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IBEW News



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St. Louis Members Bring Affordable Housing to Neighborhood Rich in History

St. Louis Local 1 members are nearing completion of the St. Ferdinand II project in The Ville neighborhood, located near the Henry Miller Museum where the IBEW was founded in 1891.

The Ville neighborhood on St. Louis's near north side is an historic one for the region and the IBEW.

It was a middle-class enclave for the city's black residents for part of the 20th century while much of the city struggled with segregation. Important American cultural figures raised there include rock musician Chuck Berry, singer Josephine Baker and comedian and social activist Dick Gregory. Tennis star and human right activists Arthur Ashe spent part of his teenage years there.

In the adjoining JeffVanderLou neighborhood is the Henry Miller Museum, a renovated boarding house where Miller and nine other founding delegates convened the first meeting of the National

REBUILDING THE MIDDLE CLASS

Brotherhood of Electrical Workers in 1891.

So, it's only fitting that St. Louis Local 1 and its signatory contractors are working alongside community organizations to bring affordable housing to The Ville with construction of the St. Ferdinand II project. The 36 new and seven renovated apartments — officially called St. Ferdinand Homes II — will occupy the space where 13 dilapidated buildings once stood.

New construction in the area, which has struggled for more than 50 years, has been virtually nonexistent while community assets such as a local public hospital have closed.

"There hasn't been much built over there in quite some time," said Local 1 business agent Mike Newton, who grew up on the city's north side. "These were the first really new construction projects in that area in a while. On the residential side, it's pretty high profile."

The project is a 12-building apartment complex designed to provide quality housing in an area that has been lacking it for decades. It's being funded by the Missouri Housing Development Commission, a publicly funded state agency, along with the locally based St. Louis Equity Fund and Gateway Community Development Fund.

Local 1 members have taken a prominent role among the hundreds of tradesmen and women on site. Signatory American Electric & Data, which is owned and operated by member Tom Prade, is one of the lead contractors.

But much of the work has spread to smaller signatory contractors as well. One subcontractor working under American Electric is J West. It is owned by Sabrina Westfall, who completed a Local 1 apprenticeship and was a member until she started her company in 2009.

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FROM THE OFFICERS

Attacking Our Dignity



Lonnie R. Stephenson
International President

On any worksite, if the foreman fails to do his job, they don't cut the apprentice's wages. This is true on every job in every corner of North America.

Every job, that is, unless you work for the U.S. Government.

As we go to print, the federal government shutdown is nearing the end of its second week. Around 800,000 federal workers — including thousands of IBEW members — are wondering how their mortgages will be paid, how groceries will get in the pantry and gas in the car.

National parks are locked, unstaffed and unprotected. Food and drug inspections haven't stopped, but they are as thin as mist.

By the time you are reading this, the shutdown may be over. Worryingly, it may drag on longer than any of us can anticipate.

But no one really knows, and that is the point. The banks don't care why you don't have the money when the mortgage comes due. The gas station won't fill the tank of a federal worker if they hand over an IOU saying, "As soon as Congress and the president get their act together, this slip of paper will be worth \$32.15."

The federal Office of Personnel Management sent out some sample letters for furloughed federal employees to consider sending to their landlords. The letters suggested trading "services to perform maintenance (e.g. painting, carpentry work) in exchange for partial rent payments."

This is beneath the dignity of our country. The issues are important — the political theater less so — but the men and women who keep the machinery of our government working aren't at fault and shouldn't be punished.

It is wrong for the elected leadership of this country to make working families — again — pay the price of their failures.

Four days before Christmas, the federal government went into partial shutdown. A week later, President Trump made matters worse, issuing an executive order that unilaterally canceled the planned 2.1 percent pay raise federal workers were set to receive starting Jan. 1.

In the past, unionized federal workers received their back pay after shutdowns ended. But the subcontractors who clean the offices, guard the entrances and cook the food in the cafeteria are likely to be simply out of luck.

When I was a kid, the federal government never closed over policy disagreements. In the last 40 years, it has happened more than a dozen times.

I can't help noticing that this was about that same time that the war on labor began, when wages stopped rising except for CEOs and billionaires. The people in charge always have reasons why working people should have less and worry more. This time the reason is a wall. Last time it was something else and next time — because there probably will be a next time — it'll be something different.

We cannot build a great country by attacking the dignity of working people. Congress needs to solve its problems on someone else's back. ■

Keeping Our Promise

For IBEW members, a pension is more than just dollars and cents. It's a promise. In exchange for a lifetime of hard work and your own financial contributions, you can count on a secure and respectable retirement.

But for many participants in multiemployer plans, that promise is in danger of being broken.

These plans were created to cover workers in industries with numerous employers, such as trucking and construction. While many plans — including the majority of the IBEW's — are healthy, some are in serious trouble, most notably the Central States Pension Fund. The fund, the fourth largest in the United States, covers 400,000 workers throughout the Midwest and is expected to become insolvent in less than a decade unless Congress takes action.

Let's be clear. These plans aren't in trouble because employees got too greedy. They are in trouble because of big changes to our economy, including consolidation, union-busting and deregulation, which bankrupted many companies that participated in multiemployer funds.

If just the Central States fund alone went insolvent, it would wipe out the Pension Benefit Guaranty Corporation.

That means millions of hard-working Americans who contributed a lifetime of labor and part of their paychecks to their retirement could be forced to live off a tiny fraction of what they are owed. Or worse.

Not only is that bad for retirees, it would be disastrous for our economy. A recent analysis from Matrix Global Advisors found that a failure of the Central States plan would lead to the loss of more than 55,000 jobs across the United States.

To head off this crisis, Congress established a bipartisan committee early last year to explore different solutions.

Some of the ideas raised, however, would exacerbate, not help, the problem by increasing the financial burden on employers and employees participating in secure funds.

A better approach is the Butch Lewis Act. Introduced in Congress in 2017, the bill would provide long-term, low-interest loans to troubled multiemployer pension plans, saving millions of retirees from financial ruin.

In late November, hundreds of IBEW business managers and plan trustees descended on Capitol Hill to demand Congress take action to protect our pensions.

We're asking you to do your part. Please call your member of Congress and ask them to support Butch Lewis so America can keep its promise to working families.

Visit IBEW.org/Political/HandsOff for information, and read our story in this issue of The Electrical Worker. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Saluting a Remarkable Career

Congratulations to Brother Norm Stentz on his well-deserved retirement. ["Nebraska Wireman Wraps Up an 89-Year Career," December 2018] was the best story I've ever read in the The Electrical Worker.

*Barry Baker, Local 2228 member
Ottawa, Ontario*

[Editor's Note: A longer version of this story is available on IBEW.org/Media/Center.]

Remembering My Hero

My many thanks go to the IBEW for all the training, work opportunities, benefits and for its bright past, present and future. Membership has provided all of these things to three generations of my family, from 1919 to present, and we have many fond memories.

I'm writing to say thanks also to my recently-departed dad and hero, Edward J. Vasoli, who was a great person and a successful electrical contractor with Philadelphia Local 98 from 1967 until his death. Vasoli Electric still remains a busy and successful company, and over the years, my dad put countless union electricians to work.

*Richard J. Visoli, Local 98 retiree
Philadelphia, Pa.*

We Want to Hear From You: Send your letters to media@ibew.org or Letters to the Editor, The Electrical Worker, 900 Seventh Street, N.W., Washington, D.C. 20001.



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

California Fires

IBEW locals throughout California have come together to support the locals in both northern and southern California in their efforts to assist members and their families affected by the wildfires. I'm a retired wireman with Sacramento, Calif., Local 340, which has inside jurisdiction in the area where the Camp Fire occurred. We are extremely grateful for the assistance those locals have provided.

*Michael Dyba, Local 340 retiree
Sacramento, Calif.*

Protecting Our Pensions

Responding to "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack, For Now," [updated version in this issue]:

I am very proud to have been a part of [the mobilization of business managers and pension trustees on Capitol Hill in November]. It is the best thing as an IBEW member I have been a part of. That's what Brotherhood is all about. I also appreciate Local 903 for the opportunity to be a part of it.

*Kermie Ladner, Local 903 business manager
Gulfport, Miss.*

I like this [lobbying effort] and the message it sent and what was proven. This goes to show that if we unite as one, we can get it done. Why aren't we doing more of this in our fight for our unions?

*Malcum Salyers, Local 688 member
Mansfield, Ohio*

HAVE YOU MOVED?
Notify us of an address change
www.ibew.org/ChangeMyAddress
or call 202-728-6263

Near the IBEW's Birthplace, St. Louis Members Build Affordable Housing

► Continued from page 1



Photo Credit: Brandon Moncanda



Westfall said collaborating with Local 1 and the Electrical Connection — the St. Louis chapter of the National Electrical Contractors Association — was perfect for a company like J West. With her union background, she knew she would always have a pool of skilled workers available quickly when she lands a project.

“When I started talking to both the IBEW and NECA to see what I was getting into, I knew I could rely on a team that works,” said Westfall, who had as many as 14 employees at times during 2018. “Just having trained electricians I knew I could rely on meant a lot for a small business like mine.”

That came in handy when bidding work on St. Ferdinand II, which follows a smaller complex nearby also named St. Ferdinand.

“This is a major project,” said Michael Burns, president of Northside Community Housing, which works to provide quality housing for low- and middle-income residents and is the St. Ferdinand project developer. “We see ourselves helping to connect the Delmar Divide here in St. Louis.”

The divide is a 9-mile stretch of Delmar Boulevard that separates the over-

Clockwise from above: A dilapidated building being renovated as part of the St. Ferdinand II project; the Henry Miller Museum, about one mile away; new housing units under construction; a Local 1 member wiring the new homes; and some of the neighborhood's original character being preserved atop a post.



Photo Credit: Brandon Moncanda



Photo Credit: Brandon Moncanda



Photo Credit: Brandon Moncanda

whelmingly black north side with the majority-white south side. The divide took on international significance when it was featured in a 2012 documentary by the BBC and was often referenced during the racially-charged riots in nearby Ferguson, Mo., two years later.

South of Delmar has seen significant investment in recent years, evidenced by rising incomes and home values. North of Delmar neighborhoods such as The Ville — in which 97 percent of the residents are black — have seen little of that.

Now, things may be changing. “One of the cool things about St. Ferdinand is that a lot of people had the sense the city at large was giving up on The Ville,” said Jessica Eiland, a project manager for Rise St. Louis, which works to connect key groups looking to revitalize the city's neighborhoods. “To see that investment from

Collinsville, Ill., Local 309 member Lou Baczewski terminates 350s for a multipack service at the new housing project.

the state level down to the local level means a lot. The people who live there see that as a huge project.”

Eiland also credits the IBEW and NECA for hiring qualified minority contractors for a project in a largely minority area, such as Westfall, who is black.

“It means a lot to have people come out and see subcontractors working on the job that actually look like them,” she said.

Although not directly related to the housing project, the federal government's National Geospatial-Intelligence Agency is building a new facility on 97 acres less than two miles from The Ville. It is the largest federal investment project in St. Louis history and is expected to spur more development.

Westfall envisions more construction coming to The Ville and other northside neighborhoods and she wants her company to be a part of it.

“It's something that is necessary,” she said. “People in that community and north St. Louis have wanted to see change and progression. Having that [geospatial facility] is definitely helping it.”

Added Newton: “Just to see anything new being built on the north side is



Photo Credit: Brandon Moncanda

good news. ... Especially when you know it's union.”

Business Manager Frank Jacobs said Local 1 and its members built several good relationships in the area during the renovation of the Henry Miller Museum, which culminated with its official opening during the 2016 International Convention in St. Louis. That should help it and its signatory contractors land work as the

neighborhoods continue to develop.

“We're proud to play a small part in bringing that community back,” Jacobs said. “The more the city of St. Louis thrives, the better it is for us and our allies in the labor community. Providing work for our members while also providing for neighborhoods in need is what the IBEW has been doing for more than 100 years. We plan to continue that.” ■

IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack; *Now It's Your Turn*

A threat to every pension in America rose up in Congress days before Thanksgiving, but a wave of IBEW activism helped kill it — for now.

But dead ideas that make a few wealthy people even wealthier never seem to stay dead, and as a new Congress takes charge in Washington, International President Lonnie R. Stephenson is asking every member of the IBEW to reach out to their representatives to demand it die for good.

The IBEW's nearly 120 separate pension plans are among the healthiest in the U.S., but a handful of multiemployer pensions in other industries are in trouble, and some of them are so large their collapse could bring down the Pension Benefit Guaranty Corporation, which functions as a backstop for every other fund.

It's a slow-burning problem. Pension administrators and regulators have watched it coming for years, but no one has come up with a solution. The emergency isn't here yet, but solving it gets more complicated and expensive every month a decision is put off.

Last spring, the Trump Administration proposed a disastrous response. At the time, Stephenson refused to even call it a proposed solution since it solved little, cost so much and left healthy pensions nearly crippled.

At its most basic level, Republicans proposed shifting the bill for the few unhealthy pensions onto the shoulders of healthy multiemployer pension plans — a group that included dozens of IBEW funds. Many of those pensions are just returning to solid ground a decade after the banks torched the economy and gutted them of billions of assets, and their healthy status reflects the sacrifices of members who chose to contribute more or work longer to save their pensions.

The plan would have saved the PBGC, but it would have ruined the pensions it insured, making them near worthless, dimes and nickels on the dollars promised. The entire cost of the sick plans would be borne by healthy plans even though healthy plans did nothing to cause the problem. The impact on the IBEW's plans would have been catastrophic.

"It's like saving a ship by throwing the passengers overboard," said International Secretary-Treasurer Kenny W. Cooper in February. "Just one part of the proposal would have cost just one of our plans — the National Electric Benefit Fund — \$2 billion a year."

The untenable solution meant no help was coming for the nearly 100 plans still on the brink, most representing retirees from industries hollowed out by policies that left working people gasping, like unionized trucking, mining and food service. The plan died — at least it seemed to.

"We stopped them removing the tumor with a shotgun, but that doesn't mean the cancer has gone away," said Political and Legislative Department Director Austin Keyser. "We still need a solution."

Congress then did something smart. It created a special committee composed of House and Senate members from both par-



"This affects every member, so every member should make themselves heard. If all 775,000 of us visited a district office, that would be a thunderclap in the halls of power. Get up. Speak up. The men and women who built this union so we could have pensions faced far greater odds. This is our chance to pay it forward to the future."

— International President Lonnie R. Stephenson

ties in April, called it the Joint Select Committee on the Solvency of Multiemployer Pension Plans and gave it a Nov. 30, 2018 deadline. There was hope that the size of the problem and its growing costs might overcome the entrenched partisanship of the 115th Congress. One of its co-chairs, Ohio Sen. Sherrod Brown, expressed guarded optimism.

"This is not a partisan issue," Brown said in the committee's opening session. "We need to lock arms to reach the solution for workers and businesses who did things right. They are not looking for a handout or a bailout; they're asking for what they earned."

Membership included Folsom, N.J., Local 351's Rep. Donald Norcross, the only electrician in Congress.

After months of hearings across the country, the committee's November deadline loomed with no word about its proposal. Keyser began to hear rumblings that the recommendation was coming, and it would look almost exactly like the one that had been killed in February.

"The zombie was back," he said. "That's when President Stephenson and Secretary-Treasurer Cooper put out the call."

Within 24 hours, Keyser's staff arranged more than 300 meetings in the House and Senate, almost 60 percent of all members. IBEW leadership flew in from nearly every state. They were handed a schedule, talking points and an information packet for every office they visited, from now-Speaker Nancy Pelosi to Texas Repub-

lican Rep. Michael Burgess.

Stephenson himself made his case to Brown and Senate Minority Leader Chuck Schumer.

"We didn't just tell them what we wanted stopped," Stephenson said. "They needed to understand that there was a sensible proposal out there that everyone should get behind."

That proposal is the Butch Lewis Act, which would provide long-term, low-interest federal loans to troubled plans, similar to the rescue programs that were used to save insurer AIG in 2008 and the steel and airline industries before that. Cost esti-

mates vary from \$7 billion to \$34 billion, but the number is far lower than the \$700 billion Troubled Asset Relief Program that bailed out the banks a decade ago or the \$135 billion federal bailout of mortgage insurers Fannie Mae and Freddie Mac.

"And unlike the bank bailouts, the pensions plans would only receive federal loans that must be paid back," Cooper said.

Some of the offices were highly receptive, said San Francisco Local 6 Business Manager John Doherty, who visited the offices of Pelosi and California Reps. Pete Aguilar, Mike Thompson, John Garamendi and Sen. Dianne Feinstein.

The IBEW delegation came from all across the country, led by International President Lonnie R. Stephenson, International Secretary-Treasurer Kenneth W. Cooper and Political and Legislative Director Austin Keyser. Together, they met with more than 300 legislators from both sides of the aisle.

"Some of them knew as much about this as I did. Some knew more," he said. "And for some, it was really important that we put this on their radar, so they knew to watch out for it. We've killed this proposal before. They have to expect it to come back again."

Such were the numbers that throughout the day, IBEW delegations passed one another in hallways. As the New Jersey delegation was headed into a meeting with Sen. Cory Booker, San Diego Local 569 Business Manager Nicholas Segura was headed to see Sen. Kamala Harris.

Milwaukee Local 494 Business Manager Dean Warsh crossed paths with Doherty early in the day.

Local 494's pension plan has been in recovery mode for a decade, Warsh said. If the Republican plan passed, they would go from perfect health to only 90 percent funded, suddenly subject to higher insurance fees that would make getting back where they were harder, if not impossible.

"We were at 100 percent before the crash and fell as low as 88 percent funded," Warsh said. "But we made the decision to shore up the fund and voted to put three times more in. We did the right thing. Now they want to do this?"

At the end of the day, Keyser said the feeling was that the bill was dead.

"Deals came undone," he said. "But we have seen some terrible things in spending bills that come up just as everyone is rushing home for the holidays. We cannot live with this, and it may come back."

"November was the first step in a correction," Rep. Norcross said of Democrats' House takeover on Election Day. "We have a lot of new friends up here."

The next job, Stephenson said, is to remind them who got them there. ■



Hundreds of IBEW leaders learned about the issues at stake and the IBEW's preferred path forward before they blitzed Capitol Hill to save multiemployer pension plans.



Lobbying from the IBEW and other labor unions killed the Republican plan that risked the future of all multiemployer pension plans, which cover hundreds of thousands of IBEW members and millions more Americans. But it might still come back.

TAKE ACTION

The DC visits were crucial, but what we need now is for every IBEW member and retiree to get active on this issue at home,” Keyser said.

Congressional staff in Washington, especially now — especially on the Republican side — are just not hearing union voices. They are often, he said, too caught up in the ideological forever war waged in the halls of Capitol Hill.

But in the districts, senators and representatives from every party just listen better, and as we have learned in recent decades, politicians of every stripe forget about working families unless they are reminded.

That is where the next phase of the effort to save American pensions has to focus.

“I urge every one of our members to get on the phone, or better yet, drive yourself down to the nearest district office and explain to them what it would mean if you only got 10 cents of every dollar on your pension,” Stephenson said.

But once your personal story is told — and it is important that everyone start with the personal, he said — the next step is making a clear statement of what you want: The passage of the Butch Lewis Act.

There is no script for it, but keep these few points in mind:

- ▶ **The at-risk pension plans followed the rules and the instructions of professionals.** They are in trouble for the same reason working people across the country are struggling: the disappearance of good, middle-class jobs.
- ▶ **Healthy union pension plans didn't cause the problem.** They are only now recovering from the recession that the banks caused, and those banks got a bailout.
- ▶ **Not solving the looming crisis makes it worse,** and the government is already on the hook.
- ▶ **The Butch Lewis Act is not a bailout.** It authorizes loans that must and can be repaid by even the most endangered plans.

Visit IBEW.org/Political/HandsOff for more.

IBEW's Cronk Elected BC Labour Federation President

The IBEW has a powerful new advocate on the British Columbia Federation of Labour. First District International Representative Laird Cronk was elected president of the organization on Nov. 29.

“Having served at the district level for the last 18 years, Laird is a great choice to represent our union and all of B.C.'s building trades before the federation,” International President Lonnie R. Stephenson said. “I hope all electrical workers will give him their full support as he takes on this new role.”

Cronk and his running mate, B.C. Government and Service Employees Union Executive Vice President Sussanne Skidmore, were elected president and secretary-treasurer, respectively, by acclamation of the 2,000 delegates at the federation's 58th biennial convention, which took place in Vancouver Nov. 26-30.

“We are stronger and better as a labour movement when we work together,” Cronk told convention delegates in his acceptance speech. “When we're together — and we seem to be together today — there's nothing we can't achieve.”

Irene Lanzinger, the federation's outgoing president, announced she would not seek another term as the group's leader, leaving the door open for Cronk, a longtime member Victoria, B.C., Local 230, to toss his hat into the ring.

“I decided to run for president because I believe I have the skills, the experience and the passion to build on our strong foundation by working to make the labour movement even more central to the lives of workers in this province,” he said.

Convention delegates are permitted to nominate candidates up until elections are set to begin. In the runup to the election, the federation's executive officers, made up of representatives from its 15 largest unions, had worked on gaining member unions' support for the Cronk/Skidmore slate.

Cronk credited the board's efforts, coupled with overwhelming and diverse grassroots support for the slate, for helping to propel the pair to a two-year term as leaders of the federation, which represents nearly half a million members of more than 50 affiliated unions across the province.

“Even though the federation is in a similar universe to the IBEW's, this will be a significant change from what I'm used to,” Cronk said. “When you're the president of a province's labour federation, you become a very public figure.”

In addition to his role as a First District international representative, Cronk also serves on the board of directors of the province's Industry Training Authority.

“I'm very proud of Laird and his campaign,” said First District Vice President Tom Reid. “B.C.'s federation has a long history of fighting for the rights of all working people, and the province's labour movement will be in good hands under his leadership.”

Since 2012, Cronk has represented the union as a vice president on the federation's executive council, and he has chaired its apprenticeship and skilled trades working



First District International Representative Laird Cronk and B.C. Government and Service Employees Union Executive Vice President Sussanne Skidmore were elected in November to lead the B.C. Federation of Labour.

group for the past four years.

Among the large unions that publicly endorsed the Cronk/Skidmore slate were the United Steel Workers, the Canadian Union of Public Employees-British Columbia, Unite Here, and United Food and Commercial Workers, as well as the IBEW's British Columbia Provincial Council.

“The anti-union crowd doesn't want you to know it, but the history is clear — the more union members there are, the better the economy works for everyone.”

— Laird Cronk

“I have known Brother Cronk on a professional level for the better part of 35 years, and I feel confident in saying he has always put the betterment of the labour movement in B.C. in front of every decision he's made,” said Phil Venoit, the council's chairman and Local 230 business manager.

Cronk assumes his new role at the same time that several major infrastructure projects are underway in his province, including a CA\$650 million project to widen a long stretch of the Trans-Canada Highway and a CA\$1.4 billion project to replace the Fraser River's aging Pattullo Bridge.

The new president also is mindful that there are several in-progress environmen-

tally-sensitive projects for which some unions in the federation have valid reasons not to fully support, such as the massive Site C Dam project on the Peace River in northeast B.C., the LNG Canada natural gas liquefaction project site at Kitimat, and the Trans Mountain pipeline connecting Alberta's oil sands with Vancouver Harbour, which over the summer was nationalized by Canada's federal government.

“The pipeline expansion project remains complicated, but if it's going to be built with federal funding, having it safely built by skilled, unionized tradespeople should help dispel many of the concerns surrounding it,” Cronk said.

One thing that should help move such projects along is the province-wide “community benefits” project labour agreement, announced in July by British Columbia Premier John Horgan, that is designed to prioritize local labour, sustaining wages, and safety on public infrastructure projects.

Such agreements, promised by Horgan's New Democratic Party government during the 2017 provincial election campaign, were key to securing the support of IBEW and some other building trades during that campaign.

“After 16 years of systematic attacks from the former B.C. Liberal government, the fact that the labour movement is still alive and kicking is amazing, and now we have the political and economic conditions to build an even stronger movement,” said Cronk.

Going forward, Cronk also would like to see more workers in the province represented by unions, telling the Star Vancouver that those in so-called “gig economy” jobs or other marginalized workers deserve a chance to bargain collectively for better working conditions and pay.

“The anti-union crowd doesn't want you to know it, but the history is clear — the more union members there are, the better the economy works for everyone,” he said. “We're ready to get to work and build an even stronger, more effective labour movement for all working people.” ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

BC Organization Looks Past Recruiting Women to the Next Step: Keeping Them

Typically, the solution to the stagnant number of women in construction — it's been stuck at roughly 3 percent for decades — is to recruit more women. The BC Centre for Women in the Trades is taking a different approach: retention.

"There's no point in recruiting women if you're not doing anything to keep them," said Vancouver, British Columbia, Local 213 Assistant Business Manager Lisa Langevin.

In 2016, Langevin, who has long supported efforts to diversify the trades, helped secure funding for a study on women in the construction industry, then worked with researchers on the project, which included focus groups and looking at the role of mentoring.

"Nothing in the focus groups was really a surprise," Langevin said. "It was mostly stuff we already knew."

What they already knew — but now had the research to back up — was that on a lot of worksites there's only one woman, and all too often that woman would be the first to get laid off. And getting work itself was hard.

"There's still discrimination and it's hard to combat that alone," Langevin said.

Those findings informed the groundwork for what became the BC Centre for Women in the Trades, headquartered at Local 213 and coordinated by two IBEW sisters: Local 213 members Sandra Brynjolfson, mentorship coordinator, and Emelia Colman-Shepherd, advocacy coordinator.

"The response so far has been overwhelmingly positive and supportive," Colman-Shepherd said.

Brynjolfson and Colman-Shepherd's titles reflect the Centre's two focus areas: networking/mentoring and culture change.

A main component of the culture change pillar is the Centre's collaboration with the Ending Violence Association, an organization that works to end violence against women. EVA's "Be More Than a Bystander" initiative, a program that works with the Canadian football leagues BC Lions to train men on how to be allies for women, has been tailored to address issues in the building trades.

The program was set to launch at the end of January along with a diversity and inclusion training, the coordinators said.

Brynjolfson and Colman-Shepherd say the program is the only one they know of that's run by tradeswomen, and the only one focused on keeping women in the trades.

"It's a wasted investment when a woman, a skilled craftsperson, leaves the trade because she doesn't feel safe or has to work nonunion because that's the only place she can get a job," Brynjolfson said. "Safety and discrimination aren't women's issues, they're workers' issues.

Everybody benefits from a more respectful workplace."

One of the Centre's networking efforts is a database it's creating of provincial tradeswomen. In addition to helping connect women with employers, it will also collect data that isn't being collected anywhere else, the coordinators said.

"We're constantly inputting information," Colman-Shepherd said. "We're finding out how many women are out there and it's informing our research to help us better connect — and keep — women in the trades."

They also want it to be a place where women can feel safe about sharing their experiences, sharing things like which jobs were horrible to work at — and which were great.

"When you go from job to job, it's really helpful to have someone vouch for it, to tell you about the culture, how safe it

is. That's really important for women," Brynjolfson said.

To an extent, women are already doing this on places like Facebook. One group has about 800 members, Brynjolfson said, and everyone is supportive. They want the database to be something that takes that camaraderie to the next level.

"Networking like that is invaluable," Brynjolfson said. "It's great to see women helping other women, whether it's moral support, technical advice, or just comic relief."

Brynjolfson and Colman-Shepherd say Local 213's backing has been vital.

"We wouldn't be able to do this without them," they said.

For more information on the Centre, visit www.bccwitt.ca or email info@bctradeswomen.org.



British Columbia Premier John Horgan, left, stopped by the BC Centre for Women in the Trades booth in September, where he met with Vancouver, British Columbia, Local 213 Assistant Business Manager Lisa Langevin.

Syndiquer les femmes en C.-B passe l'étape du recrutement : on vise à les garder

Généralement, la solution pour remédier au nombre stagnant des femmes dans l'industrie de la construction est de recruter plus de femmes; on n'en compte que 3 pour cent depuis des décennies. Le BC Centre for Women in the Trades (le centre pour les femmes dans les métiers de la construction de la C.-B.) adopte une nouvelle approche : la rétention.

« Il n'y a aucun intérêt à recruter les femmes si on ne fait rien pour les garder, » mentionne Lisa Langevin l'assistante gérante d'affaires du local 213 à Vancouver en Colombie-Britannique.

Langevin qui appuie depuis longtemps les efforts déployés en vue de diversifier les métiers de la construction a permis d'obtenir un financement en 2016 pour mener des recherches au sujet des femmes dans ces métiers. Elle a ensuite travaillé sur le projet en concert avec les chercheurs. Cette recherche comprenait des groupes de discussions ainsi qu'étudier le rôle de mentor.

« Rien ne pouvait nous surprendre dans les groupes de discussion, » dit Langevin. « Nous étions déjà au courant de ces choses. »

Maintenant que les recherches étaient à l'appui, ils savaient que dans beaucoup de chantiers on retrouvait qu'une seule femme, et la plupart du temps, cette femme était la première à perdre son emploi, et de trouver un emploi comme tel était difficile.

« Il y a encore de la discrimination et

c'est difficile de lutter contre seule, » ajoute Langevin.

Ces conclusions ont préparé le terrain pour mettre en place le BC Centre for Women in the Trades dont le siège social est au local 213 dirigé par deux consœurs de la FIOE : la coordinatrice du programme de mentorat Sandra Brynjolfson et la coordinatrice de la sensibilisation Emilia Colman-Shepherd, membres du local 213.

« Jusqu'à présent, les réactions se sont avérées extrêmement positives et très encourageantes, » ajoute Colman-Shepherd.

Les titres de Brynjolfson et Colman-Shepherd tiennent compte des deux domaines du centre : réseautage/mentorat et le changement de culture.

Un des composants principaux que forme le pilier du changement de culture est la collaboration du centre avec Ending Violence Association (l'association pour mettre fin à la violence faite aux femmes. L'initiative d'EVA « Be More Than a Bystander » (plus qu'un spectateur), est un programme en collaboration avec l'équipe de football provincial les B.C. Lions qui vise à former les hommes pour devenir des alliés pour les femmes. Ce programme a été conçu pour aborder les problèmes au sein des métiers de la construction.

« Je suis détentrice de billets de saison des Lions. J'ai vu des annonces passées au sujet du programme et depuis

des années que je souhaite réaliser une chose pareille dans le milieu de ces métiers, » informe Brynjolfson. « Et les choses commencent à se mettre en ordre. »

Le programme devrait être lancé à la fin janvier qui inclut une formation sur la diversité et l'inclusion, mentionnent les coordinatrices.

Ce programme est le seul qui est géré par des femmes des métiers de la construction et le seul qui vise à garder les femmes dans ces métiers soulignent Brynjolfson et Colman-Shepherd.

« C'est un investissement gaspillé lorsqu'une femme qualifiée quitte le métier parce qu'elle ne sent pas en sécurité, ou qu'elle doit travailler "non-union" alors que c'est le seul endroit où elle peut obtenir un emploi, » spécifie Brynjolfson. « La sécurité et la discrimination ne sont pas des problèmes liés aux femmes, c'est une question de travailleurs. Tout le monde bénéficie d'une attitude respectueuse en milieu de travail. »

La création d'une base de données de femmes dans les métiers de la construction à travers la province est un des principes de réseautage du centre. En plus d'établir des liens avec les employeurs, la base de données sert à recueillir de l'information qui ne peut être recueillie nulle part ailleurs, mentionnent les coordinatrices.

« L'information est ajoutée de manière constante, » ajoute Colman-Shepherd. « Nous établissons le nombre de femmes dans ces métiers et ces informations per-

mettent à nos recherches de trouver les meilleurs moyens pour tisser les liens et de garder les femmes dans les métiers. »

Elles veulent que cela soit un endroit où les femmes peuvent partager leurs expériences tout en se sentant en sécurité, telles que le pire et le meilleur environnement de travail.

« La recommandation de quelqu'un est vraiment importante lorsque tu passes d'un emploi à un autre, de vous parler de la culture et de son degré de sécurité. C'est vraiment important pour les femmes, » spécifie Brynjolfson.

Les femmes le font déjà à des endroits comme Facebook. Notre groupe compte environ 800 membres et tout le monde offre son appui, dit Brynjolfson. Elles veulent que cette base de données favorise la camaraderie.

« Ce type de réseautage est inestimable, » dit Brynjolfson. « C'est très encourageant de voir les femmes s'entraider, que ce soit pour un appui moral, pour un conseil technique ou tout simplement pour l'humour. »

Brynjolfson et Colman-Shepherd disent que l'appui de la section locale 213 a joué un rôle essentiel. « Sans cet appui, nous n'aurions pas pu y arriver, » disent-elles.

Plus en savoir plus sur le centre, visitez www.bccwitt.ca ou vous pouvez envoyer un courriel au info@bctradeswomen.org.

THE FRONT LINE: POLITICS & JOBS

Michigan and Wisconsin GOP Weaponize Lame-Duck Sessions to Thwart Voter Will

It's not every day that a governor is booed at the annual Christmas tree lighting. Then again, it's not every day that a political party goes into overdrive trying to consolidate power in a lame-duck legislative session. But that's what happened to longtime labor-antagonist Gov. Scott Walker in Wisconsin in December. A similar scene played out in neighboring Michigan where the concept of "Midwestern Nice" was nowhere to be found.

In both states, voters elected Democrats to the governors' mansions and other statewide offices in November but retained Republican majorities in the state legislatures. With the help of their outgoing Republican governors, those majorities threw civility and precedent aside to pass as much legislation as possible in the interim session aimed at weakening the offices to be held by Democrats, the result designed to concentrate power in the hands of the remaining Republican officeholders.

"Elections have winners and losers and the strength of our democracy rests on the ability of everyone to respect the outcomes and support a fair and transparent transfer of power," said International President Lonnie R. Stephenson. "This type of manipulation isn't just petty, it's an attack on representative democracy."

"The entire thing is, frankly, a hot mess."

— Wisconsin Governor-elect Tony Evers

The political maneuvering on both sides of Lake Michigan resulted in sessions stretching well into the wee hours, with votes held under literal cover of night. It also sparked outrage, with IBEW members and other labor advocates crowding state capitols in protest.

In one brazen power grab, the Wisconsin Senate approved an astounding 82 appointments to various statewide offices in just one day, further entrenching Walker's legacy, one already full of virulently anti-worker policies.

It also passed legislation that limits early voting, a restriction similar to another that was ruled unconstitutional, local news station Fox 6 noted. Walker nevertheless signed it into law on Dec. 14, along with other bills to weaken the office he was vacating and that of the attorney general.

"The entire thing is, frankly, a hot mess," said then-Wisconsin Governor-elect Tony Evers, a Democrat, on CNN. "It's telling the people of Wisconsin their vote doesn't count."

In Michigan, the GOP took its own swing at voting rights when the Senate



Photo credit: Creative Commons/Flickr user Gage Skidmore

Republican lawmakers in Michigan and Wisconsin used their lame-duck sessions to consolidate power in their respective legislatures before incoming Democratic governors and other elected office holders were seated in January, leading to protests at both capitols.

voted along party lines to gut a petition approved by voters in November to make it easier to vote, which Snyder signed into law. Other citizen-initiated petitions to provide paid sick leave and increase the minimum wage were also thwarted.

In a similar voter suppression vein, Snyder also signed a law to make it harder to get initiatives on the ballot.

Public-sector workers were also in the Michigan GOP's crosshairs. Outgoing Republican Senate Majority Leader Arlan Meekhof reluctantly admitted he didn't have the votes for a draconian anti-union bill that would have required public-sector unions to hold recertification votes every even-numbered year at union expense. The bill was strikingly similar to an American Legislative Exchange Council template enacted in Iowa several years ago.

Another set of bills would have prohibited paid release time in public workplaces, which would cut back the time shop stewards can spend on union-related business. The bills, which ultimately died during the session, would have not only inhibited the ability of union representatives to do their work, but also eliminate the reimbursed time that counted toward their pensions.

Detroit Local 58 was among the labor contingent encouraging its members to contact their lawmakers about the bills, said Business Manager Brian Richard.

"Our members just want to go to work and do their jobs, and our reps just want to make sure their voices are heard," Richard said. "This type of legislative manipulation undermines that. It's a blatant attack on the right of working people to come together in union and exercise their basic rights."

Wisconsin's GOP also used its lame-duck session to weaken the prevailing wage. The legislation, signed by Walker, will result in fewer transportation projects being subject to the higher wage standard, reported Wisconsin Public Radio.

Badger State Republicans also wrested control of the Wisconsin Economic Development Corporation, which deals with job creation, by stacking the board with Republican appointees and stripping oversight power from the governor.

Evers has said he intends to make changes to the agency. In the interim, he appointed Milwaukee Local 494 Business Manager Dean Warsh to a workforce advisory council as part of the governor's transition team. Other appointees included Stephanie Bloomingdale, president of the Wisconsin AFL-CIO, and the Amalgamated Transit Union's Bruce Colburn.

Republicans in both states also sought to give their legislative bodies the power to intervene in state lawsuits, thereby weakening the autonomy of the attorneys general, both newly-elected Democrats.

In Wisconsin, Walker signed legislation that will do just that, hindering the ability of Evers to withdraw the state from a lawsuit seeking to overturn the Affordable Care Act and its protections for people with pre-existing conditions. Snyder vetoed the Michigan attempt just before leaving office.

Michigan Republicans also tried to take campaign finance oversight away from the incoming secretary of state, another newly elected Democrat, but decided against pursuing it at the last minute.

The barrage of attacks spurred some Democrats in the Michigan Assembly to call for an end to the lame duck altogether.

"Shielded from accountability from voters for another two years, the practice of rushing through controversial legislation during this period has become common," said Rep. Kristy Pagan in a statement. "We must restore our democratic principles and vote to eliminate the lame-duck session no matter which political party is in control."

The legislative power grabs are made even more egregious by the fact that both states are heavily gerrymandered. In Wisconsin, Democratic legislative candidates got 190,000 more votes, but Republicans still hold 63 out of the possible 99 seats. In Michigan, voters approved an initiative to address the issue, but Republicans used the lame duck to water it down with a bill the Brennan Center for Justice called "troubling," according to news outlet Michigan Bridge.

Similar takeover attempts were made in North Carolina in 2016 and chal-

lenged in court, something that is likely to occur in Michigan and Wisconsin as well. They also may have energized the opposition, said Brennan Center Senior Counsel Dan Weiner to The Guardian.

"On the level of pure politics, I sometimes scratch my head over what they're doing," Weiner said. "In some ways, it's very shortsighted." ■

Report: Middle Class Out of Reach for 6 in 10 Americans

Despite the lowest U.S. unemployment rate in 50 years, the American Dream is elusive for most working people, according to a new "Opportunity Index" based on data from the nation's 204 most populous metro areas.

"It's not about how many jobs are open or how many people have jobs, but it's about how good those jobs are," said Ryan Bhandari, co-author of the report, published by the think tank Third Way.

The results, said Jim Kessler, a Third Way executive and the report's editor, reflect an "opportunity crisis" in the United States.

Measuring the quality and quantity of jobs in areas ranging from New York City to Kennewick, Wash., researchers found that just 38 percent of jobs pay enough for a four-person family with two working parents to enjoy a middle- or upper-income lifestyle.

The other 62 percent is divided nearly equally between living-wage jobs, defined as paying enough for a single, childless adult to sustain a modest standard of living with no frills, and hardship jobs that pay so little that even workers with no dependents can't make ends meet.

"This reality explains why, nine years into a recovery and facing 3.7 percent unemployment, American workers still feel distressed economically," the report concluded.

Added to the growing body of research on sluggish wages and rising inequality, the study is more evidence

that the "booming" economy is leaving the majority of Americans behind.

"That long-term feeling of stagnation, which has robbed many middle-class Americans of the dream of a better life for their children, has also artificially depressed the labor market," Marketwatch, owned by Rupert Murdoch's News Corp., reported Nov. 26. "Alongside a political war on unions, low wages have dismantled worker bargaining power and made employers greedier about how much they can squeeze out of individual workers."

Given those obstacles, Third Way crunched federal data on wages, cost of living and local employment-to-population ratios to determine which areas offer the most, and least, economic opportunity for workers and their families.

For example, a job in Cedar Rapids, Iowa, which ranked second on the index, needs to pay just over \$40,000 to provide a middle-class life, less than half what the same standard of living costs in San Francisco, which ranked 149th.

Third Way — which the New York Times has described as a "radically centrist" organization — acknowledges that the index is strictly a numbers game. It doesn't measure things that make more expensive areas appealing to many people, doesn't consider the desirability of jobs or analyze an area's potential for growth. It simply calculates where workers are more or less likely to fall into the middle class.

Workers' ability to build savings, take vacations, eat out and, more critically, afford health care were factors in determining where their communities landed on the opportunity scale, Bhandari said in an interview with the Daily Mail.

"We took all that information and created our conception of a middle-class job that we think matches up pretty well with what American people want," he said.

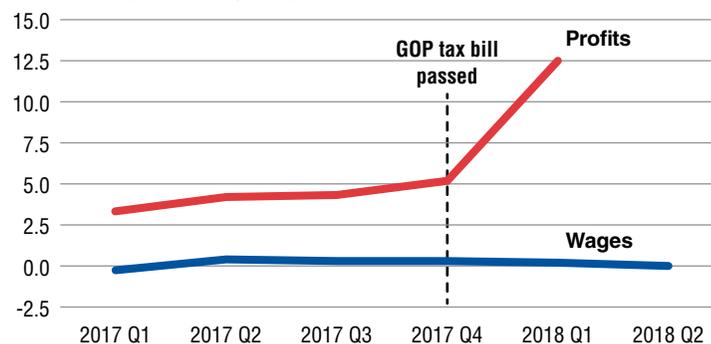
Among the findings:

- Of the 38 percent of jobs that provide some opportunity for upward mobility, 23 percent are middle class, classified as paying enough to support at least

POLITICS & JOBS *continued on page 8*

11 MONTHS AFTER THE TAX CUTS: Corporate Profits vs. Wages

Percent change from one year ago



Wages are still flat overall since the GOP tax cuts, while corporate profits have climbed 7.5 percent on average, as the chart illustrates.

Chart from Center for American Progress. Data sources: U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, CPI and FRED Federal Reserve Bank of St. Louis.

POLITICS & JOBS Continued

half the expenses of a family of four. In dollar terms, that ranges from \$44,820 to \$80,426 annually, depending on the community. The other 15 percent of jobs are classified as professional, based on higher salaries, not type of work.

- Rochester, Minn., tops the opportunity scale, with 45 percent of jobs considered middle class or better. At 35 percent, Fayetteville, N.C. came in last.
- Of the 204 metropolitan statistical areas studied, 12 of the bottom 20 are in the South. Researchers attribute that to a lack of available jobs, not cost of living.
- In seemingly thriving coastal areas, however, cost of living is the paramount factor driving down opportunity. New York City ranks 135, Los Angeles ranks 143 and affluent Salinas, Calif., is third from last at 202.

The Marketwatch report noted that workers have seen income gains since the 1970s of only 11 percent, while CEO pay has skyrocketed by 1,000 percent.

Executive pay continues to soar a year after the GOP tax cuts, while workers struggle to keep up with inflation. Corporations that promised to invest tax savings in higher wages and new jobs are collectively hoarding billions of dollars and sending the fattest checks ever to shareholders, the vast majority of whom are already part of the 1 percent.

General Motors, which is saving \$157 million in taxes this year alone, left workers reeling with November's news that it would shut down five plants and cut 14,000 jobs. What was a body blow to workers and the affected GM communities in Michigan, Ohio and Ontario, was a heyday for investors: share prices soared nearly 8 percent immediately after the announcement.

It wasn't always that way, Washington Post columnist Christopher Ingraham wrote, explaining that corporate profits and labor income were largely in tandem for most of the last half of the 20th century.

"But starting in 2003, profits take off, leaving wages in the dust. The Great Recession took a bite out of corporate profits, but since about 2009, profits have been on an unstoppable tear while labor income has plodded along much more slowly."

Turning that around will require political courage to support strong unions and other workers' rights, while holding corporations accountable, International President Lonnie R. Stephenson said.

"As IBEW members, we're among the lucky ones — workers with good contracts that provide a level of pay and benefits that more Americans used to enjoy," he said. "Now, many of our friends and neighbors fall on the grim end of the Opportunity Index, and it's going to get worse without real change."

"That means keeping the pressure on politicians we helped elect in November, making sure they keep their promises, and committing ourselves to strengthen the gains we made with every election." ■

TRANSITIONS

APPOINTED

Dean Wine



International President Lonnie R. Stephenson has appointed Phoenix Local 640 Business Manager Dean Wine to the International Executive

Council, effective Jan. 1. He replaces Houston Local 716's John Easton Jr., who is taking on a new role as an international representative in the Seventh District.

"I am honored and appreciative for this appointment," Wine said. "And I am grateful to President Stephenson for giving me the opportunity to serve the Brotherhood in this way."

Wine now represents members of the sixth IEC district in Arizona, Arkansas, Louisiana, New Mexico, Oklahoma and Texas on the IBEW's most senior executive board. Like all IEC members, he'll continue to serve his home local as business manager.

A self-described "farm boy from Nebraska," Wine is currently serving a fourth term as business manager for the 1,900-member Phoenix local, which has jurisdiction over most of Phoenix Valley, Maricopa County and Northern Arizona.

After receiving a degree in journalism from the University of Nebraska and getting married, Wine moved to the Grand Canyon State to work with his father-in-law at a small business in suburban Phoenix. But it wasn't long before Wine decided that he wanted to try his hand at doing something else.

"I had done some construction work in high school," he said. So, when a neighbor mentioned that nonunion contractor jobs installing security systems were available at a nearby private prison, Wine decided to give that a go.

Some IBEW members also were doing work at the prison, he said. "They said, 'Once you're done, why don't you come on over and check out the IBEW?'" he recalled. Wine accepted the invitation, and in February 1995, he was initiated into Local 640.

His first job as a union member was with Intel, which operates a micro-processor chip-making plant in Chandler. In 1999, he was named Local 640's Apprentice of the Year.

Wine went on to become an active member of his local, serving as a member of its examining and executive boards. He also found a way to put his journalism skills to good use during stints as Local 640's recording secretary and press secretary, and as business manager, he maintains an interest in the local's marketing and media outreach.

As business manager he has paid special attention to organizing, taking great pride and pleasure in teaching nonunion workers about the benefits of IBEW membership.

"We have lots of things going on in Arizona," he said. "We built most of the stadiums and arenas in the Valley of the

Sun." That includes State Farm Stadium, home of the NFL's Arizona Cardinals.

The local also has contributed work to area hospitals and data centers, as well as ongoing work at the Intel chip-making plant. "A little bit of everything," is how Wine describes the variety of work.

Wine also is secretary-treasurer of the Arizona state AFL-CIO, and he is president of the Arizona Building and Construction Trades Council. Additionally, he served on the Resolutions Committee for the IBEW's 2011 convention in Vancouver. He was on the same committee for the Brotherhood's 2016 convention in St. Louis, where he nominated Steven Speer to serve as international vice president for the Seventh District.

Wine says he is looking forward to his tenure on the International Executive Council. "I look at the IEC as the union's executive board," he said. "I'm excited to work with President Stephenson and the other officers to do the best job I possibly can for the members of the IBEW."

The officers, staff and membership wish Brother Wine much success as he takes up this new position. ■

RETIRED

Jack Heyer



Personnel Director Jack Heyer, who grew up in the shadow of Green Bay's iconic Lambeau Field and assisted in negotiating a project

labor agreement for the stadium's renovation, retired effective Jan. 1.

Brother Heyer was born in Shawano, Wisc., and his family later moved to Green Bay, about 40 miles to the southeast. The Heyers lived just a few blocks from Lambeau, the home of the Green Bay Packers, during the team's 1960s dynasty under legendary coach Vince Lombardi.

"That makes quite an impression on you," said Heyer, who remains a devoted Packers fan.

The young Heyer discovered his talents in electrical work at an early age. He landed a job at a greenhouse when he was 16. The owner needed to replace an aging electrical system, and, despite his youth, Heyer said he could handle it.

He was right. Heyer found himself installing conduit throughout the facility and finished the project himself, he said.

"I just liked to do whatever was in front of me," he said. "I was always one of those opportunists. If someone gave me a chance to do something, I jumped at it."

Heyer attended the University of Wisconsin-Green Bay for two years and planned to be an engineer. His grades were good, but he decided it wasn't the career path for him.

"My fiancé at the time [now wife, Elizabeth] asked me what I really wanted to do," he said. "I told her I like doing electrical work. She said, 'Why don't you be an electrician?'"

Heyer took her advice and enrolled at Northeast Wisconsin Technical College. He was near the top of his class and hoped to earn an apprenticeship at Green Bay Local 158, but an instructor told him not to get his hopes up. It had been quite some time since Local 158 had placed apprentices from the school, he said.

But in August 1977, the local accepted three apprentice applicants and Heyer was second on the list. He eventually became a journeyman inside wireman.

"I was one of the few guys who went to local meetings as an apprentice," he said. "If I was going to work for a union, I wanted to know what it was all about."

Heyer later served on Local 158's executive board and as treasurer and secretary. He was a business agent when he helped negotiate the PLA for Lambeau Field. Heyer also worked as a foreman and taught classes at the technical college. He served on several committees at his local union and on numerous labor committees in Wisconsin. He was elected business manager in 2004.

In 2007, he made the move to Washington, D.C., when he was appointed an international representative in the Construction Department. Seven years later, he moved to Personnel — a position that wasn't always easy, he said.

"That's a real big adjustment" to what he had previously done in the IBEW, Heyer said. "It's almost the exact opposite of what you've been doing your whole career because now, it's like you're on the management side."

"I think the time I spent being a supervisor and a foreman was helpful. Also, in being a business manager, you're dealing with a lot of trust. You're handling benefits. That's a big part of being personnel director."

Outside Construction Organizing Director Ed Mings worked closely with Heyer in recent years to organize the IBEW's annual motorcycle ride. The event has drawn more than 500 participants and 300 motorcycles.

"You couldn't ask for anybody to step up more than Jack did," Mings said. "Every time we needed something done, he was there. You never know what you're going to be doing during the ride. Selling shirts, checking people in, whatever. Jack was always there and did what needed to be done."

Heyer and his wife purchased a home near Menominee, Mich., in the state's Upper Peninsula and within Local 158's jurisdiction. He plans to devote more time to his hobbies of hunting, fishing, golf and woodworking and spending time with his three adult children and eight grandchildren.

"I always enjoyed working beside our brothers and sisters and doing what I could to move the IBEW and the industry forward," Heyer said. "Working for the IBEW has been a great career, and I'll always be grateful to everyone who made it possible in every facet of this organization."

The officers and staff thank Brother Heyer for his service and wish him a happy retirement. ■

APPOINTED

Mike Knox



Mike Knox, whose lightning ascent to job steward after joining Coralville, Iowa, Local 1634 in 1998 foretold a promising future in the

union, was appointed director of the Personnel Department in December.

The appointment comes just 10 months after he moved to the International Office from Iowa, where he had served as a lead organizer in the Eleventh District for five years.

It was Knox's impressive work in the field that earned him an appointment as an international representative in the Political and Legislative Affairs Department just last February. Two months later he was summoned to meet with International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper.

"I was trying to think of anything I did wrong," he recalls with a laugh. He was stunned when they asked him to take over for retiring Personnel Director Jack Heyer, but they made a persuasive case.

The leaders had seen Knox's people skills up close when he helped organize 1,400 Baltimore Gas & Electric workers several years ago. "I get along with everybody," he said. "And I'm familiar with contracts and the grievance procedure, the kinds of things they felt would be an asset as personnel director."

The former business manager who recognized Knox's potential 20 years ago agrees.

"Mike brings something to the table on both sides," said Frank "Tad" Gusta, an Eleventh District international representative who was heading Local 1634 when he asked Knox to be a union steward at Rockwell Collins.

"He's a good communicator and a good listener," Gusta said. "He's a problem solver — he's really, really good at getting people together on the same page."

Brian Heins, who followed Gusta as business manager, called Knox "one of the friendliest people I've ever met," and said that bodes well for him and employees in his new job.

"Sometimes doing what we do, it doesn't seem like there are a lot of HR directors who are friendly," said Heins, now an organizing coordinator in Iowa. "There should be more HR people like Mike. I think labor relations would go a lot better."

Knox was born in Yokosuka, Japan, and lived in Naples, Italy; Guam; Maine and Georgia while his father was in the U.S. Navy. Eventually the family moved to Virginia, then to Cedar Rapids, Iowa. He chose to make Virginia his home again when he and his wife, Tess, relocated to the Washington area last year.

The father of two grown daughters, Jazmin and Alexis, and grandfather to 1-year-old Aurora, Knox is a sports enthu-

siast who played softball in Iowa for 30 years. He was inducted into both the Cedar Rapids and the Iowa Softball Association Hall of Fame in 2012.

After high school, Knox worked in a Cedar Rapids meatpacking plant, a T-shirt factory and at cornstarch manufacturer Penford Products, all of them union jobs.

His tenure in meatpacking ended with a strike that ultimately put the intractable company out of business. “We took a couple of cuts but we got to the point where we were almost working for nothing,” he said. “We wouldn’t agree to terms.”

Knox was hired by the Rockwell Collins plant in nearby Coralville in the spring of 1998, just weeks before 600 members of Local 1634 walked out for 16 days over wages and benefits. As a probationary employee he couldn’t officially strike, but he didn’t cross the picket line.

Soon after, Gusta approached Knox about serving as a steward representing 25 members in the plant’s GPS division.

“One of my problems as business manager was trying to find people who

had union experience to become leaders,” he said. “Mike had that experience.” Knox went on to become the plant’s chief steward, while also serving as a member, then chair, of the local’s executive board.

Ultimately, Gusta and Heins urged Knox to run for business manager. Instead, he opted to become a local organizer at Rockwell Collins before joining the international staff in 2011. He soon had his first victory: More than 100 new members at a Kansas City, Mo., GE plant whose workers had twice voted down the union.

“I swing by there and walk through the plant when I’m in the area,” he said. “They’re still union to this day and they’re happy about it.”

Before being asked to head Personnel, Knox was enjoying his new job advocating for IBEW members and workers’ issues on Capitol Hill. With the Iowa caucuses drawing presidential candidates to the state every four years, he’d met his share of famous politicians. Now he was running into them almost daily.

“It was fascinating,” he said. “All

these folks you see on TV, and I could say, ‘Yeah, I had lunch with them last week.’”

He moved to Personnel in June to shadow Heyer for his last six months, amazed to learn the scope of the duties in the eight-member department. “I can’t imagine doing this job without those six months with Jack,” he said. “It was a blessing.”

He’s grateful to his staff, too, as they continue to help him learn the ropes. “You’re only as good as your staff is and I have some of the best,” he said. “I learn something new every day, and that won’t change for a long time.”

Citing the “IBEW name,” the respect the union has earned from members and the larger labor community, he said he’s honored to take on his many new responsibilities.

“The IBEW has done wonders in my life, for me and my family,” Knox said. “I want to make sure I’m giving 100 percent of everything I have.”

Please join the officers and staff in wishing Brother Knox every success in his new position. ■

DECEASED

Richard H. Silva



Richard H. Silva, a retired Second District international representative who served the IBEW for more than 40 years, died Sept. 15 at the

age of 88.

“Dick Silva was one of the hardest-working reps that I know,” said John Faria, who was hired to fill Silva’s shoes, juggling dozens of New England contracts, when his friend and mentor retired in 1996.

Initiated into Chelsea, Mass., Local 1499 in 1951, Silva was serving as vice president within four years. He became president in 1956 and business manager the following year, a position he held until coming aboard the international staff as a representative in 1976.

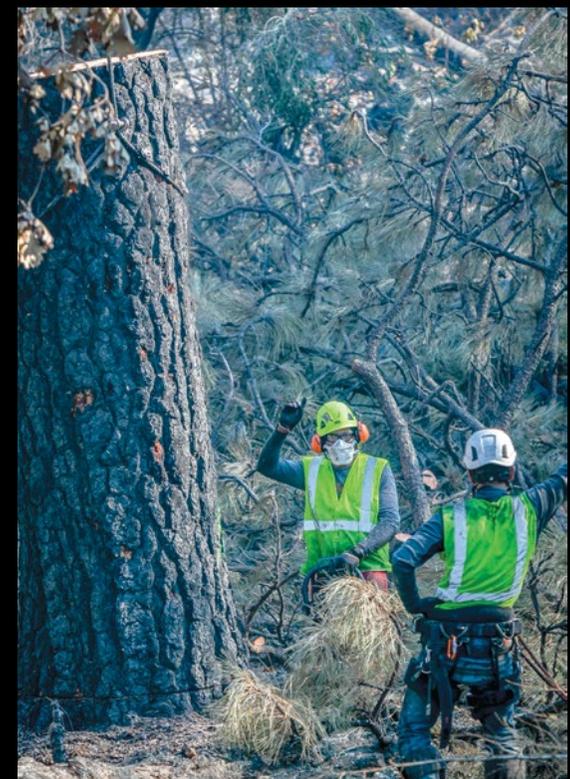
Faria, who retired as an internation-

al representative in December and is the past business manager of Pawtucket, R.I., Local 1203, watched and learned from Silva. “He was a sharp negotiator,” he said, describing Silva’s skillful handling of major manufacturing, telecom and broadcasting contracts.

While Silva was cautious, determined to avoid mistakes, “he was a man with passion,” Faria said. “He did his job with passion. He improved the quality of life of our members. That was Dick Silva.”

After retiring, Silva spent winters in Hollywood, Fla., with his wife, Blanche, who died in 2012. The annual break from life in Revere, Mass., helped him settle into retirement, which wasn’t easy at first, Faria said. “He was going nuts for a while,” he said. “He missed all the phone calls he used to get at home.”

Silva is survived by two sons, nine grandchildren and seven great-grandchildren. The officers and staff honor Brother Silva’s dedicated service and extend their condolences to his family and friends. ■



‘The Hardest Thing I’ve Ever Had to Do for PG&E’



A staggering 89 members of Vacaville, Calif., Local 1245 found nothing but ash and rubble left of their homes when they were allowed to return to the scene of the Camp Fire, the most devastating and deadly fire in state history. All of the local’s members and families survived, but the material losses and emotional toll are incalculable. “The fire was everywhere, things were blowing up all around us,” said 10-year member Brian Clarke, whose destroyed home in Paradise is pictured bottom right. “We got out with the animals and the clothes on our backs, and that’s it... The last thing I saw was the ‘Welcome to Paradise’ sign burning up in flames,” he told Local 1245’s Utility Reporter. Writing about the massive restoration effort, Business Manager Tom Dalzell said members are working “from dawn to dusk, and sometimes more, seven days a week,” in horrible air quality and rain, living away from their families in a temporary camp. “The jocular that is a part of everyday life on the crews isn’t seen,” he said. “The destruction and loss of life and property make for a somber workplace.” For 15-year member Steve Lange, who grew up in Paradise, working in the ruins of his beloved hometown has been wrenching. “This is the hardest thing I’ve ever had to do for PG&E, hands down,” he said, pictured at left as he gave his local an interview. “I see what was my church across the street, gone. I’ve seen the house that I grew up in, gone. I see my elementary school, gone. I see the places where I had my first kiss, where I met my friends, all gone.” Read more about members affected on Local 1245’s website at bit.ly/IBEW1245CampFire. You’ll also find a link to a GoFundMe page for affected IBEW families.



Restoration crew photos by John Storey, courtesy of Local 1245.

CIRCUITS

Maryland Members Help Preserve a Historic Railroad 'Station'

As I-68 curves through Cumberland, Md., the speed limit drops from 70 mph to 40, providing drivers an opportunity to glimpse a historic church that once served as a stop on the Underground Railroad.

"It's a beautiful church, and definitely eye-catching, in the city or from the interstate," said Cumberland Local 307 Business Manager Rodney Rice, talking about the Emmanuel Parish of the Episcopal Church.

While the congregation itself dates back to the late 1700s, Emmanuel's current building has graced the city's skyline since 1851. And thanks to recent wiring and systems upgrades by Local 307 members working for signatory contractor Metz Electric, Emmanuel should stand on that Cumberland hilltop for many years to come.

Owner Robert Metz considered it an honor to work on the church. "When you live in a small town, you get recognized for your work," he said. "It has an exponential effect that spreads through the community and the region. It's home, not just where we work."

Emmanuel overlooks the Potomac River in the middle of Maryland's western panhandle. In 1756, what was once a modest trading post on that site became Fort Cumberland, a major British stronghold in the American Colonies. Able to support nearly 5,000 people, the fort was a key stronghold in the French and Indian War. Several tunnels were built beneath it, for food and gunpowder storage as well as for personnel to gain secure access to the fort's interior.

Eventually, the surrounding city of Cumberland outgrew its need for the fort, and in 1803, Emmanuel bought a part of the property from the government. Gradually, the fort itself was dismantled, although the tunnels remained.

Under the leadership of Rev. David Buel, the Gothic Revival structure and the tunnels it concealed became an important stop on the Underground Railroad, the network of covert routes used by anti-slavery allies to help enslaved African-American escape captivity from the southern states.

The Railroad was illegal and dangerous — recaptured slaves could be hanged — so few written records about it were kept, leaving much of its history to be passed down through storytelling.

Although Maryland remained loyal to the Union during the Civil War, it still permitted slavery for almost two full years after President Abraham Lincoln's 1863 Emancipation Proclamation officially ended the practice.

As the stories go, escaped slaves who made it to Cumberland would first hide in a shanty town downhill from the church. At night, Emmanuel's sexton would ring the church's bells in a coded way to signal that it was safe for fugitives to enter the tunnels. Later, Railroad guides would sneak escapees to freedom in Pennsylvania, about five miles north. The Civil War's end in 1865 also meant the end of the Railroad.

Emmanuel underwent a series of renovations in the following years. The congregation even paid one of America's premier glass artists, Louis Comfort Tiffany, in 1905 to redesign the church's interior. Stained-glass windows and other objects, crafted by Tiffany's artisans and others, were installed in the church over the next couple of decades.

The church also gradually installed modern conveniences such as electric lights, telephone lines, and security systems. Workers placed the various control panels inside the tunnels.

Recently, the alarm system began showing its age. The church's board members sought help from Metz and members of Local 307, who estimated that it had been decades since any major wiring work had been done.

"Their security kept failing and constantly false-alarming," he said. "Everything was old and needed replaced. It wasn't ade-



Wiring upgrades by Cumberland, Md., Local 307 members will help protect the historic Emmanuel Parish of the Episcopal Church, which once served as a stop on the Underground Railroad.

quate for what they were trying to cover." The board also asked the contractor about installing a better fire alarm system, too.

While Metz's two-month project centered on the panels in the tunnels, he

also worked in the church's sanctuary, its organ chamber, and even its steeple.

"We had real concerns going in," he said. For example, they had to figure out a way to preserve the church's historic

infrastructure while fishing cables behind and through 150-year-old plaster walls.

The contractor felt well-equipped to handle it. "Being a small contractor in a small area, we end up doing some general contracting as well," Metz said. "Our goal was making it look like the wiring was there from the beginning."

The church's board was happy with the results, and Rice attributed that satisfaction to the advantage of working with a small contractor like Metz Electric. "Bob is one of our only contractors who does residential," he noted. "We'd like to have more like them."

"The threads of the IBEW are there," Metz said. "We have a good feeling knowing that the church will still be there, thanks to our work."

For information about the church and its tunnels: emmanuelparishofmd.org. ■

ORGANIZING WIRE

Team Effort Delivers IBEW Representation For 200+ at Eversource

Fed up with their deteriorating office environment, a majority of the employees at a utility call center in Connecticut recently voted to join the IBEW in a united effort to improve their working conditions.

"It was blatantly obvious there was no support structure up there," said Meriden, Conn., Local 457 Business Manager Keith Harris.

"Up there" is Windsor, Conn., a northern Hartford suburb. It's the location of a call center for Eversource Energy, New England's largest energy company, providing electrical and gas service to customers in Connecticut, New Hampshire and western Massachusetts. More than 200 workers there field and answer a variety of phoned-in questions about customers' services and bills.

"We had attempted to organize the call center in 2009," said Harris, but a series of issues prevented it from happening. A second try a few years later by another union also fell short.

But since then, "There was lots of movement [toward organizing]," Harris said. The workers were tired of being talked down to, he said. Disrespect was rampant.

A key complaint stemmed from Eversource's pay-for-performance scheme. "It's a horrible system," Harris said, because it tends to incentivize call-volume quantity over call-handling quality — and that, in turn, can often foster unfair favoritism from managers.

There also were strictly-monitored limits on the amount of time workers could be away from their workstations, Harris said, and managers permitted only two bathroom breaks per day.

Eventually, someone in the call center decided enough was enough and phoned the IBEW's International Office in Washington, D.C., to ask for help with a third run at an organizing campaign. The I.O. referred the caller to Steve Smith, the organizing representative for the Second District, who got in touch with center workers directly and set up a meeting.

"Steve jumped right on it," Harris said, "and it just took off from there."

Local 457's assistant business manager Scott McCoy collaborated with Smith to help the center set up an email list, and he enlisted assistance from the Membership Development Department to create a special website, ibew457callcenter.com, to provide center workers with information about the union.

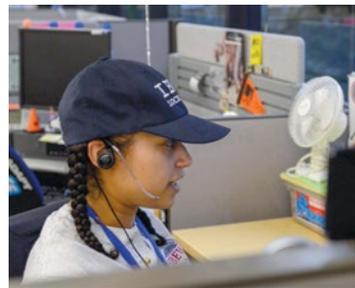
"But as in every successful campaign, the workers were the ones who drove it," Smith said. They held organizing meetings once a week for more than two months.

"Sometimes 10 people would come, sometimes 20," he said. "And it seemed like someone always brought someone new with them."

At the same time, Smith said, members from several other IBEW locals pitched in to help with door knocks and phone calls; some even offered the use of their union halls for organizing meetings.

"I've been doing this a long time," he said, "and the most remarkable thing is how we get help just by asking."

Some of Eversource's line and generation workers in other parts of the company are represented by IBEW and UMW locals, which helped demonstrate to undecided call center workers the benefits of union membership. "They compared that with what they



Nearly two-thirds of eligible Eversource call center workers cast ballots in favor of representation by Meriden, Conn., Local 457.

were getting in a nonunion world," Harris said.

Not surprisingly, Eversource pushed back against the organizing drive, Harris said. "The company started an anti-union campaign," he said. It brought in union-busters and mandated frequent meetings between organizers and some of the company's vice presidents.

Eversource is a Fortune 500 company that earned nearly a billion dollars in 2017, Harris said, and the center's workers easily saw through the company's efforts.

"The direction the business is going drives workers into the union," he said. "They wondered why the company was spending so much money trying to get them not to join."

The company's union-busting attempts also had an unintended effect: they made the organizing campaign a little easier. "After every meeting, more cards were signed," Harris said. "It was the fastest campaign I've ever been a part of."

When the call center workers held an election on Aug. 14, nearly two-thirds of the 223 workers eligible to vote cast ballots in favor of petitioning the National Labor Relations Board to be represented by Local 457.

Harris cautioned, however, that the process is just beginning. "Our last contract with Eversource took three years to hammer out," he said.

A meeting in September explained what stewards are and how they are appointed, how negotiations will work, how the negotiation committee will be chosen, and more. "We have been identifying leaders in the group," Harris said.

"The mission isn't complete until these folks are part of the membership of the IBEW," he said. "That work is just getting started."

The business manager was grateful for the amount of help he received from several key players at the district level. "Vice President Mike Monahan gave his Second District a mission to organize that was very effectively articulated," he said. "It's an ongoing push, and his drive and his leadership style are definitely inspirational."

"It works because we're all in it together," Harris said.

Second District organizing representative Smith recognized the persistence of Local 457's members and the assistance they received from nearby IBEW brothers and sisters at Hartford Locals 35, 42, and 1040; Waterbury, Conn., Local 420; Springfield, Mass., Local 455; Manchester, Maine, Local 1837; and Cranston, R.I., Local 2323.

Smith also highlighted the work from Second District International Representative Mike D'Amico and district organizing coordinator Jeffrey Wimette, along with state organizing coordinator Scott Munson. And he recognized the contributions of Education Department International Representative Craig Duffy, Third District Local Organizer Maria Vooris and of Steve Rockafellow, regional organizing coordinator for the Second and Third districts.

Chartered in 1972, Local 457 — now about 1,200 members strong — administers nearly a dozen different collective-bargaining agreements covering employees at public utilities operated by the towns of Wallingford and Norwich, as well as workers at several other gas, electric and water utilities aside from Eversource Energy, including FirstLight Power Resources and NRG Energy. ■

DOE Program Could Defray Medical Costs

For IBEW members employed by the U.S. Department of Energy and dealing with a work-related illness, there could be a new way to get help with your medical bills.

The Energy Employees Occupational Illness Compensation Program compensates current and former DOE employees who were diagnosed with illnesses if the diagnosis is a result of exposure at covered facilities. Covered illnesses include certain types of cancer, chronic beryllium disease, beryllium sensitivity and chronic silicosis.

Depending on the claim, recipients can receive upwards of \$250,000 in compensation, and in some instances more.

“For our members, some who have worked for decades in these dangerous jobs, this could be an opportunity to regain at least some of what you’ve sacrificed over the years,” said International President Lonnie R. Stephenson. “These people deserve our country’s gratitude for their service, and I’m hopeful that this program can be a positive start.”

The program, a product of bipartisan legislation enacted in 2000, also covers contract employees and some surviving family members, including spouses and children of deceased workers, as well as those who worked on the construction of many of the facilities.

There are more than 400 DOE sites across the country, many of which employ IBEW members in various capacities.

While safety gear and protocols have improved over the years, workplace injuries and health impairments still occur, especially when the job involves dangerous chemicals that may not have been safely contained.

Richland, Wash., Local 984 member Mario Diaz said getting his claim approved took some time, about two years, but now the bills for his occupational asthma, including some pricey medications, are covered.

“It’s a good program. We didn’t really have anything before,” said Diaz, who worked as a radiological technician at the Hanford nuclear site in eastern Washington.

Diaz, now retired due to his health,

used to inspect tank farms for radiation leaks. On one particularly bad day, Diaz says he bent down to check something and a “sauna-like” blast of warm air hit him. He knew it wasn’t good. His face turned a shade of red more commonly associated with cartoon characters, he said. He was hospitalized, but eventually returned to work.

But after a while, and a few more hospitalizations, he had to stop working. Diaz says he’s lost about 20 percent of his lung capacity. The slightest scent can send him into a coughing fit. His memory has been impaired as well.

“My lungs are shot,” Diaz said. “I’m pretty much locked in my house.”

Diaz says union members should go to their health advocate if they’re considering a claim.

“That was the biggest, best move we did,” Diaz said. “They have a wealth of information and they’re on your side.”

Diaz says it’s important to keep in touch with the people processing your claim, usually a claims examiner. And if you can find an occupational doctor, go there. They can be strong advocates and are familiar with the system.

“Some doctors may give you a hard time,” Diaz said. “Find one who will work with you. You’ve got to stand your ground.”

Information on how to file a claim can be found at bit.ly/DOEMedProgram. In order to file a claim, an employee must have a diagnosis first. Applicants should also have their dates of employment and job location as well as any relevant medical records.

There are resource centers located around the U.S. to assist people with their claims. People can also get help by phone.

“The process can be confusing, but there’s help out there,” said Local 984 member Dianne Whitten, who works at the Hanford nuclear site. “I’ve seen this program help a lot of people.”

In the event a claim is denied, you can reapply if there is new information or a new diagnosis, Whitten said. “Your claim never really closes.”

Whitten, who has worked at Hanford for about 30 years and is also recording secretary for the Hanford Atomic Metal Trades



Milwaukee Local 494 Business Manager Dean Warsh spoke at an event to honor members Brian Pape, left, Jack Schoeppe and Chris Rasette who rescued three people, including an infant, from a house fire.

Council, says IBEW members who have questions can reach out to her at whitten@hamtc.net and (509) 943-4076. ■

IBEW Members Honored for House Fire Rescue

It is not every day that someone goes to work and returns home a hero, but for three members of Milwaukee Local 494, that’s just what happened when they helped save two men and a baby from a house fire.

“These folks exercised some outstanding judgment,” said Milwaukee Deputy Fire Chief Aaron Lipski at a ceremony to honor Local 494 members Brian Pape, Chris Rasette and Jack Schoeppe. “It is a huge, huge credit to these three individuals, and to Roman Electric and to the IBEW at large, that these three folks stepped up and did what they did.”

The trio were at the office of signatory employer Roman Electric in March when they heard a man yelling for help at a nearby house. As smoke billowed out, they quickly ran over and Pape and Rasette helped the man and his 1-month-old daughter out of a window. Schoeppe used his truck’s extension ladder to help another person escape from the second story.

Lipski thanked the men not just for their quick thinking and bravery that day, but also for their electrical expertise.

“Your good electrical work actually prevents probably more fires than we do,” Lipski said. “You have absolutely no idea how serious I am when I say that. Thank you for what you do and thanks for being diligent and detail-oriented.”

At the ceremony, held in June, attendees heard from Lipski, Local 494 Business Manager Dean Warsh, Alderman Michael Murphy and Roman Electric President Phil Rose, all there to honor the three members. Pape, Rasette and Schoeppe each received a plaque from the city with a proclamation recognizing their life-saving actions and a Local 494 challenge coin from Warsh.

The coins are given to members who have helped save lives at work or devoted their free time to worthwhile causes. Including Pape, Rasette and Schoeppe, 13 have been awarded to Local 494 members, Warsh said.

“It means a lot to see anybody do something courageous like that,” Warsh said. “These days, many people would rather take out their phones and videotape something like this rather than jump-

ing into action. This is the kind of courage that I hope everyone would demonstrate if faced with the same situation. We’re all very proud of them.”

The fire department arrived soon after Pape, Rasette and Schoeppe began helping the trapped occupants. After putting out the fire and getting everyone to safety, Lipski said he tried to find the members to thank them, but they were nowhere to be found. They had already gone back to work.

“Your modesty and your humility in all this is appreciated, but you need to understand that I’ve been doing this a long time and I’m looking at the three of you like you’re superheroes right now,” Lipski said. “What you did that day was absolutely fantastic; whether you believe it or not, that is the truth.” ■

Labour Standards Updates Aim to Improve Canadian Workers’ Lives

Canada’s government announced changes to the country’s federal labour standards Nov. 1, and advocates say they will improve working conditions for the thousands of Canadians who work in federally regulated industries.

“Better working conditions are good for business and benefit both workers and employers,” said Minister of Employment, Workforce Development and Labour Patty Hajdu, announcing the proposals at Toronto’s George Brown College. “When economic growth is inclusive, and fewer Canadians are left behind, we are all better off.”

Of particular interest to IBEW members is a proposed change to Canada’s Wage Earner Protection Program, which would increase the amount of financial assistance workers can claim when they are owed money by employers who file for bankruptcy. If approved, the change would be retroactive to February 2018.

“The government plays a crucial role in protecting workers and leveling the employment playing field,” said IBEW First District

Vice President Tom Reid. “If implemented, the Trudeau administration’s proposals should help advance our members’ pursuit of high-quality, long-term jobs.”

The majority of IBEW members in Canada are covered by provincial or territorial labour law, but workers in certain industries — including railroad employees, dockyard workers, telecom, and public-sector employees — work under the federal labor standards.

Hajdu said that a recent government survey helped the administration tailor specific proposals to the realities that these workers face. The proposals are part of a larger federal government spending bill that aims to implement the omnibus budget measure approved by Canada’s Parliament in June.

The minister also announced some other worker-friendly proposals, such as updates to the Canada Labour Code that would allow employees to become eligible for more paid days off starting from their first day on the job.

Reid also applauded some of the proposals designed to address work-life balance. In addition to five recommended days of personal leave (with three days paid), the Trudeau administration is advocating 10 days of leave for victims of domestic violence (with five days paid).

“Missing a day of work — and losing out on a day’s pay — could raise a red flag for someone in an abusive domestic relationship,” Reid said. “Paid leave for victims of family violence will help those suffering to open a new bank account, find a new place to live, or get the help they need, all without losing pay and risking further domestic abuse.”

Reid noted that many of the proposals are similar to Ontario’s Bill 148, passed by that province’s Liberal Party in late 2017. The party lost its majority to the anti-worker Progressive Conservatives, led by Doug Ford, last June.

“After only a few months on the job, the Ford administration is cruelly hacking away at some of our hard-won benefits victories under Ontario’s previous government,” Reid said. Ford’s anti-worker Bill 47, for example, calls for reducing the number of paid leave days and gutting the province’s rules regarding organizing, strikes, and apprenticeship training.

Reid encouraged IBEW members to ask their members of Parliament to support the changes to the federal labour code. ■



Photo credit: Department of Energy via Flickr

For Department of Energy employees suffering from work-related illness, the Occupational Illness Compensation Program is a way to get help with medical expenses, and may even apply to family members.



Labour Minister Patty Hajdu announcing new labour standards for Canadian workers.

LOCAL LINES

Tribute to a Pioneer; Projects Getting Underway

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OHIO — Local 8 officers, members and staff extend our deepest sympathy and sorrow to the family and friends of the late Int. Pres. Emeritus Edwin D. Hill. Bro. Hill was truly a pioneer in the IBEW by making changes that not only sustained the IBEW as a union, but also moved it progressively forward going into the 21st century. Our sincere condolences go to the Ed Hill family and the entire Brotherhood. May he rest peacefully.

The U.S. House of Representatives will by now have turned majority blue following the outcome of the 2018 midterm elections. Our representatives have a tall task in righting that ship — a ship that has been on a course to divide us, destroy our ideals, and defy our constitution. Let's continue supporting labor-friendly candidates as they support us. Thank you all who turned out for the 2018 midterm elections.

We approached the end of 2018 with around 100 on JIW Book I and expect to have Book II referred out by publication date, as some long-awaited projects start to get their legs. Come sign in Toledo, sisters and brothers. Perhaps we can be considered a "walk-through" soon enough.

Mike Brubaker, P.S.

Newly Elected Officers

L.U. 10 (u), JOHNSON CITY, NY — IBEW Local 10 has new officers in place after recent 2018 elections. They are as follows:

Bus. Mgr./Fin. Sec. Gary Bonker, Pres. Rich Price, Vice Pres. Shell Jackson, Rec. Sec. Carrie Quackenbush, Treas. CarolAnn Amorando; and Executive Board members Chris Fox, Chad Allen, Roman Cefali, Tim Garceau and John Wild.

Don Tuttel, P.S.

Fantasy of Lights Display

L.U. 16 (i), EVANSVILLE, IN — Brotherhood and the spirit of Christmas were alive and well when over 100 journeymen, apprentices and helpers contributed hundreds of hours to make the 25th annual Ritz's Fantasy of Lights possible. Fantasy is the premier fundraising event for the Tri-State Rehabilitation Center. Since 1994, it has generated over \$3,299,937 to help underwrite physical, occupational, and speech therapy sessions for local children and adults who otherwise could not afford these life-changing services. Special thanks are due Matthew Mullen, Nick Vaught and Brandon Wongngamin for supervising setup and nightly maintenance.

The upgraded IBEW Local 16 website is almost complete. Among other features, www.ibewlocal16.com will provide information about the union's resources, history and current events. It will also give members the opportunity to see available job calls, view call history, and if unemployed (and on the out-of-work list) bid on calls or do monthly re-signs.

The IBEW would like to recognize Ryan McRoberts for his promotion to business agent and Nick Vaught for his past service as business agent. The hall would like to wish each of them the best as they take their careers in new directions.

Donald P. Beavin, P.S.

2018 JATC Graduation Dinner

L.U. 20 (em,i,mt,spa,t&u), DALLAS-FORT WORTH, TEXAS — The North Texas Electrical JATC held its Annual Completion Dinner at the Hilton Arlington on June 8, 2018.

Congratulations to all the recent Local 20 JATC apprenticeship graduates. For the class of 2018, there were 41 graduates.

Awards are presented to apprentices for outstanding performance at school and on the job. Taken into consideration are their grades, attendance, job evaluations, attitude and community involvement.

The IBEW Local 20 and the North Texas Chapter NECA both give an award to a graduating apprentice for an overall outstanding performance. The NECA Outstanding Apprentice Award and the IBEW Outstanding Apprentice Award went to Devon Morrell.

Local 20 Gold Pliers Award recipients: Andrew Carnes (1st year), Austin Robinson (2nd year), Marco Solis (3rd year), and Jonathan Watson (4th year).

NECA Achievement Awards: Andrew Carnes (1st year), Peter Benninger (2nd year), Daniel Burgos (3rd year), and Jonathan Watson (4th year).



Class of 2018 graduates of the Local 20 North Texas JATC attend Apprenticeship Graduation Dinner.

Local 20 Federal Credit Union Awards: Matthew Cornforth (1st year), Austin Robinson (2nd year), Anthony Kottaridis (3rd year), Joaquin Pozos (4th year), and Steven Miller (5th year). The Fort Worth Local 116 Federal Credit Union Awards went to Devon Morrell and Steven Miller. [Editor's Note: Former Local 116 previously was merged into Local 20.]

Perfect Attendance Award recipients: Cliff Franks, Steven Frith, Jose Garcia, Edgar Garcia, Oleg Genkin, Brian Hubbard, Juan Hurtado, Colin Jones, Miguel Lara, Rodolfo Lopez, John McNutt, Simon Mejia, Steven Miller, Devin Morrell, Jacob Norrid, Terri Pritchard, Christopher Redfield, Diana Salmon, Kyle Smith, Thomas Spencer, Stephen Sulsar, Christopher Tschoepe and Juan Yruegas.

Price Warwick Jr., B.M./F.S.

IBEW Member Elected To Maryland State Senate

L.U. 24 (es,i&spa), BALTIMORE, MD — Our work picture continues to look good, and 2019 should be another great year. With a strong work outlook and the baby boomers starting to retire, this year's first-year apprenticeship class will be the largest class to start the apprenticeship. As stewards of our trade and our great Brotherhood, it is our responsibility to ensure they become the best electricians the industry has to offer and help them develop into strong union members with an understanding of our past and the knowledge to help as we fight to protect our future.

Thanks again to all the sponsors of the local's scholarship fund. Because of their support and the hard work of Bro. Sam Curreri and Bro. Mike Azzarello, we were able to once again award twenty \$1,000 scholarships to children of our members. Congratulations to all the scholarship winners.

We congratulate all the labor-endorsed candidates for their successful election bids during the November 2018 elections, especially our new state senator for the 45th District, Sen. Cory McCray, a member of IBEW Local 24. We look forward to working with all our elected labor-friendly representatives in the coming years as we try and move working families forward.

Peter P. Demchuk, B.M.



Local 24 Training Dir. Neil Wilford (left) starts the scholarship selection process with assistance from Bro. Blaine Boone.

2019 Events Scheduled; Scholarship Applications

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — Scholarship applications are currently being accepted for the 2019 Local 26 scholarship. Please visit the local's website at www.ibewlocal26.org for information and to download application forms for this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. Applications may also be obtained by calling the union hall (301-459-2900) and requesting one be mailed to your home. The deadline to submit applications is March 31.

Plans are underway for some great brotherhood/sisterhood events for 2019. If you would like to mark your calendars in advance, here are some key dates.

- JATC Graduation — Saturday, June 1
- Dollars Against Diabetes Golf Outing — Monday, June 3
- Virginia Picnic (Manassas) — Saturday, June 22
- Chartered Fishing Tournament — Monday, July 15
- Maryland Picnic (Edgewater) — Saturday, Aug. 24
- 8th Annual Poker Run for Special Love — Saturday, Sept. 21, Electrical Workers Motorcycle Riders' Club

Best wishes to new retirees: Jozo Ivanic, Stephen A. Maddox, Alvin F. Deblanc Jr., William R. Whitt, Larry Orr, Joseph A. Mudd Jr., Thomas A. Harrison, Richard A. Furr, Eugene F. Paroczay, Peter N. Ponton, Richard Dudley and Larry J. Miller.

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/media-center/IBEW-News-Media-Center/Submitting-Local-Lines. Please email or call the Media Department at (202) 728-6291 with any questions.

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	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(u) Utility	(uow) Utility Office Workers
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	
(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.

We are saddened to report that several members have passed away since our last article: Arthur L. Murray III, Howard F. Mooney, Allan K. Knicely, Tyler M. Passmore, Lawrence H. Snyder, Joshua Hastings and Charles T. Cusack. May they rest in peace.

George C. Hogan, B.M.

Strong IBEW Contingent — Lobbying Blitz on Capitol Hill

L.U. 38 (i), CLEVELAND, OHIO — On IBEW lobby day at the U.S. Capitol in November, we had a great delegation of Ohio business managers and reps among the IBEW-wide contingent. The business managers and reps (photo below, left) from Ohio knocked on doors and visited every House and Senate member from Ohio that we could, to educate legislators on the extremely harmful proposals that would have affected our NEBF and local pension plans. It was very rewarding to hear at the end of the day that our message got through and the ridiculous proposals were shut down for now. It was great to see all the IBEW business managers and reps who came in from across the country and from as far away as Alaska to make this happen. **[Editor's Note: To read more see news article "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack; Now It's Your Turn," on Page 4 and on the IBEW website at www.ibew.org/media-center/Articles.]**

The work outlook in Cleveland remains good with many downtown projects either coming out of the ground, or renovations getting started.

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

2018 Montana Senate Race — Friend of Labor Re-elected

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — Spending in the 2018 Montana Senate race was unprecedented. Reportedly, an estimated \$43.2 million was spent. Pres. Trump flew Air Force One (approximately \$213,000 per hour) to Montana four times, wasting at least \$8 million, in his effort to unseat U.S. Sen. Jon Tester.

The feud started over Trump's nomination of his personal physician, Rear Adm. Ronny Jackson, to head the Department of Veterans Affairs, and Jackson's subsequent withdrawal from consideration when allegations came to light questioning his qualifications. Trump unfairly blamed Sen. Tester and started his attacks. Sen. Tester's work is an example of bipartisanship, reaching out, and working across the aisle on issues. Sen. Tester sponsored 20 bills signed into law by Trump!

Members of IBEW Local 44 worked countless hours, phone banking, letter writing, and walking turf in Silver Bow, Lewis and Clark, Broadwater and Cascade counties. IBEW 44 was a part of an amazing Labor to Labor program, reaching out to union households to support Sen. Tester's bid for re-election.

Montana re-elected Sen. Jon Tester, the state's senior senator, to his third term! His 2018 margin of victory is Sen. Tester's largest so far, defeating Trump's puppet Matt Rosendale by almost 18,000 votes. IBEW State Organizing Coordinator Keith Allen

coordinated the effort, and Dwight Rose led at the local level on Local 44's behalf. Hats off to all the members who stepped up to defend a true friend of labor.

Dwight Rose, Mbr. Dev.



IBEW Local 44 members and union volunteers helped re-elect U.S. Sen. Jon Tester (at lectern.)

2018 Apprentice Graduation; Wage Increase & Festivities

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — The Puget Sound Electrical JATC held their annual graduation ceremony on Saturday, Oct. 27, 2018. The 2018 graduating class totaled 140 with 93 inside wireman, four residential wireman, and 43 Limited Energy apprentices completing the programs. IBEW Local 46 congratulates all the 2018 graduates!

In 2018 our JATC accepted 289 new apprentices. As of December 2018, the total number of apprentices in our three programs was 1,236.

Local 46's Wireman Unit received a \$3.50 per hour wage increase and the Sound & Communications Unit received a \$2.50 per hour wage increase effective Feb. 4, 2019. Both units voted on the allocation of their wage increases at their December 2018 unit meetings.

Local 46 celebrated Halloween last year with a "Rocktoberfest" party. This was a great opportunity for our members, their families, and friends to get together and have some fun! The costumes were creative — we even had Mr. & Ms. Kilowatt attend!

Our work picture is projected to remain strong through 2019 and well into 2020/2021! Thank you to all our members and travelers who continue to man our work. Our NECA partners will keep bidding on more jobs as long as we are able to supply the needed manpower.

Warren Shill, V.P.

South Texas JATC Class of 2018

L.U. 60 (i), SAN ANTONIO, TEXAS — The South Texas Electrical JATC held its annual graduation banquet on June 27, 2018. The graduating class included 33 inside wiremen graduates and nine telecommunication installer-technician graduates.

Several distinguished guests were in attendance to celebrate the achievements of the 2018 graduating class. Guests included Texas Workforce Commissioner of Labor Julian Alvarez, Electrical Training Alliance Exec. Dir. Todd Stafford, and IBEW Seventh District Int. Rep. Gary Buresh. Numerous



IBEW business managers and reps from Ohio Locals 38, 64, 212, 688, 683, 540, 82 and 648 gather in Washington, D.C., to join the IBEW-wide mobilization on Capitol Hill to kill pension attack.



At the 2018 South Texas Electrical JATC graduation banquet.

training partners, proud family members and friends also attended to honor the graduating class.

To all those who have contributed and dedicated themselves so selflessly to the development of each apprentice and for making the night possible — including JATC committee members, contractors, IBEW leadership and members, on-the-job trainers, JATC instructors, JATC staff, and most deserving, to the family and loved ones of our apprentices — we extend a hearty thank-you!

Special recognition goes to our Inside Wireman Apprentice of the Year — Brandon Mazac; and to our Telecommunication Installer-Technician Apprentice of the Year — Christopher Ripley.

Congratulations, South Texas Electrical JATC class of 2018! [Photo at top, right.]

John L. Martin, Tr. Dir.

EWMC Young Members Group — Active 'RENEW 66' Participants

L.U. 66 (o,t&u), HOUSTON, TEXAS — Our EWMC young members group, called RENEW 66, was started with just four members in April 2018, and by August attendance had grown to approximately 40-50 members at the monthly meeting.

We have helped at our Annual Labor Day cookoff; we hosted the first "trunk or treat" event here at the hall, which was a huge turnout with members and their families; and we had a food drive and toy drive for the holiday season.

On a Sunday in November, we held a collective bargaining agreement (CBA) study group, and we also went over the union safety manual, so everyone can better understand the language involved with both documents. On a Saturday in November, we partnered with our sister Local 716 for National Day of Service by making repairs at a VFW hall in Cypress, Texas.

We are all very proud to be members of the IBEW and we are all very excited to continue to grow as a group and a local union.

As RENEW 66 chapter president, I thought it would be cool for our brothers and sisters across the IBEW to see how important it is that we get/stay involved.

We never had a youth group prior to this and after attending my first EWMC conference, I knew we had to have one so we could do our part to carry on as young leaders. Union solidarity is alive and well in Houston, Texas.

Ben Holmes, B.R./Organizer

Service Awards Presented — Three Generations Recognized

L.U. 70 (lctt&o), WASHINGTON, DC — At our October 2018 union meeting, three members of the Taylor family received their IBEW years-of-service pins. Jim Taylor Jr. received his 45-year pin, his son Robert "Whistle" Taylor received his 35-year pin, and his grandson Hunter Taylor received his five-year pin.

Jim Taylor is a Local 70 journeyman lineman who has served as foreman coordinating work in our area for several contractors and is now a business representative for our Virginia office.

Robert "Whistle" Taylor is a journeyman lineman who has also been a foreman on Local 70 projects for many years. He is now a Local 70 business representative assigned in Virginia.

Hunter Taylor is a fourth-step apprentice lineman following in his grandfather's and father's footsteps. He is currently working for W.A. Chester, LLC.

We thank each of them for their dedication and continuous service to Local 70.

Jimmy Horton, P.S.



IBEW Local 70 service-award recipients: Hunter Taylor (left), James Taylor Jr. and Robert "Whistle" Taylor.

Work Picture Promising; Organizing Campaign Underway

L.U. 80 (i&o), NORFOLK, VA — Our condolences go out to the family of our late IBEW Int. Pres. Emeritus Edwin D. Hill.

Local 80 would like to wish all our brothers and sisters a safe and joyful new year.

December was a busy month for Local 80. We hosted our annual Children's Christmas Party (breakfast with Santa) on Dec. 1. The children had a delight-



Local 66 EWMC young members group, Renew 66, is growing and actively engaged.

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ful time. They received presents and had a chance to take a picture with Santa. Special thanks to Santa's special helper, Bro. Mike Hanks. He always brings a smile to the children's faces.

Local 80 members also attended a Norfolk Admirals ice hockey game on Dec. 7, and we had a good turnout.

Our P&I organizing campaign is going well; the campaign includes our naval bases and shipyards.

The work picture has continued to grow and looks promising for the months to come.

Our RENEW group continues to pursue volunteer opportunities and reaches out to our communities.

Wil Morris, A.B.M.



At Local 80's annual children's Christmas party: front row, office manager Angela Fortner, retiree "Santa" Mike Hanks; standing, back row, Membership Development Coordinator Shawn Bruce (left), Bus. Mgr. W. Dennis Floyd, Asst. Bus. Mgr. Wil Morris, and Membership Development Coordinator Woody Gregory.

'Keys to Winning' — Information & Participation

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — It is not too early to engage our voting base for the 2020 election. Education is key to winning. Let's review.

The Republican-led U.S. Senate, which refused to approve federal judges nominated by President Obama, is now at a torrid pace approving anti-labor judges nominated for lifetime positions by President Trump.

Republicans have worsened wealth inequality by giving the wealthiest 1 percent a tax cut that increased our country's national debt by \$2 trillion. Republicans propose to make up this loss in tax revenue by cutting Medicare, Medicaid, and the Affordable Care Act.

Republicans are trying to pass legislation that will put taxes and fees on our pension plans. [Editor's Note: For more information see news article "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack; Now It's Your Turn," on Page 4 and posted on the IBEW website at www.ibew.org/media-center/Articles.]

The Janus ruling by a conservative-majority U.S. Supreme Court puts state and local government workers under the "right to work" for less law. There are too many examples to list. Support the political party that will support you.

Steve Morales, P.S.



The Greater Kansas City EWMC, including participants from IBEW Locals 124, 412 and 1613, gather to volunteer on their annual day of service in November to help area veterans.



Attending New Orleans Local 130 Pin Night, from left: longtime IBEW members Ira Blackwell (left), Steve Terry, Kenny Camp, Alease Evans, Nolan McKendall, Jimmy Burks, Larry Dupont, Al Bostick (retired former business manager), Bus. Mgr. Paul Zulli and Gary Olinde.

2018 A Successful Year; Three-Year Contract Ratified

L.U. 130 (i), NEW ORLEANS, LA — 2018 was a very successful year for Local 130 in terms of work and contracts. Works was steady all year. From October to December we were sending out our traveling brothers and sisters.

Bus. Mgr. Paul Zulli and his negotiating committee worked hard with the NECA contractors to come to terms on a three-year contract worthy enough to bring to the membership. The membership ratified the new contract overwhelmingly. Not only were we able to negotiate increases, but now we can also allocate them as we see fit — thanks to new language that eliminates local Market Recovery contract language of the past. It was important to eliminate that language, which had been a major thorn in Local 130's side since the 1980s when it was first introduced. It was Bus. Mgr. Zulli's mission to either alter or eliminate that language when he took office four years ago. Congratulations, Paul, on a job well done.

In 2018 we were saddened by the loss of members who passed away. We lost over 26 members last year, including a first-year apprentice, Bro. Cameron Dice; a former Local 130 president, Kenny Seals; and a former officer and respected mentor and friend to many, Bro. Eddie Pemberton. Our prayers are with the families of members who passed away.

Our organizers were responsible for providing evidence against a major open-shop contractor. Evidence revealed that the open shop was illegally hiring workers as subcontractors on a major construction project. The Department of Labor investigated the site to confirm the findings of Bro. Rodney Wallis and Bro. Corky Cortez. Ernest. P Breaux Electrical LLC was ordered to pay back wages to over 117 workers at a cost of \$249,278.

We ended 2018 with a Pin Night, where we always enjoy visiting with retirees and families in attendance during the holiday season. Bus. Mgr. Zulli extends season's greetings to all and prayers for a happy new year.

Billy Buckel, R.S./P.S.

2019 Projects Scheduled; Appreciation for Volunteers

L.U. 146 (ei,i&rts), DECATUR, IL — Happy 2019! We would like to thank all the volunteers of last summer's Decatur Celebration, and Downtown Decatur Barbeque Festival. Also thank you to the journeymen and apprentices for the Christmas lights in downtown Decatur.

Last year was a pretty good year for projects in our local. This year seems even more prosperous with projects at Caterpillar, ADM, Clinton Power Station, and some proposed solar farms. The big news is the formation of a \$1.6 billion fertilizer plant set to begin in the second quarter of this year.

Our Christmas party on Dec. 9 was a rousing success, as the children were thrilled to see Santa, and the members enjoyed the festivities. The apprenticeship Christmas party was held Dec. 12 and enjoyed by the apprentices and journeymen who attended.

Recent retirees include: John Arnold, Fred Klinghammer, Tim Gosnell, John DeAngelis, Dave Robison, Dave Hilligos and Barry Perkins. Congratulations to all. We hope the retirees enjoy a long retirement.

We are saddened by the passing of Kenneth Burger, 95; Bear Logue, 70; and Duane Swinford, 88. All three gentlemen were 50-year members. Recently, Kenneth Thoman, who was age 60 and a 37-year member, also passed away. We will miss these departed brothers.

Steven L. Tilford, R.S.

New Zealand Navy Upgrade Project Awarded to Local 230

L.U. 230 (c,catv,em,i,mar&u), VICTORIA, BRITISH COLUMBIA, CANADA — It's not every day that one country gets to outfit another country's navy — and yet, in 2017, that is exactly what the New Zealand Par-

liament voted to make possible.

IBEW Local 230's skilled marine members working at Seaspan's Victoria Shipyard had just wrapped up five years of outfitting five frigates for the Canadian Navy.

So, who better to perform New Zealand's similar work platform than the Local 230 membership. There are two New Zealand frigates in the project. We are currently working on the first of two frigates. The second frigate is set to arrive early summer 2019, soon after the scheduled completion and delivery of the first vessel.

The first New Zealand frigate arrived in Victoria, British Columbia, Canada in the spring of 2018 and was stripped of all sensitive equipment by IBEW Local 230 members from the Department of National Defense. IBEW Local 230 members working at the privately-owned Victoria Shipyard started pulling the 30-plus miles of cable onboard to support the vessel's new Vertical Launch Missile system, Missile Defense Decoy system, new Tactical Intercom system, and new forward and aft masts for navigation.

This project award is a testament to the quality of work and professionalism demonstrated by the IBEW and the Local 230 membership.

Phil Venoit, B.M./F.S.

'Kindness Recognized'

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Local 236 would like to recognize a few brothers from our sister Local 43 for their great act of kindness. Recently, one of our Local 236 members experienced the tragic passing of a relative. Local 43 members Dustin Morgan, Dave Dudley, Mike Deuel and Mike Smitty showed great compassion and brotherhood in helping our brother during this tragic time. Their kindness will not be forgotten.

Local 236 worked hard to complete the new Schenectady Train Station. A project labor agreement (PLA) was present on that job and our union electricians brought this job in ahead of schedule. The local politicians, along with the lieutenant governor, were there for the ribbon-cutting ceremony and to see what organized labor can accomplish.

Local 236 organized a new contractor. Organizer Kevin Fuller was able to show Grounded Electric the advantages of being a Local 236 signatory contractor. We wish the company success.

Local 236 has contract negotiations coming in 2019 and we created an email site for your suggestions. We welcome your comments and suggestions during this important time. Call the union hall for the email site address.

Joseph Hlat, P.S.



Some of the IBEW Local 230 electrical crew working at Victoria Shipyard



Local 246 congratulates class of 2018 apprenticeship graduates.

Apprenticeship Graduation

L.U. 246 (ees,i,rts&spa), STEUBENVILLE, OHIO — On May 19, 2018, we celebrated our apprentice top out party at Williams Country Club.

After five years of hard work and dedication, graduation day finally arrived for nine fine men. We at Local 246 are proud to welcome our newest journeyman wiremen: Scott Cooper, Rob Crowe, Josh Hardwick, Dalton Herzick, Brent Kendzioriski, Matt McEndree, Joshua Smith, Jeremy Ternasky and Zac VanKirk. Gentlemen, continue to uphold the values and traditions of our great local, stay involved and continue to educate yourself in this ever-changing industry. Congratulations to all on a job well done.

Also, a first in the history of Local 246, we recognized two outstanding apprentices this year: Josh Hardwick and Matt McEndree. They were only separated by .001 of a point over five years. Congratulations!

At the graduation, we were pleased to be joined by state Rep. Jack Cera, Dr. Jimmy Bruce of Eastern Gateway Community College, and Jason Walden of the North Central Ohio Chapter of NECA. All apprentice graduates topped out with an associate degree from the community college and a certificate of completion from the state House of Representatives.

Absent from our celebration was 22-year Apprenticeship Dir. Tony Shreve. He was missed by all. Tony's dedication and vision for the future have meant the world to our JATC. It's because of his vision that our JATC partnered with the community college and continues to graduate our great apprentices. Thank you, Tony!

Eric L. Nutter, R.S.

Satellite Training Center; Day School for Apprentices

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — Change continues in Local 280. In the fall we began day school for our apprenticeship. We have over 300 apprentices enrolled, and the local achieved double-digit growth in membership during 2018. We also have a new satellite office/training center across the Cascade Range in central Oregon. Now serving Bend,



Local 280 general foreman Mark Schmidt (left) and dispatcher Lynn McDonald at the site of a hotel condo/project on the Willamette River in Independence, OR. Merit Electric is the contractor on the project.

Redmond and Prineville as of this writing.

After 2018 midterm elections, we are thankful for some election wins. We retain our labor-friendly Gov. Kate Brown; we retained all our representation in Washington, D.C.; and we did well with races for local elected officials. Local 280 members appear to have voted for their wallets and future liberty for labor.

Work remains strong as our inside man-hours continue to rise. It seems there is economic uncertainty looming due to a trade war; our contractors have already seen increased prices on electrical components and materials. Before we start a trade war, maybe a few solutions like having factories and infrastructure ready to go online within our borders may have been a wise plan. Caring about constituents/wage earners is no longer a concern for too many officials in Washington, D.C. Why would it be, as wealth increasingly shifts to the few who disproportionately determine policy decisions that affect working people.

Thank you to all brothers and sisters who go out of their way to make a difference every day. That is as American as it gets! That will be the hope for change.

Drew Lindsey, B.M./F.S.

'Welcome to New Members' Contract Negotiations

L.U. 300 (govt,i&u), MONTPELIER, VT — At the time of this writing, we have received our first significant snowfall and are preparing for the holiday season.

At press time, our first Asplundh Tree Experts contract is coming to an end, and the committee is at the table negotiating contract No. 2. Slow and steady wins the race.

I'm honored to welcome employees of the Hyde Park highway department into Local 300. They are truly a great group of people who will be a positive addition to the organization.

We have several contracts becoming open in early 2019. We hope to reach reasonable agreements with all.

If the construction projects being forecast for the upcoming few years come to fruition, our inside unit should experience stable employment and, hopefully, growth.

Tim LaBombard, A.B.M./Pres.

Hurtado, Christopher Jovel, Eraclio Lopez, Amaris Lujano, Michael Lumsden, Louis Montano, Steve Perry, Domic Quilici, Eric Rickard, Jacob Rios, Bryan Sanchez and Donald Sloan. (See photo at bottom, right.)

We also welcome our first-year Sound & Communications apprentices: Julie Brown, Marat Hafizov and Chris Rosales.

Thanks to everyone who attended the holiday party in 2018. It is our biggest event of the year and a wonderful opportunity to catch up with old friends (and make new ones)!

Melissa Vaughn, P.S.

Outpouring of Generosity To Wildfire Victims in Calif.

L.U. 340 (i,rts&spa), SACRAMENTO, CA — On Nov. 8, 2018, part of our northern jurisdiction hit national headlines when California's deadliest blaze, the Camp Fire, started. The wildfire destroyed the towns of Paradise, Magalia and Concow, and we had 23 IBEW members living in the area at that time (18 of our own members and five from other IBEW locals.) Of these 23 brothers, 17 lost their homes and two IBEW employers lost not only their homes but their businesses as well. Thankfully though, none of our members or their families were injured as this deadly fire burned for 17 days, consuming over 153,000 acres and destroying thousands of homes and commercial buildings.

Our phones rang off the hook with offers of help, from the use of a travel trailer (so at least one family would not have to spend the winter in a shelter), all the way to donations totaling over \$100,000. These donations came from our very generous employers, our IBEW sister Locals 47, 48, 551, 440, 639, 234 and 332, as well as from our members, and brothers and sisters from locals as far away as New York!

All the donations received will be used to help these 17 members rebuild their lives, and on behalf of those IBEW brothers and their families, I want to thank every one of you who reached out and truly showed what the words "IBEW Brotherhood" mean.

Robert D. Ward, B.M.

Hospital Project a Success; Hotel Construction Underway

L.U. 364 (catv, ees,em,es,i,mt,rts&spa), ROCKFORD, IL — IBEW Local 364 held its annual Kid's Christmas Party on Dec. 15. The party is our most well-attended annual event, and our special guest San "TY" Claus is played to perfection by retired Bro. Ty Hillman. All the members and their families who attended had a wonderful time filled with the spirit of the season, and there were presents for every child in attendance.

The \$500 million Mercy Hospital project was completed in January. Many thanks to all IBEW Local 364 members, as well as all our traveling brothers and sisters, who helped us out on this project. This was the Rockford area's largest project to date and

Newly Organized Members; New Apprenticeship Classes

L.U. 302 (i,rts&spa), MARTINEZ, CA — 2018 was a busy year here at IBEW Local 302, with a lot of organizing and the completion of some large projects in the area.

We would like to extend a warm welcome to all our newly organized brothers and sisters and our new apprentice classes.

Our first-year Inside apprentices are: Brian Anderson, Stephen Birkhauser, Daniel Cardenas, Elvia Hernandez-Ceja, Carlos Cervantes, Justin Cervantes, Vincente Costanzo, Eric Doyle, Rene Huerta, Daniel



IBEW Local 302 first-year inside apprentices.

IBEW MERCHANDISE



RENEW Bookmark \$0.20

IBEW bookmark with RENEW logo.

Brown Thermal Lined Hooded Jacket \$64.00

100% cotton 12 oz brown duck with heavy duty zipper front and thermal lining. Thermal lined hood, 100% polyester cuffs and waistband. Red, white and blue embroidered IBEW initials on front.

IBEW Lanyard \$2.00

IBEW lanyard with breakaway safety clasp.



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

www.ibewmerchandise.com

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we could not have completed this project without the hard work and dedication of everyone involved. So, thanks again to all.

The new Hilton Embassy Suites & Rockford Conference Center project is taking shape in downtown Rockford. The \$87 million, 160-room hotel and conference center overcame many obstacles to even begin construction, with an estimated completion date of December 2019.

Brad Williams, P.S.

Work Picture Update

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA — Greetings, brothers and sisters.

The industrial sector remains slow as of this writing, with some calls expected in the spring of 2019 for signatory contractor PCL with the Imperial Oil "Aspen project" modular-yard packages.

The commercial sector is holding steady with over 600 members working on projects mostly in the Edmonton area. Western Electric has many members still working on the Stantec Tower construction project, and Canadian Power PAC and Western Pacific Enterprises are experiencing delays with the TransEd Valley Line LRT project.

Member appreciation night was Oct. 27 last year, and Local 424 was pleased to award Bro. Terry Sargent with his IBEW 65-year pin. Thank you, Bro. Sargent, for all your years of service to our local.

Scott Crichton, P.S.



Local 424 retiree Terry Sargent, pictured with his daughters, receives his IBEW 65-year service pin at October 2018 event.

Upcoming 2019 Projects Appreciation to Fellow Locals

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — At this writing in late 2018, while our local awaits an upcoming year of many projects and full employment, we would like to thank Kitchener Local 804 for helping to give our members some jobs. Also, thanks go out to those who have helped us man our jobs during our recent busy times.

Local 530 is saddened to report the recent passing of Bro. Lawrence Brander and Bro. Wilber Anderson.

Al Byers, P.S.

Career of IBEW Service

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Local 558 would like to pay tribute to Bro. Ralph Mayes, former business manager.



Local 558 former business manager Ralph Mayes.

Ralph was initiated into IBEW Local 558 in August of 1978 and became a journeyman wireman in May of 1981. He worked in this jurisdiction and throughout the country as a journeyman wireman. He became the local's dispatcher/assis-

tant business manager in 2004 and served in that roll until 2012. He was also elected president of Local 558 in 2010 and appointed business manager in 2012. He was re-elected business manager in 2013 and 2016 and maintained that position until he resigned from office on Nov. 2, 2018.

He was also a delegate to the Shoals Central Labor Council, served as president of the council from 2012-2014, and was "Labor Person of the Year" in 2014.

Bro. Mayes was elected president of the North Alabama Building & Trades Council in 2012 and held that position until Nov. 2, 2018. Numerous union brothers and sisters across the country have had the pleasure of working with Bro. Mayes.

On behalf of the officers, staff, and especially the members, we thank Bro. Mayes for his longtime service to this local union. We wish you the best, Bro. Mayes.

Mac Sloan, Pres./Mbr. Dev.

RENEW Group Honors Veterans

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL — In November last year, Local 606 RENEW members, led by Lorraine Llauger, participated in the City of Orlando's Veterans Day parade. Members of RENEW built and decorated a float used for the parade. Seventy members and family participated on the day of the parade and were well-received by the public. RENEW members handed out candy and literature highlighting the benefits of union membership. Sister Llauger and the rest of the Local 606 organizing team use every opportunity to recruit new members into the IBEW.

Instructor Sean Donnelly was instrumental in working with DeWalt Tools to donate its NEC workbook to all the 4th year and 5th year apprentices. These books are a great reference when the apprentices are studying to take their journeyman test. Trip Long, with DeWalt Tools, said it best in a letter to his management team about the apprentices. He wrote: "I am sure you all [understand] the commitment, determination, sacrifice, and hard work it takes to get to where these men and women are today in their education. It gives me tremendous pride to know that we are able to be a very small part of this journey." Each apprentice wrote a thank-you letter to DeWalt Tools for the donation. It is essential to have productive partnerships with all our training partners. We are grateful to DeWalt Tools for its sponsorship and dedication to our apprenticeship program.

Work continues to be good in the jurisdiction and we are busy organizing nonunion electricians.

Fernando Rendon, P.S.



Local 606 RENEW Committee, fellow local union members and their families assemble for the City of Orlando Veteran's Day parade in November 2018.

Big Projects in Progress; JATC Apprenticeship Graduates

L.U. 666 (i,mt&o), RICHMOND, VA — The work outlook in the area continues to look promising with several large projects in progress or on the horizon. A



Richmond, VA, Local 666 JATC graduates, from left: Barry Barrett, Kody Walter, Jessie Farmer, Stuart Aldridge, Lucas Williams, Travis Monger, Jordan Rudacille, Cory Taylor.

renewed focus on external organizing is showing favorable results as 29 new members were sworn in at the November 2018 meeting alone. Many thanks to the travelers who have come to help us continue the tradition of union skill and quality on various projects throughout the jurisdiction.

Our heartfelt sympathy goes out to the Bates-Massenberg and Krouse families as they mourn the untimely passing of relatives from our local. We are saddened by the passing of apprentice Aaron "A.J." Brockington and inside journeyman wireman Shaun Krouse. A.J. Brockington's father, Aaron Massenber, is a journeyman wireman with 24 years in the local. Shaun Krouse was a third-generation IBEW member with several family members in the local.

Congratulations to the newest apprenticeship graduates: Barry Barrett, Kody Walter, Jessie Farmer, Lucas Williams, Travis Monger, Jordan Rudacille and Cory Taylor. Congratulations to all on your achievement and best of luck as you continue in the trade.

Jeremy Davis, P.S.

Recognition for Members

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,uow&ws), WEST FRANKFORT, IL — This month, we take time out to recognize four of our members. On Monday, Nov. 26, journeyman linemen Delman Mayhew and Chance Lenon, along with apprentice linemen Charlie Hofmann and Payton Clark, who were working on a Henkels & McCoy transmission job, rescued area farmer Ed Gobin from his tractor as he slumped over the wheel while it was in motion. Gobin had no pulse or breath when they pulled him off the machine. The IBEW members performed CPR, phoned for assistance, and ultimately saved this man's life. The crew visited with Gobin at the Evansville, IN, hospital's intensive care unit on Friday, Nov. 30, and he was discharged

home on Monday, Dec. 3. As of press time, we have nominated all four of these members for the IBEW Lifesaving Award, due to the entire crew's coordinated effort and measured response that enabled this successful outcome.

The local was successful in organizing two new groups at the City of Poplar Bluff, MO. In the Police Department, the dispatchers have been in negotiations for a first agreement, and the police officers

are beginning their discussions as well.

As of this writing, our referral books are as follows: Inside Construction — 93; Outside Construction — 33; and Line Clearance — 5.

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

Appreciation for Service; EWMC Conference a Success

L.U. 716 (em,i,lctt,rts&spa), HOUSTON, TEXAS — Greetings, brothers and sisters. I hope this finds you and your family well. The work situation in Local 716 is slow, but we are hopeful it will pick up. We appreciate all the local unions that have put our members to work.

Our thoughts and prayers go out to the family of the late IBEW Int. Pres. Emeritus Edwin D. Hill, who passed away Dec. 1, 2018. We thank the Hill family for sharing him with us, and we appreciate his leadership of the IBEW over the years.

We congratulate Brother John E. Easton Jr. on his appointment to the Seventh District staff. Thank you, Brother Easton, for your service since 1992 as an officer, or staff member, for Local 716. As the business manager/financial secretary, you and your team have led us for the betterment of all members and retirees. Your efforts have affected many members and their families. We wish you the best in your new position in the IBEW. We will miss you. Brother Easton.

The National EWMC Conference was held here in Houston, and everyone who attended had a good time. We thank everyone for coming, and a big thanks also goes out to those who participated on the Day of Service. The organizations that received the help on the Day of Service were very appreciative.

David R. Alley, Pres.

'Welcome to New Journeyman'

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Congratulations to our newly minted journeymen: Greg Bateman, L. Gene Biering, William Dean III, Lewis Dubois, Brent Heaton, John Heaton III, Berrino McClary, Louis Palmer, Eric Pringle, Thomas Roberts, Bryan Sineath, Minh Tran, Landon Williams and Steven Witoszynsky. These guys all worked hard, and some endured great illness and tragedy. We have 14 new journeymen. They are our future.

We need more people like these to fill our shoes when the time comes. I noticed that some of our apprentices are older than apprentices used to be in the old days. Many of us have had the experience of trying to get our sons and daughters and other young people interested in our field only to see them reject the offer. Many people nowadays need a little more life experience, a few hard knocks if you will, before they realize the value of a good union. Brothers and sisters, tell people who are in their 30s, 40s and even older about the great career that they can have. A person 50 years old can still attain journeyman status, especially if he has experience, and then enjoy 15 years or more of a great career, enough to pay off a house send a child to college and do the things we all want to do. Remember, the best salesman is a customer. Do your part, brothers and sisters, to help share this information about available opportunities.

Andrew Weiner, P.S.

Young Workers/RENEW Group Provides Service to Community

L.U. 824 (t), TAMPA, FL — On Nov. 17 last year, our local chapter of the EWMC teamed up with our Young Workers/RENEW committee, along with members from IBEW Local 108 and IBEW Local 915, to do some much-needed work for a veteran in need. In the spirit of the EWMC National Day of Service, we teamed up with the Disabled American Veterans (DAV) organization's Volunteer for Veterans program by doing some routine maintenance, like painting and yard work, for a veteran in Tampa. It was a great day of service and solidarity.

Also, we gave out 25 gift baskets at Thanksgiving for families in need. The baskets were filled with all the trimmings for a great Thanksgiving Day dinner and came with a gift certificate for a ham or turkey from a local grocery store. At press time, we were also making plans to give out gift baskets again for Christmas 2018.

Thanks to the staff and members of IBEW Local 824 who gave their time, energy and generosity to make sure that this holiday time truly is a season of giving. In solidarity.

Keith LaPlant, P.S.

2018 Midterm Election Wins; Politically Active Membership

L.U. 1340 (i&o), NEWPORT NEWS, VA — Local 1340 is proud of our support for U.S. congressional candidates who were endorsed by the Virginia AFL-CIO in the midterm elections last November. We worked for challenger Elaine Luria, who won in the 2nd Congressional District; Bobby Scott, who was unopposed in the 3rd Congressional District; and Vangie Williams, who ran a great campaign in the very tough 1st Congressional District. Because Democrats now hold the

majority in the U.S. House of Representatives, Rep. Scott is serving as chair of the House Committee on Education and the Workforce, which will direct legislation affecting our apprenticeships and labor laws. Voters in Virginia flipped three seats in its congressional representation, from four Democratic seats previously held to seven Democratic seats now held (of 11 total seats). Special thanks to all members who walked precincts on Saturdays and manned precincts on election day to help make this happen!

It is with regret that we announce the passing of Brothers Bruce Jones and retiree Del Sagaser, members of our maintenance division, and Bro. Frank Modlin Sr., retired member of the inside unit.

James Avery, P.S.



U.S. Rep. Robert C. Scott (3rd-VA), left, accepts a check from IBEW-COPE presented by Jim Avery, political coordinator for Local 1340.

Steward Training Session; Active & Involved Membership

L.U. 1466 (u), COLUMBUS, OHIO — We at Local 1466 hope all our members and their families had a great holiday season.



Local 1466 new members Daniel Scheeler (left), Cody Spencer and Landon Denes are sworn in by Bus. Mgr./Pres. Rod Cockrell.

As of writing in December, we are hoping to start the upcoming new year off strong by organizing Union Stewards Training in January 2019. This will benefit our stewards as well as the members they represent by increasing their knowledge and improving their ability to advance our members' interests. Being a local that covers a very large area can be a challenge, and well-trained and knowledgeable stewards can act as the eyes and ears of Local 1466 to make sure that nobody is forgotten.

We would also like to encourage our members to attend one of the various monthly membership meetings as often as possible. The more involved you are in the local, the stronger we will be. Remember, IBEW Local 1466 isn't just a name or a building. Our local is the actual members who are a part of it. We would love to see you and give you the opportunity to shape the direction and the future of Local 1466. Hope to see everyone at the next union meeting!

Jimi Jette, P.S.

IBEW MEDIA WORLD

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

www.ibew.org

Get all the news for and about IBEW members, including the online version of *The Electrical Worker*, at IBEW.org.

YouTube

Membership numbers are growing again in IBEW's Seventh District. Visit YouTube.com/TheElectricalWorker to discover what's behind our organizing successes in the southwest U.S.

Vimeo

Members of Cumberland, Md., Local 307 recently modernized a

historic church's wiring. Learn about the building's ties to George Washington and the Underground Railroad at

Vimeo.com/IBEW.



HourPower

IBEW Hour Power is our online video magazine showcasing stories and messages that promote the pride and professionalism of the organized electrical industry. Go to IBEWHourPower.com and take a look.



ElectricTV

From high-rises to data centers, the NECA/IBEW Powering America Team gets the job done right the first time. Check out Electric TV so see some of our accomplishments.

ElectricTV.net



Summary Annual Report for Int'l Brotherhood of Electrical Workers' Pension Benefit Fund

This is a summary of the annual report for the INT'L BROTHERHOOD OF ELECTRICAL WORKERS' PENSION BENEFIT FUND, (Employer Identification No. 53-0088380, Plan No. 001) for the period July 1, 2016 to June 30, 2017. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were

\$162,565,058. These expenses included \$9,665,198 in administrative expenses and \$152,899,860 in benefits paid to participants and beneficiaries. A total of 484,059 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$2,049,184,341 as of June 30, 2017 compared to \$1,930,638,918 as of July 1, 2016. During the plan year the plan experienced an increase in its net assets of \$118,545,423. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$281,110,481, including employee contributions of \$71,108,865, gains of \$101,694,266 from the sale of assets, earnings from investments of \$111,575,337 and other income of \$-3,267,987.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of the plan assets; and
4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator:

Kenneth W. Cooper
International Secretary-Treasurer
900 7th Street, NW
Washington, DC 20001-4089
82-4445797 (Employer Identification Number)
(202) 728-6200

The charge to cover copying costs will be \$13.50 for the full report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

International Brotherhood of Electrical Workers
900 7th Street, NW
Washington, DC 20001

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in November 2018

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Burden, B.	9/17/18	25	Parker, G. A.	9/8/18	103	Procopio, F. V.	8/28/18	275	Contreras, D. M.	12/24/17	474	Shands, J. L.	9/7/18	760	Mink, C. E.	8/7/18
1	Ferrara, F. A.	9/10/18	26	Wynne, J. G.	10/17/18	105	Fleg, A. L.	9/8/18	275	Mallison, D. H.	10/3/18	479	Hill, T. A.	9/25/18	768	Lloyd, G. E.	10/10/18
1	Hall, G. C.	7/13/18	35	Beck, G. A.	8/26/18	110	Vallant, D. F.	9/9/18	278	Lewis, T. P.	10/5/18	479	Smith, R. E.	8/14/18	769	Hayes, L. V.	8/3/18
1	Hogan, C. J.	7/15/18	38	Doughty, R.	7/30/18	110	Wagner, C. L.	9/17/18	278	Sorenson, T. E.	7/11/18	480	England, C. E.	9/16/18	776	Miller, W. J.	7/26/18
1	Jackson, R. L.	10/2/18	38	Schaller, E. S.	9/28/18	110	Wheeler, J. E.	9/15/18	280	Kowalewski, J. D.	8/16/18	480	Powell, J. D.	10/11/18	804	Psutka, J. M.	9/16/18
1	Kackley, D. C.	10/10/18	41	Bieber, F. W.	10/12/18	111	Lambert, E. P.	8/19/18	292	Breitenbach, G. L.	9/29/18	483	Rohrer, R. P.	7/16/18	807	Rossi, J. A.	11/5/17
1	Levitt, S.	8/24/18	42	West, D. L.	10/2/18	111	Lynch, R. T.	8/15/18	292	Larson, J. S.	9/24/18	488	Gorman, R. M.	9/16/18	816	Dickson, T. D.	9/1/18
1	Moss, N. R.	9/24/18	43	DiMento, G.	9/25/18	113	Davis, S. R.	10/6/18	292	McGowan, J. P.	3/18/18	494	Balistreri, A.	6/11/18	852	Lambert, B. E.	10/4/18
1	Powell, K.	9/4/18	46	Dailey, J. W.	6/4/18	115	Geen, K. J.	10/20/18	292	Palmquist, D. C.	10/15/18	502	Chapman, T. S.	10/2/18	852	Neal, J. D.	9/3/18
1	Walker, J. E.	9/22/18	46	Kleisath, S. N.	9/21/18	115	Jackson, D. R.	3/24/18	292	Schmitz, J. P.	9/18/18	502	Prosser, R. H.	9/2/18	861	McInnis, D. R.	9/12/18
1	Zugmaier, G.	10/6/18	46	McGinty, P. D.	2/10/18	117	Figgins, P. E.	8/28/18	292	Simonson, D. C.	9/5/18	505	McGill, L. M.	9/10/18	890	Kolden, R. F.	9/23/18
3	Abramson, A. P.	9/24/18	46	Olson, W. E.	8/28/18	124	Maniez, T. J.	8/30/18	292	Simpkins, J. E.	10/7/18	508	Cowart, K. D.	3/14/18	910	Garbutt, M. C.	10/24/18
3	Armband, R.	9/5/18	46	Youngs, R. G.	9/21/18	124	Phillips, D. E.	9/20/18	292	Waples, W. R.	9/11/17	520	Manglberger, R. J.	8/28/18	915	Burbridge, B. V.	8/31/18
3	Bisignano, V. S.	9/12/18	48	Backes, R. S.	8/31/18	124	Place, D. E.	10/21/18	292	Wermerskirchen, P. H.	9/22/18	527	Wells, F. P.	9/11/18	915	Murray, A. K.	7/15/18
3	Brengel, K. W.	9/22/18	48	Garren, E. D.	9/23/18	124	Pricer, K. W.	10/19/18	292	Loftis, D. S.	8/25/18	530	Brander, C. L.	8/3/18	932	Hayes, W. R.	8/23/18
3	Favilla, J. J.	10/10/18	48	Kind, K. A.	9/7/18	124	Thomas, G. L.	10/11/18	295	Miller, T. G.	4/2/18	531	Rogers, G. E.	8/14/18	969	Archibeque, M. E.	6/16/18
3	Garafola, G.	9/29/18	48	O'Gieblyn, J. T.	7/4/18	126	Betts, J. W.	9/21/18	295	Laughlin, G. H.	7/20/18	532	Wright, J.	9/24/18	985	Frazier, L. W.	7/24/18
3	Grisanti, J. L.	3/28/18	48	Trapp, S. C.	9/22/18	126	Blough, K. R.	9/20/18	301	McCann, B. A.	9/25/18	538	Towner, C. L.	9/21/18	985	Windham, W. W.	8/26/18
3	Heeb, M. P.	9/16/18	53	McHenry III, J. L.	6/21/18	126	Campisi, C. J.	6/21/18	301	Mills, G. M.	8/12/18	545	Ruhnke, L. R.	7/9/18	993	Sheppard, G. T.	8/26/18
3	Hirschel, A.	9/14/18	56	Fuller, D. S.	9/22/18	126	Ferguson, A. C.	10/11/18	302	Morenz, R. G.	10/3/18	551	Carnahan, J. I.	1/12/18	995	Avery, R. W.	9/23/18
3	Kovalskiy, B.	10/15/18	57	Caiton, D. H.	10/18/18	126	Prebish, J. J.	9/18/18	302	Stark, T. B.	4/6/18	558	Irons, K. G.	8/1/18	995	Terrio, D. J.	9/25/18
3	Leonard, N. V.	4/14/18	57	Cromar, D. W.	4/5/18	126	Stultz, P. R.	9/26/18	304	Cannady, R. G.	9/27/18	569	Keeney, M. M.	8/27/18	1002	Smith, J. L.	9/2/18
3	McGee, F.	2/5/18	57	Gilgen, L. D.	7/3/18	129	Koepke, R. D.	9/9/18	306	Hardgrove, E. A.	9/20/18	569	Valadez, F. J.	9/25/18	1131	Davies, L. B.	8/25/18
3	Nation, L. E.	9/15/18	58	Cantrell, R. E.	10/1/18	131	Way, F. J.	7/29/18	306	Blume, K. H.	10/4/18	569	Vasquez, J. R.	10/21/18	1205	Anderson, J. M.	10/10/18
3	Pasheluk, A.	9/12/18	58	Conflitti, P. A.	9/13/18	134	Ball, M. W.	9/14/18	309	Page, D.	9/10/18	570	Bell, N. A.	9/13/18	1205	Wolf, H. J.	8/26/18
3	Petrozzella, T. A.	9/2/18	58	Garrett, T. E.	9/22/18	134	Bracher, R. H.	8/15/18	309	Duley, F. C.	9/17/18	570	Draman, H. L.	10/3/18	1205	Worley, L. F.	9/21/18
3	Stengel, A. D.	10/20/18	58	Garrity, R. G.	10/2/18	134	Bridges, M.	8/12/18	317	Fowler, R. G.	9/24/17	570	Ludwig, P. E.	9/27/18	1245	Wearin, N. V.	10/9/18
3	Stone, H. I.	8/11/18	58	Judson, G. L.	9/16/18	134	Clark, J. E.	9/23/18	325	Schneider, A. G.	10/7/18	570	McKenzie, S. H.	10/14/18	1464	Barnett, H. C.	10/8/18
5	Bosilovich, S. E.	10/17/18	58	King, E. F.	9/6/18	134	Coyne, N. B.	8/3/18	325	O'Sullivan, M. A.	9/24/18	577	Scholz, G. J.	9/25/18	1516	Mays, H.	10/2/18
5	Heller, K. D.	10/7/18	58	Kunes, W. I.	10/7/18	134	Goetz, R. H.	8/15/18	326	McMath, C. D.	10/20/18	583	Salazar, V.	9/16/18	1525	Craven, R. T.	7/7/18
5	Shindledecker, W. M.	10/17/18	58	Wilson, E. T.	9/16/18	134	Hannigan, F.	10/15/18	332	South, J. W.	10/13/18	584	McCurdy, R. E.	10/21/18	1547	Grange, B. J.	8/27/18
5	Soukup, D. A.	7/28/18	60	King, V. W.	9/5/18	134	Hengels, N. T.	9/5/18	332	Carswell, M. T.	10/5/18	584	Swafford, J. T.	9/22/18	1547	McSorley, J. E.	9/18/18
6	Cowgill, G. H.	7/28/18	68	Mesch, G. J.	6/23/18	134	Johnson, G. J.	8/26/18	342	Mooney, H. C.	7/22/18	595	Adams, R. P.	9/24/18	1547	Ouellette, R. D.	8/30/18
6	Porter, N. R.	9/5/18	71	Brown, J. E.	8/11/18	134	Kenaga, G. J.	11/21/17	342	Mattson, D. L.	12/24/17	595	Griffitts, R. H.	9/17/18	1579	Fuechsel, R. L.	9/16/18
6	Washington, T.	7/26/18	76	Hedman, E. K.	9/22/18	134	Kiehn, D. R.	9/22/18	347	Nauman, R. D.	9/22/18	596	D'Anselmi, K. S.	9/14/18	1583	Hovorka, E. J.	9/3/18
6	Washington, T.	7/26/18	76	Magrann, J. F.	8/12/18	134	Kinell, R. G.	9/13/18	347	Anderson, S. M.	9/17/18	601	Gustafson, A. E.	10/18/18	1583	Turk, C. W.	10/16/18
6	Yamamura, J. H.	9/25/18	77	Pontow, E. C.	4/19/18	134	Kotowski, J.	9/29/18	349	Bailey, A. B.	9/30/18	601	Sadewater, R. W.	10/10/18	1620	Smith, E.	8/17/18
8	Armitage, W. F.	9/26/18	77	Watts, D. L.	9/27/18	134	Lynch, A. J.	10/19/18	349	Brush, D. R.	9/13/18	602	Cabezuela, R. F.	8/27/18	1638	Nees, P. A.	5/29/18
9	Graf, P. J.	9/18/18	81	McNamara, F. P.	10/15/18	134	Maldonado, J. L.	9/17/18	349	Codrick, D. R.	9/8/18	607	Phillips, R. B.	9/24/18	1701	Burch, E. A.	10/4/18
9	Martin, R. L.	7/26/18	82	Vickers, J. A.	9/1/18	134	Navarra, J.	10/12/18	349	Schechter, J. N.	8/16/17	611	Prather, O. H.	6/6/18	1701	Henderson, H. T.	10/7/18
9	Perez, R. J.	9/26/18	86	Hahn, J. V.	7/9/17	134	Novak, J. S.	9/26/18	349	Behymer, N. D.	10/3/18	613	Duke, T. G.	10/7/18	1701	Nance, T. W.	9/24/18
11	Eskay, R. L.	7/5/18	89	Hibbard, M. A.	4/3/18	134	O'Brien, J. E.	9/30/18	350	Comfort, W. G.	10/1/18	613	Limon, F.	9/25/18	1852	McCarron, T. M.	8/25/18
11	Gurney, C. E.	9/24/18	90	D'Amico, R. J.	10/15/18	134	Petry, T. F.	7/28/18	351	Fenwick, G. J.	10/10/18	617	Pearson, J. E.	9/28/18	1863	Comer, J. K.	6/13/18
11	Rodriguez, C. D.	9/5/18	90	Maxwell, T. F.	8/8/18	134	Quandt, R. R.	8/26/18	351	Koch, J. J.	9/26/18	639	Kugelman, R. M.	8/8/18	1925	Moss, J.	8/21/18
11	Trauth, M.	9/3/18	95	Bennett, T. A.	8/12/18	134	Schuberth, H. G.	10/4/18	351	Manning, J. A.	9/5/18	640	Wallace, J.	10/5/18	1928	Knox, T. I.	1/3/18
13	Harvey, R. J.	10/5/18	96	Fife, R. L.	9/9/18	134	Skiba, S. A.	10/5/18	351	Bizzotto, L.	5/31/18	640	Willingham, J. E.	10/12/18	2172	Wolfe, H.	6/28/18
14	Kachel, R. W.	9/16/18	98	Avington, R.	4/7/18	134	Tyrcha, J. M.	10/24/18	353	Falle, R. B.	10/9/18	648	DeJohn, D. S.	9/11/18	2228	Cameron, C. J.	9/29/18
16	Hyneman, W. E.	9/30/18	99	McFarlane, R. F.	8/27/18	134	Urba, T. J.	8/23/18	353	Hamilton, W. J.	8/4/17	648	Neanover, G. M.	9/14/18	I.O. (23)	Charpentier, G. J.	7/28/18
16	Wheatley, H. E.	9/3/18	102	Brucker, W. G.	9/12/18	134	Vanboxtaele, C.	8/31/18	353	Herlihey, W. T.	9/20/18	649	Singleton, R. L.	9/22/18	I.O. (134)	Alvarez, J. L.	9/23/18
17	Hahn, T. M.	8/25/18	102	Galos, R. B.	1/13/18	141	Boroski, S. J.	9/30/18	353	Knigh, G. R.	9/14/18	659	Piper, J. B.	4/20/18	I.O. (280)	Eastland, D. A.	10/12/18
20	Sheets, R. H.	6/16/18	102	Matz, N. E.	9/27/18	145	Hoffman, L. L.	6/1/18	353	Kupchanko, J.	8/27/18	659	Yager, M. L.	9/25/18	I.O. (457)	Pych, J. F.	9/22/18
21	Hejna, S. J.	9/10/18	102	Meli, L. M.	8/26/18	146	Burger, K. L.	9/27/18	353	Mateus, J. M.	11/4/15	665	Fabiano, J.	7/8/18	I.O. (568)	Axelrod, A. M.	10/9/18
22	Keiderling, F. J.	8/30/18	103	Ash, R. F.	8/1/18	146	Logue, W. B.	9/15/18	353	Mougoyannis, P.	9/30/18	665	Simmons, H. E.	8/7/18	I.O. (577)	Smerling, J. D.	11/17/15
22	Wiese, R. W.	9/12/18	103	Bowden, M. R.	5/28/18	159	Crawford, D. J.	3/3/18	353	Olohan, P. G.	10/21/18	665	Swain, L. D.	10/9/18	I.O. (595)	Healey, M. T.	10/20/18
24	Grammer, W. C.	10/21/18	103	Fitzgerald, J. F.	9/10/18	159	Roberts, D. E.	9/28/18	353	Triantafyllos, A.	6/19/18	666	Ransom, B. E.	10/10/18	I.O. (1393)	Collett, J.	9/1/18
24	Ukura, S. J.	9/25/18	103	Jenks, R. J.	6/12/18	164	Brave, R.	1/10/18	354	Carrigan, G. R.	3/14/16	676	Carroll, P. O.	9/4/18	I.O. (1393)	Henico, D. W.	7/31/18
25	Kalinic, A. T.	11/1/18	103	Pimental, J. A.	8/7/18	164	Dungan, J. J.	9/11/18	354	Truitt, L. M.	6/7/18	676	Morgan, K. R.	10/9/18	Pens. (357)	Scott, H. H.	9/20/18
						175	Crawford, W. C.	9/20/18	357	Nelson, N. D.	7/25/18	681	Johnston, M.	9/3/18	Pens. (424)	Weyenberg, J.	6/17/18
						176	Conness, J. B.	9/5/18	363	Scott, D. O.	8/10/18	681	Lovelace, M. R.	10/8/18	Pens. (814)	Creek, W. F.	9/27/18
						176	Mayotte, D. P.	9/10/18	364	Williams, S.	4/30/18	683	Colby, H. D.	8/31/18	Pens. (I.O.)	Ackroyd, S. V.	9/1/18
						177	Kovacs, M. J.	9/29/18	364	Lightsey, P. L.	11/21/17	683	Rico, W. A.	9/23/18	Pens. (I.O.)	Alley, H. L.	9/8/18
						191	Jake, M. G.	9/13/18	369	Dombeck, D. J.	10/9/18	692	Dishaw, G. G.	9/22/18	Pens. (I.O.)	Beeson, F. L.	9/16/18
						196	Blanca, P. S.	10/5/18	391	Eggl, D. L.	10/31/17	697	Sobkowicz, P. F.	9/9/18	Pens. (I.O.)	Cherry, W. M.	8/15/18
						204	Batteram, L. H.	4/23/18	415	Jandrey, H. K.	9/4/18	701	Larsen, R. A.	8/17/18	Pens. (I.O.)	Downs, R. W.	9/27/18
						213	Hales, D. M.	8/31/18	415	Feiok, J. R.	9/21/18	701	Sheraden, C. W.	9/30/18	Pens. (I.O.)	Duff, K. R.	9/16/18
						213	McCarthy, D.	8/17/18	424	Beminio, R. D.	9/17/18	712	Cowie, D. W.	10/4/18	Pens. (I.O.)	E	

WHO WE ARE

Embracing Apprentice's Charity Drive, Local 413 Electricians Help Fill Santa's Sleigh



Apprentice wireman Chris Scott of Santa Barbara, Calif., Local 413, and son, Declan, stretch out a receipt for a sleigh's worth of toys purchased with members' donations to the Salvation Army Angel Tree program.

With visions of presents under every child's tree, one of Santa's busiest elves and the big-hearted electricians at his day job are helped spread Christmas magic across California's Santa Barbara County.

Chris Scott has made a habit of giving back at the holidays, but this time the fifth-year apprentice inside wireman was determined to do more. Pitching his idea to brothers and sisters at Santa Barbara, Calif., Local 413, they eagerly climbed on board.

he asked instructors for a few minutes of class time to talk about the charity.

In less than 48 hours, apprentices had donated \$1,200. Journeymen joined in when the local sent an email blast and Mike Breyman, Scott's boss at Imperial Electric, wrote a check for \$2,500. Then Santa Barbara's Labor-Management Cooperation Committee, funded by the local and NECA, offered to match donations dollar for dollar.

Scott set out hoping to raise \$3,000. He nearly tripled that, collecting \$8,154.

Local 413 Training Director Gilbert Rea embraced Scott's idea, confident that members would give generously. But, he said, "I never thought it would take off like it did."

When Scott reported the total at a general membership meeting, "Everyone was applauding. They could tell how much of an impact they made. It definitely brought everyone together."

Windfall in hand, Scott's next order of business was surprising the Salvation Army, whose staff didn't know about the fundraising drive, let alone its bounty. "I called them up out of the blue. They were floored," he said.

That's when his work really began. Rather than hand over a check and let the Salvation Army take it from there, he enlisted the local Best Buy store to help him with a Black Friday shopping spree.

But first he had to make a list. He took home a pile of Salvation Army paperwork and began sorting through 240 children's wishes.

He filled his garage with bicycles and scooters from Target. He was able to purchase almost everything else — Legos,

Hot Wheels, dolls, trucks, footballs, building toys, tool sets and more — through his local Best Buy, where he once worked.

The store manager promised rock-bottom prices to stretch the donations as far as possible. In the wee hours of Black Friday, employees began ringing up items from Scott's list and ordering online, taking pains to get the best deal every time.

Best Buy stored the mountain of gifts in its warehouse and made a box truck available for deliveries, in addition to the flatbed that Imperial Electric let Scott borrow.

With local media on hand Dec. 6, Scott and helpers loaded the flatbed for its trip to the Salvation Army, where low-income parents would later choose gifts for their children.

Lt. Juan Torres of the Salvation Army's Santa Maria branch was filled with gratitude. "This wouldn't be possible without all the donations he collected," Torres said of Scott in a TV news interview. "He did an amazing, amazing job."

His local thinks so, too. "We're all really proud of Chris — we're always proud of him," Local 413 Business Manager Chuck Huddleston said. "Chris is smart and caring and always quick to step forward to help with any volunteer effort, as a volunteer and a leader. Anything you ask him to do, he does. We're excited about his future."

Raising his son to be just as caring, Scott brought him along on delivery day. For weeks, 2½-year-old Declan had maneuvered around a sprawl of toys in his home, purchases that weren't part of the Best Buy cache.

"He kept wanting to play with them, but we said, 'You're going to help give them to other kids,'" Scott said. "He understands that. He sorts through his own toys when we ask him to choose things to donate. He knows how good it feels to give." ■



Working with a Best Buy employee and apprentice Chris Scott, Local 413 Training Director Gilbert Rea, front, helps load gifts for delivery to the Salvation Army.

You can measure their success by the length of a flatbed truck that looked as if it had just arrived from the North Pole.

"It struck a nerve that there are kids out there who don't get to open presents on Christmas Day," Scott said, thinking of his own happy toddler and the little-boy treasures under their tree.

"Working in these great trades, we've got a little bit of money. We wanted as many kids as possible to experience the same kind of joy as our son."

Inspired by the Salvation Army's Angel Tree and the families he and his wife adopted in past years, Scott decided to approach fellow apprentices. In October,



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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New York Governor to Local 3: 'Your Fight is Our Fight' against Charter/Spectrum



New York Local 3's fight with Charter/Spectrum is nearing the two-year mark. Members and their allies are far from rolling over, however.

More than 1,000 protesters and striking workers rallied outside the company's Manhattan offices on Dec. 5, where they were joined by New York Gov. Andrew Cuomo. The group joined with Local 3 leaders in launching a digital ad campaign that urged consumers to "cut the cord with Spectrum."

It's all part of an ongoing battle against corporate greed. About 1,800 Local 3 members employed by Charter/Spectrum as technicians, engineers and warehouse workers went on strike in March 2017 after the company refused to back off proposals that would have shifted most of the pension and health-care funding to employees.

To make matters worse, Charter/Spectrum did so during a period of high profitability. CEO Tom Rutledge was paid \$98.5 million in 2016, making him the highest-paid CEO in the United States at the time.

"We are going to stand shoulder-to-shoulder with the working men and women of this state," said Cuomo, who recently was re-elected to a third term and has long supported the strikers. "I pledge to you today to stand united."

According to the New York Daily News, Cuomo urged the state's labor leaders during a recent dinner to rally around Local 3 members. Cuomo held the dinner to thank those labor leaders for

their support during his re-election bid.

He is one of several New York politicians to support Local 3 in the dispute. Cuomo and Mayor Bill de Blasio are refusing to appear on NY1, the all-news channel owned by Charter/Spectrum. Sen. Kristen Gillibrand pulled out of a debate sponsored by NY1 during her successful re-election bid.

"You have to show your workforce fairness. ... It means fair pensions, fair benefits, fair work rules and respect for the workforce."

— Gov. Andrew Cuomo

The governor noted the close relationship he and his father, Mario Cuomo, who served as New York's chief executive from 1983-94, had with Harry Van Arsdale, the late, legendary Local 3 business manager.

"Harry Van Arsdale taught me that the labor movement is about two things," the younger Cuomo said. "It's about fairness and it's about respect."

"And that's what we're saying to Charter/Spectrum and every corporation in the state. You have to show your workforce fairness and respect. That means fair pay. It means fair pensions, fair benefits, fair work rules and respect for the workforce."

Local 3 Business Manager and International Executive Council Chairman Christopher Erikson told the crowd that

Charter/Spectrum's strategy has been to force decertification of the union.

"They knew that a strike would result in hardship," Erikson said. "They basically had 1,800 people out of work. They starved them into submission and unfortunately, some of them went back to that company under the implemented terms. Very tough decision, I know that."

"But the fact is, that was the plan from the very beginning. Force the strike and then force decertification of the union."

A Charter employee has petitioned the National Labor Relations Board for a vote to decertify Local 3's jurisdiction, a move believe is being privately pushed by Charter management. Local 3 officials have pushed back and insisted that any new agreement covers employees who already have returned to work.

Erikson praised Cuomo for getting the two sides back to the negotiating table, where he said "we made every effort to make an agreement."

"As we got closer, very close, they realized if they make an agreement, then they would lose on the decertification and the workforce would want to have a union contract," he said. "And what did they do? They walked away from negotiations."

Local 3 had a largely productive relationship with Time-Warner Cable when it controlled the city's cable franchise for decades, but that meant little after Charter — which has rebranded itself as Spectrum in many areas — completed its merger with Time-Warner in May 2015.

Members went on strike after Char-

ter/Spectrum proposed the elimination of the health plan, in which the company paid for most of the costs, for one in which employees shouldered the financial burden. Charter/Spectrum also wanted to eliminate the company's contributions to Local 3's pension fund and health-care accounts and move workers to the company's own plan.

Local 3 officials noted those rollbacks would more than cancel out any increase in wages proposed by the company. Even before the strike, Charter/Spectrum technicians were forced to perform work with outdated equipment and were sent to customer's homes with company officials knowing they could not fix the problem on the first visit. That made it more difficult for employees to earn raises.

The company also proposed greater flexibility in hiring independent contractors to perform work.

Charter/Spectrum officials said they have backed off some of their proposals and that reports in New York media that they walked away from bargaining were inaccurate. Not true, said Local 3 business representative Derek Jordan, who has been involved in talks throughout the strike.

"They said they made concessions, but there were no concessions," Jordan said. "They said they were going to implement their own terms and they walked out on us."

Local 3's dispute with Charter/Spectrum is part of a larger dispute the state is having with the company.

In July, the New York Public Service Commission revoked its previous approv-

New York Local 3 members and allies rallied in front of Charter/Spectrum's Manhattan offices on Dec. 5, above; New York Gov. Andrew Cuomo, wearing a Local 3 jacket, smiles as Local 3 Business Manager Christopher Erikson addresses the crowd.

al of the merger between Charter and Time Warner, ruling the company has repeatedly missed deadlines to build out its network to rural and underserved parts of the state, and ordered it to come up with an exit plan to leave the state.

In mid-December, then-New York Attorney General Barbara Underwood announced a settlement with Charter officials in which the company would pay a fine of \$174 million, plus refund customers \$62 million, after it defrauded and misled internet subscribers by promising to deliver service it could not deliver.

"Fulfill your promises or pay the price," Underwood said in a statement. Letitia James, the former New York City Public Advocate and a longtime Charter/Spectrum critic, was elected to the attorney general's post in November and inaugurated in January.

New York officials say there is a path for Charter/Spectrum to remain in the state. But in order to do so, it must negotiate a fair contract with Local 3, Cuomo said.

To the working men and women standing up to Charter/Spectrum, Cuomo said, "Your fight is our fight. Until you win, none of us wins." ■