work together with our partners. In late November we visited the Council on Industrial Relations (CIR) and a decision was made to return to the negotiation table to try to work out our issues.

To end the year on a high note, the contract to start construction on the new airport terminal at New Orleans' International Airport was signed. [Photo below, left.] This project will employ many members and has brought much-needed new contractors to our area.

As members, please remember that our issues and problems need to stay in our house. The workplace is not the place to vent or discuss our business. There are many ears who pass on our information and business to parties who use it against us during negotiations. Stand strong and united; together we win every time.

Billy Buckel, P.S.



A rendering of the new airport terminal planned for New Orleans.

'Remembering Our Veterans'

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—At our December monthly membership meeting, we sponsored two events regarding veterans. The first was a Socks for Soldiers Collection. We gathered more than 3,000 pairs of socks for area homeless veterans for the winter months.

We also held an Honored Veteran Pin Ceremony. An advance mailing went out inviting all Local 134 veterans to attend. Bus. Mgr. Don Finn thanked all veterans for their service to our country and our local, and he asked the veterans to introduce themselves and announce the branch they served in and the years they served. Well over 100 veterans, active and retired members, were in attendance. I was honored to be among the veterans recognized. Former Local 134 president and Marine veteran Rich Rioux presented each veteran in attendance with a special honorary pin. Our veterans received a standing ovation. Special thanks to Bus. Rep. Marty McElligott and Jim Valleyfield for putting these two events together.

At this writing, we were preparing for our second Annual Terry Allen Memorial Children's Christmas Party on Dec. 19 at the union hall.

The majority of the work we do is in the city, and that is the reason our Building Association is looking at multiple locations in the city as possible sites for relocating our union hall. A special meeting will be scheduled when our Building Association has more available details.

Frank Cunningham, R.S.

'Some Good News'

L.U. 146 (ei,i&rts), DECATUR, IL—Congratulations to several Local 146 members on their recent retirement

and a job well done: John Miller, Steve Holland, Jimmy Smith, Curt Young and Shawn Whetsell.

As of this writing, we are still waiting for the start of the Cronus Fertilizer project and the Eon Wind Farm project. However there is some good news: Exelon announced that there will be no decision made on the future of the Clinton Power Station for at least another year. A maintenance outage is scheduled for this spring.

We invite everyone to check out the Local 146 website at www.ibew146.com and view the great photos of our members as well as union activities we held over the last year, and be sure to see the Green Light and Red Light lists.

Rich Underwood, R.S.

A New Year

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL—The following members were awarded their inside journeyman wireman certificates in 2015: Matthew Armitage, Jonathan Bender, James Brenner, Alexis Carrillo, Michael Lallaman, Robert Logan, Randy O'Day, Nicholas Siebert, and Jeremy Topp. The Robert C Hansen Award (Highest GPA for the 2014-2015 school year) was awarded to: Nicholas Siebert. The Outstanding Apprentice Award (Highest overall GPA for all five years) was awarded to: Matthew Armitage. Congratulations to all of these young men on their achievement. Best wishes from the entire membership for a long, healthy and successful career.

The local RENEW program is up and running. The purpose of the Reach out and Engage Nextgen Electrical Workers (RENEW) initiative is to inspire the next generation of IBEW workers to become more involved in their local union by focusing on issues important to younger workers, providing education about the IBEW and the labor movement, and fostering relationships with members and local union leadership. Check it out on the second Tuesday of every month at 5:30 p.m. at the hall.

Last year we lost the following brothers: John Giles, Richard Dosenbach, William Carrick, Gerald Laurent, Roger Williams Sr., Jon Bliss, George Smith, Ray Ekdahl, and Ted Galvani. Godspeed to them.

The JATC has plenty of journeyman update classes available. Remember most of them will count toward any CEUs you need to keep your license active if you are licensed in another state.

[Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," The Electrical Worker (Sept. 2014), and at www.ibew.org.]

In Solidarity,

Wendy J. Cordts, P.S.

Office Building Addition

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—Local 158's work picture was a bit slow during the holiday season, but we expect a busy spring and even busier summer. We had a scheduled outage project at the Point Beach Nuclear Plant in October and will have another outage for the other unit in March. We appreciate everyone who helped us man our work there, both Local 158 members and traveling brothers and sisters.

We will have work coming up at: Point Beach Nuclear Plant, Bay Shipbuilding, Marinette Marine, Marinette Aurora Hospital, Green Bay Psychiatric facility, Lambeau Field and many more jobs yet to be released.

We started construction on an addition to our office building in mid-October for classrooms and a training lab. At this writing, work on the facility was



A view of Local 158 office building addition under construction.

progressing nicely. We caught a break with the beautiful fall weather. At press time, we anticipated that the new space would be ready for classes by early 2016. We can hardly wait.

Donald C. Allen, B.M.



Vermont Electric Co-op line workers Gary Young and Fred Jewett, members of IBEW Local 300, working diligently to keep the lights on.

Organizing: 'Seeing the Forest Through the Trees'

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—I hope all members had a safe and happy holiday season and wish you well for the upcoming spring/mud season. In recent months Local 300 has made significant forward progress with organizing Asplundh line clearing and tree trimming employees. Their enthusiastic acceptance and willingness to trust the organizers of Local 300 is a great feeling and a significant achievement. Local 300 looks forward to the ability to help secure a better way of work and life for the Asplundh workers. We also look forward to meeting and working with Asplundh management to help grow the company's network within the utility industry, and to improve employment for future IBEW members to come.

The winter season had a slow start this year. However, winter weather will likely have reached full swing by the time you read this—with temperatures below zero. The construction unit has been busy and continues to stay steadily employed in the industrial, commercial and solar arenas. We look forward to the



Touring jobsite of Sacramento, CA, arena project, from left: Local 340 members Chris Griffith and Ray Hughes; IBEW Ninth District Int. Rep. Mike Meals; then-Pres. Tommy Meredith; Bus. Mgr. Tom Okumura; Asst. Bus. Mgr. Bob Ward; member Sean Kearney; and 340 North Asst. Bus. Mgr. Andrew Meredith.

construction season and warmer weather ahead.

Keep your eyes focused on the political debates and debacles. Your health insurance and livelihoods rely on your staying in tune and involved.

Jeffrey C. Wimette, B.M./F.S.

2016 Election Year Includes City, County & State Races

L.U. 302 (i,rts&spa), MARTINEZ, CA—Once again we are about to choose our U.S. president in 2016 elections. Voter turnout will be much higher than in the past few midterm, non-presidential elections.

We view choosing our president as very important. But wait! It is also critical to remember that local, county and state elections are also of great importance for the lives of working people.

In some respects, our local City Council, mayor and supervisor, as well as state legislators, have much more to do with the daily lives of our members than the most powerful man in the world, the president of the United States!

The mayor decides what does and does not come before the city. City Council members vote on critical issues. They approve projects. They set the standards for the community.

County supervisors do the same for matters not governed directly by the various cities. Assembly and Senate folks are a bit farther away in the state Capitol, but they approve legislation that puts our members to work on state projects.

The president may set the course for the nation as a whole, but our local elected officials help determine the quality of life where we live, learn, shop and enjoy the communities we build.

Yes, vote for our next president! But also support, thank, and vote for those at the state and local level who will work to make our days better and brighter!

Bob Lilley, A.B.M.

New Golden One Center—Sacramento Kings Arena

L.U. 340 (i,rts&spa), SACRAMENTO, CA—In late November, I had the opportunity to showcase the largest project in our jurisdiction—the new Golden One Center Downtown Arena—for IBEW Ninth District Int. Rep. Michael Meals. We were joined on an extensive project walk by Local 340 Asst. Bus. Mgrs. Bob Ward and Andrew Meredith; our local jobsite stewards and foreman; and then-Pres. Tommy Meredith, who at the time was working on the project. I was proud to show off the fine craftsmanship that our Local 340 members are exhibiting for the three project contractors on this job—Placer Electric, Whittington Electric, and Rosendin Electric.

[Editor's Note: At press time, Local 340 reported with deepest regret that Pres. Tommy Meredith passed away on Dec. 4.]

This huge project, which put many of our members back to work after a long dry spell, would not have been possible without the hard work of the members, officers and staff of Local 340, both past and present. They fought to make sure Sacramento had a new, fitting home for our NBA team, the Sacramento Kings. This project continues to spur further economic development in the Sacramento downtown area, and there are several new union projects already in the works. My staff and I are working diligently with developers in order to secure this future work for Local 340 members.

We mourn the passing of several members since our last article: Pres. Tommy Meredith and Bros. Tim Bailey, Scott Fray, Augustine Granaoz, Jerry Hobson, Kenneth Melchiori, Robert Neidigh, Albert Sperling and James R. Steelman.

Tom Okumura, B.M.

Bringing in a New Year In the Spirit of Service

L.U. 352 (u), LANSING, MI—After participating in the 31st Annual Silver Bells in the City electric light parade with our neighboring IBEW Local 665, and sharing successful campaigns for both Toys For Tots and United Way, we want to wish you all a happy New Year!

Local 352 Pres. Tracy Tolbert and Vice Pres. Maggie Rich ushered in 2016 in the spirit of service, by traveling to New York City to participate in the Electrical Workers Minority Caucus 26th Annual Leadership Conference held Jan. 14-17, over the Dr. Martin Luther King Jr. holiday weekend.

Tracy and Maggie attended leadership and skill-building workshops and participated in panel discussions with delegates from locals from across the U.S. and Canada. They also participated in Community Service Day of Giving; hundreds of conference attendees went into the community and provided electrical work and other types of service. They were excited to meet fellow members, eager to learn from and share stories, happy to participate in community service projects, and humbled as they toured the 9/11 World Trade Center Memorial.

As our unions are being attacked and prevailing wages challenged, we're proud to stand with our IBEW brothers and sisters. In unity, there is strength!

Maggie Rich, V.P.

Member Elected To State General Assembly

L.U. 400 (es,i&o), ASBURY PARK, NJ—Local 400 Bro. Eric Houghtaling won election to the New Jersey General Assembly in November 2015, unseating the GOP incumbent for the first time in over 20 years. The valuable support of the IBEW local unions in New Jersey, the AFL-CIO, Monmouth-Ocean County Building Trades, and Central Labor Councils brought about a huge win for organized labor. Eric is the third IBEW member now serving in the New Jersey Legislature. General Assemblyman Joseph Egan, deputy majority leader, is a member of IBEW Local 456, and Assemblyman Wayne DeAngelo, deputy speaker, is a member of IBEW Local 269. Bros. Egan and DeAngelo won re-election in November last year. Congratulations to all three brothers.

Local 400 congratulates Don Mazza on his 50th anniversary teaching our JATC apprenticeship courses. In addition to teaching, he is a dedicated participant in the Retiree Committee. **[Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," The Electrical Worker (Sept. 2014), and at www.ibew.org.]**

The Wellness Committee had a very active year during 2015. They were busy providing our members

with health screenings (AngioScreen), Weight Loss Seminars, Tobacco Cessation Programs, and our annual health fair. The Wellness Committee always works hard to keep the membership healthy and strong.

Raven Morris, P.S.

Apprentices in Training

L.U. 412 (u), KANSAS CITY, MO—The 2015 apprentices for the Mechanic Apprenticeship program were chosen and have begun their three-year training at Cedar Point, Kansas City Power & Light's new training facility. This group will graduate in September 2018.

IBEW Local 412 currently has an Electrician Apprenticeship group in training; they are in their first year of their apprenticeship.

Congratulations to all the apprentices!

Debi Kidwiler, P.S.



Retirement Watch Awarded

Monroe, Louisiana, Local 446 congratulates Bro. Charles Richard Hill (center), a 28-year member who recently received his IBEW retirement watch, presented by Pres. Ken Green (left) and Bus. Mgr. Josh Palmer.

Three Retirees Honored

L.U. 464 (mt), COVINGTON, VA—On Oct. 29 at the Best Western in Covington, VA, IBEW Local 464 met to honor three retiring members: David Knick, electrician; David Maddy, electrician; and David Morris, instrument journeyman.

Local 464 Bus. Mgr./Pres. Rodney Bell served as master of ceremonies for the event. A crowd of family and friends gathered to celebrate this significant milestone for the three honorees. These men have careers that in total represent a span greater than 100 years, and all three were employed by one manufacturer.

Congratulations, gentlemen, on your longtime careers—and thank you for the memories you provided us and more importantly, your service. God bless each of you in your new journey.

Cliff Persinger, P.S.



Local 464 members David Knick (left), David Maddy (center) and David Morris were guests of honor at their retirement dinner in October.

Golf Scramble Tournament

L.U. 466 (em,es,i&rts), CHARLESTON, WV—On Sept. 12 last year some of Local 466's members, both active and retired, braved spotty showers to have a golf scramble tournament at Bridge Haven Golf Club in Fayetteville, WV.

The winning team was Mickey Knowles, Dan Burdette, John Shea and Terry Fogarty. The longest-drive winner was Gary Alford. The longest-putt winner was William "Tree" Ondra. Closest to the pin was Terry Fogarty. Everyone had a good time. Thanks to all who attended, and a special thanks to Dustin Vaughn and Paul Monroe for driving the beverage cart. Let's do it again next year.



Local 466 golf scramble tournament was a success.

Joe Samples, B.M.

Labor Awards Recipients

L.U. 494 (em,i,mt,rts,spa&t), MILWAUKEE, WI—The Milwaukee Area Building Trades hosted its 2nd Annual Labor Awards event, and Local 494 was honored with two very special awards. We were awarded the "Local of the Year Award," and Local 494 Bus. Rep./Organizer Rick Gutierrez received a "Lifetime Achievement Award."

Local 494 congratulates Rick on winning this very prestigious award—and, more importantly, we congratulate him on his well-deserved retirement, effective mid-January 2016. Rick began his IBEW career in 1978 as an apprentice, and he served as business rep/organizer from 2007 until his retirement. Rick has served our union as: a steward on various jobs; a delegate to several IBEW International Conventions; and as a member of our Apprenticeship Committee. He also served on various Labor Councils, and was very involved with both the Milwaukee Building Trades and the Latino community in our area.

We wish to publicly thank Rick for all he has done for Local 494. He is well-liked and much respected by his union brothers and sisters for all his dedication and hard work. One would be hard pressed to meet a gentleman as sincere and down to earth as Rick is. Enjoy your retirement, brother.

Kurt Jante, B.R.

IBEW Community Service—Habitat for Humanity Projects

L.U. 520 (i&spa), AUSTIN, TX—The year 2015 was closed out on a positive note! Volunteers from Local 520 enjoyed giving back to the community with a Habitat for Humanity Blitz build. Two homes were completed in just two weeks.

Local 520 has been active with Habitat for Humanity since 2002, completing more than 100 homes in Austin and central Texas. To view a video of the latest event



Local 520 members volunteer for Habitat for Humanity projects.

use this link: www.facebook.com/374752682377/videos/10153792282862378/?theater.

Lane Price, Pres./P.S.

Banquet & Service Awards

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—Nov. 20 saw our local celebrate our 74th Annual Dinner Dance and Banquet. It is at this event every year where members receive their years-of-service pins. As always a social hour was followed by a great meal, then music and dancing.

Our Children's Christmas Party was Dec. 6. Local 340 members and their children were invited for an open skate. After the skating Santa arrived to hand out gifts and take Christmas wishes from all the kids.

As in previous years we again collected non-perishable goods to be donated to the Inn of the Good Shepherd. All food goods donated go to the less fortunate in our community during the holiday season.

Local 530 wishes all IBEW members a safe and prosperous 2016.

Al Byers, P.S.



At the Local 558 service pin ceremony in November 2015.

Service Pins Presentation

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—Greetings, brothers and sisters.

We are proud to be celebrating our local's 98th anniversary this year. IBEW Local 558's charter was established in Florence, AL, on Feb. 28, 1918.

Local 558 held our Service Pins Presentation for members on Nov. 9 last year. This is one of our most exciting nights and looked forward to by all. The local awarded 74 25-year pins, 23 30-year pins, 57 35-year pins, 42 40-year pins, 46 45-year pins, 13 50-year pins, 11 55-year pins, eight 60-year pins, four 65-year pins, and one 70-year pin. We are proud to honor these members for their loyal and faithful years of dedicated membership with the IBEW and this local union.

Our work picture was slow this past year in our construction sector. We ratified six collective bargaining agreements in 2015 and have seven collective bargaining agreements scheduled for negotiations in 2016. Also, we are preparing for the upcoming 2016 spring outage scheduled at TVA Browns Ferry Nuclear Plant in Athens, AL.

We hope everyone enjoyed a wonderful holiday season and look forward to new opportunities for progress that 2016 will hold.

We send our best throughout the Brotherhood.

Tony Quillen, Pres./A.B.M.

LOCAL LINES



IBEW Local 570 volunteers helped staff the Tour de Tucson cycling event.

Wrapping up 2015

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Local 570 had another slow year with work in our jurisdiction. Thank you to the fellow IBEW locals that put our traveling brothers and sisters out for work in their regions. We look forward to a better work picture in 2016.

We didn't let last year's work situation stop us from maintaining our tradition of community service.

In November and December Local 570 members volunteered at the following events:

- Southern Arizona Construction Career Days—Local 570, NECA and the Tucson Electrical Joint Apprenticeship Training Program helped more than 1,000 students to bend conduit and wire basic circuits with the help of journeyman wiremen, construction electricians and apprentices;
- The Cyclovia biannual cycling event with over 20,000 riders;
- The Tour de Tucson, where Local 570 volunteers staffed the 75 mile start line at the 33rd annual cycling event with approximately 7,000 riders; and
- Local Holiday Food Boxes project—Local 570 volunteers joined others in packing up food boxes distributed for Thanksgiving and Christmas. Forty food boxes went to members of Local 570 on each of those holidays.

Thanks to all the volunteers, including: Pete Sabin, Tanya Houston, Elizabeth and Hugo Valdez, Patrick Armet, Orion Gresham, Mike Pugh, Scott and Anita Toot, Chuck and Mary Grube, Miguel San Juan, Dick Solomon, Russ Wind, Kevin Cunningham, Kris Cobbs, Marcos Escarcega, Stephen Phinizy, Patrick McKnight, Cody Aalberg, Eric Stoltz, Anthony Leyvas, Alan Nido, Clayton Fitzgerald, Alan Brizee, Clayton Oertwig and others.

Scott W. Toot, Pres./Mbr. Dev.

'Great Work & Commitment'

L.U. 584 (ees,em,es,i,rts,spa&u), TULSA, OK—Happy 2016, brothers and sisters. I hope you all had a nice Christmas and got to spend some time with friends and loved ones over the holidays.

One of our bigger stories is a new effort by Ted Jenkins, our JATC director, to help first-year apprentices with the initial costs of their training. While first-year apprentices find themselves in good financial shape by the end of the year, there are upfront costs that they have to meet for books and tools, which can run about \$800.

But Jenkins looked into a new program through the Labor Department and the Workforce Innovation and Opportunity Act, which offered reimbursement for the budding electricians. Many of them were able to save hundreds of dollars, which helped them better transition into their new careers. Check out the full story in a new video on our YouTube page: www.bit.ly/ibew584youtube.

[Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," The Electrical Worker (Sept. 2014), and at www.ibew.org.]

As of this writing, journeyman Larry Martinez was gearing up for the Tulsa Shootout—the world's

largest indoor Micro Sprint Car event. Look for exciting coverage of Bro. Martinez's performance at www.ibew584.com.

Until next time, work safe, and please attend your monthly union meetings. Thanks for all of your good work and commitment.

In solidarity,

Alan Shipman, B.M.

Deep-Sea Fishing Trip; Industry Night & Blitz

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—Local 606 sisters and brothers participated in an October deep-sea fishing trip organized by the hall. Sixty members joined in the fun aboard The Orlando Princess out of Cape Canaveral. Although the seas were rough, and a few people became seasick, everyone enjoyed themselves. It was a great day for brotherhood, fishing and relaxation.

At the time of this writing, the Local 606 organizing department is in full gear preparing for another Blitz & Industry Night. Our last Industry Night had over 200 electricians attending; our goal at press time is to surpass that number by half. Work in our jurisdiction continues to be good, and our signatory contractors expect more work in the future.

With great sadness, we report the death of several Local 606 members: Gary Hunter, Woody Sullivan and Rudy Griffith. These brothers will be sorely missed.

Fernando Rendon, R.S./P.S.



IBEW Local 636 members present check to Rob Ellis (far right) of My Safe Work. From left: Vice Pres. Tim Stratchuk, Executive Board member; Denise Bena, Executive Board, regional representative; Rec. Sec. Christie Armstrong, Executive Board member; Laura Gilmore, Unit 25 vice chairperson; and R. Ellis.

'My Safe Work' Event For High School Students

L.U. 636 (as,catv,em,spa&u), TORONTO, ONTARIO, CANADA—On Oct. 5 last year, Rob Ellis from My Safe Work spoke to the students of St. Joseph Catholic High School in Windsor, Ontario.

Rob's son was killed in a workplace incident in 1999 and Rob has made it his mission to educate high school students on safety in the work place.

Champions from United Way, Enwin Utilities, Essex Powerlines and IBEW Local 636 were in attendance. It was extremely encouraging to see how engaged the students were and how challenging the students' questions were. We learned that our future leaders are challenging each of us to improve in our communications, reporting safety performance and training.

Afterward, members from Local 636, including Bus. Mgr. Barry Brown, presented Rob Ellis from My Safe Work a cheque in the amount of \$15,250. These funds were the proceeds from Local 636's annual Golf Tournament.

Christie Armstrong, R.S.

Prevailing Wage

L.U. 692 (i,mt&spa), BAY CITY, MI—We are pleased to report that working people in Michigan have won another round in defeating attempts by anti-union forces to repeal prevailing wage provisions in our state.

Local 692 and the Michigan State Building Trades were among those working to oppose efforts by the anti-union Associated Builders & Contractors and Silver Bullet Inc. of Nevada to gather signatures for a petition to have a prevailing wage repeal initiative appear on the 2016 ballot. It appears a Michigan firm was also hired to collect signatures. The foes of prevailing wage failed to get enough valid signatures to have the measure put on the ballot. Many signatures were found to be duplicates and many others ruled invalid. We are waiting to see what ABC and others will do next. Brothers and sisters, please continue to call your state representatives and state senators and explain what prevailing wage means to you and your family. If you haven't yet called your elected legislators, please consider calling today. This is a very important issue for our state. Thank you for your participation on behalf of working people.

We had some good news in our Bay City elections. The elections went in our favor. Thank you to all who voted.

We continue to have some calls for work coming in and those calls will most likely be filled by Book 1.

Please keep our servicemen and servicewomen in your thoughts and prayers! Buy union-made, American products!

Tammy Gottleber, P.S.

Members Ratify Contracts

L.U. 702 (as,c,catv,cs,em,es,et, govt,i,it,lctt,mo,mt,o,p, pet,ptc,rtb,rts,se,spa,st,t&u), WEST FRANKFORT, IL—On Nov. 12, prior to the expiration date, a new three-year agreement was overwhelmingly ratified by the membership at Illinois Consolidated Telephone Communication, with a 1.75 percent general wage increase each year of the contract and an initial \$1,000 ratification bonus. Other changes include a performance bonus in which \$500 is guaranteed in 2016; Roth 401(k) investment option; double-time on some holidays; vacation schedule improvement, elimination of vacation restrictions on weekends; improvements in job postings; enhanced severance package due to the Repair Department closing; and an increase to the on-call pay. This is a monumental achievement in the telecommunications industry.

At Alcoa, a new agreement was ratified 81 to 2. It is a five-year contract with annual wage increases of 3.0 percent, 2.5 percent, 2.5 percent, 2.75 percent, and 2.75 percent in each respective year of the contract, as well as increases to all shift premiums,

improvements to holiday pay, and an additional personal (sick) day.

Congratulations to our International Lineman's Rodeo journeyman team of Matt McElroy, Mike Smith and Andy Ahner, who finished fifth overall in the Contractor Division and 11th in the Hurtman Rescue Event, while Apprentice Andrew O'Connor finished seventh overall (out of 315) in the Contractor Division.

As of this writing, our referral books are as follows: Inside Construction - 75, Outside Construction - 15, Line Clearance - 1.

Mark Baker, B.R./P.S.



At November meeting, Local 702 recognized 50-year and 55-year Service Award recipients: Paul Farthing (left), Orval Hutchings, Jim Campbell, John Cunningham and Lester Blair.

Steward Training Class

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN—Local 760 and Bus. Mgr. Tim Tate thank Int. Rep. Janet Schwingshagl from the IBEW Education Department and Tenth District Int. Rep. Charles Rains for their expertise and instruction provided during last year's Steward Training class at Local 760. [Photo, bottom.]

The role of union steward can at times be one of the most thankless jobs, but it is a most vital contact between workers and their union. Union stewards have been a backbone of the labor movement for generations. They act as a model of fairness; they accept the responsibility of understanding their contract; they have a basic knowledge of legal guidelines and OSHA laws; and they investigate and follow proper grievance procedures. They also take on many other roles and work as a coordinator and assist with organizing. A good union steward can deal with each person as an individual as well as communicate the goals of the company as a whole to their union brothers and sisters. Union stewards must set the standards for quality craftsmanship and efficient production, and also promote a safety-conscious attitude in the workplace at all times. These good training and education principles ensure that the IBEW will remain strong and continue to elevate the moral, intellectual and social conditions for our members and their families.

Jason Leary, Organizer

Active Young Members & Union Participation

L.U. 968 (catv,i,mt,o,rts,spa&t), PARKERSBURG, WV—IBEW Local 968 had two members attend the Young Worker Caucus in July last year—Bro. Michael McGee, a fourth-year apprentice, and Bro. Shawn



The 2015 Steward Training Class held at Local 760 was a great success.



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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Michael WalterFourth District
Kenneth CooperSalvatore J. Chilia
International
Secretary-TreasurerSixth District
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FROM THE OFFICERS

Your Paycheck, Docked

Lonnie R. Stephenson
International President

The future of organized labor is balanced on a knife's edge as we head into 2016. Half of the states protect the right of workers and employers to negotiate whatever contract they can reach, and half of the states intrude on those negotiations, putting their thumb on the scale for the employer.

They call it right-to-work, but in reality we know it is a misguided economic philosophy that somehow believes that America does better when working families do worse.

About the best argument that right-to-work supporters can muster is that job growth is slightly better in states that limit a worker's freedom to associate. Not decent jobs, not jobs with a salary you can live on, not jobs with benefits or a future, just more jobs.

Advocates for working Americans can claim some victories in the past few years in Missouri, West Virginia and New Mexico. But since Arkansas first imposed right-to-work laws in 1946 after a noxious campaign notable for its racist and anti-Semitic fear mongering, every year has been a battle. In 2016, six states are in the balance: Missouri, Illinois, Ohio, Kentucky, New Mexico and West Virginia.

Unlike years past however, it isn't just states that are in play. As outlined in this month's story, the effort to strip workers' rights in 2016 will happen at every level of government, from the Supreme Court down to counties, even cities.

It won't be enough to wait for Election Day to cast your ballot for a candidate who respects your right to organize. It isn't too late to protect your wallet from the ideologues who want to get in it.

We must make sure the men and women who represent us today know where we stand. And if you are not sure who that is, there is a simple way to find out. Go to www.openstates.org, enter your address and then write a letter to every person on that list.

There are IBEW members in nearly every county in every state in the nation. If we all get active, get our families and friends involved as well, we can do more than stop the erosion of our rights. We can go on the offensive, and make 2016 the start of a new era for American workers. ■

Excellence in Broadcasting

With 750,000 members in our union, we have men and women doing all kinds of work. From building hydroelectric facilities in Canada to keeping the lights on in California, there is a lot of diversity in what we do. But one thing that unites us is our commitment to doing the work well. That's what our broadcasting branch does and chances are, you've seen that work in action.

It's not our largest division, but it's highly visible. With our national agreements with CBS and Fox Sports, we have technicians working throughout the news, entertainment and sports industries, including 60 Minutes, the NFL, Major League Baseball, NASCAR, the PGA Tour and the NCAA. So whether you're watching football on Sunday or the Late Show with Stephen Colbert on Monday, you're watching the work of our brothers and sisters.

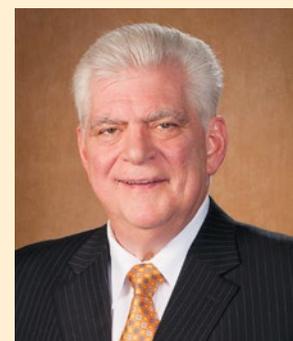
Good work knows no political boundaries. When a self-identified conservative chooses to work with St. Louis Local 4, it is because he knows he is getting the finest possible production crew. Our Code of Excellence guarantees that.

Then again, as New York Local 1212 Business Manager Ralph Avigliano notes, the code is practically par for the course. With broadcast production, so much of your work affects the rest of your crew that you always do your best. It's workforce solidarity in action.

As this month's story about Local 4 shows, there is tremendous organizing potential too. We have a high quality product to offer, and when you're dealing with live feeds on television or radio, you can't afford to settle for anything less than the best and most reliable.

In many ways, our lives are powered by our members. We don't always see them, but if they are doing their jobs right, we don't have to worry. For broadcasting, they're often running the cameras and orchestrating the sound. And without them we'd miss not just those exhilarating 50-yard touchdowns but the presidential speeches and election night returns that determine whether our rights will be protected or under fire.

It's an honor to champion the talents of such a diverse group of professionals and I look forward to building the ranks of those represented under the IBEW banner. ■

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 email to: media@ibew.org

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“LETTERS TO THE EDITOR”

Congrats, Dad!

I would like to publicly congratulate my father for receiving his 50-year union pin in 2015. Although he is retired now, he worked hard many years to achieve this goal.

My parents married young and worked hard to provide for my brother and I. Neither of them had the opportunity to go to college, but they made sure we did. We both received master's degrees. My brother is the Polk, County, Fla., economic development director and I am a children's librarian in Naples, Fla.

As a child, I remember my dad bundled up in layers of warm clothes and a Carhartt jacket in winter, his green thermos filled with coffee. In summer, he sweated outside or inside when he worked in extreme temperatures at the blast furnace in the steel mill. It took me a while to figure out that the “coke plant” was not Coca Cola!

Dad never wanted to be “on the bench” when work slowed down and often volunteered for overtime when it was offered. I don't remember him ever taking a sick day. He was a man's man.

On the weekends, he kept busy with fix-it projects around the house, at his workbench in the basement or in the garage. He took pride in his well-kept lawn and freshly washed car. As kids, one of the highlights of our summers was the annual IBEW picnic held at Sauzer's Kiddieland.

The Gary and Hammond, Ind., Local 697 credit union was beneficial to our family. It helped me finance my first car, \$50 a month for a used 1972 Cutlass Salon.

As my father has aged, I'm finally hearing stories and more details about his working days. The guys used to have lunch at Mehilo's Pub, where they could purchase needed supplies like work gloves and even cash their paychecks.

My dad is now a satisfied retiree. He's proud of his well-earned pension, is in good health and lives in Florida. He's sad when he hears one of his union brothers has died, but remains optimistic for the future. He is still a tough guy that doesn't talk about his feelings much, but I've never seen him happier.

Unfortunately, he was in the process of moving, so he wasn't able to travel back to Indiana to receive his 50-year pin in person. I want everyone to know how proud I am of my IBEW dad. If you look at our cars, you'll notice we both display the same license plate holders on our cars. “IBEW the Right Choice”!

Susan Petr, daughter of Otto J. Petr, retired member of Gary and Hammond, Ind., Local 697 Naples, Fla.



Local 697 retiree Otto Petr, with daughter Susan

WHO WE ARE

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

Los Angeles Member Takes His Trade with his Faith Across the Globe

Exotic beaches and cruises aren't what draws Devin Winiecke to distant countries year after year. It's a commitment to helping people with his skills as an electrician and member of Los Angeles Local 2295.

That's what's taken him to Haiti three times since 2010, to Mexico in 2014 and to the mountains of Nepal in 2015.

“Devin is a great example of someone who thinks beyond himself and gives back to those in need,” said Local 2295 Business Manager David Clay. “He is the embodiment of the concept of brotherhood.”

Winiecke volunteers with his church, both at home and abroad, traversing continents from North America to Asia. When his pastor showed him photos of the devastation that killed more than 200,000 people in Haiti in 2010, he decided to join his church in putting its mission into action and journey to the Caribbean nation.

“In every picture, I saw work that needed to be done, that I could help with,” Winiecke said.

Like any good volunteer, he did whatever needed to be done, from electrical work to plumbing to building classrooms, a kitchen and a church.

“I don't know how many of us could live in their shoes,” said Winiecke of the Haitians he met, oftentimes living without clean water or electricity. “There is a lot of strength there.”

Winiecke's church partnered with one on the ground and the volunteers worked with Promise Child, an organization that helps children get an education by providing them with meals, clothing and school supplies. That kitchen Winiecke helped build is now serving breakfast and lunch to students in need.

“It's important to give back, and for me to share the love of Jesus Christ,” Winiecke said. “And it's a wonderful thing to be able to give someone running water and a light at night.”

While in Nepal, he did maintenance work on a sanctuary, installing fans and other electrical work for classrooms. He also helped build a three-story home that will be turned into an orphanage for girls, many of whom lost their parents to the recent earthquake or are fleeing the sex trade.



Los Angeles Local 2295 member Devin Winiecke, pictured in Haiti in 2012, uses his skills to help those in need, at home and abroad.

In Mexico, Winiecke worked on a camp that helps men recovering from substance abuse and on a dormitory for teenage boys. He installed lights and did a service upgrade to ensure the building was up to code, which will allow it to take in more teens.

“When you think of orphanages, you think of young kids, but there are older kids too and this gives them a place to go so they don't get into trouble,” Winiecke said.

A shop steward and IBEW member for 13 years, Winiecke also shares his skills at home. His church keeps a list of people in need of help with odd jobs. Whenever there is a listing for something

he can do, he signs up.

Winiecke noted how traveling to other countries has helped him realize just how good he has it, and how it has changed his perspective.

“I don't take as much for granted,” he said. “Mountains can be moved when individuals put aside their differences and work together for a common goal. The same can be said of our union whenever there is a job that needs to be done.”

“He really walks the walk,” said Ninth District Vice President John O'Rourke. “He does the work to make the spirit of solidarity and community a reality. And he does it everywhere he goes.” ■



From Facebook: Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

Proud to be Union

I am a Local 46 retired wireman and very proud to have been a union electrician. I too enjoyed the work that I did and the many wiremen that I worked with and can call my friends. The benefits that I had while working and my IBEW pensions now enable me to enjoy life and all that it has to offer. Thanks to all and thanks to the IBEW for the rights we all deserve as working men and women that we have as union members!

I'm also very happy that my son has chosen to carry on in the electrical trade and is a Local 46 wireman. Spread the word that being a union wireman is a great life and something to be proud of!

Brad Purfeerst, Local 46 retiree Seattle, Wash.

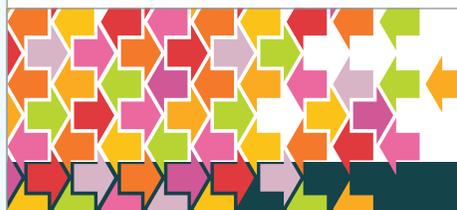
I have been retired for 14 years and I am grateful for the support of all of my brothers and sisters. We got to keep the Brotherhood going. Thank you, Local 150.

Chuck Beese, Local 150 retiree Waukegan, Ill.

Work Safe

I've been a member of the IBEW since 1968 and have worked an awful lot of storms. Always remember: if it's not grounded, it's not dead. Please be safe.

Gene Nowicki, Local 702 member Frankfort, Ill.



HAVE YOU MOVED?
Notify us of an address change electronically

www.ibew.org/ChangeMyAddress

Partnering to build stronger communities

Coalition Seeks Union Jobs with Public Transit Projects

Marvin Kropke emphasizes that fighting back against difficult manufacturing trends isn't easy, especially when it comes to keeping jobs in the United States.

But the Los Angeles Local 11 business manager and his members combined with Jobs to Move America to do just that when local officials selected a Japanese company to work on a large mass transportation project.

"This is about the business model of manufacturing in this country," Kropke said. "It's about whether they can build this here and whether we can organize and have those middle class jobs brought back to our community."

Kinkisharyo International—the U.S. subsidiary of the Kinki Sharyo Corp., of Osaka, Japan—entered into an \$890 million contract with the Los Angeles County Metropolitan Transportation Authority in 2012 to build about 175 light-rail cars. It agreed to do much of the work in nearby Palmdale, Calif., where Kinkisharyo planned to retrofit an existing manufacturing plant that would employ up to 250 workers.

Employees at the Palmdale plant, who now are working out of a temporary facility, voted via card-check later in 2015 for Local 11 to represent them. Contract negotiations are ongoing.

IBEW officials hope to spur these kinds of results nationally because of its partnership with Jobs to Move America, whose mission is to use the more than \$5 billion spent on rail cars and busses annually in the United States to create and maintain more good-paying jobs.

Most of the companies involved in such work are based overseas, so it's not an easy sell. But the IBEW and JMA argue they're the beneficiaries of public tax dollars that fund such projects.

"Without our involvement, without JMA's involvement, those jobs would not be here," Kropke said. "Kinkisharyo would love to have those jobs in Japan."

Jobs to Move America was founded in 2012 and is a coalition of about 30 labor, academic, civil rights and environmental groups, including the IBEW.

In December, it released a report on Capitol Hill in conjunction with the University of Massachusetts' Political Economy Research Institute, detailing ways to better monitor Buy American provisions in the long-term transportation bill recently signed by President Obama.

In addition to Los Angeles, the IBEW and JMA are working together in Chicago, Boston and Rochelle, Ill., where projects to upgrade public transportation are underway, Membership Development Department International Representative Jerry Kurimski said.

The goal is the same as in southern California: use dollars spent on publicly-funded projects to create good-paying opportunities in those communities.

"You're putting emphasis on training, upward mobility and quality benefits," Kurimski said. "It does that through policy initiatives and transit authorities, where we get in there and have a working relationship with leaders in those industries."



"It's about whether they can build this here and whether we can organize and have those middle class jobs brought back to our community."

— Marvin Kropke, business manager of Los Angeles Local 11.

Kropke has worked closely for many years with Jobs to Move America Director Madeline Janis, who was the executive director of the Los Angeles Alliance for a New Economy from 1993-2012. LAANE, as it is called in southern California, has worked to improve the environment and working conditions in and around the city.

Those long-standing ties have formed relationships in the Los Angeles political and business community.

"The IBEW has been one of our core partners from the very beginning," Janis said. "Marvin Kropke and Local 11 have always been leaders at creating good manufacturing jobs."

Added Kropke: "A format like JMA needs strong union support. It does a lot of good things, but you have to have the vigor and enthusiasm that only unions can bring."

What started in southern California is something coalition organizers hope can be duplicated in other cities.

With assistance from the IBEW and Jobs to Move America, the Chicago Federation of Labor entered into a "Build Chicago" agreement with the city's transit agency in July 2014. The Chicago Transit Authority is asking bidders for work on a \$2 billion upgrade of the city's light-rail system for the number and type of new



▲ Jobs to Move America Director Madeline Janis speaks at a recent protest in Los Angeles.

◀ Then-President Edwin D. Hill, left, and International Representative Jerry Kurimski (back row, far right) during a Jobs to Move America coalition meeting at IBEW headquarters in Washington in December 2014.

jobs their company will provide if awarded the contract.

"By including incentives for U.S. job creation and workforce development in its procurement, CTA is using its purchasing power for community benefit," then-IBEW President Edwin D. Hill said when the agreement was announced. "IBEW applauds Mayor [Rahm] Emanuel for using the power of this \$2 billion purse to spur job creation and opportunities for working families."

The task is a little more formidable in areas without those deep ties, but not impossible.

Sixth District Regional Organizing Coordinator Lynn Arwood said Jobs to Move America has been a huge asset in ongoing attempts to organize the Nippon Sharyo-owned plant in Rochelle, which opened in 2012.

Nippon Sharyo, based in Nagoya, Japan, has refused to meet with officials from the IBEW and other trade unions, even though the company accepted \$4.7 million in incentives from Illinois officials to build the factory, which produces light rail cars. Arwood says it's been a tough

fight, but momentum has changed since Jobs to Move America began assisting her and other local organizers in 2013.

Jennifer Svenkerud, a Nippon Sharyo worker who was fired after filing a complaint with the Occupational Safety and Health Administration over unsafe working conditions, has met with Labor Secretary Thomas Perez. Two employees of the Rochelle plant accompanied JMA officials during their Capitol Hill appearance in December, where they met with members of the Equal Employment Opportunity Commission and members of the congressional Buy America Caucus.

"The support they have given on the ground, I'm very grateful for," Arwood said. "They have the connections to get the story out that needs to be heard. I believe it's because of them we've been able to get to key people and tell them our stories."

Arwood noted that Janis, who is an attorney, agreed to represent Svenkerud on a pro bono basis.

"Jobs to Move America is the kind of coalition we've dreamed about having from Day One," she said.

There have been some hiccups along the way, including in Los Angeles. In the fall of 2014, Kinkisharyo threatened to scrap the production facility and build in another state over an organizing dispute.

Los Angeles Mayor Eric Garcetti encouraged both parties to return to the table and helped broker a new agreement and Kinkisharyo agreed not to contest its employees' decision to allow Local 11 to serve as their bargaining agent. Kropke said he's pleased that Local 11 earned the right to represent those working people, but he's not satisfied. Local 11's bargaining team is pushing to raise workers' salaries, he said.

Kurimski said there's been progress, noting the Los Angeles negotiations and the "Build Chicago" accord. Getting those deals in contract form is a step forward, he said. He hopes the relationship the IBEW has with Jobs to Move America can be copied in other areas beside public transportation.

"I'm happy and I hope it's just the beginning," he said. "I think we can use this as an example and take this as a model and blueprint for other industries." ■