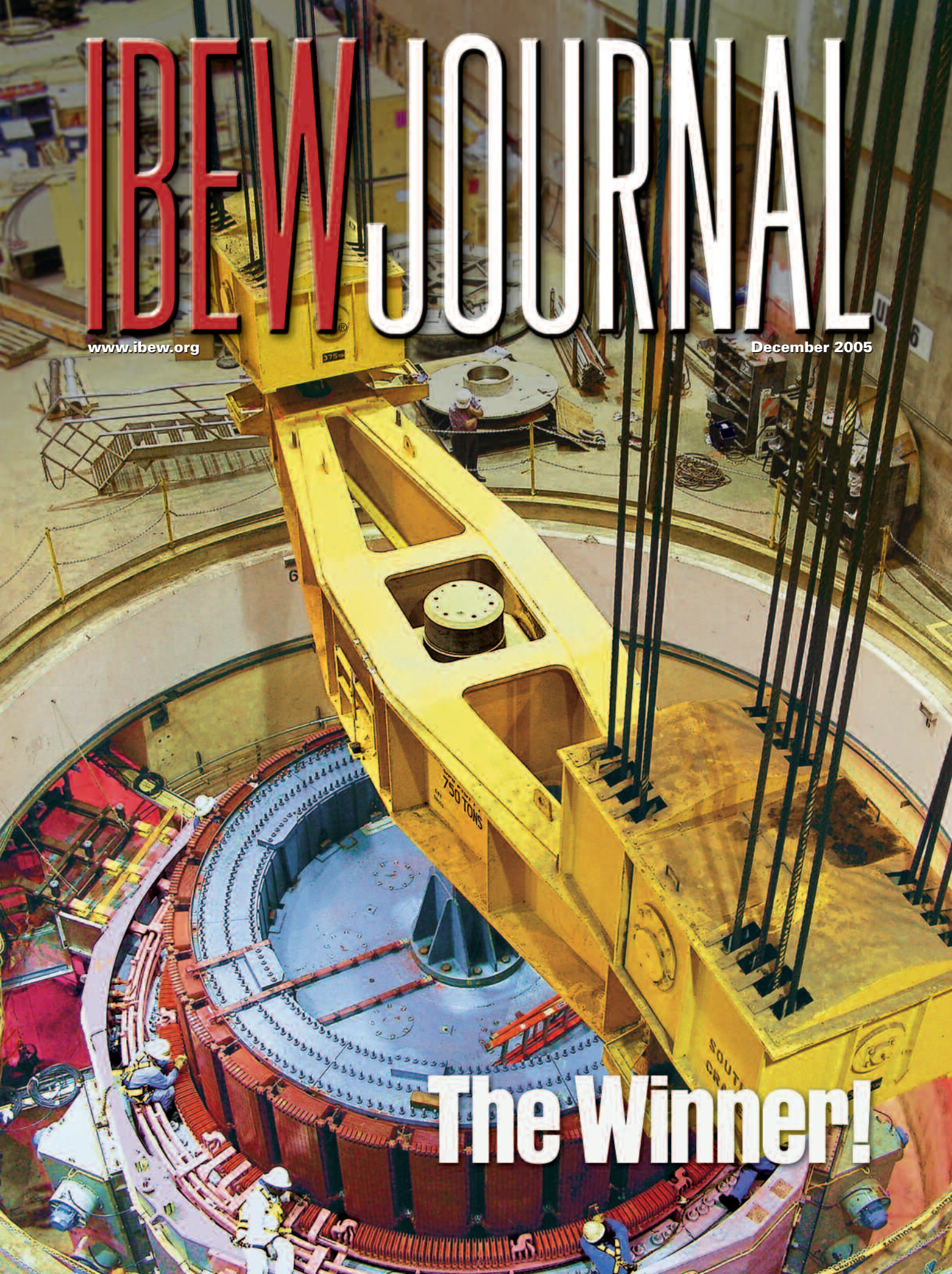


IBEW JOURNAL

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December 2005



The Winner!



LETTERS TO THE EDITOR

Who's Moral?

Why is it that the MORAL MAJORITY seems to go about their everyday life with blinders on? Mr. Wray, in his September letter, speaks as if the sun rises and shines on the MORAL MAJORITY. I am a diehard Democrat and proud of it. I am against most abortions, all homosexuality and for the death penalty. The MORAL MAJORITY and the GOP bought this last election. They call it moral to send 2,000+ U.S. military men and women to their deaths in a war that was born in a sack full of lies, spoke by most all of this current administration. I support our TROOPS 100%! And now with the total mismanagement of the Katrina disaster while W and staff were all on vacation paying little attention to what was going on, while thousands suffered and died in the South. We must ask ourselves where are their MORALS now?

Dennis Parker

Local 124 member, Kansas City, Missouri

Learn From Mistakes

I wonder how the brothers who were so forceful in their defense of the Republican administration prior to the last presidential election feel now. I can recall a couple of letters written by so-called brothers who were in the Republican corner, bad mouthing the Democrats over gun control and other not very important issues. As the phrase goes "the chickens have come home to roost."

President Bush tried to cancel the Davis-Bacon Act in Gulf Coast areas devastated by the hurricanes. His administration has done nothing to stop illegal immigration. Our nation is being inundated by illegal aliens. The contractors who hire these illegal immigrants are charging top dollar and are paying as little as possible with no benefits and in some cases not paying workmen's compensation fees. These contractors are the backbone of the Bush administration and thrive on their policies. I live in Florida where two major hurricanes hit us last year, there were thousands of houses that lost their roofs. The workers for the majority of roofing contractors were non-English-speaking Mexicans who worked from sunup to sundown. I am not against the workers, as they also want to make a decent living. It is the nonunion contractors who hire them for substandard wages and lousy conditions that burn my butt. Needless to say, they are not union contractors.

And to add to the setbacks of labor by the Bush administration we now have a Republican chief justice of the Supreme Court and in short order we will have another Republican associate justice. Those two appointments will without a doubt work to set back the labor movement at least two decades. But they will protect your right to carry guns.

There is still time to possibly salvage the destiny of organized labor. Next year we have elections to the House and Senate. If we can vote in pro-labor Democrats and vote out anti-labor Republicans, we might have a chance to recover.

Robert E. Fritz

Local 35 retiree, Hartford, Connecticut

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Send letters to:

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PHOTO CONTEST WINNERS



The Winners

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ON THE COVER: Ron Grant, Local 18 member, Los Angeles, wins first place with this photo of members working on the Castaic Modernization Project in Castaic, California.

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SEASON'S EATINGS



Where We've Been: Where We're Going

This is the time of the year when many of us review the year that's coming to an end. Looking back is useful, but only if it helps us move forward.

We started the year by moving the IBEW into a new home. Occupied in January and dedicated in April, our building stands as a monument to the progress that our Brotherhood has made in its 114-year history. We have settled into our new quarters with greater efficiency of operations. Our financial goals remain on track, as the building proves to be the wise investment we had planned. We look forward to installing a state-of-the-art video display in our lobby to symbolize the dynamic nature of the IBEW. And our archives exhibit, scheduled to open in March 2006, will tie our past and future together.

More important than structures, however, was the determination of our union to move forward, even in the face of global economic challenges and continued political opposition. We made a good start in 2005 to strengthen ourselves internally through new initiatives in referral procedures and drug testing and the production and distribution of the DVD presentation, "State of Our Union" (now able to be viewed on the IBEW's Web site), which tied together the difficult issues we must face for the sake of our future.

Our organizing has moved forward. As detailed in the last issue, our comprehensive membership development campaign in Florida is in full swing, involving all branches of the Brotherhood. How we fare in that key state will have an impact on our fate throughout North America. This is the most coordinated use of our resources—human and financial—since the early days of the Brotherhood, and more such campaigns are on the way.

This year also saw the end of 50 years of solidarity when several major unions split from the AFL-CIO to form a new coalition. The harsh rhetoric and emotion coming from the leaders of the departing unions, however, was not matched by a splintering of the movement at the local level. The suc-

cess that the labor movement in California enjoyed by beating back all of the ballot propositions backed by Gov. Arnold Schwarzenegger showed that there is hope for working together and ultimate reuniting of the federation.

Mother Nature proved a far greater threat than politicians through a historically disastrous hurricane season that changed the lives of people in the Gulf Coast region, especially southern Louisiana. I saw with my own eyes how entire towns were literally blown or washed away, and the suffering of those affected cannot be imagined. Still, the IBEW was there for its members with practical assistance, and an international show of generosity toward all the victims of the hurricanes demonstrates that people of good will working together can overcome even the worst tragedy.

The hurricanes coincided with another loss, the passing of International President Emeritus J. J. "Jack" Barry, one of the great leaders in IBEW history. Jack's leadership touched countless lives, and we will miss his wisdom and counsel.

Perhaps the challenges of 2005 taught us once again that life goes on and there is no rest in the struggle for dignity and justice. The upcoming year will include the 37th International Convention of the IBEW, to be held in Cleveland, Ohio. The convention will be, as always, as opportunity to work together to chart the future course of the Brotherhood and face decisions critical to our future. We also look forward to the midterm elections in the United States, which will tell us much

about the future direction of the country. And we expect good things in Canada as the First District implements its strategic plan for growth.

International Secretary-Treasurer Walters and I wish all of you a healthy, happy holiday season and best wishes for a prosperous new year. Our strength and solidarity are gifts from God, and we should give thanks for that as we mark the passing of another year and march forward into the future.




EDWIN D. HILL
INTERNATIONAL PRESIDENT

“THERE IS NO REST
IN THE STRUGGLE FOR
DIGNITY AND JUSTICE.”

California Governor Arnold Schwarzenegger spent millions of his own dollars campaigning for November ballot measures that attacked the state's unions as "special interests." Apparently he thought voters would look past his own cozy relationship with the state's elite business interests. Californians saw the hypocrisy and voted down all ballot measures.

It wasn't just Democrats who won when Republicans lost gubernatorial elections in Virginia and New Jersey, and Schwarzenegger's referendums bombed.

The winners were all Americans who are sick of political campaigns that rely upon wedge issues and "slash and burn" personal attacks instead of healthy debates over real issues.

Jerry Kilgore, the Republican candidate for governor of Virginia, attacked his opponent, Tim Kaine, as a "tax and spend" liberal. Then he spent fortunes on fear-mongering ads that claimed that Kaine is soft on crime because he holds religious beliefs opposed to capital punishment, which boomeranged by giving Kaine a way to connect with voters of faith. Kaine stuck to the real issues affecting the lives of Virginians, like jobs, education, economic opportunity and suburban sprawl, and the voters responded.

In New Jersey, Republican gubernatorial candidate Doug Forrester lost votes from his fellow party members and from independents by focusing on the private life of his opponent, Sen. Jon Corzine. Residents of that state, slammed hard by unfair trade and the flight of jobs, apparently felt that issues like health care and education should be at the top of a governor's political agenda.

Schwarzenegger picked a fight with his state's unions, including the IBEW, by introducing a ballot measure, called "paycheck protection" which would have curbed the right of

public employee unions to have a voice in public affairs. He didn't, however, lay a glove on the expensive lobbying by powerful corporations. Labor unions came together, and Californians cried foul.

The IBEW supported one California ballot measure calling for the state to take a step back from utility deregulation. But even this measure lost on Election Day, a victim of the very confusion and anger spawned by Schwarzenegger's attack dog campaign.

The failure of the current administration to address major issues confronting Americans has put more of a burden on our states to come up with real solutions. Many states, for example, are devising methods to provide health coverage to the growing number of Americans who have lost private employer-based insurance.

In this serious situation, wedge issue political campaigns are worse than a farce.

You can't read too much into an off-year election. Who knows what things will look like in 2006 when midterm Congressional elections are held? But I'm getting the sense that people are getting fed up. There is more focus on economic issues and practical matters that affect our daily lives. This is all we want. Let's debate the real stuff like jobs and growth, not phony issues.

I don't know if President Bush's declining popularity is a factor in his party's poor performance in November's state elections. But I do know that most Americans are practical people. While we like to be stirred by candidates who talk tough and present a forceful image and ideology, in the end, we want more; we want our state and national leaders to be effective problem solvers.

As we approach next year's midterm Congressional elections, all IBEW members need to absorb the lessons of November and work hard for candidates of either party who will bring us together, not divide us, and make a positive difference in our lives.



JON F. WALTERS
INTERNATIONAL SECRETARY-TREASURER

“LET'S DEBATE
THE REAL STUFF LIKE JOBS
AND GROWTH, NOT
PHONY ISSUES.”





Local 21 Wins Five-Year Struggle with Comcast

An epic five-year contract campaign ended on September 25 in a union victory at Comcast in Merrillville, Indiana, when members of IBEW Local 21 overwhelmingly approved a new agreement, slamming the door on the company's drive to decertify the bargaining unit.

The three-year agreement, ratified by 94 percent of the 56-member IBEW work force, includes yearly raises of almost three percent, stronger job security language and fairer disciplinary procedures.

Union workers achieved pay parity between represented and non-repre-

sented workers and will be granted priority for jobs in the growing fiber installation market.

Ron Kastner, business manager of Downers Grove, Illinois, Local 21, said that Comcast's goal from the start was to see the bargaining unit decertified to send a message to the 3,100 unrepre-

sented Comcast workers in the greater Chicago market that unions were ineffective. "We told Comcast to pay attention to the fighting history of this bargaining unit, but they ignored us," he added.

Many Merrillville members have endured through several ownership changes in the always evolving cable industry. Some worked for U.S. Cable, which was purchased by TCI Cable, one of the industry's most notorious union-busters. IBEW members were still working under a hard-fought U.S. Cable contract when AT&T Broadband acquired TCI. When Comcast merged with AT&T Broadband in 2002, Brian Roberts, Comcast CEO, said that "wages would not be an issue" in negotiating a contract with the IBEW in Merrillville. Then he dug his heels in.

Local 21 responded with a vigorous public relations campaign that included reaching out to allies in the political and religious communities and dogging the steps of Comcast executives. (See "Hot Summer at Comcast," *IBEW Journal*, July/August 2005, pgs 14-16). Today the workers have a contract. ■

NY COUNTY: WAL-MART MUST PAY SHARE OF WORKER HEALTH CARE

The latest grassroots battle to require low-paying big-box retail stores to provide employees health care coverage is being waged in a populous Long Island county.

In a lopsided September 27 vote, the Republican-dominated Suffolk County Legislature came down 17-1 in favor of the Fair Share for Health Care Act, after a campaign by labor and community groups. The law, which must be signed by the county executive to become effective, would force large stores like Wal-Mart, Target and Kmart to provide health care to their



Hicksville, New York Local 1381 Business Manager Don Daley (forefront) awaits the Suffolk County Council vote on the Fair Share Health Care Act on September 27.

workers. Sponsored by legislature member William Lindsay, former business manager of Hauppauge, NY, IBEW Local 25, the law would benefit 12,000 low-wage retail workers across Suffolk County.

"I think the legislators saw that county tax money was indirectly funding medical insurance for the retail employees," said Hicksville, New York, Local 1381 Business Manager Don Daley. "The burden was being passed on to the citizens."

Daley spoke in favor of the legislation before a packed house at the council meeting before the vote. He was joined by more than 50 union members, including members of IBEW Local 25 and Local 1049, Long Island, as well as other unions from the Long Island Federation of Labor and religious and community leaders from Jobs with Justice. Similar proposed legislation has met with resistance in other areas, so such a law has not yet been implemented. Bills were passed by the state of Maryland and New York City, but both were vetoed. The Suffolk measure won by such a wide margin, a veto could be easily overridden.

Community and labor groups pressed County Executive Steve Levy, who is a Democrat, to sign the bill, which he did on October 28. Nonunion retailers are expected to sue. The bill goes into effect on January 1.

"There is no question in my mind that this bill will pass and will be challenged in the courts because this has overwhelming implications," said Local 1049 Business Manager Ralph Ranghelli. "But I'm proud we got this far." ■

Indiana Manufacturing Local Fights for Retraining

Losing a longtime job in manufacturing due to a layoff is hard enough. But when federal programs designed to help the workers actually restricted their access to retraining programs, Bloomington, Indiana, Local 2249 went to work on behalf of its former members.

General Electric moved another line of side-by-side refrigerators from Bloomington to Mexico last spring, putting 470 workers out of work. Under federal trade adjustment assistance rules, the displaced workers are eligible for additional training. But options under TAA are limited by proximity to an educational institution and demand for workers in the desired line of training. Those rules would have forced the workers, most in their 40's, 50's or 60's, to attend a comprehensive two-year associate's degree program at Ivy Tech Community College of Indiana's nearby campus. Those who were hoping to take shorter programs with more hands-on training at Lincoln Technical Institute in Indianapolis were out of luck because the school is outside the prescribed 50-mile radius.

Then members Joy Finley and Rhonda Kenworthy got involved, inter-



Former Bloomington, Ind., Local 2249 members attending electronic systems technician courses at Lincoln Tech are, front row from left, Wesley Buher, Carolyn Wining, Jeff Owens, Tim Fulford and Froylan Clemente. Back row from left are William New, Ed Barbarick, Scott Hash, Darren Christenberry, Tracy Pritchard, Brent Thompson and Chris Bortorff. Mike Cagle is not pictured.

vening with the local's transition committee, Finding Resources and Information to Guide Employees (FRIDGE). Finley and Kenworthy took it to the state Department of Workforce Development, which eventually agreed to hire a shuttle service for those interested in attending the Indianapolis school for programs that train for fields where job opportunities exist. For the first time ever, the state approved the establishment of a week-day shuttle service that allows 26 people to attend classes in Indianapolis. Most

are standouts for their excellent grades and outstanding attendance.

Aside from those attending Lincoln Tech, 225 members are attending classes at Ivy Tech, 17 are going to Vincennes University, six take classes at Indiana University and seven are going to a Wisconsin program for heavy equipment operators and CDL drivers.

Once designated the largest assembly line in the world, the Bloomington General Electric plant employed 3,500 in 1999. Today, 955 people work there. ■



Utility Line Work Is All in the Family

Portland, Oregon, Local 125 retiree Gus McCleary, center, stands beside his hot stick-toting sons and grandsons, all Local 125 members. From left are grandson, Jeremy McCleary, a third-year apprentice for Hood River Public Utility District; his father, Casey McCleary, Wasco County Rural Electrical Association superintendent; Gus McCleary, retired lineman and NJATC instructor; son, Dennis McCleary, Pacific Power and Light foreman; and his son, PPL second-year apprentice Carey McCleary. ■

NEBF LAUNCHES IMPROVED WEB SITE

Do you want to contact administrators of the National Electrical Benefit Fund and the National Electrical Annuity Plan or learn more about how they work?

With new state-of-the-art flash and video, the NEBF site, www.nebf.com has improved its service to IBEW members.

Take a look at the new site. Get answers to your questions. Learn about other industry-related sites. Visit www.nebf.com. ■



After four years as chairman of the IBEW International Executive Council, Milton L. Foster stepped down on November 1, 2005. He has taken an organizing position as Ninth District international representative assisting locals in Washington and Oregon.

Brother Foster, former business manager and financial secretary of Local 191, Everett, Wash., took the reins as IEC chairman in July 2001. He was elected to a full term at the 2001 IBEW International Convention in San Francisco. He

had represented the Seventh District on the council since his election at the 35th International Convention in Philadelphia in 1996. He counts as a significant accomplishment of the Brotherhood in recent years the purchase of the new IBEW headquarters in Washington, D.C.

Foster served as Local 191 business manager for 18 years. Under his leadership,

RESIGNED



Milton Foster

the local's emphasis on organizing greatly expanded the membership and number of signatory contractors. Working out of his home in Concrete, Wash., he will be applying those skills to the upper Northwest.

After four years of JATC training, Foster became an inside journeyman wireman in 1970. He served as shop steward, a member of the negotiating committee and as a delegate to the AFL-CIO central labor councils for Snohomish and Skagit counties. After his

election as Local 191 business manager, he served as a trustee on the Ninth District and the Pacific Coast pension funds. He is former president of the Washington State Association of Electrical Workers and the Northeast Washington Building Trades Council. He has also served the building trades as a national convention delegate.

Brother Foster said his unique perspective as former IEC chairman revealed a number of challenges for the IBEW in coming years. He encouraged all members to support International President Edwin D. Hill in his efforts to confront them.

Myles Calvey, business manager of Boston, Local 2222, and a national leader of IBEW members working for Verizon, was appointed Second District International Executive Council member, effective November 1, 2005. He replaces Rui

APPOINTED



Myles Calvey

executive board of Local 2222 in 1985, serving a three-year term. In 1988, he was elected business manager of the 3,000-member local, and in 1991 was elected as business manager/financial secretary, his current position.

As chairman of Telephone Coordinating Council (TCC-2), representing Verizon workers nationwide, Calvey has been at the helm of major contract negotiations and strikes, successfully negotiating unprecedented benefits for telecommunications workers.

He is also chairman of System Council T-6, serving New England. Calvey's skills are recognized by unionists throughout New England. He has conducted training in bargaining and membership mobilization techniques and mentored numerous activists who were

referred to him by fellow labor leaders.

Several organizations have recognized Calvey's influence with awards, including the Department of Veteran's Affairs, the National Organization for Women (NOW) and the Rainbow Coalition. In 2004, Calvey was elected Fireman of the Year by Boston's Firefighters for his tireless efforts to help them

achieve a decent contract.

Calvey is an avid reader who enjoys baseball and running. Calvey and his wife, Janet have four children, Elizabeth, Meredith, Justin and Brendan. They reside in Belmont, Massachusetts.

The officers and members of the IBEW congratulate Brother Calvey on his appointment.

A Boston native, Brother Calvey began his IBEW career in 1968 as a splice-service technician with AT&T, later with New England Telephone in Boston.

A graduate of Boston College and a National Guard veteran, Calvey was elected vice president and chairman of the

work of my predecessors in helping shape the future of the Brotherhood," says Brother Schoemehl. A 37-year IBEW member, Schoemehl started work in the electrical industry as a warehouseman and truck driver. He has earned a reputation as one of the Brotherhood's most influential leaders.

After completing his apprenticeship and attaining

Stephen P. Schoemehl, business manager of Local 1, St. Louis, Missouri, was appointed International Executive Council member for the Fifth District, effective November 1, 2005. He replaces Robert Pierson, who was appointed IEC chairman.

APPOINTED



Stephen P. Schoemehl

"My appointment is a tremendous honor for the members of Local 1. I look forward to continuing the

work of my predecessors in helping shape the future of the Brotherhood," says Brother Schoemehl.

After completing his apprenticeship and attaining

journeyman wireman status in 1976, Schoemehl spent many years as a union activist in the trade, preparing him for administration of the 5,500-member local, which includes overseeing the work of 13 officers and 15 business representatives and serving as chairman of eight trust funds.

A former member of the local's Examining Board, Schoemehl was then elected as

recording secretary and was appointed as an organizer on the business manager's staff in 1997.

In 2001, Schoemehl, a U.S. Army veteran, was appointed business manager of Local 1 and elected to the same position in 2002 and in 2005. His tenure has been notable for raising the profile of Local 1 in the community, supported by his service on the United

The IBEW is saddened to announce the September 23, 2005, death of retired Third District International Representative Robert S. Detrick. He was 74.

In 1955, Brother Detrick was initiated into IBEW Local 1338 in Clifton, New Jersey, (amalgamated into Cranbury Local 94 in 1994). Starting out as an equipment operator for Public Service Gas and Electric, he served the local in variety of positions, including recording secretary.

He also served as business agent and eventually president for System Council U-2, a coordinating council for IBEW members working at New Jersey PSE&G properties.

He was appointed Third District International Representative in 1976, assisting utility locals in New Jersey, New York and

DECEASED



Robert S. Detrick

Pennsylvania with contract negotiations and arbitrations. Detrick had a reputation as an honest and honorable man, well-respected by IBEW colleagues, local union members and the companies they represented.

He worked for several Third District Vice Presidents out of district offices in Albany, New

York and Pennsylvania. He retired in 1997. Detrick, a veteran of the Korean War, moved to Athens, Georgia in 1999, so he and his wife, Lynne, could spend more time with their daughter and grandchildren. Active in the religious community, he was a founding member and elder of the Oconee Presbyterian Church. IBEW officers, staff and members send heartfelt condolences to Brother Detrick's family and many friends.

The IBEW is saddened to report the October 21, 2005, death of retired Seventh District International Representative William Tucker. He was 78.

A Texas native, Brother Tucker was initiated into Corpus Christi Local 278 in 1949, where he became a journeyman lineman at

DECEASED



William Birch Tucker

Central Power and Light. He later changed his classification to journeyman wireman. Tucker served many functions in the local, including job steward, recording secretary, president and vice president through the 1950s and early

1960s. As vice president, he coordinated a metal trades organizing campaign at a Union Carbide plant that involved 12 unions. He was elected business manager in 1963.

Outside the local union, Tucker served on the Electrical Workers Building Corporation Board of Directors, and as delegate for both the local building trades and central labor council.

He was promoted to Seventh District international representative 1970. A dedicated and determined advocate for IBEW members, Tucker ser-

vice on the national substance abuse policy and referral language/hiring hall committees. He was nominated as Labor Man of the Year in 2005 by the St. Louis Building and Construction Trades Council.

Retired Eleventh District International Vice President Bill Eads appointed Schoemehl to serve on the negotiation team for the voice, data, video/security Missouri state agreement. President Hill selected Schoemehl for ser-

vice on the national substance abuse policy and referral language/hiring hall committees. He was nominated as Labor Man of the Year in 2005 by the St. Louis Building and Construction Trades Council and 2004 Man of the Year by the St. Louis Port Council.

The officers and members of the IBEW congratulate Brother Schoemehl on his appointment.

AMERICA WORKS WHEN WE SAY... UNION YES

The Winners!

Ron Grant, Los Angeles Local 18, is the winner of the 2005 IBEW Photo Contest. His first place shot portrays IBEW electrical repair shop employees at work in what he calls "the delicate process" of re-installing Castaic Hydroelectric Power Project's generator rotor.

This year's judges picked Grant's photo as the entry that best captured the powerful contrast between the intricate work of IBEW members and the massive and complex structures they maintain.

Shot with a Nikon Coolpix 8800 clamped to a crane catwalk handrail, Grant's photo "gives us the opportunity to see something that few people in the world will ever see," says one of the contest's judges, International Representative Mike Nugent.

Tim Prendergast, web coordinator/designer, IBEW Journal and Media Relations Department and Mary Watters, creative director, Fingerhut, Powers, Smith and Associates (providing public relations to the IBEW) joined Nugent in judging this year's entries.

Michael D. McCarty, a member of Vacaville, California, Local 1245, won second place for his shot of linemen replacing conductors, on a brilliant northern California day.

Third-place winner Tracy West, Columbus, Ohio, Local 1466, caught linemen who had traveled from Michigan and Indiana to restore power after an ice storm hit Ohio on Christmas, 2004.

Prendergast says, "Many visually stunning and creative photos were entered in this year's contest. All entrants deserve recognition for their work."

The IBEW thanks all who submitted their work to the contest and salutes all winners. After 10 years, the contest will take a break in 2006. We look forward to resuming in 2007. Watch for details in future issues of the *IBEW Journal*.



First Place Winner Ron Grant, Los Angeles Local 18. L.A. Department of Water and Power electrical repair shop employees re-install Castaic Power Plant's Unit 6 generator rotor. Overhead cranes are joined to support the weight of the 550-ton rotor. The union members are guiding the rotor into place after hanging padded spacers against the stator.



Second Place Winner Michael D. McCarty, Vacaville, California, Local 1245. A substation maintenance electrician at Pacific Gas and Electric's El Dorado power house, McCarty said, "I saw lineman from PG&E's grid maintenance and construction department replacing conductors and was impressed with how they were set up on the job with ladders and safety gear."



Third Place Winner Tracy West, Columbus, Ohio, Local 1466. "I carry an inexpensive digital camera in my lunchbox," says West, who saw a "Kodak moment as the sun rose" and traveling crews started work on restoring power after a Christmas, 2004 ice storm in Ohio.

Honorable Mention #1

Dennis R. Patten, Salt Lake City, Utah, Local 57. A journeyman estimator for American Fork, Patten says, "I looked up at the blue sky and the orange hot sticks and felt it would be a good picture." Lineman Tevita Hafoka (top) and apprentice Russ Jansen are changing out a transmission structure, supporting live lines with hot sticks, preparing to install a new pole and then tie into new insulators.



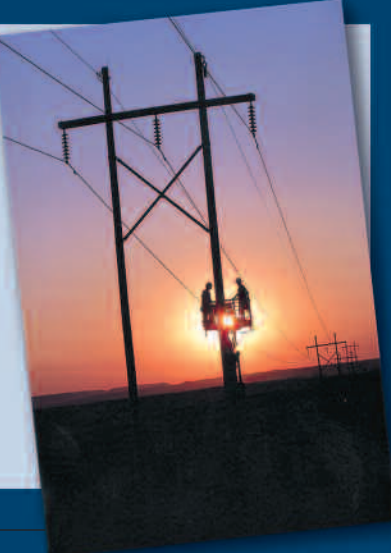
Honorable Mention #2

James Klein, Fresno, California, Local 100. The photo was "undoctored," says Klein, who shot power lines at a light rail station at night under high-power sodium lights.



Honorable Mention #3

Greg Fuhrmann, Huron, South Dakota, Local 1959. "I saw the bucket truck going up the hill and knew when our guys climbed the pole there would be a great picture," says Fuhrmann, a lineman for the Western Area Power Administration (U.S. Department of Energy). Pictured are lineman Jeb Bordewyk and apprentice Paul Inman, installing overhead fiber optic lines.





Report of Independent Auditors

**TO THE INTERNATIONAL EXECUTIVE COUNCIL OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

We have audited the accompanying consolidated statements of financial position of the International Brotherhood of Electrical Workers and subsidiaries (collectively the "International Union") as of June 30, 2005 and 2004, and the related consolidated statements of activities and of cash flows for the years then ended. These financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted

in the United States of America. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2005 and 2004, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Washington, DC

August 19, 2005, except for Notes 5 and 6, as to which the date is September 9, 2005



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2005 AND 2004

	2005			2004		2005			2004
	Unappropriated	Appropriated	Total	Total		Unappropriated	Appropriated	Total	Total
ASSETS									
Cash and cash equivalents	\$2,001,033	\$ -	\$2,001,033	\$365,806	Prepaid expenses	505,891	-	505,891	535,626
Receivables					Inventory of merchandise and office supplies, at cost	1,238,687	-	1,238,687	1,708,786
Loans and advances to chartered bodies	623,003	-	623,003	209,318	Deposits	149,000	-	149,000	333,093
Per capita tax receivable	7,593,033	-	7,593,033	7,762,237	Intangible pension asset	10,689,679	-	10,689,679	9,274,447
Due from Trust for the IBEW Pension Benefit Fund	-	-	-	3,381,506	Other	120,864	-	120,864	286,255
Accrued interest and dividends	1,396,254	-	1,396,254	1,968,995	Total other assets	15,237,953	-	15,237,953	16,757,971
Security sales pending settlement	1,891,982	-	1,891,982	2,735,665	Total assets	\$567,468,095	\$103,900,873	\$671,368,968	\$658,231,737
Other	1,592,012	-	1,592,012	1,306,872	LIABILITIES AND NET ASSETS				
Total receivables	13,096,284	-	13,096,284	17,364,593	Liabilities				
Investments - at fair value	343,206,960	103,900,873	447,107,833	452,558,788	Accounts payable	\$5,414,267	\$ -	\$5,414,267	\$1,567,777
Amounts held in escrow for tenant improvements	8,847,163	-	8,847,163	10,001,808	Payroll deductions	43,473	-	43,473	57,422
Cash collateral held for securities on loan	36,821,079	-	36,821,079	40,719,411	Due to Trust for the IBEW Pension Benefit Fund	425,143	-	425,143	-
Property and equipment—at cost					Accrued net periodic pension cost	27,414,987	-	27,414,987	20,604,772
Land, building and improvements	121,698,058	-	121,698,058	112,905,180	Accrued postretirement benefit cost	-	103,900,873	103,900,873	94,752,886
Furniture and equipment	33,569,377	-	33,569,377	13,338,140	Security purchases pending settlement	21,645,694	-	21,645,694	34,846,904
Accumulated depreciation	155,267,435	-	155,267,435	126,243,320	Deferred per capita tax revenue	4,511,324	-	4,511,324	4,283,394
Net property and equipment	148,257,623	-	148,257,623	120,463,360	Liability to return cash collateral on loan	36,821,079	-	36,821,079	40,719,411
Other assets					Mortgage loan payable	78,268,233	-	78,268,233	80,000,000
Deferred leasing, organization and financing costs (net of amortization)	2,533,832	-	2,533,832	4,619,764	Other	305,990	-	305,990	230,017
					Total liabilities	174,850,190	103,900,873	278,751,063	277,062,583
					Unrestricted net assets	392,617,905	-	392,617,905	381,169,154
					Total liabilities and net assets	\$567,468,095	\$103,900,873	\$671,368,968	\$658,231,737

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF ACTIVITIES

YEARS ENDED JUNE 30, 2005 AND 2004

	2005			2004		2005			2004
	Unappropriated	Appropriated	Total	Total		Unappropriated	Appropriated	Total	Total
Operating revenue					Program services				
Per capita tax	\$81,170,040	\$ -	\$81,170,040	\$78,388,522	Field services and programs	65,300,949	9,623,915	74,924,864	67,889,410
Initiation and reinstatement fees	1,339,074	-	1,339,074	1,280,165	IBEW Journal and media relations	4,727,283	344,394	5,071,677	4,779,747
Rental income	1,977,548	-	1,977,548	3,337,802	Industry trade program	8,838,194	1,477,196	10,315,390	9,895,145
Sales of supplies	718,983	-	718,983	840,924	Per capita tax expense	6,555,867	-	6,555,867	6,314,013
Other income	5,764,570	-	5,764,570	3,578,686	Legal defense	2,376,588	-	2,376,588	3,151,894
Total operating revenue	90,970,215	-	90,970,215	87,426,099	Total program services	87,798,881	11,445,505	99,244,386	92,030,209

	2005			2004
	Unappropriated	Appropriated	Total	Total
Supporting services				
Governance and oversight	6,653,380	896,695	7,550,075	6,096,402
General administration	8,333,881	1,695,134	10,029,015	8,569,835
Total supporting services	14,987,261	2,591,829	17,579,090	14,666,237
Total operating expenses	102,786,142	14,037,334	116,823,476	106,696,446
Change in net assets from operations before investment and other income	(11,815,927)	(14,037,334)	(25,853,261)	(19,270,347)
Investment income				
Interest and dividends	15,888,408	-	15,888,408	14,280,599
Net appreciation in fair value of investments	17,452,077	-	17,452,077	8,753,034
Investment expenses	(911,527)	-	(911,527)	(735,643)
Net investment income	32,428,958	-	32,428,958	22,297,990

	2005			2004
	Unappropriated	Appropriated	Total	Total
Other				
Gain on sale of land, building and improvements	-	-	-	23,653,954
Minimum pension liability adjustment	(2,647,088)	-	(2,647,088)	-
Currency translation adjustment	7,520,142	-	7,520,142	1,320,975
Total other	4,873,054	-	4,873,054	24,974,929
Change in net assets	25,486,085	(14,037,334)	11,448,751	28,002,572
Unrestricted net assets at beginning of year	381,169,154	-	381,169,154	353,166,582
Appropriation for postretirement benefit costs	(14,037,334)	14,037,334	-	-
Unrestricted net assets at end of year	\$392,617,905	\$ -	\$392,617,905	\$381,169,154

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND SUBSIDIARIES CONSOLIDATED STATEMENTS OF CASH FLOWS

YEARS ENDED JUNE 30, 2005 AND 2004

	2005	2004		2005	2004
Cash flows from operating activities			Payments on mortgages and other notes	(1,731,767)	(7,641,237)
Cash flows from			Distributions to LLC members	-	(20,226,155)
Affiliated chartered bodies	\$83,211,546	\$80,189,076	Net cash used for financing activities	(3,055,144)	(28,801,061)
Interest and dividends	16,461,149	14,831,620	Effect of exchange rate changes on cash	7,520,142	646,821
Rental income	1,590,624	3,481,627	Net increase (decrease) in cash	1,635,227	(351,364)
Reimbursement of expenses allocated to related entities	5,806,649	3,750,000	Cash and cash equivalents		
Other	6,248,286	3,376,736	Beginning of year	365,806	717,170
Cash provided by operations	113,318,254	105,629,059	End of year	\$2,001,033	\$365,806
Cash paid for			Reconciliation of change in net assets to net cash provided by operating activities		
Salaries, payroll taxes, and employee benefits	(59,165,982)	(51,303,992)	Change in net assets	\$11,448,751	\$28,002,572
Service providers, vendors and others	(29,202,165)	(30,232,513)	Noncash charges (credits) included in income		
Per capita tax	(6,535,781)	(6,321,565)	Depreciation and amortization	4,164,911	2,055,472
Interest	(4,088,423)	(337,800)	Net appreciation in fair value of investments	(17,452,077)	(8,753,034)
Cash used for operations	(98,992,351)	(88,195,870)	Loss (gain) on sale of property and equipment	305,959	(23,590,318)
Net cash provided by operating activities	14,325,903	17,433,189	Currency translation adjustment	(7,520,142)	(1,320,975)
Cash flows from investing activities			Changes in accruals of operating assets and liabilities		
Purchase of property and equipment	(28,949,804)	(10,615,053)	Receivables	3,424,626	(1,202,385)
Purchase of investments	(764,704,142)	(857,790,233)	Other assets	(565,914)	555,992
Proceeds from sale of property and equipment	93,980	22,216,324	Accounts payable	3,846,490	(167,580)
Proceeds from sale of investments	796,645,706	870,873,852	Accrued net periodic pension cost/prepaid pension cost	6,810,215	9,576,876
Cash held in escrow for tenant improvements	1,154,645	(10,001,808)	Accrued postretirement benefit cost	9,147,987	11,806,856
Net short-term cash investment transactions	(21,396,059)	(4,313,395)	Deferred revenue	227,930	417,285
Net cash provided by (used for) investing activities	(17,155,674)	10,369,687	Payroll deductions and other liabilities	487,167	52,428
Cash flows from financing activities			Net cash provided by operating activities	\$14,325,903	\$17,433,189
Bank overdraft	-	(733,894)			
Financing fees paid	(1,323,377)	(199,775)			

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2005 AND 2004

Note 1. Summary of Significant Accounting Policies

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

Basis of Presentation—The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, its wholly-owned subsidiary, Headquarters Holding Company, Inc., and the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%. Headquarters Holding Company, Inc. held title to real estate that was sold during 2004. The IBEW Headquarters Building

LLC also holds title to real estate, an office building that was acquired in June 2004, which beginning late-January 2005 serves as the new headquarters for the International Brotherhood of Electrical Workers. All interorganization accounts and transactions have been eliminated in consolidation. The International Union maintains an appropriated fund designation for internal tracking of postretirement benefits.

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

Investments—Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)
YEARS ENDED JUNE 30, 2005 AND 2004

used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2005 and 2004 settled in July 2005 and July 2004, respectively.

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

Building and improvements	10-40 years
Furniture and equipment	2-10 years

Accounts Receivable—Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at year-end.

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

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

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

Statement of Cash Flows—For purposes of the consolidated statement of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal. Highly-liquid short-term cash investments are considered to be investments, rather than cash equivalents.

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

Note 2. Tax Status

The Internal Revenue Service has advised that the International Union qualifies under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

Note 3. Investments

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

	June 30, 2005			
	Cost	Fair Value	Fair Value of Securities on Loan	Net Fair Value of Securities on Hand
Short-term cash investments	\$41,808,550	\$41,808,550	\$ -	\$41,808,550
Government and government agency obligations	68,972,261	72,435,023	14,842,056	57,592,967
Corporate bonds and notes	81,607,496	84,553,646	3,063,334	81,490,312
Stocks	166,862,948	189,906,604	19,481,945	170,424,659
Mutual funds	278,491	287,441	-	287,441
Mortgage loans	39,930,000	39,930,000	-	39,930,000

AFL-CIO Housing Investment Trust	18,954,792	18,186,569	-	18,186,569
	\$418,414,538\$	\$447,107,833	\$ 37,387,335	\$409,720,498
June 30, 2004				
	Cost	Fair Value	Fair Value of Securities on Loan	Net Fair Value of Securities on Hand
Short-term cash investments	\$20,412,491	\$20,412,491	\$ -	\$20,412,491
Government and government agency obligations	102,378,463	104,910,097	30,400,221	74,509,876
Corporate bonds and notes	118,169,071	121,970,253	6,608,908	115,361,345
Stocks	126,097,400	148,056,993	6,587,462	141,469,531
Mutual funds	217,966	223,570	-	223,570
Mortgage loans	39,990,000	39,990,000	-	39,990,000
AFL-CIO Housing Investment Trust	17,976,573	16,995,384	-	16,995,384
	\$425,241,964	\$452,558,788	\$ 43,596,591	\$408,962,197

Due to the lack of a quoted market price, the capital stock of Union Labor Life Insurance Company (ULLICO) included in the stocks category and the State of Israel bond included in the government and government agency obligations category are carried at cost. The ULLICO stock is valued at a cost of \$14,323,500 at both June 30, 2005 and 2004, and the State of Israel bond at a cost of \$2,000,000 at both June 30, 2005 and 2004.

Note 4. Securities Lending Program

The International Union has entered into an agreement with the bank that acts as custodian for the International Union's investments which authorizes the bank to lend securities held in the International Union's accounts to third parties.

The International Union receives 70% of the net revenue derived from the securities lending activities, and the bank receives the remainder of the net revenue. "Interest" reported in the consolidated statements of activities includes \$89,099 and \$62,591 earned by the International Union during the years ended June 30, 2005 and 2004, respectively, in connection with the securities lending program.

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

The International Union's securities lending activities are collateralized as described above, and the terms of the securities lending agreement with the custodial bank require the bank to comply with government rules and regulations related to the lending of securities; however, the securities lending program involves both market and credit risk. In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or the collateral, or that the bank's investment of cash collateral received from the borrowers of the International Union's securities may be subject to unfavorable market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts. To date, the International Union has experienced no losses in connection with the securities lending program. At June 30, 2005 and 2004, the fair value of the collateral held was as follows:

	2005	2004
Cash	\$ 36,821,079	\$ 40,719,411
Securities	2,266,436	3,887,318
Total	\$39,087,515	\$44,606,729

The fair value of securities loaned was \$37,387,335 and \$43,596,591, respectively. In accordance with Statement of Financial Accounting Standards No.

140 the value of the cash collateral held and a corresponding liability to return the collateral have been reported in the accompanying statements of financial position.

Note 5. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. There are no employee contributions and all employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the projected benefit method with aggregate level normal cost and frozen initial liability.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2005 and 2004 is summarized as follows:

	2005	2004
Service cost	\$7,459,189	\$7,170,470
Interest cost	15,873,872	15,032,531
Expected return on plan assets	(15,106,849)	(14,154,989)
Net amortization and deferral	4,142,643	5,224,359
Net periodic pension cost	\$12,368,855	\$13,272,371

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

	2005	2004
Discount rate	6.25%	5.75%
Average rate of compensation increase	5.00%	5.00%
Expected long-term rate of return on plan assets	7.00%	7.00%

Amounts recognized in the statements of financial position consist of:

	2005	2004
Prepaid (accrued) pension cost	\$ (27,414,987)	\$ (20,604,772)
Intangible asset	10,689,679	9,274,447
Minimum liability adjustment recognized in change in net assets	2,647,088	-
Net prepaid (accrued) benefit cost	\$ (14,078,220)	\$ (11,330,325)

The plans' obligations and funded status as of June 30, 2005 and 2004 are summarized as follows:

	2005	2004
Accumulated benefit obligation	\$257,760,058	\$232,220,927
Fair value of plan assets	\$237,375,819	\$222,573,329
Projected benefit obligation	292,370,989	261,265,325
Deficiency of plan assets over projected benefit obligation	(54,995,170)	(38,691,996)
Unrecognized prior service cost	13,450,036	17,592,679
Unrecognized net actuarial loss	27,466,914	9,768,992
Net prepaid (accrued) benefit cost	\$ (14,078,220)	\$ (11,330,325)

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

	2005	2004
Discount rate	5.50%	6.25%
Average rate of compensation increase	5.00%	5.00%

Employer contributions and benefit payments for the years ended June 30, 2005 and 2004 were as follows:

	2005	2004
Employer contributions	\$ 9,620,961	\$ 3,695,495
Benefit payments	16,858,779	16,442,597

Total expected employer contributions for the year ending June 30, 2005 are \$5.6 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year Ending June 30, 2006	\$17,728,209
2007	17,978,392
2008	18,312,201
2009	18,906,139
2010	19,472,887
Years 2011-2015	107,405,243

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to

provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2005 and 2004, by asset category, are as follows:

Asset category	2005	2004
Cash and cash equivalents	6%	6%
Equity securities	51	53
Debt securities	28	31
Real estate	10	10
Other	5	-
	100%	100%

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

Note 6. Postretirement Benefits

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

Postretirement benefit costs for the years ended June 30, 2005 and 2004 include the following components:

	2005	2004
Service cost	\$ 4,034,007	\$ 4,740,170
Interest cost	7,957,897	7,729,992
Amortization of accumulated loss (gain)	2,045,430	3,808,383
Total postretirement benefit cost	\$ 14,037,334	\$ 16,278,545

The accumulated postretirement benefit obligation at June 30, 2005 and 2004 is as follows:

	2005	2004
Postretirement benefit obligation	\$153,157,285	\$134,890,646
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	153,157,285	134,890,646
Unrecognized net actuarial gain (loss)	(49,256,412)	(40,137,760)
Accrued postretirement benefit cost	\$ 103,900,873	\$ 94,752,886

The above postretirement benefit cost does not represent the actual amount paid of \$4,889,346 and \$4,471,690 for the years ended June 30, 2005 and 2004, respectively.

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

	2005	2004
Discount rate	6.25%	5.75%
Average rate of compensation increase	5.00%	5.00%

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

	2005	2004
Discount rate	5.50%	6.25%
Average rate of compensation increase	5.00%	5.00%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2005, were assumed to increase by 10% for medical, 13% for drugs and the Medicare Part D subsidy, 5% for dental/vision, 6% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 5% in 2013.

Total expected benefit payments and Medicare Part D subsidies for the next 10 fiscal years are as follows: *(Continued on page 26)*

Seattle Local 46 Breeds Union Residential Contractors

BREAKING NEW GROUND

No job in the construction industry is more challenging than signing a contractor and bringing his or her work force into the IBEW's ranks.

Don't look for blueprints, say those who succeed. Do a lot of listening. Learn the specific needs and culture of both the employer and the workers. Make a rough plan. Dig in. Develop the tactics and tools to fit your situation.

While every campaign seems to have its own distinct features, locals have much to learn from each other's experience.

This is the first in a series, "Breaking New Ground," which allows locals to learn from each other to win new campaigns, building the union's power for the next generation. Future articles in the series will appear on the IBEW's Web site.

Call it organizing with a green thumb. Seattle, Washington, Local 46, is growing its own union contractors, picking ripe fruit in the residential electric repair and remodeling market and planting the seeds for a bumper crop of new residential construction.

This is no traditional organizing story. There's nothing ordinary about a local that develops comprehensive business classes that instruct journeymen on setting up residential contracting firms. Local 46 has even put a new twist on standard "bottom-up" recruitment techniques, including a portability agreement with other IBEW locals to keep new members steadily employed and to keep contractors in business. It's not traditional, but it is working.

The 4,000-member local followed up its business classes with a full-page ad in the phone book for "Residential Electrical Services." Signatory residential firms report that "hits" from the ad are picking up as an operator fields calls and spreads the work around to the union shops.

Local 46 shows a 48 percent increase in hours worked on residential projects from 2003 to 2004. Residential has nearly doubled in 2005.

Seventeen union contractors are now performing residential work in Local 46's jurisdiction. The most recent signings were Hawthorne Electric on July 14 and Starr Electric on August 8.

Greg Galusha, Local 46 organizer, said with a 75 percent market share in commercial construction and the remaining market dominated by contractors who do both

commercial and residential work, Local 46 needed to decide whether it would go after residential or get left behind.

Gary Price, Local 46 business manager, attributes the local's success to a strong group effort by organizers Galusha, Greg Boyd, Virgil Hamilton and Greg Moore who, together with the contractors, "embrace change, realizing that traditional avenues often don't work in a market where cultures and laws have changed."

With union-bred contractors increasing their residential customer base, Local 46 organizers are stepping up their visits to nonunion home construction sites seeking potential employees. They offer \$25 gift certificates to electricians in return for completing surveys on pay and benefits and asking whether participants would be interested in working for a union contractor. Those who are willing to be contacted have their information distributed to union residential contractors. Currently, the union is developing an online bulletin board where resumes and completed surveys for nonunion residential electricians will be posted.

Neil Carriere is a new recruit, a residential journeyman at At Your Service Inc., a four-employee shop founded a year ago by Local 46 members Ryan Paddock and

Patrick Gergen. Both owners attended classes at the Local 46 hall.

Local 46 organizers recommended Carriere to At Your Service Inc. after he participated in an unsuccessful organizing drive at his last employer, a 50-employee firm that installed home theatre systems and other new residential products. Carriere was initiated into the IBEW on September 15.

"There are a lot of advantages to the union," says Carriere, 46, citing benefits like good health care, a stable retirement account and regular employment. He said he is pleased that his union dues are being used to market residential work and organize more nonunion workers. "There are still a lot of residential electricians who think that the union is exclusively commercial," he said.

Paddock, who salted a nonunion residential contractor before co-founding At Your Service, says, "I learned that there are a lot of fly-by-night contractors doing residential services." His firm now has the highest rating on an online referral database and performs regular installation work for clients who sell hot tubs and gas fireplaces.

Local 46's program is a well-developed, innovative deployment of people, skills and union solidarity. Price says, "We encourage feedback from the employers to make them part of the solution. When we all understand what we are trying to do, we can drop our individual self-interest and look to make a break in the market without losing track of the overall interests and mission of the IBEW—to serve our members."

Monique Moore is one of the program's prime boosters. Moore is owner of Latitude Electric, a residential firm that she established last year with her husband, Kevin, a laid off Local 46 journeyman. She attended classes at the Local 46 union hall in small business management, electrical estimating and business plan development. The courses are taught by experts, including the chairman of the construction management program at the University of Washington.



Crew of Snohomish Electric, founded by Pete Sanders, Everett, Washington, IBEW Local 191.

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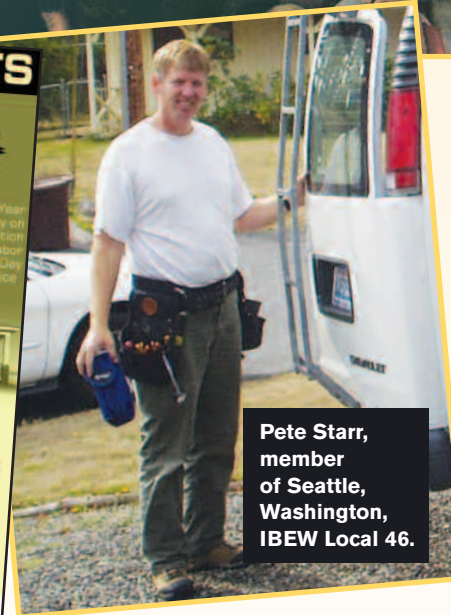
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Pete Starr, member of Seattle, Washington, IBEW Local 46.

vice shops and have a good margin," says Winterroth, praising Everett Local 191, Tacoma Local 76 and Local 46 for working toward a common agreement.

The locals have negotiated a portability understanding. Rather than furloughing staff when work temporarily drops off, for instance, contractors can "share" them. "We don't want to organize workers and then see them laid off," says Galusha.

While Pyramid has wired some new custom homes, Winterroth says breaking into large tract home construction projects will depend upon solving a couple of

problems. First there is a scarce labor pool to draw from. Many Local 46 journeymen are experienced in construction, but not in residential work.

Second, insurance costs for tract home projects can be costly, since potential liabilities from work defects can multiply due to the large number of units constructed.

Snohomish Electric has solved some of those problems and is building hundreds of tract houses.

Local 46 assists Snohomish's marketing by reimbursing the firm for the materials and labor to install a low-voltage panel (for communications, data and entertainment systems) and cable drops to three destinations, at no cost to new homebuyers. This tool, available to all signatory contractors, helps developers market the properties as "smart homes."

Snohomish owner Pete Sanders, a member of Everett Local 191, says, "We've been around for 20 years. Insurance is expensive, but less of a problem than for new contractors. It's refreshing to see Local 46 trying something different." He complimented the portability agreement and looks forward to further joint measures for helping both members and owners.

Greg Fuller, a lineman out of Local 595 in Dublin, California, owner of Fuller Electric, limits his residential work to high-end remodels, where he can afford to pay journeymen's wages. Fuller recalls leaving the San Francisco Bay area six years ago, where residential work paid \$2.45 per square foot and arriving in Washington state, where the work paid only \$1 per square foot. "If we really want to compete in this market," says Fuller, "we need more workers who can work with speed and

(Continued on page 28)

Trade Classifications

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

LOCAL LINES

ATTENTION PRESS SECRETARIES:

The *Journal* has an e-mail address dedicated exclusively to receiving "Local Lines" articles from press secretaries. If you wish to submit your articles via e-mail, please forward them directly to locallines@ibew.org. This will help expedite the production process. As always, inquiries of a general nature or letters to the editor should still be sent to journal@ibew.org.

New Opportunities

L.U. 8 (i,mt,as,em,mar,rs,s&spa), TOLEDO, OH—To all our Gulf Coast IBEW brothers and sisters affected by the hurricanes, Local 8 members send out their thoughts and prayers.

The state of Ohio, pivotal in the 2004 presidential election, may once again be ground zero in 2008. To exert substantial influence in that election, it is vitally important for Ohioans to rid state government of scandal plagued and inept politicians. Republicans have controlled nearly every state office in the last 12-15 years, but have shown very little for their efforts. Because of term limits, our current Republican governor, recently convicted of ethics violations, is prohibited from running.

Currently, two Democrats are eyeing the governor's office. One such candidate, U.S. Rep. Ted Strickland, recently paid a visit to the Local 8 hall. Northwest Ohio Democrats attended this public forum, assembled as a means of introducing the congressman to our area. Rep. Strickland spoke about developing new opportunities in Ohio, citing the need for

U.S. Rep. Ted Strickland addresses a public forum at the Local 8 union hall.



Local 32 celebrates Labor Day in downtown Lima, OH.

good jobs and decent wages.

Work opportunities have significantly improved since last year, but are somewhat short of earlier expectations. The Jeep and Toledo Hospital projects are moving along, but the long awaited coking facility is still in limbo.

JIM SZCZERBIAK, P.S.
DENNIS C. DUFFEY, B.M.

Spring Relocation

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—Demolition on the interior of our new headquarters in Lanham, MD, began in the fall. We are excited about this move and we project a relocation date of late May 2006.

Pension trustees raised the benefit from \$78.50 to \$80.50 per month for each service year. Present retirees received a 3 percent increase.

Thanks to all who donated to help Hurricane Katrina victims.

Local 26 Christmas parties are: Fri., Dec. 2, 8 p.m. at Sardo Hall in Forestville, MD; Fri., Dec. 9, 7 p.m. in Winchester; and Fri., Dec. 16 in Roanoke at 7 p.m.

Local 26 held picnics in the D.C. area and in Roanoke. Apprentices graduated, a pension seminar was held, and the Local 26 softball team placed second in the IBEW National Tournament. Retirees held a crab feast in October and a raffle drawing in November.

Recent retirees: Richard D. Cates, Douglas M. Clow, Walter R. Everett Jr., Kenneth Hampton Jr., James E. McGrail, Oral E. Folks, Lorian R. Moore, James S. Moreland and Patrick M. Burke.

We mourn the deaths of: Bros. Robert Kurtz, Darryl H. Streichert, Harold Hook and Stephen Judy; and retired Bros. Adron Fizer, John Strickland, Billie Pitts, Ronald Essex, Harold Dubbs and Robert Jones.

CHARLES E. GRAHAM, B.M.

Scholarships Awarded

L.U. 32 (i&u), LIMA, OH—Local 32 had a great turnout for the Labor Day parade in downtown Lima. Our local had more than 100 people in attendance with eight service vehicles, a retirees car and two floats. A chicken dinner was held after the parade with Carpenters Local 372 (see photo).

Two scholarships were recently awarded. Jason Bockey, son of Bro. Mike Bockey, received the Larry Clements scholarship. Jon Kroeger, son of Bro. Larry Kroeger, received the Mark Hesseling scholarship. Congratulations to Jason and Mike, and best wishes in their educational pursuits.

A work day was held at the union hall Sat., Sept. 17. Trash was picked up, trees trimmed, painting done, a new mail box put up, old light poles taken down, fluorescent lights repaired and more. Thanks to all who volunteered to help out at the hall.

LARRY KROEGER, P.S.

LED Billboards Installed

L.U. 38 (i), CLEVELAND, OH—Bro. Rick Eisenhardt shot the accompanying photo of Local 38 members Jerry Hastings, Mark Casselberry and Shawn Carter 185 feet atop the new West 3rd St. LED billboard with downtown Cleveland as a backdrop.

Cleveland is the test market for the new LED boards on view around the city. Our members working for Clear Channel installed seven new boards in the greater Cleveland area. Each board required a 200-amp, three-phase service upgrade to a sign-and-display communications controller. Two-inch pipe runs up the structure to feed four 60-amp subpanels, which were also needed on each sign, as well as one-inch pipe runs for data lines.



Local 38 members Jerry Hastings, Mark Casselberry and Shawn Carter atop a newly installed LED billboard in downtown Cleveland, OH.

The crew started work in a blizzard in March and finished in July. More new boards may be installed if they are a hit.

Lake Erie Electric was awarded the \$5 million processed electrical contract for Charter Steel and may need up to 80 wiremen on the project working two shifts.

Herbst Electric has the water treatment facility and the bag house at Charter. Ullman Electric has the cranes, and Bruce and Merrilees Electric from Pennsylvania has the substation. So we may have 100 members on site at the peak of the project if it goes as scheduled.

DENNIS MEANEY, B.R.

Winter Work

L.U. 80 (i&o), NORFOLK, VA—In September we celebrated our annual picnic. We thank Bro. Terry McPhillips and his wife, Maureen, for their hard work and planning. It was appreciated and enjoyed by all.

Our outlook on work this winter is good. Several large projects on the horizon should carry us into spring. We thank Int. Reps. Terry A. Lockett and James B. "Jim" Kauffman for their help and support in implementing a strategic organizing plan.

Local 80 wishes everyone happy holidays and a prosperous New Year.

DAVE SCHAEFFER, P.S.

Best Trained Craftsmen

L.U. 86 (ees,em,es,i,rts&spa), ROCHESTER, NY—We have a new residential contract. The new contract, combined with our +5 program, along with an aggressive advertising campaign, will bring us more work opportunities in the near future. We have also enlisted the help of the Buffalo Bills football team to go right at our non-union competition. By sponsoring the team all season long, we intend to get the word out that it is cost effective to hire the best trained craftsmen in the business—and that we will back that up with a 5-year warranty on all our residential work.

At press time Local 86 was planning for its annual Christmas party. We thank "Santa" and all his helpers, especially Bro. Brian John-

son, his wife, Lea, and their entire family for making sure that everyone has a great time!

MIKE FARRELL, P.S.

Work Remains Slow

L.U. 90 (i), NEW HAVEN, CT—At press time Local 90 is still working without a contract. Negotiations are ongoing. The work picture remains extremely slow. Work at Yale, Hamden Middle School and many small projects are keeping some members working.

In August over 350 members attended Local 90's annual outing for a day of swimming, cards, food and great camaraderie.

Local 90 is holding classes to certify our members in first aid and CPR, as well as additional classes to keep our membership at the forefront of our field. The local accepted a class of 13 apprentices this year. The apprentices should be proud. This year's competition was very stiff. Congratulations to apprentices who completed their probation and were sworn in as union members: Robert Capelli, John Lacombe, Anthony Morale, Robert Paulovske, Christopher Reed and Brian Williams.

At press time Local 90 members were gearing up for a motorcycle rally hosted by IBEW Local 42. We are proud to join our brothers and sisters from around the IBEW. Proceeds will benefit the Burn Center at Bridgeport Hospital.

Our thoughts and well wishes are with those on the Gulf Coast.

SHANNON COZZA, P.S.

February Ski Trip

L.U. 94 (lctt,nst&u), CRANBURY, NJ—In February 2005, 25 hardy members, family and friends of Local 94 embarked on a two-day ski and board trip to Mt. Snow, VT. Weather and conditions were perfect. On the luxury bus, food and refreshments were served. Hotel accommodations were excellent, and everyone had a good time.

Our 2006 trip is scheduled for Feb. 10-12. We will test the slopes of White Face Mountain in Lake Placid, NY. We look forward to filling the bus with Local 94 members.

The annual Local 94 dinner dance will be held April 1, 2006, at

Local 94's February 2005 ski trip to Mt. Snow, VT.



Local 108 South Hillsborough line crew, (L-R): linemen Kevin Brannon, apprentice linemen Ronnie Griffin, linemen Dave Stephens and crew leader Lee Service.

Doolan's in Spring Lake, NJ. We will honor members who retired between the dates of August 2004 and December 2005. We look forward to a wonderful evening with our union brothers and sisters and their families.

Any member who is interested may contact the Local 94 office for further information: (609) 426-9702 Ext. 1. Let's get out and do something together besides work. Kick back and have some fun!

CHARLES HASSLER, P.S.

Welcome, New Members

L.U. 104 (lctt,o&u), BOSTON, MA—Local 104 welcomes the employees of North Attleboro Municipal Light Department, who voted overwhelmingly for IBEW representation. Organizer Steve O'Donnell worked hard on the campaign. The union received over 75 percent of the votes. Congratulations to our new brothers and sisters of North Attleboro Light.

Our first Lineman's Rodeo and Poker Run held July 23 was a great day. The Local 42 team finished first in overall skills. Thanks to all who participated. Special thanks to Bro. Ellis Wilkins, age 71, who entered the speed climbing contest and did very well. Bus. Mgr. Tiler Eaton, Organizer Jeff Place, and Bro. Sean McNamara ran the event. Nearly 200 people attended.

Work in our jurisdiction is still good. We could use additional qualified journeyman linemen. If you are thinking about coming our way, call us for an update on the work situation at (508) 660-3900.

We are in negotiations at present with two municipal light companies (towns of Mansfield and Littleton) for agreements. We are getting ready for our negotiations early next year with the Massachusetts Bay Transit Authority (MBTA).

ROBERT E. WARD, R.S.

Line Crew Rescue

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rs,s,spa,t&u), TAMPA, FL—Bull Frog Creek, typically small and slow running, is ideal for children playing on tubes, but recent rains had swollen the creek into a deep, fast moving river.

Bros. Lee Service, Kevin Brannon, Ronnie Griffin and Dave Stephens, a TECO South-Hillsborough line crew, were eating lunch at a park near their work when a girl approached them yelling that her mother, brother and sister were trapped in the creek. Crew leader Lee Service sent linemen Kevin Brannon and apprentice linemen Ronnie Griffin to investigate. As they ran toward the water they heard screams.

The mother was in the middle of the creek clinging to a tree, with her children hanging onto her. Linemen Dave Stephens and Lee Service grabbed ropes and ran to assist. Bros. Stephens and Griffin entered the 12-foot deep water. Bro. Service threw a rope to Stephens. Bro. Griffin tied the rope under the boy's arms and Bros. Service and Brannon pulled him to the shore. They rescued the mother and other child the same way. We are proud of this fast acting line crew.

DOUG BOWDEN, P.S.

Support Your Union

L.U. 110 (em,i,rs,spa&u), ST. PAUL, MN—As I write this, fall is in the air and work is slowing up. As of late September, we have 120 on Book I; and Book II has 60 people employed in our local.

We had an election of officers and elected were: Bus. Mgr. Mike Redlund, Pres. Jamie McNamara, Vice Pres. Don Sinna, Treas. Dan Muccio, Rec. Sec. Peggy Goepfert; Executive Board members Jim Cannon, Mike Dufour, Joe Kelly, Tom Kelly, Greg Setley, Victoria Lingston, Travis Kittelson; and Examining Board members Steve Galatowitsch, Jeff Anderson and Tim Thomas.

Thanks to everyone who ran for office. We as a union are more diversified with your actions. Also thanks to Bro. Dick Vitelli, former business manager, for his years of service and his successful contract negotiations. With the elections over, we need to be united in support of our local, officers and staff. We must focus on Market Share,



Some of the newly elected Local 110 officers and board members. From left, front row, Mike Redlund and Victoria Livingston; second row, Jim Cannon, Joe Kelly, Dan Muccio, Jamie McNamara, Steve Galatowich and Travis Kittelson; third row, Don Sinna, Mike Dufour, Peggy Goepfert, Greg Setly and Tom Kelly.

organizing and recapturing our work. Remember to support labor friendly candidates for public office. Please keep an open mind and consider the importance of working people's agendas.

STEVE WHITE, P.S.

Good Winds Blow

L.U. 120 (c,i,&o), LONDON, ON, CANADA—Good winds are blowing over our local. Wind farms are being erected by Local 120 members. Pres. Peter Thompson, foreman, and his crew are erecting 66 wind turbines in Port Burwell off Lake Erie; and foreman Rick McLaughlin and crew report 22 in Goderich off Lake Huron. The Shelbourne area is to receive another 50-100 turbines. Significantly, our Prime Minister is committed to investment in wind power turbines and renewable energy sources. Local 120 is now a leader in supplying skilled manpower for these projects. More turbines are proposed in our jurisdiction.

Local 120 Organizer John Gibson has been busy organizing non-union workers. The local's organizing effort, with the aid of Bus. Mgr. John Jackson, includes continued canvassing of the area. Despite many obstacles—one large contractor was lost by a very slim margin—we continue the drive to receive nonunion workers into our ranks.

Local 120's work picture remains bright. We have had 150 travelers in our area with the new line from Suzuki and will call for others in spring 2006 with the start of the new Toyota plant. This year we completed many small industrial factories with maintenance contracts for some. We thank our brothers and sisters who came to help with the summer shutdowns.

IAN MCCOOL, P.S.

Brothers Remembered

L.U. 124 (ees,em,i,mar,rs,se&spa), KANSAS CITY, MO—We remember the following deceased members: Herbert W. Armstrong, Jerry L. Carson, Dean C. Day, Harley Davis, John M. Draskovich, Robert A.

"Bob" Gillespie, Edward W "Bill" Groll, John W. Holliday, Gary Sallaz, Danny J. Sullivan and James P. Wise.

Congratulations to the following retired members: David A. Bahr, Johnnie L. Combs, William J. Donahue, Jimmy C. Flippin, Denzil W. Garner, John M. Hammontree, James W. Miller, Jerome B. Mook, Carl T. Pope, Dennis C. Staves, Bruce J. Taylor, John F. Watson and Robert Craig Wilson.

FRANK MATHEWS JR., P.S.

2006 Construction Season

L.U. 134 (catv,em,govt,i,mt,rtb,rs,spa&t), CHICAGO, IL—The work outlook remains sluggish in our area as winter begins. As 2005 closes we gladly say good-bye to a construction year that just never got in gear.

The start of the McCormick Place addition, Schaumburg Convention Center and the Trump Tower should get the 2006 construction season going early in spring. The long awaited O'Hare expansion project appears to be making the final legal hurdles and will hopefully start early in 2006. This multi-billion dollar project will provide many of our members with much needed employment.

Thank you to Bus. Reps. Sam Evans and Rich Kelly, along with many volunteer journeymen and apprentice members, for working on the "Feed the Children" program. Local 134, in conjunction with the Christ Universal Church, provided delivery of food and supplies to families in need.

Merry Christmas and a happy New Year to all!

MIKE NUGENT, P.S.



Many Local 134 journeymen and apprentices volunteered to work on the "Feed the Children" project. From left, Bus. Rep. Rich Kelly, Bus. Rep. Rich Sipple, Apprentice Instructor Joe Govea (kneeling, front), Vice Pres. Russell Ponder and Bus. Rep. Sam Evans.



Illinois Gov. Rod Blagojevich addresses the crowd before signing the new workers' compensation legislation at the Local 146 union hall. Former Local 146 Bus. Mgr. and current Illinois AFL-CIO Sec.-Treas. Michael T. Carrigan is standing at far right.

Recent Retirees

L.U. 146 (ei,i&rts), DECATUR, IL—Congratulations and best wishes to our 2005 retirees: Bros. Tom Brennan, Robert Brille, Steve Chesnut, Derrol Fleischman, Steve Friend, Dan Greenwell, Henry Koester, James McKee Sr., John Priest, Stan Rhodes, Phil Slaughter, Ernest Turnage and John Workman. Have a happy, healthy retirement and thank you for your service to our industry and union.

Apprenticeship school is well underway. Welcome to our new first-year apprentices: Nicky Buckley, Ryan Frantz, Thomas Golding, Benjamin Hoyt, Eric Karr, Travis Martin, Douglas Moffett, Daniel Shewmaker, Douglas Swingler, Patrick Turner, Nicholas West, Robin White and Matthew Wood.

The annual John V. Workman steak fry was Sat., Oct. 8 on the grounds of Local 146. Those in attendance enjoyed a crisp autumn day filled with excellent food and brotherhood.

Work in our jurisdiction remains slow. We thank all IBEW local unions that have referred Local 146 members to work. Remember to attend Local 146 meetings the second Tuesday of every month at 6 p.m. at the union hall.

Local 146 wishes all IBEW members throughout our great Brotherhood a joyous and safe holiday season!

SHAD E. ETCHASON
ASST. B.M./PRES.

Winning Team

L.U. 150 (es,i,rs&spa), WAUKEGAN, IL—Congratulations to our softball team on a great summer of play. The team started by placing fourth in the July IBEW Midwest Tournament in Parkersburg, WV. Then the team took first place in IBEW Local 601's tournament in Champagne, IL, for the third con-

secutive year. Finally they placed first in the Union Yes tournament hosted by Operating Engineers Local 150.

Local 150 Bros. Scott Solberg and Bob Wanak traveled to Michigan to help with the Habitat for Humanity project last summer. With events of past months along the Gulf Coast, the work that volunteers do for their fellow citizens and communities is more important than ever. In this month of giving, we urge all members to do what they can, locally or nationally, to help build stronger communities whether through action or material donations.

Local 150 also wishes to let our union brothers and sisters in the states so severely affected by these natural disasters know that our thoughts and prayers have been with you, your families and communities. The entire IBEW will stand with you throughout your recovery and rebuilding efforts. You are not alone.

JON STEWART, P.S.

Steadfast Commitment

L.U. 164 (c,i,o&t), JERSEY CITY, NJ—Proud of those serving in the military and especially in war zones, Local 164 is demonstrating its support of six recently activated members by offering an increased supplemental unemployment benefit. Local 164 has doubled the normal \$250 per week benefit to \$500 per week for previously enlisted reservists; these members are also receiving full health and welfare benefits as well as pension credits.

"Local 164's Board of Trustees voted unanimously to double the unemployment benefit for activated reservists to demonstrate our support for those members who have interrupted their personal and professional lives to serve on behalf of our country," said Bus. Mgr. Richard "Buzzy" Dressel. "This supplement helps bridge the gap between military wages and that of an electrician or telecommunications technician."

Among those members who have completed or are still serving on active duty are: Jose Alejo, Kevin Coppinger, Joseph Langschultz, Timothy Michaels, Paul Nilan and Elliott Rubinich.

Local 164 is proud to have one of the most efficient, self-managed

benefits programs. From the unemployment benefit to long-term care insurance, the local is steadfast in its commitment to meet the health care and retirement needs of all Local 164 members.

DAVID MILAZZO, PRES.

Scaring Sacramento

L.U. 180 (c,i,o&st), VALLEJO, CA—The "Join Arnold" team working to destroy unions and the voices of working people are, at the time of this writing, watching a little election here in Vallejo. They are amazed and scared.

Heated topics, attacks on local police and fire from the existing city council have the public banding together. A bankrupt school district has many asking questions. This resulted in most of Vallejo's public and private unions joining with the Chamber of Commerce and the Realtors to jointly and solidly support candidates for Vallejo's city council and school board races.

Is the tide turning? In the middle of the governor's attacks, Kaiser and its unions come to a "heartily endorsed" agreement. As the AFL-CIO splits over politics or organizing, our unions realize it is both and not one or the other. As unions are targeted as harmful, it is satisfying that the Solano County Board of Supervisors issued a resolution stating how successful the PLA was on the new \$110 million government building—and the PLA is here to stay.

MICHAEL C. SMITH, B.A.

Dedicated Service

L.U. 204 (t&u), CEDAR RAPIDS, IA—Our deepest sympathy to the families of the following brothers who passed away this year: Bill Draheim, retired service rep from Nora Springs, who died April 19; Edward Wolfe, retired Instrument & Control technician at Prairie Creek Power Station, Cedar Rapids (d. May 31); Mike Hala, line mechanic from Marshalltown (d. June 24); Richard L. Bryant, retiree from Iowa Southern (d. July 2); Ted Hruska, IES retiree from Cedar Rapids, (d. Aug. 1); and Charles E. Berry, retired operating engineer from Prairie Creek Power Station (d. Aug. 11).

On July 1 Local 204 then-Pres. Nile Lanning, a 33-year member, retired as a line foreman from Alliant Energy/Interstate Power & Light and as longtime local union president. Niles served our local with great dedication and was president for 25 years. As a journeyman lineman, he arrived on the scene in 1971 at the Iowa Electric Light & Power Company. He rapidly became active in the union, served as a steward and was elected president in 1979.

RANDY DRUMMER, P.S.

Retirees Night

L.U. 252 (ees,i,rs&spa), ANN ARBOR, MI—Retirees Night always generates a lot of excitement for Local 252.

Bus. Mgr. Greg Stephens, staff and Local 252 members sincerely thank retirees for their many years of dedicated service. This year 50-year pins and gold watches were presented to Bros. Rex Chenoweth, Gerald Hopkins, Bill Koepp Jr., Marvin Salyer, Richard A. Smith, Richard L. Straith and Fred Veigel. We have 54 members with 50 plus years of IBEW membership.

After the awards ceremony, attendees enjoyed an excellent catered dinner prepared by Bro. Scott Neff and his wife, Carrie. The occasion was another opportunity to renew friendships and enjoy fellowship.



Local 252 honored 50-year pin recipients Marvin Salyer, Richard Straith, Gerald Hopkins, Rex Chenoweth, Richard Smith and Fred Veigel. Not pictured is Bill Koepp Jr.

Retiring Bro. Jerry Gutekunst, past president, was surprised to receive the honorary title "President Emeritus" in recognition of his achievements and dedication to Local 252. Congratulations, Jerry. We look forward to seeing everyone again next year. Thanks to all who helped make Retirees Night a success.

TIMOTHY BORTLES, P.S.

Habitat Volunteers

L.U. 280 (c,ees,em,es,i,mo,mt,rs&st), SALEM, OR—At this writing the local is engaged in negotiations for the Inside Agreement, which expires Dec. 31. By the time this article is published negotiations should be completed, thanks in part to the successful ongoing partnering efforts of the LMCC.

Thanks to all members who volunteered this year for Habitat for Humanity. Local 280 and the Oregon Pacific-Cascade Chapter of NECA committed to wiring all Habitat homes in our jurisdiction and this partnership has benefited all parties. In 2005 Local 280 volunteers wired 12 homes, and the Public Service Committee donated \$17,000 for materials to the various Habitat chapters in the state.

Local 280 welcomed fifth-year

apprentice Eric Guzman from New Orleans Local 130 into our program after he and his wife, Lisa, lost everything they owned in Hurricane Katrina. Within three days of arriving in Oregon, Bro. Guzman was entered in the fall apprentice classes, received a set of donated hand tools and went to work for Dynalectric in Salem.

Local 280 officers and staff wish everyone a happy holiday season.

DENNIS D. CASTER, B.M./F.S.

2006 Elections

L.U. 294 (ees,em,i,rs,spa&u), HIBBING, MN—Our work situation has improved slowly, but in the right direction. I would like to thank our sister locals who have employed our members in our tough times. We hope to return the

take back the House of Representatives, expand our margin in the Senate, and nationally elect a Democrat for the U.S. Senate seat being vacated by Sen. Mark Dayton. It sounds like a big job, but with your help we can make this happen and we will make a difference. Organized labor is being attacked from all angles and we must be proactive for success.

Merry Christmas and happy New Year! Be union, buy union!

SCOTT WEAPPA, B.M./F.S.

Graduates Honored

L.U. 306 (i), AKRON, OH—Congratulations to our 2005 graduating classes. We welcome our 25 new journeyman inside wiremen and 11 new residential wiremen (see photo).

Inside program graduates: Rolando Borjas, Bryan Boveington, James Bramlett, Stephen Braswell, Cynthia Colley, Todd Dorland, John Dull, Shane Evans, Paul Facemire, Shawn Faulconer, David Flynn, Troy Galloway, Janice Gemind, Chris James, Ronald Keller, Martin Laich, Daniel Lilly, Todd Martin, Nicholas Meriac, Anthony Misciagna, Daniel Nicholas, Jason Pribanich, Jerry Ritzenour, Matthew Rockwood and Stephen Stanec.

Residential program graduates: David Birchfield, Thomas Carter, Damian Casenhiser, Jeffrey Grubbs, Eric Hilbish, Jesse Hupp, John Kocsis, Eric Markiewicz, George Reese, Brian Smith and Joan Spicer.

High Achievement Awards, presented by Mike Young of Ideal Tools and Mike Olesky and Chuck Labow of CED, went to Janice Gemind, Inside program and Damian Casenhiser, Residential program. Fourteen graduates were recognized for perfect attendance.

At the graduation, Bus. Mgr. David Moran delivered opening

Local 306 Class of 2005 Inside wireman graduates (top photo) and Residential wireman graduates (bottom photo), joined by JATC Instructor Herbert Porter.



remarks. Guest speaker was architect Lauren Burge, of Chambers, Murphy & Burge. Nancy Montecalvo, Akron Division NECA chairman, delivered closing remarks.

We pause to remember our members in the armed forces and the victims of the devastating hurricanes.

Happy holidays to our brothers and sisters everywhere!

ROBERT SALLAZ, V.P./P.S.

Certification Deadline

L.U. 332 (c,ees,i,o&st), SAN JOSE, CA—The deadline for state certification is fast approaching. Make sure you have applied by Jan. 1. No one will be dispatched without a license.

Work has been steady, with school work slowing and public sector work picking up. Job calls have all been getting filled since the new dispatch system went into effect.

The Political Action Committee has been very busy. California's recent ballot initiative election has just ended and now we're gearing up for spring primaries. One of our own, Jay James, is running for San Jose City Council. Let's get out and help get him elected. Please participate in the many phone banks and precinct walks.

Last April three IBEW brothers went to Sumatra to assist in rebuilding 900 homes and three medical clinics devastated by the tsunami. We commend Bros. Mike Gorin, Gary Dwyer and Richard Martinez for their generous service. Thanks also to Cupertino Electric and IBEW 332 members for their contributions.

It is in this spirit that we need to help the people devastated by the Gulf Coast hurricanes. Please visit IBEW website www.ibew.org to contribute.

Support your union—be an active participant.

ALAN L. WIETESKA, R.S./P.S.

Volunteers Honored

L.U. 340 (em,i,o,rt&spa), SACRAMENTO, CA—In the true spirit of Labor Day, a group of Local 340 members volunteered to wire a Habitat for Humanity project in Sacramento. The group included Sisters Sandi Abbott, Leonor Amado and Cheryl LaRocco and Bros. Andrew Jones, Louis Smith, Daniel Torres, Richard Soto, John Chand, Stefen Creason, Noel Livingston, Charles Romero, D'Elman Clark, Shane Glove, Jim Strain, Wayne Frank and Bob Williams Jr. Thompson Electric and Schetter donated the materials. Local 340 members worked alongside union members from other crafts and completed the house in one day. Our volunteers were honored at a September musi-



In Sacramento Local 340 employers and volunteer electricians wired a Habitat for Humanity home on Labor Day weekend.

cal event at Robert Mondavi Center at U.C. Davis.

Local 340 sends prayers for all IBEW members affected by the Gulf Coast disaster.

We mourn the passing of retired Bros. Hays Holyfield Jr., Alvin "Al" Etheridge, Lee Barrett and Augustus "Bill" Hunt Sr. Rest in Peace, Brothers.

Merry Christmas and happy New Year!

A.C. STEELMAN, B.M.

Chrysler Plant Re-Tool

L.U. 364 (catv,ees,em,es,i,mt,rt&spa), ROCKFORD, IL—Local 364 participated in Rockford's Labor Day parade. Our local's float was among the best. Thanks to Bros. Matt Horn and Brian Troy, who together designed and coordinated the building of this year's entry. Approximately 200 members and their families marched in the event representing our local.

We are very thankful this year for a lot of work in our local. As this *Journal* issue begins to arrive in mailboxes, a huge re-tool at the Chrysler plant is winding down. The job put every Local 364 member out to work who needed a job, plus many travelers as well. Thankfully, more work is on the horizon.

In these tough economic times and in the spirit of brotherhood, Local 364 members wish all our IBEW brothers and sisters a Merry Christmas and a Happy New Year!

RAY PENDZINSKI, P.S.

Graduation Banquet

L.U. 380 (ei,es,i&it), NORRISTOWN, PA—Local 280's apprentice graduation banquet was held Sat., Aug. 27, 2005. Bus. Mgr. Ken MacDougall addressed the new journeymen about the benefits of a positive attitude in one's career and throughout life. Guest speaker state Sen. John Rafferty described how he is working together with the building trades, local businessmen and state government to develop and fund many upcoming projects. One such project is the 9/11 memorial being built in front of the Montgomery County Court House.

Third District Int. Rep. Joseph A. "Tony" McCafferty, former Local 380 business manager, welcomed the new journeymen into the industry.

CeCe Lara-McCulloch. Newly elected E-Board members include the following: Representing Nevada Power Company—Shannon Skinner and Wayne Baca; representing Sprint—Carl Mirti and Andy Brothers; and representing Outside Construction—Dale Walsh. Also, Joe Nicholas was elected to represent Outside Construction on the Examining Board.



Local 380 Class of 2005 graduates. From left, front row, Frank Ameye Jr., Matthew J. Keenan, Joshua R. Palladino, Michael J. Mathusek, Jeffrey S. Winchester, Gregory D. Haring, Jason P. Leary, Charles F. Guy Jr.; back row, Joseph S. Knapp Jr., John J. Bartolillo, Ken J. Zielinski Jr., Matthew D. Sharpless, Daniel W. Ayres and Dimitri A. Maltsev.

JATC Dir. Dan Sellers recognized the instructors for their dedication to training.

Award recipients for perfect attendance in the fifth year were Frank Ameye Jr., Charles F. Guy Jr., Joseph S. Knapp Jr., Michael J. Mathusek and Matthew J. Keenan. Perfect attendance awards for all five years went to Gregory D. Haring, Jason P. Leary and Daniel W. Ayres.

The James W. Mayall Award for scholastic achievement went to Charles F. Guy Jr. Scholastic achievement awards for second place went to Gregory D. Haring, and for third place to Jason P. Leary.

SCOTT R. SHELDON, P.S.

Election Results

L.U. 396 (lctt,t,o&u), LAS VEGAS, NV—Local 396 elected officers in June. Charles Randall was elected as the new business manager/financial secretary. Also elected were: Pres. Keith Davis, Vice Pres. John Caruso, Rec. Sec. Richard Moore and Treas.



Local 474 Bus. Mgr. Paul Shaffer presents 2005 Robert G. Tate College Scholarship awards to Michele Hamrick (left) and Petrina Craine (right).



Tate Memorial Scholarship Award program was initiated in 1970, in honor of Bro. Bob Tate. Although Bro. Tate is no longer with us, we will never forget how fortunate we were to have known him.

Recipients of the 2005 Robert G. Tate College Scholarship awards are: Petrina Craine (daughter of Bro. Lester Craine and Peggy Craine) and Michele Hamrick (daughter of Bro. Jamie Nolan and Paula Nolan). Congratulations and best wishes to these young students in their pursuit of higher education.

Perhaps a good topic for a classroom discussion would be: "What is wrong with providing working people with decent wages, health insurance and a pension?" Bro. Tate could have contributed greatly to the conversation.

SAM LADART, P.S.

Strong Work Picture

L.U. 538 (i), DANVILLE, IL—Work in our area has improved at present. We are fortunate to have full employment and approximately 20 traveling brothers on the Dynege job at the Vermilion Power Station. Work continues at the Cinergy plant in Cayuga, IN, and we hope that will help maintain full employment.

At this writing, it is harvest time in the Midwest and we hope members who have family that farm will have a safe harvest. Each year there are a number of tragic accidents, many of which involve augers and other equipment that can be extended to heights that exceed electric code clearance for power lines.

We are all aware of the damage done by hurricanes Katrina and Rita. If you can, please donate to the relief organization of your choice.

If you come to the union hall or call in, Barb Johnson, our secretary, will always be glad to assist you. Thanks, Barb, for all you do for the local.

Happy Holidays!
GARY W. POLLARD, P.S.

School Projects

L.U. 540 (i), CANTON, OH—Our local had a very successful summer. Work was steady thanks to many school jobs.

June 18 was a perfect day for our annual golf outing. Thanks to our 2005 golf committee for a job well done.

The JATC offered two 10-hour OSHA classes and at this writing is preparing for a 30-hour class in November. Thanks to all who attended.

Remember, the IBEW is known for having positive attitudes, skill and the knowledge it takes to get the work done right the first time. These are types of qualities we

need to pass down to our apprentices. Feedback to an apprentice not only helps their future, but is essential in forming what might be your own desired future.

Local members mourn the passing of Bros. Enzo P. Melchior and Glenn Bredon.

Best wishes to recent pensioners: May—Don Whaley and Ray Bongini; June—Danny Seal and Robert Edwards.

JERRY BENNETT, P.S.

Labor Day Picnic

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—On Labor Day 2005 Local 606 held its first "Labor Day in the Park" picnic at Burton Smith Park in Cocoa Beach. Brothers and sisters from all across the state attended and enjoyed good food and fellowship. The kids had fun on the space jump and many other activities. Despite high gas prices and the hurricanes, a lot of money was raised for the sick and needy. We hope next year's picnic will be even bigger.

JANET D. SKIPPER, P.S.

Projects Underway

L.U. 640 (em,i,rt,spa&u), PHOENIX, AZ—The work picture here is fairly steady. In addition to the Cardinals' new football stadium project with Cannon & Wendt, Rosendin Electric has a large project at the Phoenix Civic Plaza. Sturgeon Electric started work on the Edgewater high-rise project; Electrix started the underground for the new Intel Fab 32, with more to come hopefully; and Mass Electric will start on the new light rail system soon. If you're considering traveling here, please call first to check the status of our books.

We look forward to this time of year when Local 640 members visit the Hacienda de Los Angeles to distribute Christmas gifts to children and adults with chronic and severe ailments. Our members donate time and money throughout the year to show we care and they are loved!

We hope you all have a blessed holiday season!

DEAN WINE, P.S.

Welcome, New Members

L.U. 654 (i), CHESTER, PA—The crab fest was well attended again this year. The annual golf outing also provided good fun for attending members and their foursomes. Thanks to the Entertainment Committee for all their hard work.

We welcome recently sworn-in members: Domenic Cavalieri, Joseph Conroy, Sidney Freeman, Joseph Gibbons, Aaron Jeter, John Kaczanski, John Keenan, Michael Murphy, Jason Snyder, Matthew Thompson, Francis Toth, Jason Van-

derbraak and Frena Naughton.

We are saddened by the loss of Bro. John Beaver and retired Bro. Joe Huddy. They are greatly missed.

Holidays are swift approaching. It has been a long year for many of us, but don't forget those families less fortunate. Many brothers and sisters have suffered greatly because of the devastating hurricanes, while others have lost loved ones to the wars overseas. Remember to give and have a Merry Christmas.

JIM RUSSELL, R.S./P.S.



Some of the Local 692 retirees at the retirement party, (L-R): Dick Martin, Dave McFarland, Mike Nuttall, Hank Simmons, Bob Dodick, Norbert Kakowski and Mike O'Leary.

Regain Our Work

L.U. 688 (em,i,t&u), MANSFIELD, OH—In the current economy, we are losing many of our manufacturing facilities. Non-union contractors are doing a lot of our commercial, school and residential work. We must do our part to get it back: Organize the non-union sector; be at the "gangbox" at starting time; 10 minute breaks and 30 minute lunches; work until quitting time; turn off personal cell phones; and don't miss work unless absolutely necessary.

Elected in June were: Bus. Mgr./Fin. Sec. Carl Neutzling, Pres. Lance Biglin, Vice Pres. John Wallery, Treas. Gary Baumberger and Rec. Sec. Michael Huffman; Executive Board members Fred Claus, Eugene Haliburton, Scott Hershner, Jesse Kanz, John Kline, Paul Knackstedt and Hubert "Rocke" Rice; Examining Board members Anthony Barclay, Randy Kistner and Paul Nance. Dane Hart was appointed Membership Development coordinator. Former Bus. Mgr./Fin. Sec. Gaylord Rice Jr. did not run for that post, but retained his presidency at the Richland County AFL-CIO.

Seven apprentices received journeyman wireman tickets in July: Doug Anderson (outstanding apprentice award recipient), Curt Ellis, Scott Fleiner, Chad Fraley, Mike McKown, Gary Perry and Joe Rockhold.

We mourn the death of Bros. Truman Freeman, a former officer and Apprenticeship Committee

member; Frank Highnam; and Robert Armstrong, former Sprint Unit chairman

JOHN KLINE, P.S.

Congratulations, Retirees!

L.U. 692 (i,mt&spa), BAY CITY, MI—Local 692's tri-annual retirement party was May 20 at the DoubleTree Hotel and Conference Center in Bay City. The evening of dining, dancing and prizes was a great success.

Retirees recognized were: Thomas

Oslund, Neil Bellmore, Wilbur Rickel, Robert Drumb, James Snider, Norbert Kakowski, Albert Stender, Thomas Young, Michael Nuttall, Paul Kosnik, Robert Dodick, Richard Henry, Stanley Yascolt, Jerry Stump, Dale Asel, Michael Garries, David McFarland, Martin Bailey, Richard Martin, Michael O'Leary, Richard Coates, Hank Simmons and Robert Rajewski.

We thank Local 692 for the dinner, and the sponsors for great door prizes. Also thanks to the retirement committee who organized the party.

CRAIG McDONELL, R.S./P.S.

Let Us Remember

L.U. 702 (as,c,catv,cs,em,es,et, govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rt, se,spa,st,t,u,uow&ws), WEST FRANKFORD, IL—Many members took part in Labor Day activities in our area. Union members enjoyed the free picnic, entertainment and free fair rides on Labor Day at the DuQuoin State Fair Grounds. In Evansville, IN, our members won an award for their efforts in the Labor Day parade.

Labor Day is a day to enjoy and also a time to remember. Labor Day is a creation of the labor movement and a tribute to the achievements of American workers. Labor built this country. Let us not forget.

Line clearance and line construction work are still good. But for Inside work, it will be a rough winter; at press time, 116 journeymen and two apprentices are out of work.

The battle continues every day in



Local 702 members employed with the Ameren/IP Gas Department at work in Centralia, IL.

our jurisdiction with corporations such as Verizon, Ameren, etc. All members need to get involved and attend union meetings.

Have a happy holiday season.
MARSHA STEELE, P.S.

Apprentices Take Oath

L.U. 712 (c&i), BEAVER, PA—Our work picture is still slow at present. We thank out-of-town locals that have provided our members with work.

Congratulations to the approver apprentices who successfully completed their first year and were sworn into the IBEW by Pres. John Kochanowski at the Sept. 14 union meeting.



Local 712 Apprentices Angelo Pisano (left), Timothy Ault, Ronald Bender Jr., James Miller II and Jon Dascoli were sworn into the IBEW by Pres. John Kochanowski.

We thank the Entertainment Committee for the great family picnic July 9 at Idlewild Park. The weather was perfect and everyone enjoyed the day. The children's Christmas party is Dec. 10 at 5 p.m.

Staying politically aware and active is critical to our livelihoods. Please volunteer to help political candidates who are accountable and support issues important to working families.

LARRY NELSON, B.R.

Thanks to Members

L.U. 716 (em,i,rs&spa), HOUSTON, TX—We wish everybody a Merry Christmas and Happy New Year.

We offer heartfelt sympathy to the local union brothers, sisters and their families affected by the devastating Hurricanes Katrina and Rita.

We appreciate the efforts of our outside line locals restoring power to areas hit by the storms.

Work in our jurisdiction is still slow. We appreciate the jurisdictions across the country that have put our members to work. Work in our jurisdiction should pick up after the first of the year as a result of our recent CIR decision.

Thanks to members who helped out with the Labor Day celebration and the Houston EWMC Masquerade Dance, as well as the Pasadena Rodeo Cook-off. Thanks also to members who have taken the Code of Excellence training and the QCI Trade Validation. More especially, thanks to all members who exer-



Local 814 members employed with Aquila and the Aquila Blue Springs, MO, Service Center remember the events of 9-11 and honor the memory of those whose lives were lost.

before commencing any negotiations with these companies on the effects of this sale.

MIKE BAKER, B.M./F.S.

Tribute to Bro. Fuller

L.U. 910 (i&rts), WATERTOWN, NY—Graduates of the Watertown JATC apprentice program for 2005 completed their training in June. Congratulations to our new journeymen: Dale Baker, Mark Bourdeau, Elvis Rasco, Richard Santor, Jeffrey Bast, Eric Bush, Shaun Maculy, Russell Neadom and Shane Premo.

Our members can be proud of their part in Massena Solidarity

Year's End

L.U. 1116 (em,lctt&u), TUCSON, AZ—Once again Bro. Curtis Brooks organized a great time for our members and their families at this year's annual union picnic; with the assistance from union volunteers it was a great success. Thank you, Curtis, for your hard work and dedication.

Bro. Charlie Dilday's Lineman's Rodeo T-shirt design was a big hit at the Linemen's Rodeo; Charlie received first place for the shirt design.

Congratulations to recent Local 1116 apprentice graduates. These new journeymen are: Bro. Merle Bradley,



Local 1116 Bro. Charlie Dilday (left) receives Lineman's Rodeo T-shirt design award.

Labor Day parade. Our retirees' wagons and horses won third place.

Bro. Donald Fuller is hanging up his test leads and chalk after 37 years as an apprentice instructor. Don started teaching our program in 1968 and was most recently the fifth-year class instructor. He has taught each year of the program and for some time, he taught two classes a week. Don was initiated into membership in 1957. He worked with Harron's Electric, Brown and Tenney, and Shelly Electric, often as a foreman or general foreman. He retired from electrical work in 1995 after 38 years in the trade. He holds a degree in Electrical Technology from Canton and graduated from the NJATC National Training Institute in Knoxville, TN.

Local 910 thanks Bro. Fuller for his many years of dedication to training our members.

ROGER LaPLATNEY, P.S.

selected "outstanding apprentice of the year" as an electronics technician; Bros. John Ledesma and Tom Tovar (relay technicians); and Bros. Brian Hurley, Matthew Behncke, Estevan Jaimez and Daniel Tellez (linemen/cablemen).

Sincere best wishes to all our military personnel and those affected by hurricanes this year.

Have a safe holiday season and a prosperous 2006.

RICHARD CAVALETTO, P.S.

Co-op Contract Ratified

L.U. 2286 (o&u), BEAUMONT, TX—The Jasper-Newton Electric Cooperative first contract was voted on Sept. 1, 2005, and unanimously accepted, after a two-year battle.

On Sept. 11, 2003, the NLRB conducted an election for Line, Service and Right-of-Way employees. Employees won and negotiations began. The cooperative was ob-

nate during negotiations with minimal movement, which induced a decertification vote in October 2004; the employees voted again for union representation.

In May 2005 the NLRB issued an Unfair Labor Practice complaint against the cooperative for violations of the National Labor Relations Act. The cooperative implemented wage cuts of as much as 27 percent along with cuts to benefits. On July 13, 2005, the cooperative's attorney notified Bus. Mgr. Randy Albin that on July 14, 2005, the cooperative would implement impasse.

The community rallied around the workers with letters, phone calls and gatherings in the cooperatives' parking lot. Citizens attended board meetings on behalf of employees. With this, the cooperative reinstated employees' wages and benefits. In August, after another citizen-attended board meeting, the cooperative contacted Bus. Mgr. Albin stating it would negotiate the final details of the contract. Congratulations!

KITTY PROUSE, P.S.

Heroic Action

L.U. 2324 (t), SPRINGFIELD, MA—Our local commends Bro. Jason Mitchell, who, assisted by his union brothers, acted courageously to save a life.

Bro. Mitchell is a journeyman splicer at the Verizon garage in Pittsfield, MA. As he returned to the garage one day after work, Jason was shocked by what he saw.

A car had driven down the embankment that abuts the garage parking lot. The car was halfway down the hill and flames shot out from underneath. Smoke billowed

around the car—and Jason saw an elderly gentleman sitting in the driver's seat. Jason ran down to assess the situation and saw the man was trapped. Jason dashed into the garage to get his union brothers, and they all ran back to the car. Joined by Bro. Dan Lawson, Jason opened the door and assured the man they would get him out. Although smoke

created lack of visibility, Jason managed to release the seatbelt and pull the driver to safety. Bro. Mike Fiero helped bring the man up the hill, while Bro. Paul Pharmed put out the fire with a hose. Thanks to the bravery of Jason Mitchell and his union brothers, disaster was averted. Such heroic action inspires us all.

PAUL MARK, STEWARD/P.S.

Brothers and Sisters, we want you to have your JOURNAL! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L.U. and Card No. This information will be helpful in checking and keeping our records straight.

If you have changed local unions, we must have numbers of both.

U.S. members—mail this form to IBEW, Address Change Department, 900 Seventh Street, N.W., Washington, D.C. 20001.

Canadian members—mail this form to IBEW First District, 1450 Meyers Drive, Suite 300, Mississauga, Ontario L5T 2N5.

All members—you can change your address on line at www.ibew.org.

NAME _____	CITY _____	STATE/PROVINCE _____	ZIP/POSTAL CODE _____
NEW ADDRESS _____			
PRESENT LOCAL UNION NUMBER _____			
CARD NUMBER _____	<i>(If unknown, check with Local Union)</i>		
CURRENTLY ON PENSION <input type="checkbox"/> Soc. Sec. No. _____			
OLD ADDRESS _____	<i>(Please affix mailing label from magazine)</i>		
CITY _____	STATE/PROVINCE _____	ZIP/POSTAL CODE _____	
FORMER LOCAL UNION NUMBER _____			
Don't forget to register to vote at your new address!			

ADDRESS CHANGE?

Hurricane Katrina
The Need Is Still Great

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
Contributions are tax deductible.

The IBEW has established
a hotline for members affected
by Hurricane Katrina
who need help.
Call
866-389-4239



IBEW SAFETY CAUCUS

IBEW members from a variety of backgrounds have formed an advisory group to address one of the Brotherhood's biggest historical priorities: safety.

At twice-yearly meetings scheduled around National Safety Council Labor Division sessions, the IBEW Safety Caucus makes recommendations on mobilizing organization resources to deal with the pressing health and safety issues of the day. With approximately 100 members from every IBEW branch and region (except Canada, although participation by Canadian members is under consideration), the caucus serves as a forum for education, training support and resources. It also helps local union safety and health committees investigate accidents and coordinates with the IBEW Safety Department to promote safety and health as it relates to the industries in which IBEW members work.



Instructor from a fall protection equipment manufacturer demonstrates new equipment.



Fall 2005 Safety Caucus Delegation

"Safety is drummed into every apprentice, but we need to do more, especially through training in the safe use of technologically advanced equipment," said IBEW International President Edwin D. Hill in a speech to the caucus last year. "As we send our journeymen back into training for skills upgrading, we need to make sure that safety is part of their studies. I am a firm believer that the training program is the best vehicle to create a skilled work force and to maintain the necessary knowledge among our journeymen as well."

Caucus activities are managed and conducted by IBEW

members. Delegates elect a chairman, vice chairman and secretary for three-year terms. Columbus, Ohio, Local 683 member Twana Perry is chairman, Minneapolis Local 292 member John Hall is vice chairman, and Rockford, Illinois Local 364 member Todd Kindred is secretary. Former Chairman Lou Walters, Seattle Local 77, helped steer the group since its inception.

This year training activities included topics as varied as fall protection, personal protective grounding, chain saw safety and proper use of the Web-based IBEW Form 173—"Report of Occupational Injury, Illness or Fatality." The caucus has also heard a hazard response overview presented by the Center to Protect Workers' Rights. Legislative and regulatory activity related to occupational safety and health issues are also always on the agenda, presented by IBEW Safety and Health Department Director Jim Tomaseski.

Another subject of interest to delegates is the National Fire Protection Association 70E standard for electrical safety in the workplace, updated in 2004.

Today the caucus is mainly composed of members from the construction and utility branches, but caucus delegates hope to attract members from other industries and offer industry-specific break-out sessions at upcoming meetings. The IBEW Safety Caucus will meet again next spring. Details will appear on the IBEW Web site at www.ibew.org and local unions will receive notification from the International Office.



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

Gift Giving Season Is Here!

The "Taste of IBEW" cookbook and apron are great gift ideas. The book has more than 900 recipes from appetizers to entrees to desserts. And sporting an IBEW apron, you'll truly be cooking in style. Holidays, families and IBEW recipes—they go together. For the last minute shoppers—you can shop online by visiting the Fourth District Web site

<http://www.4ibew.com>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS AND SUBSIDIARIES
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued from page 13)
YEARS ENDED JUNE 30, 2005 AND 2004

	Benefits	Subsidy
Year Ending June 30, 2006	\$ 6,425,982	\$(189,926)
2007	6,995,207	(425,681)
2008	7,568,052	(473,533)
2009	8,173,187	(533,743)
2010	8,765,307	(589,598)
Years 2011-2015	52,457,202	(3,799,897)

The International Union appropriated investments of \$103,900,873 at June 30, 2005 to pay for future postretirement benefit costs.

The calculation of the disclosure as of June 30, 2005, includes the estimated projected prescription drug cost subsidies due to the Medicare Prescription Drug, Improvement and Modernization Act of 2003. The impact of this Act on the benefit obligation was a decrease of \$13,110,153 from \$166,267,438 to \$153,157,285. Additionally, there was a service cost decrease of \$365,695 from \$4,399,702 to \$4,034,007 and an interest cost decrease of \$655,971 from \$8,613,868 to \$7,957,897. Specific, authoritative guidance on the accounting for the federal subsidy is still pending, and that guidance, when issued, could require a change to the information reported herein.

Note 7. Mortgages Payable

The IBEW Headquarters Building LLC (the "Company") has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company's assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal amounts of \$37,018,022 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2006	\$ 6,349,298
2007	6,349,298
2008	6,349,298
2009	6,349,298
2010	6,349,298
Thereafter	94,161,674
	<u>125,908,164</u>
Less interest portion	47,639,931
	<u>\$ 78,268,233</u>

Note 8. Royalty Income

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

For the years ended June 30, 2005 and 2004 the International Union recognized as revenue \$3,098,530 and \$1,895,612, respectively.

Note 9. Functional Expenses

The financial statements are prepared in accordance with the provisions of Statement of Financial Accounting Standards No. 117, Financial Statements of Not-for-Profit Organizations (Statement No. 117). Statement No. 117 establishes standards for general purpose, external financial statements of financial position, activities and cash flows. It requires that the International Union's net assets and its revenues, expenses, gains and losses be classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor imposed restrictions. For the years ended June 30, 2005 and 2004 all of the net assets and activities of the International Union were classified as unrestricted due to the nonexistence of donor imposed restrictions. Statement 117 also requires that the International Union expenses be classified on a functional basis, that is, expenses broken down into classifications that reflect the purpose (or function) of the major services and activities conducted by the International Union.

Note 10. Supplemental Cash Flow Disclosures

On June 6, 2004, the IBEW Headquarters Building LLC acquired a building having a total contract price, including settlement and other charges, of approximately \$117,292,000. The building was acquired from one of the Company's members through a combination of the member's contribution, the assumption of debt outstanding against the property, and the payment of cash, as follows:

Total outstanding debt assumed	\$ 87,641,000
Member contribution	20,226,000
Cash paid	9,425,000
	<u>\$117,292,000</u>

On the same day, the outstanding debt assumed in the building acquisition was retired through the assumption of new debt of \$80 million and a cash payment of the remaining \$7,641,000.

Note 11. Litigation

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

Note 12. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, rent, computer systems, and other administrative services. The amount reimbursed totaled \$2,000,000 and \$4,500,000, for the years ended June 30, 2005 and 2004, respectively.

In addition, the International Union remits contributions received on behalf of the Fund from per capita tax remittances.

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



IN MEMORIAM

PBF Death Claims Approved for Payment in September 2005

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Cunningham, H.	6,250.00	48	Sugarman, P. J.	6,250.00	193	Horrighs, H. A.	12,500.00	488	Donnelly, J. F.	2,924.00
1	Garcia, E.	3,000.00	56	Walchesky, F.	2,979.72	193	Karrick, C. L.	3,000.00	488	Scoville, D. R.	3,000.00
1	Perry, T. R.	6,250.00	57	Wahlstrom, O. W.	2,954.93	194	Dreher, C. B.	3,000.00	494	Dooley, R. L.	3,000.00
3	Brown, L. S.	6,250.00	58	Bettinger, J. P.	3,000.00	213	Reid, R. B.	6,250.00	494	Perkins, E. E.	3,000.00
3	Cafiero, V. A.	3,000.00	58	Garber, K. W.	3,000.00	226	Kahle, G. D.	12,500.00	530	Hughes, W. E.	3,000.00
3	Cappadona, N.	3,000.00	58	Hillock, M. J.	3,000.00	231	Hulce, R. J.	3,000.00	530	Hungle, A.	2,918.00
3	Collabolletta, A. J.	3,000.00	58	Jagodzinski, J. F.	3,000.00	238	Bumgarner, C. J.	2,888.00	530	Ward, G. S.	3,000.00
3	Fragiocomo, G. C.	5,671.39	58	Krist, K. D.	6,250.00	242	Fumoy, J. F.	3,000.00	540	Melchior, E. P.	4,307.00
3	Friedman, A.	2,000.00	68	Brenneman, C. E.	3,000.00	242	Keeler, F. N.	3,000.00	553	Murchison, J. H.	3,000.00
3	Gill, F. J.	3,000.00	68	Demoulin, C. J.	3,000.00	242	Weme, E. H.	2,967.51	553	Wyatt, W. P.	3,000.00
3	Hecht, M.	3,000.00	68	Steele, R. E.	3,000.00	252	Styles, W. A.	3,000.00	558	Cheatwood, J. O.	3,000.00
3	Horak, R. L.	3,000.00	71	James, J.	3,470.80	253	Davenport, G. M.	3,000.00	558	Duckett, C. S.	3,000.00
3	Jacobs, M. H.	3,000.00	73	Schultz, E. P.	3,000.00	258	Hollman, W. F.	3,000.00	558	Johnson, Q. F.	3,000.00
3	Lang, D.	3,000.00	77	Andersen, E. G.	3,000.00	258	Pederson, S. C.	3,125.00	558	Lansdell, C. E.	2,942.00
3	Michael, L.	3,000.00	77	Barnes, R. L.	6,250.00	265	Arndt, G. K.	3,349.42	558	Millikan, L. E.	3,000.00
3	Peck, I. W.	2,978.29	77	Harrison, J. R.	6,250.00	270	McCormick, D. D.	2,976.47	568	Benoit, S.	6,250.00
3	Potak, H.	3,000.00	77	Tomac, J. F.	6,250.00	270	Williams, P. W.	3,000.00	569	Druce, S.	3,000.00
3	Rodriguez, A. M.	5,315.50	77	Turner, A. C.	3,000.00	292	Thompson, R. A.	1,386.00	569	Underhill, F. R.	3,000.00
3	Russell, L.	3,000.00	82	Daugherty, P.	3,000.00	294	Nelson, R. J.	3,000.00	569	Warnock, C. J.	2,948.00
3	Scarola, M.	4,620.40	84	Woods, J. R.	12,500.00	302	Parks, A. R.	8,333.34	570	Hager, F. R.	3,000.00
3	Sheck, R. K.	6,250.00	100	Frisby, H. L.	2,943.19	304	McGreevy, R. J.	2,930.00	570	Ryan, M. L.	3,000.00
3	Simmons, E. H.	1,500.00	102	Curnow, H. M.	3,000.00	309	Richard, E. L.	3,000.00	573	Clouser, R. C.	3,000.00
3	White, J. J.	6,250.00	102	Darmiento, A.	6,250.00	317	Maynard, D. B.	3,000.00	584	Armstrong, D. J.	6,250.00
6	Lesher, F. J.	2,943.99	103	Deady, J. E.	3,000.00	326	Hachey, J. E.	2,784.00	584	Cummings, R. E.	3,000.00
6	Slater, A. L.	12,500.00	103	Kelleher, J. A.	3,000.00	332	Cheek, K. L.	3,000.00	584	York, C. A.	3,524.16
7	Benoit, E. J.	3,000.00	103	Marshall, H. F.	3,000.00	332	Darwin, R. D.	3,000.00	586	Strelesky, J. J.	3,887.00
8	Leathers, R. B.	2,717.90	103	Rodrigues, G. J.	1,943.01	332	Hallmark, E. C.	2,974.15	595	Spalla, L. R.	3,601.20
8	Lucio, S. J.	6,250.00	105	Healey, B. G.	3,000.00	332	Motch, V. V.	3,000.00	613	Berry, R. C.	3,000.00
8	Zaluský, E.	3,000.00	109	Stapp, R. A.	3,000.00	343	Scott, A. L.	3,000.00	613	Grogan, J. B.	5,735.50
9	Conroy, J.	3,000.00	110	Kroening, W. L.	1,475.19	353	Brown, W. S.	6,250.00	613	Pruitt, G. R.	2,324.06
9	Grande, A. F.	3,000.00	110	Mertz, J. C.	2,936.38	353	Chamberlain, G. K.	3,000.00	613	Smith, J. W.	2,956.68
11	Dixon, R. E.	2,904.00	110	Olson, L. W.	3,000.00	353	Ciccarelli, J.	3,000.00	617	Holt, G. E.	6,250.00
11	Lane, R. E.	3,000.00	111	Phillips, D. C.	3,000.00	353	Dickenson, D.	3,000.00	640	Dollman, K. W.	3,000.00
11	Roberts, C. J.	2,940.79	113	Vieregge, J. R.	4,738.00	353	Grabowski, E. M.	3,000.00	640	Haddox, J. L.	5,215.48
17	Mackinnon, R. G.	3,000.00	115	Cutler, W. E.	3,000.00	353	Krause, K.	3,000.00	640	Masse, K. A.	3,000.00
22	Pettis, A. O.	3,000.00	124	Gillespie, R. A.	3,000.00	354	Alatalo, T. F.	6,250.00	640	Soldevere, A. E.	3,000.00
24	Clark, C. M.	6,250.00	124	Sallaz, G. T.	6,250.00	354	Suseata, M.	3,000.00	648	Gesell, O. E.	3,000.00
24	Kehr, M. L.	6,250.00	124	Sullivan, D. J.	3,475.00	354	Tangren, H. H.	1,476.74	654	Huddy, J. J.	3,000.00
24	Stepp, K. R.	3,000.00	125	Lydall, A. F.	3,000.00	357	Ellis, N. D.	3,000.00	659	Hogue, T. W.	6,250.00
24	Williamson, D. J.	3,000.00	126	Williams, J. E.	3,000.00	357	Guarino, M. T.	12,500.00	659	Joseph, C. L.	3,000.00
25	Bevis, A. R.	3,000.00	134	Bittler, W. T.	3,000.00	364	Crawford, D.	3,000.00	659	Miller, D. W.	3,000.00
25	Homer, W. L.	3,000.00	134	Cornelius, E. H.	3,000.00	369	Beckham, W. G.	3,000.00	659	Sauer, B. T.	3,000.00
25	Potter, A. L.	3,000.00	134	Hunt, J. L.	3,349.13	369	Heimerdinger, M. E.	2,847.44	661	Frank, R. F.	3,000.00
25	Somma, E.	3,000.00	134	Kahn, B.	2,000.00	369	Parkey, J.	3,000.00	666	Jerrigan, A. L.	3,000.00
26	Hook, H. J.	6,250.00	134	Kass, R.	3,000.00	380	Megonigal, J. E.	6,250.00	667	Brewer, J. K.	3,000.00
26	Sydnor, S. M.	3,000.00	134	Kuzminski, R. S.	6,250.00	386	Oliver, D. W.	3,684.27	676	Butler, W. W.	2,924.00
31	Koponen, A. H.	3,000.00	134	Lusinski, G. A.	3,000.00	387	Wood, W. H.	3,000.00	683	Anderson, V. B.	6,250.00
34	Ford, S. J.	3,125.00	134	Murray, O. R.	12,500.00	413	Walton, T. D.	3,000.00	683	Brannagan, J. M.	6,250.00
34	Hibberd, D.	3,000.00	134	Sladek, C. T.	6,250.00	415	Hanson, S. M.	6,250.00	683	Cowan, V. R.	2,938.40
38	Bearss, W. R.	6,250.00	134	Wickum, M. C.	3,000.00	424	Harris, J. H.	5,326.00	688	Highnam, C. F.	3,000.00
38	Bubsey, J. C.	3,000.00	136	Cooper, P.	3,000.00	429	Benson, C. C.	3,000.00	697	Leonard, E. J.	3,000.00
38	Hayes, A. F.	1,500.00	136	Magro, V. D.	6,250.00	429	Elliott, J. R.	3,029.50	697	Patrick, F.	3,000.00
38	Kopacz, D. J.	5,129.60	143	Gilbert, J. E.	3,000.00	440	Bonnici, E. A.	3,708.56	700	Baker, F. C.	3,000.00
38	Schwind, L. A.	5,445.52	146	Cutts, M. D.	6,250.00	440	Shumake, H. F.	3,000.00	701	Woldeit, N. E.	3,000.00
38	Valentino, W. J.	3,000.00	159	Nichols, D. D.	6,250.00	441	Cantrell, J. D.	4,166.66	702	Luehr, H. A.	3,000.00
41	Belk, A.	3,000.00	159	Wolters, O. W.	2,944.00	441	Clarke, H. R.	3,000.00	712	Botkin, T. L.	6,250.00
41	Taylor, L. J.	3,000.00	164	Lewis, R. M.	3,000.00	474	Neal, D. F.	3,000.00	716	Gentry, E. C.	3,000.00
45	Rumble, G. F.	2,937.59	176	Bates, A.	3,000.00	480	Laird, J. A.	3,000.00	716	Quin, H. H.	3,000.00
46	Lane, J. A.	1,500.00	176	Smith, B. Q.	3,000.00	481	Funkhouser, C. A.	6,250.00	716	Skinner, L. W.	3,000.00
47	Deweese, W. B.	2,950.39	177	Duke, J. A.	3,007.65	481	Norris, D. A.	6,250.00	728	George, N. M.	6,250.00
48	Hudiburg, J. E.	6,250.00	177	Nighbert, P. E.	6,250.00	481	Smith, T. E.	5,137.42	728	Thompson, E. R.	3,000.00
48	Jensen, S. C.	3,000.00	191	Henderson, R. L.	6,250.00	483	Sinclair, R. L.	3,000.00	733	Israel, E. G.	2,951.00
48	McCarty, L. D.	2,940.00	191	Vanderpol, H.	3,000.00	488	Baribault, E. R.	3,000.00	765	Kershaw, T. B.	3,000.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
769	Thresher, A. A.	6,250.00	1186	Williams, C. B.	3,000.00	Pens. (136)	Caldwell, R. A.	1,200.00	Pens. (I.O.)	Ippolito, R. A.	4,350.00
816	Dickerson, R.	3,000.00	1206	Freas, H. E.	3,000.00	Pens. (223)	Kelly, F. T.	3,000.00	Pens. (I.O.)	Johnson, R. C.	3,000.00
852	Crooks, W. R.	3,000.00	1225	Winningham, J. D.	3,000.00	Pens. (323)	Miller, J. E.	3,000.00	Pens. (I.O.)	Koteras, A.	3,000.00
861	Corner, G.	3,000.00	1250	Martian, L. E.	2,940.79	Pens. (917)	Yeager, R.	600.00	Pens. (I.O.)	Kulowiec, J. A.	3,000.00
873	Martin, J. R.	3,000.00	1319	Drozda, G.	1,546.85	Pens. (1221)	Nemmers, S. N.	3,000.00	Pens. (I.O.)	Leeds, B.	2,947.19
915	Hurst, H. F.	3,000.00	1319	O'Donnell, E.	3,000.00	Pens. (1369)	Kindred, J. E.	3,000.00	Pens. (I.O.)	Lovelady, M. R.	1,000.00
915	Keim, P. M.	1,000.00	1393	Taylor, H.	6,250.00	Pens. (1788)	McKinnon, L. E.	3,000.00	Pens. (I.O.)	Martensen, S.	3,000.00
934	Fugate, J. L.	1,562.50	1547	Prince, J. L.	3,000.00	Pens. (I.O.)	Archer, T. C.	1,930.30	Pens. (I.O.)	McFee, D.	3,000.00
948	Skelcher, C. A.	3,000.00	1579	Cato, L. B.	3,000.00	Pens. (I.O.)	Bradley, E. J.	3,000.00	Pens. (I.O.)	Misilo, T. J.	2,970.42
949	Chambers, K. D.	3,000.00	1579	Murray, J. B.	3,000.00	Pens. (I.O.)	Braverman, B.	3,000.00	Pens. (I.O.)	Moyer, W. M.	3,779.62
952	Molner, S. A.	2,926.00	1583	Carpenter, W. F.	3,000.00	Pens. (I.O.)	Bursch, F. R.	2,975.66	Pens. (I.O.)	Quinton, M.	3,000.00
953	Role, D. L.	3,000.00	1701	Dame, W. D.	3,000.00	Pens. (I.O.)	Byrne, D. B.	3,000.00	Pens. (I.O.)	Rieboldt, L. C.	3,000.00
965	Bly, C. O.	3,000.00	1908	Dunn, J. H.	3,000.00	Pens. (I.O.)	Cahill, C. F.	2,955.00	Pens. (I.O.)	Tower, F. J.	3,000.00
968	Kelley, C. D.	3,000.00	1925	Green, B. S.	2,942.00	Pens. (I.O.)	Carr, F.	2,910.00	Pens. (I.O.)	Warner, M. H.	2,887.98
969	Erwin, W. J.	3,000.00	2113	Jones, C. E.	3,000.00	Pens. (I.O.)	Chambers, N. D.	3,000.00	Pens. (I.O.)	Wellman, J.	3,000.00
993	MacKay, I.	1,944.66	2131	Paredes, J. C.	1,500.00	Pens. (I.O.)	Cimonetti, G. L.	2,948.00	Pens. (I.O.)	Wiersch, G. H.	3,000.00
995	Leblanc, O. M.	2,960.00	2131	Rutherford, O. E.	3,000.00	Pens. (I.O.)	Cole, W. L.	3,000.00	Pens. (I.O.)	Willis, P. W.	3,000.00
995	Wright, N. A.	2,832.00	2166	Cyr, D. C.	12,500.00	Pens. (I.O.)	Connors, J. W.	3,000.00	Pens. (I.O.)	Willis, J. G.	3,000.00
1049	Caruso, J.	3,000.00	I.O. (116)	Jenson, D. L.	6,250.00	Pens. (I.O.)	Craft, C. E.	3,000.00	Pens. (I.O.)	Woodcox, N. A.	3,000.00
1049	Morisand, J. C.	3,000.00	I.O. (292)	Gause, C. H.	6,186.10	Pens. (I.O.)	Davis, C. E.	3,000.00	Pens. (I.O.)	Zacholski, S. J.	3,000.00
1147	Glenzer, V. A.	3,000.00	I.O. (306)	Elwood, N. C.	6,250.00	Pens. (I.O.)	Duberson, S. M.	3,000.00	Total Amount \$1,246,019.78	
1151	Vaulner, F.	2,950.39	I.O. (380)	Dempsey, G. F.	6,250.00	Pens. (I.O.)	Graham, D. W.	3,000.00			
1153	Belton, H. A.	3,000.00	Pens. (25)	Lusthaus, B.	3,000.00	Pens. (I.O.)	Gray, R. B.	3,000.00			

Seattle Local 46

(Continued from page 15)

are cross-trained to perform low voltage work.”

Local 46's evenhanded approach has stimulated camaraderie among signatory residential contractors. On September 15, they held a brainstorming luncheon on how to make further breakthroughs in that sector. Two representatives of the National Electrical Contractors Association (NECA) attended the event.

One of the participants, Pete Starr, owner of newly signed Starr Electric, says “I was glad to be a part of it,” complimenting Local 46 organizers for their efforts. He wonders, however, how much support there is among the Local 46 membership for making an even stronger push into residential, noting that the work generally pays less than commercial and would require learning in new technologies.

Starr's questions are expressed in a wider strategic discussion taking place within the IBEW, one that has its roots in the market recovery program, originally developed by the building trades in Minnesota and then widely implemented in the Brotherhood.

When the IBEW urged local unions to establish market recovery funds in the late 1980's to address an alarming decline in union market share, locals took off on different paths.

Some locals passed dues increases to pay for organizers and to subsidize salts. Many used the increases as direct subsidies to induce open shop firms to sign with the union or to give signatory contractors a leg up on their nonunion competitors.

Local 46 hired its first organizer in 1986, but didn't set up a market recovery fund until 1993.

The local membership had a strong emotional commitment to bottom-up organizing recruiting workers on the nonunion job sites. Local leaders convinced them that market recovery would enhance, not undermine those efforts.

The fund could be used, for instance, to subsidize a union contractor to compete in the market for new gas station construction, previously dominated by nonunion firms. Since a subsidy to union contractors could result in lower profit margins for nonunion competitors, forcing them to exit or narrow their presence in the market, their employees could then be more open to bottom-up organizing efforts.

At the same time, nonunion contractors could be more vulnerable to “top-down” efforts—union leaders dealing directly with company officials.

Today, Local 46 does not maintain a separate market recovery fund. Instead, the construction units pay one percent of their dues into an organizing fund. The fund supports four external organizers

and one internal organizer. Local leaders have the authority to use the fund for any purpose that they believe will increase market share.

Some of the money left in Local 46's market recovery fund has been shifted from commercial to residential. “We've come a long way by breaking from traditional subsidies and using the funds for marketing,” Galusha said.

The Yellow Page ad is financed from market recovery funds. Monies for first-year dues to the Master Builders Association and for reimbursing firms for parts and labor for the free low-voltage panels on residential projects also come out of the fund.

Price says that the marketing tactics, new understandings on portability and brainstorming with employers are all “processes that come from hitting a problem from all sides.”

To continue to make progress, says Price, local unions have to develop new strategies to deal with changes in the marketplace. He points to growing number of general contractors who want one electrical firm to complete all work on residential buildings, including those with floors containing commercial properties. “We don't have a complete solution to our problems, but we are working on them,” he says.

Visit the “Breaking New Ground” series at www.ibew.org for more stories on IBEW organizing.

Winter Driving Safety Tips

The leading cause of death during winter storms is transportation accidents.

A Winter Vehicle Checklist:

- Good mechanical operation of your car
- Tires are in good condition
- Winter treaded tires installed if necessary

Pack the following items in case of being stranded in cold weather:

- Extra clothing for cold weather
- Blanket
- Something to eat
- Drinking water

Keep items in your vehicle for winter conditions, such as:

- Sand and a small shovel
- Flashlight and extra batteries
- Emergency flares/trouble signs
- Small first aid kit

Preparing your vehicle for the winter season and knowing how to react are keys to surviving winter months.



AN IBEW SAFETY REMINDER



Greetings of the Season

To all of our members
and their families,
we sincerely hope everyone
is blessed with good
health, success and peace
in the coming year.

And in the true
spirit of Brotherhood,
we extend our best wishes
for a Joyous Holiday season.

Ed Hise
INTERNATIONAL
PRESIDENT

Jim J. Walters
INTERNATIONAL
SECRETARY-TREASURER