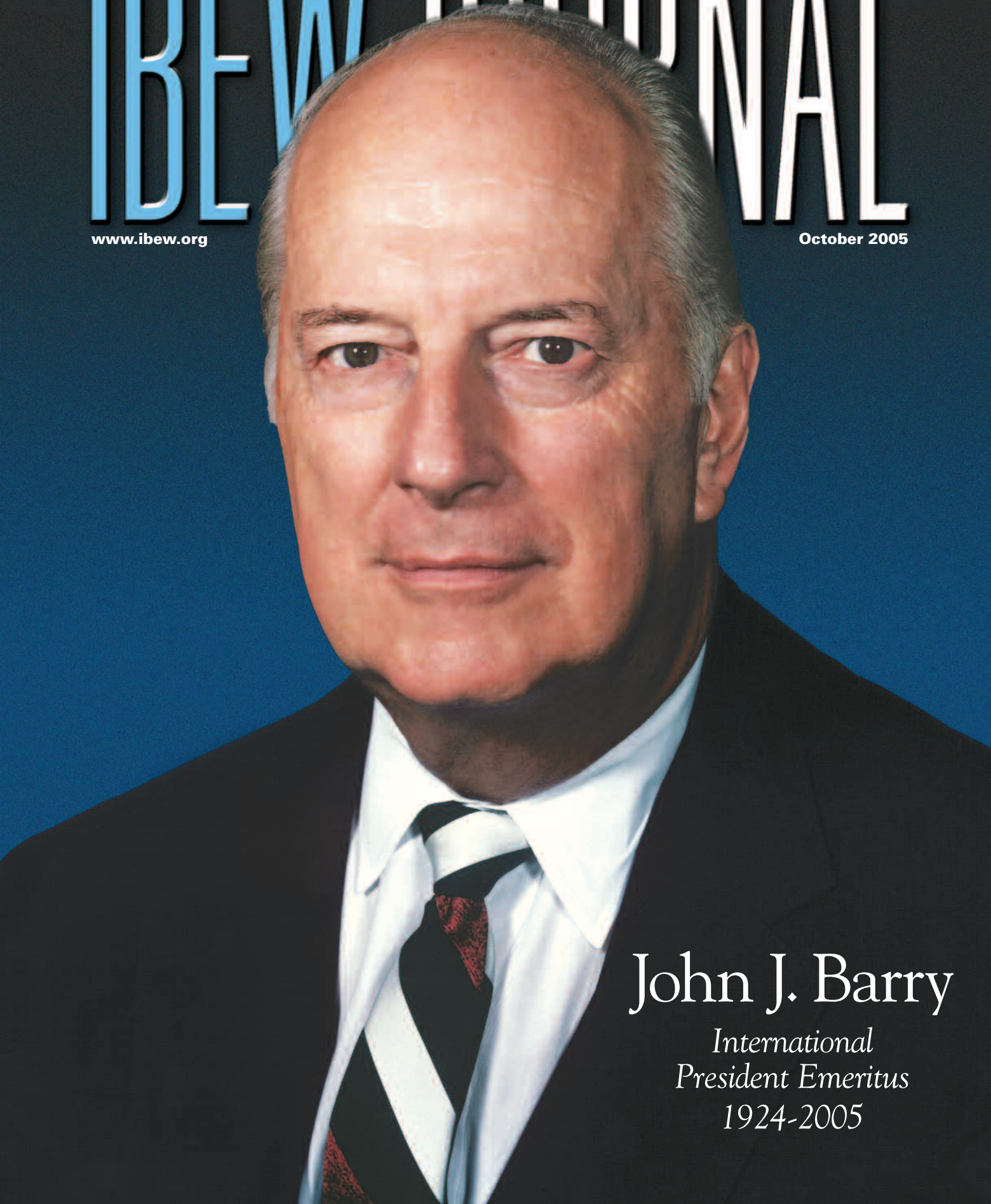


IBEW[®] JOURNAL

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October 2005



John J. Barry

*International
President Emeritus
1924-2005*



LETTERS TO THE EDITOR

Straight From the Heart

I'm so pleased to hear of the efforts to support our troops by Patrick O'Keefe and the IBEW in the July/August *Journal*.

I've been baking and sending cookies to them since early February. Over 28,000 cookies sent, so far. I have one grandson in Baghdad, as well as several of my guys and gals that I stay in touch with, so I know how much they like anything from home.

Merry Debbrecht (the Rose Hill cookie lady)
Spouse of Rick Debbrecht, Local 304 member, Topeka, Kansas

Everything Considered

I would like to reply to Brother Wray's letter in the September *Journal*. I would like to remind my brothers and sisters that there are moral issues other than abortion and homosexuality and frankly the GOP fails the test on most of them.

The "moral compass" points in many directions. It points to poverty as a moral and religious issue, as in the Bush administration's budget and tax policies that disproportionately favor the wealthy and unduly burden the poor. It points to environmental stewardship—caring for God's earth as a moral and religious issue, as in policies that serve corporate interests at the cost of the environment. The compass points to truthfulness as a moral and religious issue, as in misleading the country, based on fallacies, into a "war of choice" at the cost of thousands of human lives and countless billions of dollars.

As union members we need to evaluate, and vote, all of our values—not just one or two. I fear that if we don't, one day we will wake up and there will no longer be a labor movement and thus no middle class.

Jody Mauller
Local 983 member, Huntington, Indiana

Still Doesn't Get It

The Bush administration still has not learned one of the central lessons of Hurricane Katrina: Poverty and substandard wages hurt our nation. The 1931 Davis-Bacon Act "requires federal contractors to pay at least the prevailing wages in the area where the work is being conducted." Bush has issued an executive order to suspend Davis-Bacon and allow federal contractors rebuilding after the hurricane to profit at the expense of their workers. Rep. George Miller (D-CA), the ranking Democrat on the House Committee on Education and the Workforce, notes that Bush is "using the devastation of Hurricane Katrina to cut the wages of people desperately trying to rebuild their lives and their communities."

Chuck Kaiser
Local 292 member, Minneapolis, Minnesota

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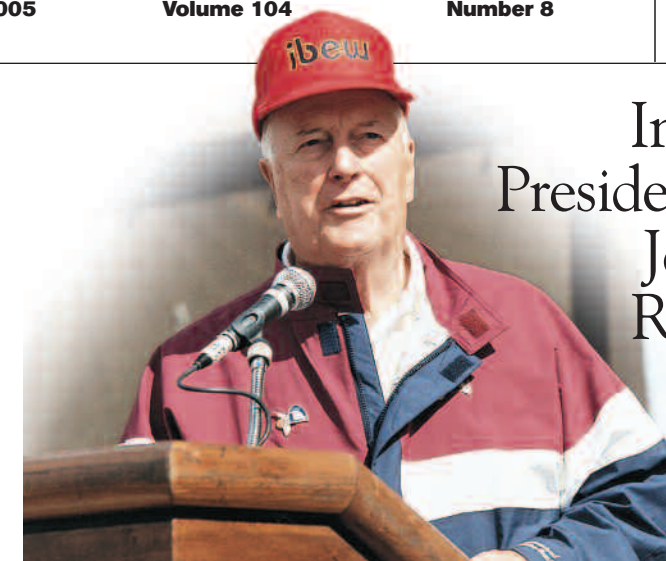
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John J. Barry in 1991

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Tragedy Strikes, Action Follows

Our national tragedies bleed into one another. We try to fathom the pain of the husband who lost his wife's grip in the rushing tide of Hurricane Katrina, just as we forever try to grasp the anguish of families who witnessed their loved ones extinguished in the blazing Twin Towers four years ago.

As we were preparing to mark the fourth anniversary of the attacks of September 11, 2001, Hurricane Katrina came roaring up the Gulf of Mexico. The storm had already hit southern Florida, a state still recovering from the triple whammy of hurricanes in 2004. But that was just the warm-up for the devastation Katrina visited upon parts of Mississippi and Alabama. And just as the people of New Orleans thought they had dodged the worst of the tempest, the levees holding back the Mississippi River gave in, bringing the worst destruction ever wrought on a major American city. The extent of the devastation was so complete that it was difficult to comprehend.

The failure of government to act quickly to help the victims is now well known. But the people held up their part. Rescue workers and volunteers risked their lives to save others. As always, utility and outside line workers, including thousands of our members, went to work to restore vital power. Many more construction workers were poised to begin the rebuilding effort.

From what seemed like worlds away, many others showed tremendous generosity to help. Checks for relief efforts poured in, including to our own IBEW Hurricane Katrina Relief Fund (see page 10).

Many commented on the feeling of helplessness they felt watching the suffering of the people of the Gulf Coast. We realized early on that the IBEW is not a relief organization and could not duplicate the work of the Red Cross, and the federal agencies (once they finally got on the stick). But we knew immediately that we had an obligation to help our members and their communities in any way we can. An estimated 3,000 IBEW members and their families were affected by Hurricane Katrina in one way or another. Getting them back on their feet became the Brotherhood's priority. Our efforts included such immediate necessities as bottled water and moved on to soliciting corporate donations of tools and work boots for members affected by the storm. Our relief

fund will give us the resources to help members with the long-term rebuilding of their lives and homes. This is an effort that will take many months, probably years.

There is work of another nature to be done. Even in the face of unspeakable tragedy, the Bush Administration, so slow to alleviate the suffering of those left with nothing because of the hurricane and subsequent floods, wasted no time in implementing their own political agenda. The traumatic events in southern Mississippi and New Orleans were compounded on September 9 when the President announced that he was suspending the Davis-Bacon Act in parts of Louisiana, Mississippi, Florida and Alabama.

Davis-Bacon, passed in 1931, provides for workers on federal projects to be paid the prevailing wages for their geographical regions. Underscored by the belief that the American people don't want our tax dollars subsidizing employers who fail to pay workers a living wage, the law has benefited generations of IBEW and building trade members.

Claiming that suspending Davis-Bacon is necessary to lower the cost of federal rebuilding efforts to taxpayers, the administration is slashing the wages of our members and others in the Gulf before many have even returned to work. The very workers who are being asked to wade into the toxic muck to clean up behind the floods are also being told that they do not even deserve to earn the prevailing wage – which is already low in the mostly nonunion Gulf area. This is salt in the wounds of the suffering and yet another giveaway to wealthy contractors who write big campaign checks for presidential campaigns and who expect to continue their profiteering ways even in the face of this disaster. Halliburton, Vice President Dick Cheney's old company, is already moving in to reap profits from this disaster, just as it has made millions from contracts in Iraq. You don't need to be a math wizard to put two and two together.

Lest there be any confusion about where the president's action could lead, we should listen to the voice of Grover Norquist, one of Bush's main supporters and a leader of Republican conservatives. He says that Republicans should seize on Bush's precedent to end Davis-Bacon everywhere. Eliminating prevailing wages was a plank in the Republican platforms of 1996 and 2000.

Norquist is reminding us that, like hurricanes which batter the South, economic and political forces in that right-to-work region can and will shift northward.

This prospect of growing economic anguish has stimulated an overdue discussion about class, race and our national priorities.

Big Oil executives blame Katrina for rising fuel prices,

while rolling in record profits and salaries. Sensing the growing anger at corporate America's profiteering, Senate Majority Leader Bill Frist, R-Tenn., even postponed the introduction of a bill to permanently cut taxes on the estates of the super rich.

While some choose to blame the victims of Katrina for not evacuating New Orleans, the undeniable reality is that most of the citizens who were left behind or remained are African-Americans who labor at the very bottom of the city's pay scale and lacked suitable transportation or financial means to get out in time.

In a most remarkable shift in public opinion, in Katrina's wake, a majority of Americans now feel that the main danger facing America is not terrorism, but the shape of our domestic economy. Millions more openly question whether our nation's military engagement in Iraq has left us more vulnerable to disasters on the home front.

As we sort through these weighty questions, all members should be proud of IBEW hurricane relief efforts across the U.S. and Canada (the original home of many Louisiana residents). They are a fitting tribute to the memory of recently-passed President Emeritus Jack Barry, who always strove to build a union of "hearts and minds."

Our generous charitable efforts must be closely followed by a well-organized effort to prevent political opportunists, in high places and low, from exploiting Katrina's destruction to weaken the labor movement, hurting the workers and the poor who our government is sworn to protect.



EDWIN D. HILL INTERNATIONAL PRESIDENT **JON F. WALTERS** INTERNATIONAL SECRETARY-TREASURER

“THE GOVERNMENT FAILED TO ACT QUICKLY, BUT WE KNEW IMMEDIATELY THAT WE HAD AN OBLIGATION TO OUR MEMBERS.”

The fight to protect Davis-Bacon is on. On our side are millions of Americans who, despite what President Bush believes, still do not want their tax dollars subsidizing employers who exploit workers.

The large tragedy of Hurricane Katrina did not exempt us from personal losses, nor weaken their sting. On August 28, just two days before the storm hit, we lost our International President Emeritus Barry. Jack was one of the most influential presidents this Brotherhood has ever had (see page 8). His dedication and leadership through some of the most difficult years in our union's proud history will always be remembered. He was known and respected by thousands of IBEW officers, staff, local union leaders and activists, but the tens of thousands of members who may never have met him owe him a great debt of gratitude because everything he did helped make all our lives better.

We knew Jack as a leader and as a personal friend and mentor. We salute the passing of a great brother. He is no longer with us in this world, but his legacy will never die. ☐

First District International Executive Council member and secretary Joseph A. "Tony" McCafferty retired from his council position effective August 1, 2005. He had served on that body since his election in 1991.

Brother McCafferty, who was a longtime business manager of Norristown, Pennsylvania, Local 380, said, "We

RETIRED



Joseph Anthony McCafferty

are as strong now if not stronger than we were in 1991. Financially we are on very solid ground. I think the IBEW is going to be around for a very long time."

A journeyman inside wireman, Brother McCafferty was initiated into Local 380 in 1961. Soon after topping out of the apprenticeship program, he was appointed to the Montgomery

County AFL-CIO council. Brother McCafferty was appointed to the local's executive board in 1971 and soon became recording secretary. He was elected business manager/financial secretary in 1985. During his tenure, Brother McCafferty was trustee of the health, welfare and annuity fund, secretary of the joint apprenticeship committee and the labor management committee. He also served as president and secretary of the Eastern Pennsylvania Business Managers Association. Brother McCafferty retired as Local 380 business manager in August 2003.

As milestones in his years on the IEC, Brother McCafferty counted the election of a new

international president, President Hill in 2001, and the successful 1996 effort to strengthen the pension benefit fund.

Brother McCafferty and his wife, Eleanor, have one son, two daughters and four grandchildren.

Brother McCafferty accepted an appointment as temporary Third District International Representative, effective August 1. In his new job, he will be assisting intensified organizing efforts in central and western Pennsylvania. The officers, staff and members of the IBEW thank Brother McCafferty for his years of service and wish him continued success.

Fifth District International Executive Council member Lyle Keith Query completed a distinguished 13-year tenure of service on the IEC with his June 30, 2005, resignation from that post. The IEC Fifth District covers a 10-state region that includes Colorado, Illinois, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota and Wisconsin.

RETIRED



Lyle Keith Query

outside line branch. Brother Query's IBEW career began in 1957 with his initiation into Local 814 in Sedalia, Missouri. He started work at Missouri Public Service as a groundman and in 1965 became a journeyman lineman.

In the late 1960s Query transferred his membership to Local 53 and went on to lead the local through a notable period of growth.

Prior to his 1981 election as Local 53 business manager, Query served the local as business representative from 1975-1981. During his leadership tenure, Local 53 grew from 1,400 members in the mid-1970s to approximately 2,100 today in the construction, utility, line clearance and broadcast industries, including employees of municipal utili-

ties in the cities of Independence, Missouri, and Kansas City, Missouri and Kansas. Under Query's leadership strides in political activism.

Since 1975, Query served on a majority of the local's negotiating teams, winning scores of union contracts. He also served as administrator of the IBEW-NECA Local 53 Joint Outside Electrical Workers Retirement Fund, and trustee of the IBEW-NECA Line Construction Benefit Fund. Currently, he serves as chairman of the Line Construction Bene-

fit Fund and on the Blue Cross Blue Shield, Kansas City, board of directors.

He served in the U.S. Army, 5th Infantry Division, from 1961-1963. He attended Fort Osage High School and Kansas City Art Institute. He and his wife, Sandra "Sandy" Query, have two daughters, three grandchildren and two step-grandchildren.

IBEW officers, staff and members congratulate Brother Query on his accomplished career and extend best wishes for much success in his new endeavors.

APPOINTED
Robert W. Pierson

IBEW International President Edwin D. Hill has appointed, and the IEC has confirmed, Robert W. Pierson, business manager of Local 9 in Chicago, Illinois, to fill the unexpired term of Keith Query as IEC member from the Fifth District. A biography and photograph of IEC member Pierson will appear in the next issue of the *IBEW Journal*.



President Hill (right) administers the oath of office to newly appointed First District IEC member Joseph Calabro (left) and Sixth District IEC member Gregory Lucero.

Joseph P. Calabro was appointed to the International Executive Council for the First District on October 1, 2005, to replace Joseph McCafferty.

Brother Calabro, who attended Rutgers University, was only 29 years old when he became business manager of Newark, New Jersey, Local 1158 in 1993.

Local 1158, representing employees in the public and private sector in New Jersey and eastern Pennsylvania, has grown under his leadership from 1,800 members to almost 3,500 today.

Brother Calabro has led several labor and community bodies, receiving numerous awards for his leadership. He is past chairman of the Essex Labor Coalition; co-chairman of the Essex Labor Advisory Committee; trustee of the New Jersey State AFL-CIO Commu-

APPOINTED



Joseph P. Calabro

nity Service Agency and a member of the Columbian Foundation, a charitable community service organization.

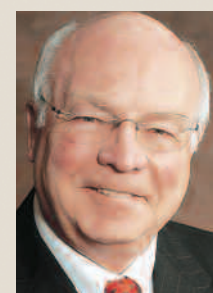
He helped establish the "Child Safe Program," in Essex County, which enables youngsters in need of help to go to any county facility or vehicle displaying the "Child Safe" sign.

Brother Calabro, married and the father of two, is an avid boatman, racing for many years in the Offshore Power Boat Racing Association circuit throughout the country. He was a two-time national champion and also won the world championship in his boat class.

The officers and members of the IBEW congratulate Brother Calabro on his appointment to the IEC.

William Turner retired as a member of the International Executive Council for the Sixth District on August 1, 2005.

RETIRED



William Turner

Brother Turner has been appointed temporary International Representative by President Edwin D. Hill, assigned to join a building trades campaign to organize the residential construction market in Arizona.

Brother Turner says, "It was great to be part of the planning for the new International Office and meeting members and leaders throughout the Sixth IEC District."

As business manager of

Tucson, Arizona, Local 570 from 1988 until 2004, Brother Turner represented workers in a broad range of occupations including those members who fly surveillance radar balloons on the U.S.-Mexican border. He also served as president

of the Arizona State Association of Electrical Workers and as secretary-treasurer of the Southern Arizona Building and Construction Council. He retired as business manager last winter.

Brother Turner is enthusiastic about his new assignment. "There is an opportunity to get the work back and reverse the

'race to the bottom' in pay and benefits in the residential sector," he said. Arizona has 3,500 to 5,000 residential electricians and 35,000 to 45,000 construction trades working

on new housing. The time is right, he says, to organize this immigrant work force.

The IBEW wishes Brother Turner well in his new position.

The IBEW is pleased to announce the appointment of Houston, Texas, Local 66 Business Manager Gregory Lucero as Sixth District International Executive Council member, effective August 1, 2005. He replaces William H. Turner, who retired.

APPOINTED



Gregory A. Lucero

Brother Lucero represents 3,000 utility and outside members in 57 counties across south Texas. Within the IBEW, he serves on the National Utility Restructuring Committee, the National Outside Construction Task Force and the Electrical Workers Minority Caucus.

A journeyman lineman and longtime Local 66 leader,

Brother Lucero was initiated into Local 66 in 1977, when he

(Continued on page 6)

TRANSITIONS

(Continued from page 5)

was hired into the Houston Light and Power apprenticeship program. A lead steward, he was an instructor at the apprenticeship school and served on the Houston Light and Power apprentice lineman committee. At the local level, Brother Lucero served on the

negotiating, salting, market recovery, organizing and political action committees. He was elected business manager and financial secretary in 1992.

Brother Lucero is president of the Texas State Association of Electrical Workers and

serves on the executive board of the Harris County AFL-CIO. A strong advocate of labor/management partnerships, he is on the planning board of the Houston Built-Rite Partnership, a tripartite alliance among business owners, contracting companies and the Houston Gulf Coast Building and Construction Trade Council. Brother Lucero is also on the planning committee for

the Texas State Labor/Management Conference.

Married with two children, Brother Lucero enjoys fishing, hunting, baseball, football and NASCAR in his spare time. The officers, staff and members of the IBEW congratulate Brother Lucero and wish him luck in his new position. ☐

Patrick Reilly, Senior Executive Assistant to the International Secretary-Treasurer, retired effective October 1, 2005, ending a career that included directing the Council on Industrial Relations (CIR), overseeing the infrastructure needs of the Inter-



Pat Reilly

RETIRED

68 to begin serving an inside wireman apprenticeship in 1972.

After service on the Local 68 executive board and as business agent, Reilly was elected business manager in 1985, serving until 1989, when he was appointed International Representative by IBEW President J. J. Barry.

Reilly's first assignment was to the Construction and Maintenance Department. His responsibilities included administration of national labor agreements, service on

the General Presidents Project Maintenance Agreement Committee and handling disputes over trade jurisdictions.

In 1995, Reilly was appointed director of the CIR, serving until 1998 when then-Secretary-Treasurer Edwin D. Hill appointed him an executive assistant.

In 2001, shortly after Jeremiah O' Connor was elected International-Secretary-Treasurer, Reilly was promoted as his senior executive assistant.

Born in Teaneck, New Jersey, Reilly attended Victor Valley Senior High School in Victorville, California, and Denver Technical College in Denver, Colorado.

Brother Reilly served as

president of the *Labor Advocate*, a Colorado publication. He served as trustee and chairman of the Eighth District Pension Fund, as secretary of the Colorado State Conference of Electrical Workers and as trustee of the Denver Joint Industry Promotional Fund.

In his retirement, Brother Reilly plans to travel and play golf.

"I wish everyone in the IBEW the best," says Reilly. "With everything going on in the world, a little health and happiness can go a long way."

The officers, staff and members of the IBEW return Brother Reilly's wishes and thank him for his years of service to the Brotherhood. ☐

Thomas Cook, a 24-year Fourth District International Representative, retired on September 1, 2005.



Thomas Cook

RETIRED

the Fourth District. In 1964, Cook joined North Canton, Ohio, Local 1985 at Hoover Co., producers of the world-famous vacuum cleaners.

After serving as president and business manager of the 4,000-member local from 1978 to 1981, Brother Cook was appointed as an International Representative in 1981.

Cook, a native of Massil-

lon, Ohio, participated in difficult negotiations during a period of increasing globalization.

Hoover, alone, cut almost 3,000 jobs as production was shifted to Mexico. Despite the deep hits that unions have suffered, Cook believes that "the pendulum will eventually swing back in our favor if we hang tough and never give up the fight."

Active in sports and community efforts, Cook served as president of the Ohio Girl's American Softball Association

and on the Labor Council for the United Way of Stark County.

Planning to enjoy fishing, golfing, attending sporting events and visiting his three children and three grandchildren, Cook says, "I will miss all the IBEW people; I wish them Godspeed."

The officers, staff and members of the IBEW wish Brother Cook and his wife, Karlene, a long and healthy retirement. ☐

After a 40-year career of service to the IBEW, International Representative Richard A. "Joe" Doak, Jr. retired effective October 1, 2005.

Brother Doak began his IBEW career in 1965 when he was initiated into Local 359, Miami, Florida. He later transferred to Local 759, Fort Lauderdale, working in the utility branch as a journeyman lineman.

RETIRED



Richard A. Doak, Jr.

Brother Doak served on the Local 759 executive board and was recording secretary from 1970-74. He was elected president/business manager of the local union in 1974 and served in that office until 1981. At the local level he also served on the legislative and political action committees. He was an IBEW delegate to the Broward County Federation

of Labor, AFL-CIO, and worked as a lobbyist for the Florida Electrical Workers Association from 1981-83. Doak was appointed assistant business manager of System Council U-4 in 1981 and served in that capacity until 1993.

In 1993, Doak was appointed IBEW International Representative assigned to the Fifth District staff, where he continued his skillful advocacy in service to the union and the membership.

Born in Galveston, Texas, Doak served in the U.S.

Marine Corps from 1960 to 1964. He is a member of the American Legion.

Brother Doak and his wife, Jeannine Michel Doak, have two children and six grandchildren. In retirement, he looks forward to spending more time with his family, as well as playing golf, traveling in their motor home, attending NASCAR races and other sporting events.

The officers, staff and members of the IBEW wish Brother Doak a long and happy retirement. ☐



NATIONAL CENSUS OF FATAL OCCUPATIONAL INJURIES IN 2004

The Bureau of Labor Statistics (BLS), U.S. Department of Labor, recently published preliminary reports on injury, illness, and fatality data. Complete reports are available on the BLS Web site at: <http://www.bls.gov/iif/oshcfoi1.htm>. The following is a summary of the 2004 data.

A total of 5,703 fatal work injuries were recorded in the United States in 2004, an increase of 2 percent from the revised total of 5,575 fatal work injuries reported for 2003.

Despite the increase, the total for 2004 was the third lowest annual figures recorded by the fatality census, which has been conducted each year since 1992. The rate at which fatal work injuries occurred in 2004 was 4.1 per 100,000 workers, up slightly from a rate of 4.0 per 100,000 workers in 2002 and 2003. The increase in the fatality rate in 2004 was the first since 1994 when the rate was 5.3 fatalities per 100,000 workers.

Key findings of the 2004 Census of Fatal Occupational Injuries:

- Fatal work injuries among Hispanic workers were up 11 percent in 2004 after declining the previous two years.



- The number of fatal work injuries among older workers (55 years of age and older) rose 10 percent in 2004, but fatalities among younger workers (16 to 24 years of age) declined.

- Workplace homicides were down sharply in 2004 to the lowest level ever recorded by the fatality census.

- Fatal work injuries resulting from being struck by an object rose 12 percent in 2004, and overtook workplace homicide as the third most frequent type of fatal event.

- Fatal falls increased by 17 percent to a new series high, led by increases in the number of fatal falls from ladders and from roofs.

- The number of fatal work injuries in the construction sector rose 8 percent in 2004, but because of employment increases in this sector, the fatality rate for construction was not significantly higher than the rate reported in 2003.

- Twenty-seven states reported higher numbers of fatalities in 2004 than in 2003. ☐



JOHN JOSEPH "JACK"

Barry

The Brotherhood and organized labor lost a friend and leader when former IBEW President John Joseph "Jack" Barry passed away on August 28, 2005, of pulmonary fibrosis.

Brother Barry was elected to the office of International President in August 1986 upon the retirement of President Charles H. Pillard, serving in that position until his own retirement on January 29, 2001.

An electrician's son and a former business manager of IBEW Local 43 in Syracuse, New York, President Emeritus Barry steered the Brotherhood with a steady hand through a tumultuous period that saw the deregulation of the electric utility industry, rapid technological change in all branches and economic and political realignment that changed the nature of work in North America.

International President Edwin D. Hill paid tribute to President Emeritus Barry, saying, "Jack Barry was our friend, brother and a leader who left indelible marks on the course of trade unionism. He showed all of us the way to a brighter future for working people through his insistence from day one that union organizing and increased skill training were the road to the future. We walked a long way with Jack, and we're all the better for it."

Brother Barry's successful efforts to expand organizing, especially in the construction branch, started with aggressive internal education. The Construction Orga-

nizing Membership Education Training (COMET) and the Membership Education and Mobilization for Organizing (MEMO) programs were developed under his leadership. Thousands of IBEW members have attended classes to enhance their organizing skills.

His commitment to education and training is reflected in the fact that the apprenticeship and training center in his home Local 43 is named in his honor, as is a scholarship program for the School for Industrial Relations at the Jesuit-run LeMoyne College in Syracuse.

Barry rarely missed an opportunity to use the stature of his office to influence legislation affecting workers' rights or the opening of foreign markets to goods produced by IBEW members. Both of those goals were furthered when President Bill Clinton appointed him to the Competitiveness Council and the President's Export Council.

In an *IBEW Journal* message at the time of his retirement, Barry addressed the frustrations and hopes facing those who advocate on behalf of workers. "Political and economic tides ebb and flow," he wrote, "bringing good and bad times. But there is nothing we cannot accomplish if

we truly dedicate ourselves to our goals and principles. Your future is in your hands and no one else's."

As new technologies swept through IBEW trades and workplaces, Barry emphasized the union's traditional strengths in training and skills development. The IBEW undertook major initiatives in upgrading technical education and training for members in all branches.

Vince O'Reilly, who served as senior executive assistant to President Emeritus Barry, recalls Brother Barry's hard work and early office hours, saying, "Nothing stayed on Jack's desk too long."

President Emeritus Barry built the IBEW's reputation through his participation as Vice President and Executive Council Member of the AFL-CIO and Executive Council Member of the Building and Construction Trades Department and the Metal Trades Department. He was often sought out for his counsel on key issues confronting the labor movement.

AFL-CIO President John Sweeney said, "President Barry presided over significant growth in his union despite aggressive

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Above, working with the tools in the 1950s.



Left, as Local 43 business manager (2nd from right) with New York Gov. Nelson Rockefeller.

Leading a march for justice for Las Vegas building trades workers with then-IST Ed Hill (right) and Eighth District IVP Jon Walters (left).



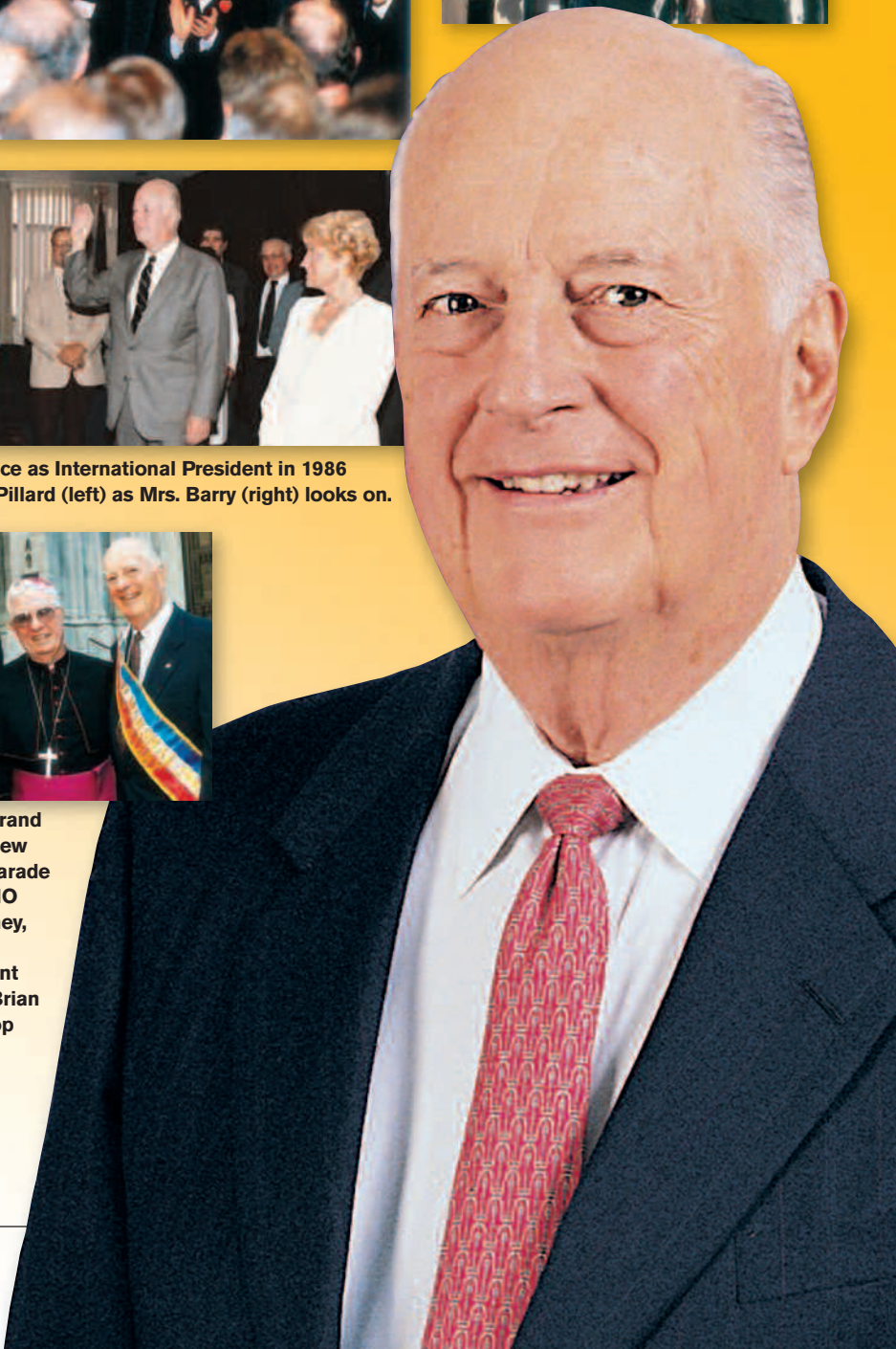
At an IBEW-sponsored campaign rally for Sen. Hillary Clinton with then-President Bill Clinton.



Taking the oath of office as International President in 1986 from then-IP Charles Pillard (left) as Mrs. Barry (right) looks on.



A proud moment as Grand Marshal of the 1998 New York City Labor Day Parade with (from left) AFL-CIO President John Sweeney, New York City Central Labor Council President and Local 3 member Brian McLaughlin and Bishop Patrick Sheridan.



IBEW Unites for Hurricane Katrina Relief

MEMBERS ANSWER THE CALL FOR ASSISTANCE

In the wake of one of the worst natural disasters ever to strike the United States, thousands of displaced families remain homeless and uprooted, including some 3,000 IBEW members from every IBEW branch in the Gulf Coast region.

"The stories are tragic," said International President Edwin D. Hill. "Many members lost everything. A lot of them have only what they could take when they evacuated."

Driven by solidarity and a strong sense of social responsibility, the union of hearts and minds responded quickly with supplies, funds and crews to restore power. The IBEW has launched a massive internal fundraising effort to help members and their families, The IBEW Hurricane Katrina Relief Fund.

The IBEW's focus is on its members, but is part of a larger effort to help all affected by the storm and its aftermath. Already, the fund has collected thousands of dollars (see accompanying box for information on making donations). The IBEW's Web site will be updated regularly to provide coverage of what the IBEW is doing to help and inform people how to help members and families in the hour of their greatest need.

While hundreds of thousands of dis-

placed residents of Louisiana, Alabama and Mississippi seek a new start after Katrina, IBEW members from the affected region and elsewhere are already serving integral functions in the rebuilding effort.

"Where there is suffering, the IBEW is helping to bring relief and where there is destruction, the IBEW will be there to rebuild," said President Hill, who dispatched 73,000 bottles of water to the Gulf area in the days following the hurricane.

The IBEW is at the center of community relief efforts, with the Greater Baton Rouge-area Red Cross staging vital food delivery work out of the Local 995 office.

Gulfport, Mississippi, Local 903 had a call out for 300 inside wiremen within

(Continued on page 24)



Checks may be made payable to:

"The IBEW Hurricane Katrina Relief Fund" and sent to:

The IBEW Hurricane Katrina Relief Fund
Chevy Chase Bank
7501 Wisconsin Avenue
Bethesda, Maryland 20814

or contribute via credit card at www.ibew.org

The IBEW has established a hotline for members affected by Hurricane Katrina who need help.

Call 866-389-4239.

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2006

Many collective bargaining agreements between employers and the IBEW or its local unions include "union security" provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law. These provisions are also permitted under the Railway Labor Act and under many state public employee bargaining laws. Under these laws, employees may fulfill their "union security" obligations either by joining the union and thereby enjoying the full rights and benefits of union membership, or by simply fulfilling their financial obligations to the union.

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

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

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

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, the objection plan runs on a calendar year basis, and objections must be filed annually. Current fee payers who wish to file objections *for calendar year 2006* must do so *during the month of November 2005*. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November open period.

No special form is required to register an objection. However, *please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your Social Security number. In addition, if you move during the year, please advise the International Secretary-Treasurer of your new address.*

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion payable to the local union and a portion that is transferred to the International. During January 2006, the International will mail a check reflecting the reduction in the International's portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. Also during January, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector's periodic payments, and will provide information explaining the basis for its reduction.

Employees who become fee payers at other times during the year (either because they are newly hired into the bargaining unit or because they resign from union membership) may file their

objections for the balance of the calendar year during the first 30 days in which they are required to pay agency fees. Objections must be addressed to the International Secretary-Treasurer, and must be postmarked during the 30 days after the employee becomes obligated to pay agency fees. The International and the applicable local union will provide the objector with his or her reduction in fees for the balance of the calendar year as soon as they are able to verify the objector's status.

The reductions are based on the percentage of the unions' expenditures that were devoted to "chargeable" and "non-chargeable" activities during the previous fiscal year, as defined above. For example, the International determined that during its 2004 fiscal year, 62.86 percent of its expenditures were for "chargeable" activities and 37.14 percent of its expenditures were for "nonchargeable" activities. The locals' portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to "chargeable" activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on "chargeable" activities than the International, although some of the locals use the International's percentage to calculate their own annual reduction—thereby giving objectors a larger reduction than they would if the locals used their own figures.

THE IBEW AGENCY FEE PAYERS OBJECTION PLAN

1. Nonmembers' Right to Object.

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

"chargeable activities" (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

Objections must be made annually and will be effective for a single calendar year (January 1-December 31). Notice of this plan will be published annually in the *IBEW Journal*. Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their Social Security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement. All objections must be renewed annually, during the month of November.

3. Reduction in Agency Fees.

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

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

4. Calculation of Reduction In Per Capita Payments.

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

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST does not accurately reflect the International's expenditures on chargeable activities may appeal to an independent arbitrator.

a. The appeal must be made in writing

and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.

b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.

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

d. The costs of the arbitrator's services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.

e. While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which he or she pays agency fees does not accurately reflect the LU's expenditures on chargeable activities may appeal through procedures established by the LU. In the event any objector challenges both the International's and the LU's reductions, such appeals will be coordinated. ☐

Embossed Denim Jacket

100% cotton rugged blue denim with red, white & blue embroidered IBEW initials on front. Large 10" embossed logo on back.

Sizes: M to 3X
Price: \$57.00



Top Gun Jacket

Quilt lined, full wool (front & back) with top grain leather collar & sleeves. Available in black or brown. Embroidered IBEW logo & lettering on left chest.

Sizes: M to 2X
Price: \$145.00



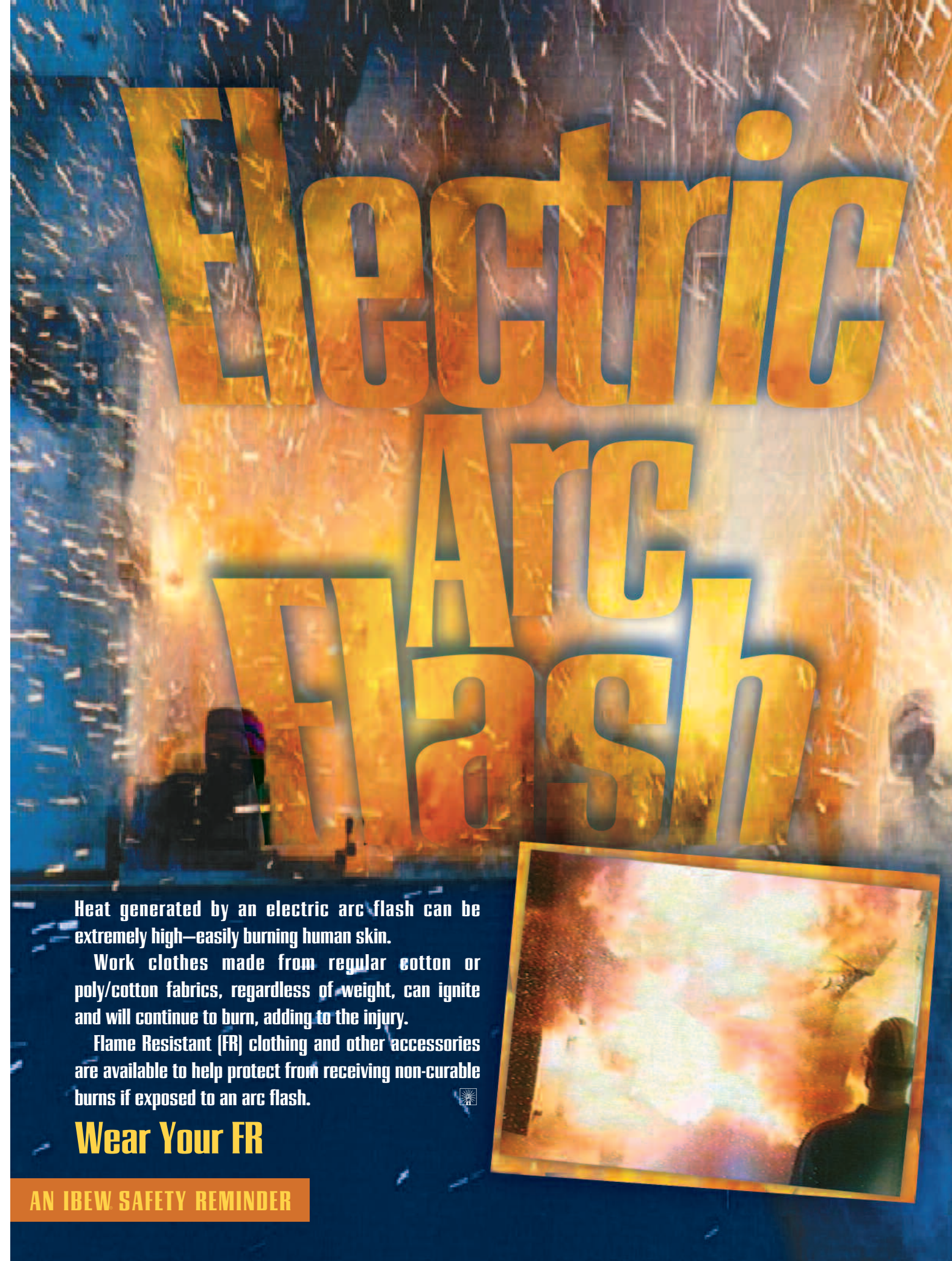
Kids Character T's

100% cotton T with multi color screen print character on front. Available in red or royal blue.

Sizes: YS to YL
Price: \$5.00



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www.ibewmerchandise.com



Heat generated by an electric arc flash can be extremely high—easily burning human skin.

Work clothes made from regular cotton or poly/cotton fabrics, regardless of weight, can ignite and will continue to burn, adding to the injury.

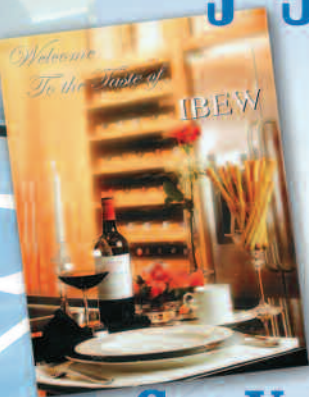
Flame Resistant (FR) clothing and other accessories are available to help protect from receiving non-curable burns if exposed to an arc flash.

Wear Your FR

AN IBEW SAFETY REMINDER



Life is Short. Enjoy the Ride.



*"The IBEW
cookbook
leaves the rest
in the dust."*

RUSTY WALLACE

Get Yours Today!

IBEW APRON & COOKBOOK ORDER FORM

Name _____

Local Union _____ District _____

Address _____

City _____

State _____ Zip _____

Phone _____

E-mail _____

IBEW Aprons Qty: _____ Total: _____

(Price: \$30.00 Each)

IBEW Cookbooks Qty: _____ Total: _____

(Price: \$25.00 Each)

Grand Total: _____

All Orders include: Taxes, Shipping & Handling
Mail To:

**IBEW Fourth District • 8260 Northcreek Drive,
Suite 140 • Cincinnati, OH 45236**

Make Checks Payable To: IBEW 37th International Convention Fund

ALL PROCEEDS

Go to the 37th International Convention Fund

