

IBEW JOURNAL

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September 2006



Convention City Locals Keep Rollin'

New Notification
Requirement for
Federal Employee
Union Members
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LETTERS TO THE EDITOR

A Veteran and a Democrat

I have just finished reading the July *Journal* in which Brother Mark C. Metler stated his opinion about the Peace Corps. Whereas I would normally just say to myself, "I don't quite agree with his outlook," and move on, I felt his slur against Democrats needed a response. To say that "it is a growing feeling in the Democratic Party to loathe the military" is a gross insult to all his fellow brothers who happen to be both proud veterans and staunch Democrats. It shows that Brother Metler has bought into the Republican distortion that if you are against the Iraq war, you are against the military. Speaking strictly for myself, this veteran and Democrat loathes the misuse of troops in a wasteful, mismanaged and unnecessary war.

James Crawford

Local 164 member, Jersey City, N.J.

Equal Treatment for All

The article in June about the Electrical Workers Minority Caucus was very interesting. I think it's good that people came together to solve a problem. However, the fact that this was even necessary sickens me. A group of people form a union to fight for rights and fair treatment, but exclude certain people because of race. Does that make any sense? Oh well, this country—and the world—was built on racism anyway, so why should this be any different. If you don't believe me, watch the news. If you don't believe that, check the Bible.

Marcus Blackwell

Local 440 member, Riverside, California

An Un-American Tax?

In the Secretary-Treasurer's message in the July issue of the *Journal*, Jon F. Walters states "the right wing is clamoring to reduce estate taxes for the wealthiest American families." I don't consider myself to be right-wing, however I would go so far as to say that estate taxes should not only just be reduced, but eliminated altogether. It is disturbing to see our union take a position on an issue that is not only unfair but un-American.

Vance Halasi

Local 18 member, Los Angeles

HOW TO REACH US

We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom the *Journal* is mailed. Please keep letters as brief as possible. The *Journal* reserves the right to select letters for publication and edit all submissions for length.

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IBEW IN CLEVELAND

IBEW JOURNAL

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A look at how IBEW locals in the city that will host the 37th Convention this month are meeting challenges of the 21st century

ON THE COVER: Local 38 member Michael Laidman, top, on site at the Cleveland Clinic Heart Center in downtown Cleveland. Below, Davey Piper, Local 912, prepares a locomotive to be moved out of the Collinwood Diesel Terminal. In the background is the Eternal Life Fountain at Memorial Plaza.

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NEBF NOTICE

This *Journal* contains important information about the NEBF which should be read and retained for future reference.

Rhythm of the Past, Drumbeat of the Future

Cleveland is a city that honors its past while changing to keep pace with the future. With its proud labor heritage, this is a fitting site for the 37th International Convention of our great Brotherhood.

Our convention logo tells the story that applies to Cleveland and many other places across the face of North America. Some, but by no means all, of the forges of heavy industry have fallen cold and silent. The spirit of working men and women in Cleveland and elsewhere, however, has never lost



its fire. Services, the arts and other sectors of a changing economy offer opportunity—the kind of opportunity that IBEW members seek and turn to our advantage. In this issue, you will find stories of how our locals in the convention host city are doing just that.

With Ohio at the nation's political epicenter, the IBEW is reminded that economic opportunity here and everywhere is fundamentally linked to the influence that our labor movement wields in the halls of power. Our presence in Cleveland supports this mission.

The convention is about change. Over the past five years, we have confronted challenges that demanded new answers and new tactics. Our 115-year history is a point of great pride in this Brotherhood. The principles set down by our founders are timeless, as relevant today as they were in 1891. One of those principles is that we will never let events or those who would exploit working people dictate to us. We will shape our own future. That is what we are here to do.

All of us in the IBEW are proud of the history of our conventions. These gatherings are full of spirit, pride, and time set aside for fun and fellowship. We know, however, that the convention's focus is on the serious task of the business of the Brotherhood. The membership has a right to expect the delegates and officers you elect to give their very best as they deliberate the issues that will shape the immediate future of the IBEW. We are confident that, when we reflect upon our 37th International Convention, we will fulfill and exceed those expectations.

Our theme this year also reflects the continuity of the IBEW from generation to generation. We urge our members to visit our Web site and the pages of the IBEW *Journal* to read the personal testimonials

delivered to the convention delegates from veteran members whose dedication and pride helped strengthen the foundation of the Brotherhood. The eloquence of our veterans is complemented by the words of young members, just a few years in the trade, who already understand that they are inheritors of a strong union built through sacrifice and commitment. The wisdom of the past and the hope for the future are the indispensable ingredients of the IBEW.

The world continues to change at an incredible pace. Think back to the optimism and good feeling that prevailed as our union met in San Francisco in 2001, sentiments that were temporarily shattered on September 11 of that year. Five years later, we are back, hardened by experience, but with a strong mixture of optimism and determination.

We have long held that no enemies—not anti-union employers or politicians or those who would undermine the very concepts of freedom and democracy—can ever vanquish courageous men and women willing to stand together, sacrifice together and work together for the betterment of all. The trade union movement is the embodiment of the human spirit at its best and remains the best hope for those who earn their living by brain and brawn.

It is a privilege for all of us to be part of this great Brotherhood and a special honor for the two of us to serve as your leaders. We salute all those who have gone before us in holding the top offices in the IBEW. We especially honor the memory of International President Emeritus J.J. Barry, who departed this life in 2005.

The future belongs to those with courage enough to seize opportunity. This convention will be the launching pad of a new era of greatness for the IBEW, and we, the officers, delegates and staff of the IBEW, look forward to working with you to make it happen. ■



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

**“WE WILL SHAPE OUR OWN FUTURE.
THAT IS WHAT WE ARE HERE TO DO.”**

Ed Hill
Jon F. Walters

Arizona Utility and IBEW Prosper with In-House Tree Trimming

John Gauthier, a Detroit Local 17 journeyman line clearance tree trimmer, was vacationing with relatives in Arizona three years ago when he called Phoenix Local 387 on a hunch.

Upon hearing that Arizona Public Service (APS), an IBEW-represented utility, was hiring tree trimmers, Gauthier applied and was accepted. After eight years as a journeyman, and two years as general foreman for a Detroit Edison line clearance subcontractor, Gauthier moved to Phoenix. Today he is a key player in a unique effort by APS that has drastically reduced subcontracting the task of keeping electrical lines free of overgrown trees.

Several years ago, APS dissolved its in-house tree trimming department and began using nonunion subcontractors, including Asplundh, a national tree-trimming service. In 2004, IBEW and APS agreed to re-establish in-house line clearance work and the parties agreed that any subcontractor tree trimmers who performed work for the utility would be required to honor the union contract. "It was truly a win-win," says Veronica

Hensley, Local 387 business representative.

Since moving to in-house crews, APS has provided unprecedented training for Gauthier and his co-workers, improving service to the company's customers along the 20,000 miles of transmission and distribution power lines statewide.

The impetus for APS taking a non-traditional route in tree-trimming operations were discussions with Local 387 over the market rate for the task, says Mike Neal, APS's forestry and special programs manager. The parties concluded that APS was paying more for substandard performance from contractors. The IBEW agreed to structure wages in line with the market in return for APS's commitment to bring subcontracted line clearance work into the bargaining unit.

While subcontractors continue to do some work, the vast majority of work

is now performed by in-house crews.

"The opportunity for advancement here is phenomenal, and they are still hiring," says Gauthier, who is now working as a planner after being trained by APS as a certified arborist. Wages for APS trimmers rank in the top 10 percent in the Western states, boosted by premiums for workers who achieve certified arborist or utility specialist status. Achieving all certifications lifts individual wages 15.5 percent above the base rate, topping out at \$22 per hour.

Gauthier, who served on Local 387's negotiating committee, says that APS trimmers share the pride of working for a utility and the advantages of never facing lay-offs, which are commonplace among subcontractors.

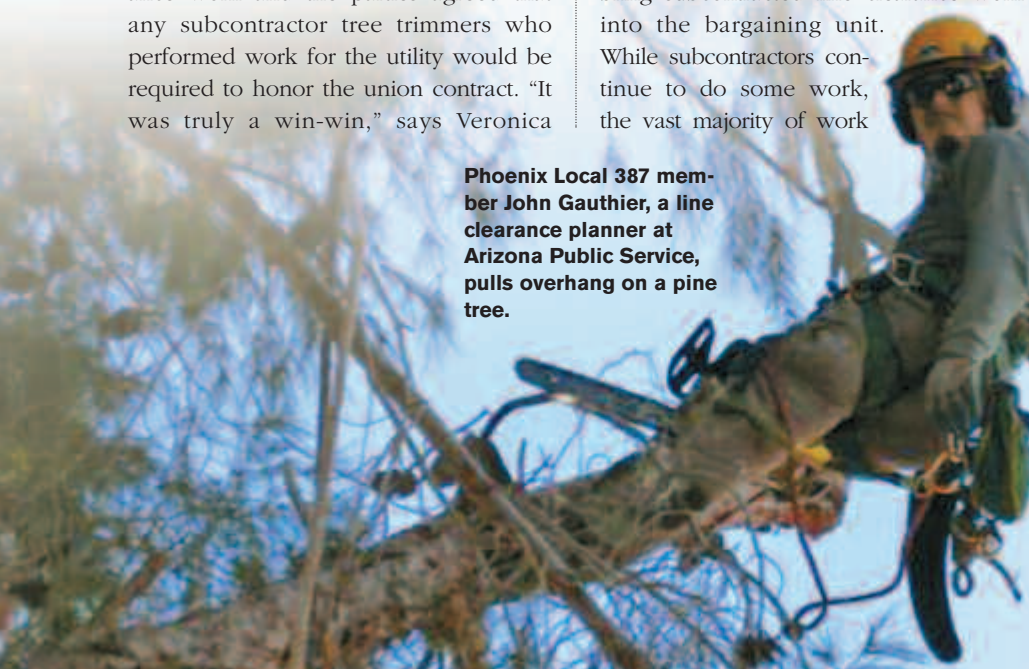
Maintaining a safe work culture for the firm's 32 line clearance crews is an enduring mission. During the first 12 months of in-house operations, 10 tree trimmers were hurt in accidents. "We knew we had to do something differently," says Neal, a past president of the International Society of Arboriculture, the world's largest scientific and education tree care organization. APS provided safety training for all employees. "Our rigging techniques are greatly improved," says Neal, adding the procedures are less physically demanding and more efficient. APS has reduced costs per tree below those of subcontractors.

"We're trying to get folks who love trees," says Neal. Meeting stringent hiring requirements, he says, crews communicate better with customers, explaining the rationale for their work. Planners handle 95 percent of all customer complaints.

"Many utilities still hesitate to consider in-house trimming," says Neal, who has given presentations to groups of managers and has written an article on the topic for an upcoming issue of *Transmission and Distribution* magazine. "Local 387 and our management team have worked well together, even where we agree to disagree," says Neal. APS has an ongoing need for line clearance personnel as former trimmers enter the linemen apprenticeship program to advance their careers.

IBEW members who are interested in working for APS may contact Local 387 at 602-264-1846 or APS at www.aps.com.

Phoenix Local 387 member John Gauthier, a line clearance planner at Arizona Public Service, pulls overhang on a pine tree.



Go West-Go Solar!

As Las Vegas, San Diego and other Western cities burst at the seams with new residents, the demand for electrical power is creating opportunities to tap the innovative instincts of IBEW journeymen and apprentices. For union members who are hard at work building new photovoltaic energy capacity, the words of a Vegas apprentice instructor hold promise: "If the sun shines on it or through it—it belongs to the IBEW!"

The Ronzone Reservoir project of the Las Vegas Valley Water District, employing members of IBEW Local 357, is the largest solar structure in Nevada. The first phase of the project, an 800-kilowatt DC job will be completed in February. Over 4,000 Sharp modules, 208 watts each, IBEW-made in Tennessee, have been installed in the 3.2 megawatt water district venture, enough to power over 600 medium-to-large homes.

At Nevada Power's Clark Generating Station, IBEW crews installed three 25 kilowatt AC dual axis tracking arrays that will produce 180,000 kilowatt hours of power that will be fed directly into the local electrical grid, enough to power 12 homes in southern Nevada. The units are programmed to follow the sun's movement, tracking it from the east in the morning to the west in the afternoon, according to Nevada Power.

Bombard Electric, the 1,000-employee signatory contractor on the Las Vegas jobs, also has crews constructing solar arrays in Reno for Nevada Power's parent company, Sierra Pacific. Chris Brooks, an IBEW member who formerly owned Las Vegas' Solar Electric, is project manager for Bombard's solar division.



Las Vegas Local 357 members installed the solar array at the city's Regional Animal Campus, which was awarded a Nevada American Institute of Architect's Design Award last year. From left are Ramon Villalobos, Niles Mortenson, Travis Yourk, John Palumbo, Ed Samano, Robert Brooks, Santiago Rodriguez, Michael Andrieu and Chris Brooks, project manager.

"I'm very proud that we have put over 100 members through our solar training program," says David Jones, business manager of Local 357. The Las Vegas JATC facility is home to a 20-kilowatt solar array that was aided by a \$250,000 grant from the Department of Energy that, says Jones, was secured through the direct support of Sen. Harry Reid (D-Nev.).

In San Diego, a solar installation supplying power to the facilities of the NECA/IBEW Electrical Training Trust won the "Excellence in Energy Award" from the San Diego Regional Energy Office. The entity is an independent, non-profit corporation that provides research, analysis and planning on energy issues for the San Diego region. Apprentices installed the 89.4 kilowatt AC commercial array as part of their solar certification. Jim Westfall, that 36-year member of San Diego Local 569 and longtime training director who pushed the solar project forward, was inducted into the Apprenticeship Hall of Fame of California.

HELPING HANDS

New Brunswick, N.J., Local 456 members recently wired a new home for Habitat for Humanity of Middlesex County. Leading the volunteer effort for Local 456 were President Michael McLaughlin, pictured with his son, Ryan, and two retirees invaluable to the organization's efforts, Bill McEvoy and Warren Cochran. Habitat's Marianne Herring said McEvoy, 73, has worked on approximately 15 of their houses over the years, putting in 15-20 hours a week. McEvoy was honored by then-N.J. Gov. Richard Cody last year as an outstanding volunteer. Pictured back row from left are McEvoy, Anthony Brienza, Val Tarr, Mike Koss, McLaughlin, Gunthur Rimek and Robert Sannwaldt. Front row from left are Cochran, Andy Lai and Brandon Rodriguez.



2005 Summary Annual Report For the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2005. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$75,672,420. These expenses included \$6,929,287 in administrative expenses and \$68,743,133 in benefits paid to participants and beneficiaries. A total of 74,444 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$1,934,477,031 as of December 31, 2005, compared to \$1,733,871,548 as of January 1, 2005. During the plan year the plan experienced an increase in its net assets of \$200,605,483. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of

\$276,277,903, including employer contributions of \$180,494,371, losses of \$5,089,579 from the sale of assets, earnings from investments of \$100,425,059, and other income of \$448,052.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

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

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of plan assets;
- insurance information, including sales commissions paid by insurance carriers;
- information regarding any common or collective trusts, pooled separate accounts; and
- master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical

cal Annuity Plan, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$10.50 for the full annual report, or \$.25 per page for any part thereof.

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

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20210. ☐

2005 Summary Annual Report For the National Electrical Benefit Fund

This is a summary of the annual report for the National Electrical Benefit Fund, #53-0181657, for the year ended December 31, 2005. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were

\$701,846,374. These expenses included \$52,432,030 in administrative expenses and \$649,414,344 in benefits paid to participants and beneficiaries. A total of 471,193 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$10,566,642,221 as of December 31, 2005,

compared to \$10,190,114,589 as of January 1, 2005. During the plan year the plan experienced an increase in its net assets of \$376,527,632. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$1,078,374,006, including employer contri-

butions of \$373,421,704, losses of \$39,608,386 from the sale of assets, earnings from investments of \$739,271,897, and other income of \$5,288,791.

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

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

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- loans or other obligations in default or classified as uncollectible;
- leases in default or classified as uncollectible;

- insurance information, including sales commissions paid by insurance carriers;
- transactions in excess of 5 percent of plan assets;
- information regarding any common or collective trusts, pooled separate accounts;
- master trusts, or 103-12 investment entities in which the plan participates; and
- actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Benefit Fund, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$31.25 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and

liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

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Notice to Participants in the National Electrical Annuity Plan

EXPLANATION OF PRERETIREMENT SURVIVING SPOUSE BENEFIT

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ☐

Annual Funding Notice For National Electrical Benefit Fund

Introduction

This notice, which federal law requires all multiemployer plans to send annually, includes important information about the funding level of the National Electrical Benefit Fund, Plan 001, Employer Identification Number (EIN) 53-0181657 (Plan). This notice also includes information about rules governing insolvent plans and benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal agency. This notice is for the plan year beginning January 1, 2005 and ending December 31, 2005 (Plan Year).

Plan's Funding Level

The Plan's "funded current liability percentage" for the Plan Year was 72.32%. In general, the higher the percentage, the better funded the plan. The funded current liability percentage, however, is not indicative of how well a plan will be funded in the future or if it terminates. Whether this percentage will increase or decrease over time depends on a number of factors, including how the plan's investments perform, what assumptions the plan makes about rates of return, whether employer contributions to the fund increase or decline, and whether benefits payments from the fund increase or decline.

Plan's Financial Information

The market value of the Plan's assets as of January 1, 2005 was \$10,190,114,589. The total amount of benefit payments for the Plan Year was \$649,414,344. The ratio of assets to benefit payments is 15.69. This ratio suggests that the Plan's assets could provide for approximately 15.69 years of benefit payments in annual amounts equal to what was paid out in the Plan Year. However, the ratio does not take into account future changes in total benefit payments or plan assets.

Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans. Under so-called "plan reorganization rules," a plan with

adverse financial experience may need to increase required contributions and may, under certain circumstances, reduce benefits that are not eligible for the PBGC's guarantee (generally, benefits that have been in effect for less than 60 months). If a plan is in reorganization status, it must provide notification that the plan is in reorganization status and that, if contributions are not increased, accrued benefits under the plan may be reduced or an excise tax may be imposed (or both). The law requires the plan to furnish this notification to each contributing employer and the labor organization.

Despite the special plan reorganization rules, a plan in reorganization nevertheless could become insolvent. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for the plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available financial resources. If such resources are not enough to pay benefits at a level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC, by law, will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notification of the insolvency to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected as a result of the insolvency, including loss of a lump sum option. This information will be provided for each year the plan is insolvent.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only vested benefits are guaranteed. Specifically, the

PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$500, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ($\$500/10$), which equals \$50. The guaranteed amount for a \$50 monthly accrual rate is equal to the sum of \$11 plus $\$24.75 (.75 \times \$33)$, or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 ($\35.75×10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or $\$200/10$). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus $\$6.75 (.75 \times \$9)$, or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ($\17.75×10).

In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under the plan within 60 months before the earlier of the plan's termination or insolvency. Similarly, the PBGC does not guarantee pre-retirement death benefits to a spouse or beneficiary (e.g., a qualified pre-retirement survivor annuity) if the participant dies after the plan terminates, benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

Where to Get More Information

For more information about this notice, you may contact the Trustees of the National Electrical Benefit Fund at (301) 556-4300, 2400 Research Boulevard, Suite

500, Rockville, MD 20850-3266. For more information about the PBGC and multiemployer benefit guarantees, go to PBGC's web site, www.pbgc.gov, or call PBGC toll-free at 1-800-400-7242 (TTY/TDD users may call the Federal relay service toll free at 1-800-877-8339 and ask to be connected to 1-800-400-7242).

Calculation of Plan's Funding Level Is Misleading

Please be aware that the Trustees believe the information set forth in the preceding Annual Funding Notice is not an accurate reflection of the NEBF's actual funding status. Of particular note is the

fact that the 72.32 "funded current liability percentage" figure in the section of the Notice entitled, "Plan's Funding Level," is misleading. In computing this figure, IRS rules mandate that plans such as NEBF use a very conservative 6.10% interest rate assumption (i.e., expected average annual investment return) and very general actuarial assumptions (mortality rates) that do not in many cases (such as here) match a particular plan's actual experience. If, however, the "funded current liability percentage" calculation assumed a 7.00% estimated average annual rate of return (which, according to the NEBF's investment advisors and actuaries is more than

reasonable given its current asset mix) and mortality rates modeled on the actual experience of NEBF participants—figures the NEBF's actuaries actually use in accordance with federal law to prepare the actuarial valuation for the NEBF's Form 5500 annual report—the resulting figure would tell a starkly different story. Use of these more realistic assumptions would result in a much healthier funded percentage of 89.81%. The bottom line is that you can be assured that the Trustees believe there is very little risk of the NEBF becoming under-funded, let alone "financially troubled" or "insolvent," in the near or distant future. ■

ATTENTION!! Federal Sector IBEW Union Members

Under the requirements of the Civil Service Reform Act of 1978 (CSRA) as revised, your local union is advising you of your rights as a federal sector union member of the International Brotherhood of Electrical Workers (IBEW). These rights are as follows:

Bill of Rights As a local union member you have:

- equal rights to participate in union activities
- freedom of speech and assembly
- a voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Collective Bargaining Agreements Union members (and other employees affected by the agreement) have the right to receive or inspect copies of collective bargaining agreements.

Constitutions, Bylaws, and Reports Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2, 3, 4) with Office of Labor-Management Standards (OLMS). Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The documents are public information and copies of reports are available from OLMS and on the Internet at www.union-reports.dol.gov.

Officer Elections Local union members have the right to:

- nominate candidates for office
- run for office

- cast a secret ballot
- protest the conduct of an election

Officer Removal Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships The local union may not be placed in trusteeship by its parent body except for those reasons specified in the standards of conduct regulations.

Protection for Exercising CSRA Rights The local union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any CSRA right.

Prohibition Against Violence No one may use or threaten to use force or violence to interfere with a local union member in the exercise of his or her CSRA rights.

Local Union Officer Responsibilities

Financial Safeguards Local union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. The union must provide accounting and financial controls necessary to assure fiscal integrity.

Prohibition of Conflicts of Interest A local union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding Local union officers or employees who handle union funds or property must be

bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Labor Organization Reports Union officers must file an initial information report (Form LM-1) and annual financial reports (Forms LM 2, 3, 4) with OLMS. They must retain the records necessary to verify the reports for at least five years.

Officer Elections The local union must:

- Hold elections of officers of the local union by secret ballot at least every three years.
- Conduct regular elections in accordance with the IBEW Constitution and bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate's request to distribute campaign material.
- Ensure that local union funds or resources are not used to promote any candidate (nor that employer funds or resources be used).
- Permit candidates to have election observers.

Restrictions on Holding Office A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time. Although this is part of the regulation under the CSRA, the IBEW or its local unions do not loan union funds to officers or members.

Federal employees should contact their local union for further information. ■



With his wife Maria by his side, Councilman Charles Dertinger takes the oath of office in Northampton County, Pa.

Write-in Primary Win Energizes IBEW Member's Run for Congress

With only weeks to go before Pennsylvania's primary elections, Democrats in a northeast Pennsylvania congressional district were frantic. Two party candidates had just failed to get enough signatures before the February deadline to appear on the primary ballot for a chance to face the incumbent, conservative Republican Rep. Charlie Dent. A write-in campaign was their only option. Could they find a current office holder with solid name recognition and healthy connections with both party activists and organized labor to tough out a quick win in the May 16 primary?

Democratic Pennsylvania Lt. Gov. Catherine Baker Knoll had her pick for the write-in, but he had stubbornly turned down others who pushed him to run. So

Knoll personally approached her candidate, Charles Dertinger, a second-generation IBEW member and at-large councilman in Northampton County, Pa.,

and told him the party needed him. Dertinger relented.

"I knew Charles as someone who has always represented his constituents well, a truly honorable public servant," says Knoll. "I asked him to give a little more."

Calling up reinforcements from organized labor, Dertinger, a journeyman wireman foreman and member of New York Local 3, put together a volunteer committee and ordered 20,000 palm cards to instruct voters on how to enter his name on new electronic voting machines. Despite a torrential rain that reduced turnout, Dertinger won 4,500 votes on primary day. Dent, who ran unopposed for his party's nomination, garnered only 1,043 votes.

"Getting 4,500 votes in five weeks with only \$2,800 to spend was extremely impressive," says Third District IBEW Vice President Don Siegel, who describes Dertinger as a "natural political leader, one of the most savvy and articulate rank and file members that I've run across in a long time." Dent invested \$68,000 in the district an hour north of Philadelphia that includes industrial cities like Bethlehem and Allentown and rural boroughs.

Dertinger, 38, was not surprised by the turnout. "With polls revealing only an 18 percent approval rating for congressional Republicans, and with Dent voting against working families 87 percent of the time, Democrats showed up to ensure that he would not run unopposed in the general election this November," he says. Dertinger's successful write-in effort forces Dent to defray more of his substantial campaign treasury to win his own election instead of traveling around dishing out help to other Republicans in closely contested midterm races.

Dertinger quickly shaped up his campaign staff in the district, which, despite giving John Kerry a narrow win in 2004, has been held by conservative Republicans for several years. Former Rep. Pat Toomey, who lost the Republican Senate primary to incumbent Arlen Specter in 2004, is now president of the Club for Growth, a group that promotes tax cuts for the wealthy, the privatization of Social Security and trade agreements that

have destroyed good-paying U.S. jobs.

Practicing grassroots politics and standing up to anti-labor attitudes have been second nature to Dertinger since he was young. With family friends in elective office, he says, “politicians were people to me, not enemies.” While attending class at a Catholic high school on Staten Island, N.Y., Dertinger heard his teacher, a nun, rail against unions. Concerned that she was not offering a balanced view of the labor movement, Dertinger turned to Norman Levine, who served as a Local 3 shop steward with his father, Michael, for advice.

Levine encouraged Dertinger to ask the teacher why she was violating the 1893 Encyclical of Pope Leo XIII, which supported organization by workers. Soon after, the school agreed to take unions out of the curriculum until a new instructor was found who could teach in line with Catholic doctrine.

After entering his IBEW apprenticeship in 1987, Dertinger conducted voter registration and many other political tasks, mentored by Denis Hughes, a Local 3 member who was a staffer on the New York Central Labor Council. Hughes currently serves as president of the New York State AFL-CIO.

“Charles is exceptional because he’s a guy who is interested in the whole concept of political action, not just getting elected to office,” says Hughes. “He doesn’t just support a political party, but is committed to political change, to passing legislation that will benefit our members and working families.”

In 1993, Dertinger moved to a home near the Delaware River in Washington Township, Pa. He and his wife, Maria, an educator and former member of New York’s Catholic Teacher’s Union, became active in Democratic politics in Northampton County and served on the presidential campaigns of Michael Dukakis and Bill Clinton.

Elected vice chairman of the Northampton Democratic Party in 1998, Dertinger campaigned for Rich Grucela, a county councilman who was running for the Pennsylvania legislature. Encountering Hughes at New York’s Labor Day breakfast, Dertinger proudly told him of his election as vice chairman of his county’s Democratic Party. Hughes replied, “We need guys like you running for office, not just supporting others.” Dertinger says, “I was deflated. It was like getting a ‘B’ on my report card.” In 1999, he decided to run for Grucela’s former council seat, reaching out to nearby Paterson, N.J., IBEW Local 102 and then-Third District

the council’s open space committee, he has established common ground between citizens of new residential developments and family farmers. By buying development rights from farmers, the council has helped them settle debts and keep in operation, limiting sprawl.

Consensus-building, derived from his labor roots, helps Dertinger and the council to overcome past bickering to deal with challenges, including negotiations to provide continuing health care amid rising costs for 2,600 county employees, 2,000 of whom are represented by labor unions.

Dertinger is pragmatic as he digs into a campaign with highs like the huge outpouring of support from autoworker retirees from the Mack Truck plant in Allentown, contrasting with the difficulties of quickly pulling together his staff. “Growing up under Reagan and Bush was like living through the Depression,” he says. “I don’t have pie-eyed expectations.”

“Progressives need to bring our issues to the forefront,” he says. “We’ve let the right wing take too many of our issues off the table for discussion. The Bible

has over 3,000 references to taking care of the less fortunate. We need to do a better job promoting that kind of morality.”

A few weeks back, Dertinger was interviewed by the endorsement committee of the service employees union. “I told them that, if elected, I won’t simply agree with labor’s issues,” he says. “I live them. My birth and my education were paid for with union labor. I know what working families are dealing with,” said the father of two.

“Think of how extraordinary it would be,” says Siegel, “if an IBEW journeyman wireman who takes a furlough from his job in mid-August to campaign for Congress, finds himself in Washington, D.C. at a swearing-in ceremony in January. You don’t have to explain the issues to Charles. He knows. Congress was designed for people like him.”



Supporters of Charles Dertinger kick off his campaign for Congress. Standing from left are Wally Goffredo, Paterson, N.J. IBEW Local 102; Carl Snyder, Local 102; Joe Napoli, Local 102; Dertinger; Gene Jacobsen, Local 102; Rebecca Dertinger, his daughter; John Werkheiser, UFCW, Siobahn Bennett, vice chair, Lehigh County Democratic Party; Lynne Hanna, a Democratic Party activist.

Vice President Larry Rossa for support.

“I made every mistake in my first campaign that I have seen others make,” says Dertinger. Running against a well-known school board president in a large farming community where door-to-door contact is difficult, he lost the election by 1,100 votes.

Dertinger ran for council again. He lost once more, but gained important name recognition and experience. After the second loss, he concluded that he was drawing as much campaign help from areas outside of his district as within. In 2005, Dertinger decided to run for one of the five at-large council positions and won with the second-highest vote total.

Comparing elective office with working as an electrical foreman, Dertinger says, “You can’t just issue orders and expect everyone to follow you.” As chairman of

IBEW Keeps Pace With Changing Cleveland

On September 11, the 37th IBEW International Convention opens in Cleveland—named one of the most livable cities in the United States last year by *The Economist* magazine. While globalization may have stilled many of the factories of this once-mighty manufacturing city, modern new industries are emerging on the shores of Lake Erie to give this Rust Belt town a new lease on life.

Cleveland came into its own in the industrial boom of the 1800s and early 1900s. Representing a vital link between the Great Lakes to the north and east and the Mississippi River to the south and west, the town developed as an industrial center following the development of the Erie Canal, and later, the railroads crisscrossing the United States. Many steel firms were based there; Standard Oil founder John D. Rockefeller made his fortune in Cleveland. Drawn by industrial opportunity, migrants from other regions of the United States and immigrants from across the globe, specifically Eastern Europe, settled there, leaving the city with vibrant ethnic communities that remain today.

Cleveland was the site of the country's first electric streetcar in 1884. Cleveland's rich manufacturing history went hand-in-hand with its emergence as a strong union town. Two years before the turn of the 20th century, Cleveland Local 38 was the first union in the Ohio Building Trades to negotiate an eight-hour day.

Like many American cities, Cleveland has had to adjust to the loss of its industrial base. The decimation of heavy indus-



Journeyman wireman Michael Laidman

try and manufacturing has hurt many working families there, including IBEW members. But the city is doing its part to create new opportunities and attract new jobs in other areas, particularly the service sector. Today's Cleveland is a leader in health care and higher education. It has a symphony orchestra that is at home among the world's best and the city has gained a new identity with the opening of the I.M. Pei-designed "House that Rock Built," the Rock and Roll Hall of Fame.

Local 38: They Built This City

Cleveland is a union town and from its very founding, Local 38 has been an integral part of it. From the earliest days of electricity through the industrial boom to the city's recent renaissance, Local 38 has been in the thick of the action. Very little goes on or up in Cleveland without the key participation of the 2,250 inside, teledata and residential wiremen providing the juice for the job.

"For more than 100 years, Local 38 has been the local union that has built Cleveland," said IBEW Fourth District International Vice President Paul Witte. "The entire city has the footprint of the members of Local 38."

The great majority of Local 38's membership is inside electricians, but the local also boasts approximately 250 electricians skilled in teledata installations and networking systems—emerging technologies the local and its contractors have nurtured through increased education at their apprenticeship school. Approximately 50 members specialize in residential construction; the local also has members working under public contracts for the city and Cuyahoga County. With approximately 80 signatory contractors, Local 38 has captured nearly 60 percent of the electrical construction market share.

The local has also supplied some of the most respected leaders in Cleveland and within the IBEW. Former Business Manager Dick Acton served on the International Executive Council for 17 years through the mid-1990s and former Busi-

Local 38 installed the new wind turbine at the Great Lakes Science Center on the shore of Lake Erie.



ness Manager and President Gilbert Steele, who retired in 1997, was a steady, respected leader who served on the Law Committee at several IBEW Conventions. Current Business Manager Salvatore “Sam” Chilia has served on the IEC since 2001.

“Local 38 has always had leadership that made a contribution to the district and the state of Ohio and the union,” Witte said.

Local 38 electricians have been key to big recent projects like the new Cleveland Browns football stadium in 1999, the Rock and Roll Hall of Fame in 1995, and the Gateway Sports and Entertainment Complex 1994 featuring Jacobs Field, home of the Cleveland Indians, and “Q” Arena (formerly Gund Arena), one of the first big projects to launch downtown Cleveland’s rebirth.

One of the biggest corporate citizens in Cleveland is the Cleveland Clinic, which occupies a 100-acre campus downtown. More than a mere clinic as its name would imply, the Cleveland Clinic is the preeminent medical institution in Cleveland, recognized worldwide for its heart



Local 38 members at the base of the new wind turbine they helped erect in downtown Cleveland. From left are Ullman Electric Co. employees Rich Walters, superintendent; Bill Babinyerz, foreman; Dennis Tomlinson, apprentice; and Roger Lucas, journeyman.

center. In July, the clinic was named the top hospital in the nation for cardiac care for the 12th straight year. *U.S. News and World Report* also named it the third-best hospital in the country.

Working aggressively in recent years to win the clinic’s teledata work from non-union contractors, Local 38 has prevailed, building on a long-term partnership with the medical facility. A telecommunications
(Continued on next page)





Local 38 members on site at the Cleveland Clinic's new heart center include, from left, Gary Laidman, project manager; Al Yambor, foreman; Frank Perri, steward; Tim Ginley, steward; Jim Svab, foreman; Chuck Scanlon, foreman; Bill Amica, steward; and Jay Catteau, foreman.

vacuum systems and medical gases in operating rooms. The project's coordination center ensures the smooth installation of the necessary components with the minimum disruption.

Completion for the project is slated for 2008. ESI has the contract to install power distribution, high voltage, back-up generators and temporary power. Lake Erie Electric is in charge of the branch circuit wiring and the fire alarm and teledata wiring is being performed by Doan-Pyramid Electric, all of Cleveland.

As delegates to the 37th International Convention make their way around town, they will be proud to know that the new heart center, the biggest construction project occurring in the state of Ohio, is 100 percent IBEW. Approximately 50 Local 38 members are on the project today.

Another addition to downtown Cleveland is a symbol of the regional effort to promote renewable energy. Local 38 recently installed a 120-foot wind generator at the Cleveland Science Center. After contractor Ullman Electric performed the electrical installation on the 10-year-old science center, it was the first choice of the center to install the windmill. Tucked between the Lake Erie shore and the Rock and Roll Hall of Fame, the 250-kilowatt generator started spinning in the wind in July. The generator is expected to produce about 30 percent of the electricity needed to operate the interactive science center.

The project could be just the beginning. Ohio was ranked second in the nation for potential growth in renewable energy resources. Two and a half miles off Lake Erie, a study is underway to measure wind speed and direction. Over halfway into the year-long study project, the initial figures look promising, said Local 38's Carl Scheutzow, JATC instructor. The cost of building offshore wind generators, related underwater cabling, and allowing for structural considerations

Conduits will contain wires for the building's power distribution system.



Changing Cleveland

(Continued from page 13)

upgrade to the Cleveland Electrical Joint Apprenticeship Training Committee training center—which was completed in 2004—cemented the deal, Chilia said.

“We convinced them that through the training center, we produce the people than can best service them,” Chilia said. “We embraced the telecommunications agreement 10 years ago and worked hard to make it a go.”

When the Cleveland Clinic announced

plans to build a new \$500 million, million-square-foot heart center, Local 38 contractors won the contracts for power distribution, teledata installation and nurse call, fire alarm and temperature control systems. Construction on the 10-story heart center broke ground a year ago.

“It’s got the most state-of-the-art equipment that you can buy,” said ESI Electric’s Gary Laidman, a Local 38 member. “Cleveland Clinic’s model is a world class facility and they are building it that way.”

Coordination among the trades is critical to the development of the facility that requires temporary power, normal power, back-up power and critical power for

necessary for annual freezing and thawing present daunting possible challenges, but Scheutzow said the potential for an offshore wind project remains tremendous.

Another upcoming project certain to involve Local 38 is an ambitious \$2 billion effort to revitalize the portion of downtown that connects two popular parts of the city with streetcars, housing, restaurants and retail stores. The transportation side of the mile-long Euclid Avenue project broke ground last year.

Witte said Local 38 leaders can always be found filling important roles in various state associations and the labor community. Its members reliably turn out for charity projects, always exhibiting the professionalism, community spirit and participation that is the hallmark of the IBEW.

“People have the highest regard for the quality people and quality leadership of Local 38,” Witte said. “They do a good job for their members and the members of other unions and members of the community. If all the locals I am charged with assisting were like Local 38, I’d be out of a job.”



“Drawn by industrial opportunity, migrants from other regions of the United States and immigrants from across the globe, specifically Eastern Europe, settled there, leaving the city with vibrant ethnic communities that remain today.”

Public Service and Trade Unionism Thrive in Local 39

Representing workers at Cleveland Public Power and in historic Oberlin, Local 39’s history encompasses public service, political action and hard-fighting trade unionism.

Chartered in 1899 by linemen who left Local 38 to develop an apprenticeship program for the outside trade, Local 39 currently represents 200 members at CPP, formerly Cleveland Municipal Light and Power, and 40 municipal workers in Oberlin.

IBEW members at CPP maintain a loop of transformers, switch gears and lines that carry electricity to nearly every section of the city, including the Cleveland Browns stadium. CPP generated power until 1972

and currently receives power through FirstEnergy transmission lines. Service has grown from 15,000 customers to 80,000 as the electric company expands, including construction of a new substation on the west side of Cleveland. Given the choice, most residents prefer CPP service to competitors because rates are cheaper and they get full service, says Charles Carfagna, Local 39 business manager.

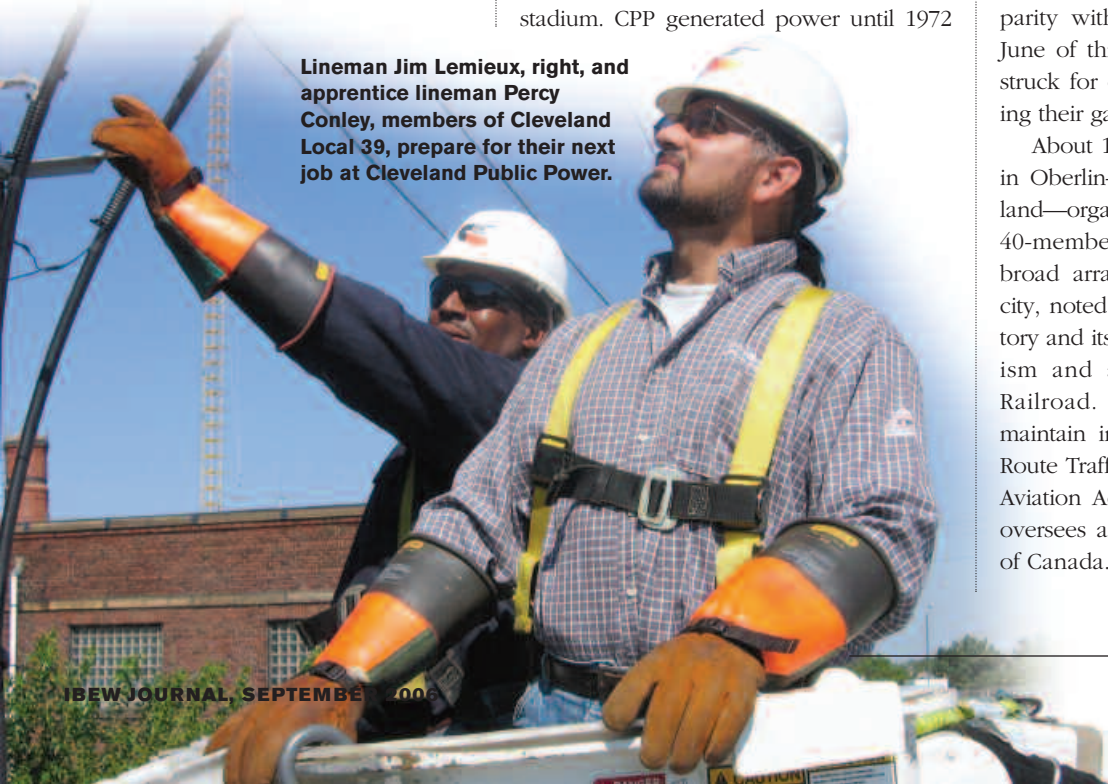
Cleveland was in the national headlines in 1978 when the city’s banks demanded that former mayor and current member of Congress, Rep. Dennis Kucinich (D-Ohio), sell the municipal electric company to its private competitor (in which the banks had a financial interest) as a precondition of extending credit to city government. The sale would have jeopardized IBEW jobs, and Local 39 supported Kucinich when he refused to sell the company. In an incident unprecedented in modern American politics, the Cleveland banks plunged the city into default for a mere \$15 million.

Local 39 continues building its political influence, protecting the jobs and living standards of members. In 1982, the local won a lawsuit granting skilled workers parity with trades at private utilities. In June of this year, IBEW members at CPP struck for eight days, successfully protecting their gains.

About 15 years ago, municipal workers in Oberlin—located 30 miles from Cleveland—organized and joined Local 39. The 40-member unit includes workers in a broad array of job classifications in the city, noted for Oberlin College’s conservatory and its history as a center of abolitionism and a stop on the Underground Railroad. IBEW municipal employees maintain infrastructure leading to the Air Route Traffic Control Center of the Federal Aviation Administration in Oberlin, which oversees airspace over six states and part of Canada.

(Continued on next page)

Lineman Jim Lemieux, right, and apprentice lineman Percy Conley, members of Cleveland Local 39, prepare for their next job at Cleveland Public Power.





Local 912 member Fred Chesnes, left, trains member John Coleman on troubleshooting feedback circuits on a locomotive.

Local 912 President Gary Murphy solders a connector on a remote control locomotive.



Changing Cleveland

(Continued from page 15)

Local 912: Working on the Railroad

Cleveland Local 912 members fill an integral function at the Collinwood Diesel Terminal—keeping the powerful CSX locomotives that pull cargo trains across the country in good repair.

Working in shifts at the terminal on Cleveland's east side, the 15-member shop covers the rail yard 24 hours a day, seven days a week, 365 days a year. Collinwood is the primary CSX yard in the area for light-running repairs to locomotives with 1,500 to 6,000 horsepower engines. Local 912 President Gary Murphy said heavy repairs like engine replacement occur at CSX shops in West Virginia and Georgia.

Local 912 member George Merkuloff, financial secretary and treasurer, said in his more than 30 years at Collinwood, the job—isolating problems in the trains' motors—has changed little but the technology has. While internal combustion engines still run on pistons, electronic features have grown over the past 15 years. These railroad electricians are

tasked with finding shorts in motors and isolating and fixing wheel slips (when the motor continues to spin but the wheels fail to maintain traction on the rails).

Computers help them find whatever's troubling the locomotive—they tip the electricians off to areas to investigate, if they cannot pinpoint the exact source of the problem.

"The computers will give you a general idea of where to go," Merkuloff said. "In the old days you never knew which motor was bad. Even now, it might take an electrician two or three days to find the bad wires, but may take you 10 minutes to fix it."

Another technological addition to the rail yard recently is the remote control train. Just like the toy version, the electri-

cians use remote control devices to move the trains around the yard to test them.

Globalization Challenges Local 1377

Members of Local 1377, which reached a peak membership of 6,000 during the 1960's, have been at the heart of Cleveland's manufacturing base.

Founded in 1944, the local began representing electricians at Ford Motor Co.'s Cleveland complex four years later, one of the few plants which employed trades and crafts outside of the autoworkers. Today, 250 IBEW members are still working at Ford as maintenance electricians. As Ford faces intensified global competition, Local 1377 is engaged in difficult negotiations to protect the jobs of bargaining unit members who have already witnessed the tragic shutdowns of their local's largest bargaining units. Those shutdowns have reduced Local 1377's membership by 90 percent.

Over 1,300 members formerly worked at Leece/Neville producing alternators, starters and electrical components for trucks and buses. In the late 1990's, after a series of strategic failures, the corporation lost its business to Delco Remy. Leece/Neville's Cleveland plant was later closed; the work was transferred to facilities in New York.

Picker X-Ray Inc., a leading producer of medical equipment, employed over 1,000 IBEW members in its Cleveland plant until it shut down in the late 1990's. Picker's owners invested in manufacturing operations in Israel to develop magnetic resonance imagery (MRI) equipment.

Local 1377 Business Manager Jim Neubauer blasts politicians of both parties for turning their back on the nation's manufacturing base. "I never thought that I would see the day when jobs like policemen would be the highest-paid jobs in town," he says.

Today, Local 1377 members at Adalet, a division of Berkshire-Hathaway, owned by billionaire Warren Buffet, produce explosion-proof junction and motor control boxes. Other Local 1377 members work in building maintenance, including upkeep of Cleveland's landmark Standard Building. ■

Davey Tree Co. Contract Raises Bar for IBEW in California

A new contract between Davey Tree Co. and Diamond Bar, Calif., Local 47 was ratified in July by a 53 to 1 vote, raising the bar for line clearance tree trimmers in Southern California. The ratification marks the culmination of months of activity by bargaining unit members—formerly represented by another union—who voted 38 to 3 in favor of IBEW in an NLRB election last October.

Under terms of the agreement, workers at the top pay scale received raises of \$2 per hour. The union successfully negotiated the elimination of increments that delayed promotions to the top rate. The contract enhances medical and dental benefits and establishes NEBF retirement coverage.

“Davey had the lowest-paying line clearance contract in Southern California but one of the largest workforces. This was a problem every time we negotiated a contract with other contractors,” says Pat Lavin, Local 47 business manager and Seventh District International Executive Council member. “Now we can move forward.”

Local 47 formerly represented Davey workers under subcontract at Southern California Edison. Then, six years ago, Edison converted to a single-source supplier plan. Davey lost the Edison account, laying off workers who then sought IBEW jobs with Asplundh, a major national tree-trimming service.

Stan Stosel, Local 47 assistant business manager who negotiated the Davey agreement, explains that typically wage rates are higher in Los Angeles and lower in the surrounding areas. “Under the former Davey contract, however, wages for some workers who performed

line clearance for the Los Angeles Department of Water and Power, were lower than the even the city’s living wage ordinance,” he said.

Lavin said he looks forward to a productive relationship between Local 47 and Davey, adding that workers in the Northern California and San Diego operations of the company are IBEW members. Lavin attributes the Davey victory to the dedicated work of Rick Garcia and Colin Lavin, organizers; Amador Tapia, line clearance tree trimming service business representative; Ron Bengochea, business representative and Stosel.

As IBEW density in California’s tree trimming industry increases, locals are pushing for a statewide apprenticeship program. In late July, representatives of Local 47, San Diego Local 465 and Vacaville Local 1245 met with line clearance contractors to discuss the benefits of pooling resources for training and education. ■

Line clearance tree trimmers, new members of Diamond Bar, Calif., Local 47, celebrate signing of contract with Davey Tree Co. Business Representative Amador Tapia (second from right, bottom row) helped coordinate last year’s organizing campaign.



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

ATTENTION PRESS SECRETARIES:

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Projects Anticipated

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO—The work outlook in the St. Louis Region has slowly improved this summer. Although still not ideal, some relief appears on the horizon as various larger projects are coming to fruition. We hope this trend will continue into fall and winter.

Local 1 extends a warm good-luck to members who will represent Local 1 at the September International Convention in Cleveland. They include Bus. Mgr. Steve Schoemehl, Pres. Tom George, and delegates Leon Arties, Hank Bollinger, Mike Bresnan, Barry Dickson, Matt Gober, John Johanningmeier, Matt Ladd, Steve Licari and Steve Muehling. These representatives will be in Cleveland for a week, meeting with other members from locals across the nation discussing the IBEW's history, our current situation, and what the future holds for our industry into the 21st century.

Congratulations to Bus. Agent Jimmy Rogers, who retired in May. Jimmy served as business agent for the maintenance and manufacturing sectors for the past 13 years. Local 1 members extend their gratitude for Jimmy's hard work and dedication.

We are saddened by the following members' deaths: Bobby Mayberry, Curtis Harrison, Denver Smith, John McWeeney, Roy Turner, Rupert Brewer, Bob Moore, William Hess, Aminell Stroder and Nellie Dandridge.

MATT GOBER, P.S.

Labor Wins Big

L.U. 11 (i,rts&spa), LOS ANGELES, CA—In June our members helped elect labor friendly candidates in California's special election.



Local 11 retired member Jim Holliday (left) with the late Earl Higgins, former Local 11 business manager.

In the city of Long Beach, Local 11 endorsed candidate Bob Foster, who was elected mayor. The local also supported newly elected Long Beach City Councilors Suja Lowenthal and Gerrie Shipski.

Phil Angeliedes, who won California's Democratic gubernatorial primary, benefited from an all-out blitz by Local 11 volunteers conducting jobsite visits and phone calls to union households, helping him win the primary by a slim margin.

Congratulations to Bro. Joel Barton for receiving the Dan Foley Outstanding Labor Leader Award from South County Labor.

Local 11 lost a legend with the passing of former business manager Earl Higgins. Earl was 82. He served our local with dedication and will be greatly missed.

Our 8th annual local wide picnic is scheduled for Sat., Sept. 30 at the L.A. Police Revolver and Athletic Club. Come on down and bring your family for a day of fun and enjoyment.

BOB OEDY, P.S.

Register to Vote

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI—Work is steady in all trades and we have over 250 apprentices in various classifications. The local utility, Detroit Edison, is in the process of hiring 12 apprentice linemen and 30 journeyman linemen.

Recently elected Local 17 officers are: Bus. Mgr./Fin. Sec. Kevin Shaffer, Pres. Jim Beaubien, Vice Pres. Lamar Williams, Rec. Sec. Michael Kozlowski and Treas. Chris Brohl. Executive Board members: Rudy Bartlett, Milton Hall Jr., Timothy Head, David R. Inwood and Don Thoel. Examining Board members: John Simm, John Smith and Al Williams. Delegates to the Interna-

tional Convention: Dean Bradley, Michael Evoy, John Smith, Durnie Stephens, Don Thoel and Lamar Williams. Congratulations to all.

Our Democratic governor, Jennifer Granholm, is up for re-election against billionaire Dick DeVos, the richest person ever to run for governor in Michigan. As president of Amway from 1998-2000, DeVos laid off 1,400 Michigan workers and invested over \$200 million for new plants in China. He has nothing in common with working families. Who do you think he will work for if elected?

Please register and vote!

We are saddened by the loss of Bros. Russell J. Herbst, Kirk J. LaFoy, Jerry P. Lege, Robert E. Meyers Jr., Roy J. Thomason, Fred C. Maurer and Jeffrey H. Smith.

JIM BEAUBIEN, P.S.

Ramping Up For Battle

L.U. 21 (catv,govt&t), DOWNERS GROVE, IL—Internal organizing and member mobilization around real issues have been ramped up at the "new" AT&T. We no longer reminisce about the working conditions of the "old" Bell System. We work every day to become the strongest, best educated union we can be. While cooperation, progress and better lives are still our goals, we are prepared to fight to overcome the current corporate agenda.

With the legislative fights rampant across America and national elections soon approaching, an aggressive push by our local's COPE Department and staff over the last nine months has resulted in a whopping 145 percent increase of members signing up for voluntary COPE contributions via payroll deduction. Increased political education and activist involvement are key to placing worker-friendly legislators in office. Call the union office to join the fight!

Results of our local union election of officers, unit officers and delegates to the 2006 International Convention were tabulated in late June. Ronald E. Kastner was re-elected as president/business manager/financial secretary, Kevin Curran as vice-president, Linda M. Cox as recording secretary and Jacquie Fields as treasurer. Full results are on our revamped Web site at www.ibew21.org.

THOMAS HOPPER, P.S.



Local 47's new office purchased for its Outside Construction Unit. The 6,300 square-foot facility provides plenty of room for offices, dispatch and meetings.

New Riverside Unit

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA—Happy Labor Day! We were honored to co-host the Ninth District Progress Meeting and Golf Tournament in Palm Springs.

We gained a new unit of foremen and first line supervisors at the City of Riverside. Many of these new members were previously IBEW members, but had been promoted out of the bargaining unit. They know the advantages of belonging to a union. Negotiations have begun for the new unit.

At the SCE/Local 47 Lineman's Rodeo, the team of Bruce Thompson, Dale Lorz and Kevin Best captured first place in the journeyman division. John Flavin, Juan Pulido and Willie Rios took second place and Mike Barker, Brad LeClerc, and Pete Guereca came in third. Bryce Lorz took first in the apprentice division.

Willie Rios was appointed to Local 47's Executive Board replacing Monica Watson, who accepted a promotion to management at SCE. We thank Sister Watson for her years of service and wish her well.

We were successful in getting most of our endorsed candidates elected in the June primary election, but we are gearing up for a tough November election.

We are sad to report the passing of Marian Urschel, Paul Garcia and Jon Palmer.

Live safe, live well, work union!
STAN STOSEL, P.S.

Election Day 2006

L.U. 51 (catv,lctt,o,rtb,t&u), SPRINGFIELD, IL—With Election Day approaching, it's time to volunteer and support labor-friendly candidates for public office. Personally, I've had enough of the assault on America's working class by the current leadership. Their actions send a wake-up call to all working Americans that it's time to unite and get involved in the democratic process. On Election Day 2006, let's flex our muscle at the ballot box. This is

Springfield, IL, Local 51 members working on the Havana to Ipava 138-kv line rebuild for L.E. Myers.



about preserving democracy and middle-class America.

The construction work scene for Local 51 power and line clearance members is good with close to full employment, while Teledata construction remains slow. The Twin Oaks Wind Generator project in McLean County should boost employment for our out-of-work members.

On the utility side, members employed by CILCO and Illinois Power are entering the final year of their respective collective bargaining agreements. Solidarity will be the key to success, as IBEW Locals 51, 309, 649, 702 and 1306 have formed a system council to negotiate several labor agreements with Ameren.

With sadness we report the passing of members Joe Aaron, Jeremy Abbott, Jack Wallen, C. R. Stauffer, Robert Brown, Don McVeitty, John J. Miller, Larry Johnson, Al Lipka and Gene Winters. Our condolences to their families.

DAN PRIDEMORE, B.R./P.S.

Lineman's Rodeo

L.U. 57 (lctt,mo,o,t&u), SALT LAKE CITY, UT—Local 57's 15th annual Lineman's Rodeo, held in early June, included events of speed climbing, hurt-man rescue and much more. A classic car show, motorcycles included, live auction and a food court fund-raiser for the University of Utah Intermountain Burn Center were all highlights of the day. Family fun, good food, games and live music kept everyone entertained.

Of 13 teams competing, the overall rodeo first-place team was Ari-

Flag raising takes place during opening ceremonies at Local 57's 2006 Lineman's Rodeo. From top: Hoby Gilgen, Brian Beachler, Lance Petersen, Toby Claude, Joe West, Frenchy Poudrier Sr., Asst. Bus. Mgr. Ron May and Bus. Mgr. Byron Nielsen.



zona Public Service Team 2, consisting of Jeff Wright, Jason Houle, Todd Braunn and Kevin Broderick. Second place was taken by Sturgeon Team 2, which included Kevin Bigelow, Perry Hansen and Clay Thomson. Third-place team was from Arizona Public Service Team 3, manned by Rod West, Brian Wheeler and Rudolf Perez.

Of 120 apprentice lineman entrants the top-three overall winners were Brian Williams from PGE, Jonathan Hutchins of Utah Power and Brian Smith of Utah Power.

We congratulate all the winners and salute them for their skills and hard work. All who entered are to be applauded for their efforts and commitment.

DEANNA GILL, P.S.

'Work is Buzzing'

L.U. 71 (lctt,o&rtb), COLUMBUS, OH—At mid-summer work is buzzing. Our Outside construction work remains good and should hold true for several years. Work within our Teledata jurisdiction has begun to pick up and two of our larger employers, Henkels and McCoy and Thayer Power and Communications, continue to increase market share. Our Broadcast members at WCMH-TV are involved in contract negotiations with their new employer, Media General. All of our Broadcast members are anxious to have new contracts in place and ratified. Line clearance work on Duke Power property has increased of late as the Asplundh Tree Company adds more crews.

Summer is a great time, but it appears that safety is somewhat lax during this period. Not only is job-site safety a priority, but we also must give greater attention to vehicular safety. More cars are on the road and children are at home for school vacation. We must concern ourselves with sun poisoning and sun stroke, poison ivy and oak. We had two unfortunate electrical accidents recently. Bros. Ken Carnahan and Larry Hewitt are recovering satisfactorily. Work safe and play safe!

We extend deepest sympathies to the families of Bros. Charlie Patrick

Local 71 Pres. Patrick Grice (left) presents plaque to Mark Binkley, who successfully completed his apprenticeship training.



and Philip Lather, who recently passed away.

WALLY SICKLES, B.M.



Local 77 members participate in flag raising ceremony at the Satsop Development Center.

Unit Conference

L.U. 77 (lctt,mt,o,t&u), SEATTLE, WA—We held our Spring Unit Conference in Tacoma, WA, in April 2006. We had a very distinguished group of guests: Washington State Gov. Christine Gregoire, U.S. Rep. Norman Dicks, Washington State Speaker of the House Frank Chopp, and Washington State Labor Council, AFL-CIO, Pres. Rick Bender. Our hats are off to Local 77 Pres. Rick Johnson and Bus. Mgr. Don Guillot for putting on such an exciting, informative and educational conference for our unit officers, staff and guests.

Local 77 participated in the opening flag raising ceremony for the Energy Research Summit for the Center of Excellence for Energy Technology at the Satsop Development Center. Our Southwest PUD apprentices and instructors hung the U.S. flag on a 60-foot pole donated by BPA. We thank our member lobbyist, Bob Guenther, for the many hours he donated of his own time coordinating the efforts for this function.

Congratulations to our organizer, Chris Martin, for his successful organizing campaign. We welcome our 51 newly organized members at Seattle Dept. of Transportation. Thank you, Chris, for your diligent work throughout the organizing campaign.

DAVID WHEELER, P.S.

Annual Awards

L.U. 103 (cs&i), BOSTON, MA—The 60th annual apprentice graduation was held June 8, 2006, at the Local 103 union hall. Over 130 apprentices graduated from the electrical program and are now journeymen and journeymen. The Telecommunication program

graduated 17 new technicians. That same evening, over 85 future apprentices and technicians were sworn into Local 103.

The annual scholarship award dinner, sponsored by the Massachusetts AFL-CIO, was held at Local 103 on May 10, 2006. Local 103 family members were awarded over \$40,000 in scholarships. Congratulations to our scholarship winners. They are: Christian O'Neil, son of Bonnie and Dan O'Neil; Jamin Imsirovic, son of Dzevad and Jaminka Imsirovic; Katherine Richmond, daughter of Chuck and Nancy Richmond; Melissa Robinette, daughter of Thomas and Diane Robinette; and Andy Denehy, son of Frank and Donna Denehy.

Dad's Day was held June 15-16. We thank volunteers who raised money for diabetes research.

The 34th annual Local 103 Golf Classic was held June 17 at President's Golf Course in Quincy, MA. We thank Chmn. Ed Keough and his committee for putting the tournament together to raise money for "Brothers Helping Brothers."

The annual Pin Night was held June 27, 2006, to recognize members for their years of service. Over 1,000 brothers and family members attended.

BILL MOLINEAUX, P.S.

Lineman's Rodeo

L.U. 111 (em,lct,mt,o,rtb,spa,u&govt), DENVER, CO—Congratulations to the winning teams and top apprentices who participated in the 2006 Rocky Mountain Lineman's Rodeo held June 10.

The top three teams were as follows. First-place team: Randy Deturk, Kelly McBarlett and Dan Carpio of PSCo, Salida/Greeley. Second-place team: Kevin Hinrichs, Matt Koch and Mike Pfeifer of PSCo, LDC. Third-place team: Dennis Kennedy, Steve Plburn and Mark Shiabo of PSCo, LDC.

Top three apprentices were, in

From left, Local 111 Sr. Asst. Bus. Mgr. Patrick Weak, Bus. Mgr./ Fin. Sec. Michael A. Byrd and Michael's grandson Levi Byrd man the barbecue grills at the lineman's rodeo. Local 111 donated \$1,000 to both the lineman and gas rodeos for lunch expenses.



first place, Cody Nicholas of PSCo; in second place, Trent Roberts of PSCo; and third place, Nathan McAdams of PSCo.

Seventeen teams from PSCo of Colorado and SPS of Texas participated in this year's rodeo along with 24 apprentices from both utilities.

DENNIS Z. LeTURGEZ, P.S.

Day at the Mallards

L.U. 159 (i), MADISON, WI—Local 159 held its annual Day at the Mallards family outing June 4. The turnout was tremendous, with nearly 400 IBEW members and family enjoying a day of fun and relaxation with the area's semi-pro baseball team, the "Madison Mallards."

On June 12, Local 159 hosted the Retirees Club luncheon, with a great turnout of retirees and guests.

At this writing, the work picture is starting to look good. One of our contactors recently won a bid for a 1 million square-foot housing and commercial development project in Madison in the University of Wisconsin campus area. Demolition recently began for this project.

Effective June 1, 2006, the following wage package increases took effect. For Inside, a \$1 wage package increase; for Residential, a \$.90 wage package increase; and for VDV a \$1.10 wage package increase. Continuing double digit increases in health-care costs are still a major concern for our members.

We are saddened by the deaths of: Bro. Don Aznoe, who passed away May 10, and retired members Clifford Emerson on Feb. 3, Clarence Schenck on April 1, and Homer Libby on May 5. They will be deeply missed. Our sincere sympathy to their families.

BILLY HARRELSON, B.M.

Graduates Honored

L.U. 163 (ees&i), WILKES-BARRE, PA—Our fifth-year apprentices recently completed their training to become our newest journeymen. A dinner ceremony was held and the graduates celebrated their years of hard work. Congratulations to the graduates and all the instructors who helped get them there.

Local 163's softball team returned from Local 102's annual softball tournament with a second-place victory and the Brotherhood Award. We are honored to receive the award and thank our gracious hosts for helping to remind all who attended of the true meaning of brotherhood by making us feel welcome. We look forward to the next tournament.

We will hold several fund-raisers this year to benefit the Benevolent Association. A comedy night, a bar-



Local 163 honored 2006 graduates at a dinner ceremony. From left, seated, front row, Jarrett Evans, Arthur Simms and Robert Betterly; middle row, NECA Rep. Thomas McNulty, James Andrews, Jason Brown, Joseph Zippilli and Pres. John H. Olejnik; and back row, Bus. Mgr. Joseph Capece, John Ondich and Instructor John Nadolny.

becue and a motorcycle run are just a few of the planned events.

Bro. Mike Collins is heading up our political action committee and with the general election rapidly approaching we are gearing up to get our voices heard. We need to do everything we can to ensure that organized labor remains a way of life for generations to come.

JEREMY MODERWELL, P.S.

sonville, FL, maintenance workers at those facilities chose IBEW Local 177 to represent them in collective bargaining. The employees investigated and concluded that workers represented by IBEW Local 177 compared most favorably to their needs. They then contacted a Local 177 organizer and began the process of obtaining union representation. After securing cards from



Local 177 Organizer Bro. Joe Roberts (front, right) with some of the workers from Urban Services Group.

New Training Director

L.U. 177 (bo,ees,i,mo,o&pet), JACKSONVILLE, FL—Local 177 says goodbye to our past apprenticeship director. Bro. Carl Williams served as apprenticeship director at the Jacksonville Electrical Joint Apprenticeship Training Committee from Jan. 2002 to June 2006. Bro. Williams moved on to pursue other opportunities. We welcome Bro. James Nolan as our new apprenticeship director. Bro. Nolan worked with Paxson Electric and Miller Electric for most of his 30-year electrical career. Bro. Nolan is charged and ready for this challenge.

After experiencing uncertain times with renovation of the Federal Office Building and construction of the new federal courthouse in Jack-

100 percent of the workers, with NLRB verification, the employer agreed to voluntarily recognize Local 177 as the employees' collective bargaining representative.

LISA M. STUART, P.S.

Tribute to Apprentices

L.U. 231 (i,rtb,spa&u), SIOUX CITY, IA—Apprentices are important to the growth of every local. This article is dedicated to these union members.

Last spring our local took in seven new apprentices: James Dean, William Emerick, Elliott Johnson, Josh Johnson, Michael Olhausen, Cody Parmeter and Richard Plathe. They start their five-year apprenticeship schooling this fall. They will attend the Iowa Electrical JATC



Local 231 graduating apprentices at June 13 banquet, from left: Andrew Sprague, Andrew Garlinghouse, Andrew Stanley and Casey Meinen. Not pictured: Jason Heikes and Seth Schramm.

school in Des Moines for a week at a time, four times a year. After completing their first year, they will join our local.

In June six apprentices turned out as journeyman wiremen. A banquet was held to celebrate their completion of school. These new journeymen are: Andrew Garlinghouse, Jason Heikes, Casey Meinen, Seth Schramm, Andrew Sprague and Andrew Stanley. Special congratulations to Andrew Garlinghouse, who was honored with a plaque for completing his apprenticeship with the highest grade point average, 95.1 percent, for Sioux City.

In recent years we have had several newly turned out journeymen run for the Executive Board. They bring with them fresh ideas and also in the process learn what the "seasoned" journeymen already know: keeping the union running strong is not an easy job.

DEBBY SPENCER, P.S.

Election Time

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH—Well, it's election time again and Republicans are throwing out all their hot-button social issues hoping you will forget their dismal performance in office. They bring issues such as same-sex marriage to the forefront to make us forget about the administration's multiple disastrous failures—including policies that benefit the extremely wealthy at the expense of everyone else.

With this administration's tax cuts for the rich, their fat cat friends just keep getting fatter. Maybe their hot button issues are supposed to make us forget about such matters as FEMA's disastrous response to Katrina, soaring gas prices and record profits for oil companies. Maybe these issues are designed to distract us from investigations of senior administration aids and national party leaders. This administration has no respect for the constitution when it comes to rights to privacy. They believe they can do almost anything to the American public as long as they do it in the name of national security.

The hot button issues this year *should* be: health care, gas prices and the war in Iraq. The president said the war was over three years ago. Does anyone know who won?

It's time, my friends, that we elect a government of the people, by the people for the people—all the people.

Please vote in November.

RAY ZYCHOWICZ, P.S.

High-Line Project

L.U. 317 (i,o,rt,t&u), HUNTINGTON, WV—Work is very good this year and the outlook for the near future is also good. Powerhouse

work has kept our members and some travelers busy.

Cabell Huntington Hospital's new patient tower is under way—the largest ever construction project in Huntington. Work at other area hospitals was busy but is slowing.

The high-line project had its dedication ceremony and is finished. It ran 75 miles from Oceana, WV, to Jackson Ferry, VA. Par Electric was the main contractor on the project. Nearly 200 new members were taken in during the project. Thanks to traveling members who helped with this work.

Our secretary Shirley Jancsek is leaving after 25 years of keeping us straight. Good luck, Shirley, and thanks for everything. Welcome to new secretary Pam Morrison.

The lack of prevailing wage laws on Ohio school jobs hurt us on a few projects. We must elect public officials who support labor.

Our union endorses U.S. Rep. Ted Strickland for governor of Ohio. He supports labor and hopefully can help turn things around in Ohio.

Flyers listing endorsed candidates in our jurisdiction are available at the hall and will be mailed. Share them with your friends and family. Our future depends on it.

TED KINDER, PRES.

Welcome, Brothers

L.U. 319 (u), SASKATOON, SK, CANADA—In June of 2006 IBEW 319 became stronger with two new journeyman linemen, Bro. Dean Kryzanowski (permanent) and Bro. Sam Anderson (temporary), as well as two new lineman apprentices, Bro. Peter Wright and Bro. Dave Lewendon. We welcome these new members.

We are sad to announce the passing of Bro. Gary Kenny on May 6, 2006, after a courageous three-year battle with cancer. Gary dedicated 20 years to IBEW 319 and Saskatoon Light & Power. Gary's devotion to his coworkers and to his work will be forever in our hearts.

NINKO OSTOJIC, P.S.

IBEW Life Saving Award

L.U. 351 (c,cs,i,it,lctt,mt,o,se,spa&t), FOLSOM, NJ—At our January

Local 351 Bus. Mgr. Edward Gant (right) and Pres. William Hosey (left) present Bro. Nick Kremetz with IBEW Life Saving Award.



general meeting Bro. Nick Kremetz received the IBEW Life Saving Award.

While working one of our school projects last summer, Bro. Kremetz performed CPR on another Local 351 brother who had been electrocuted with 277 volts. Bro. Kremetz received a plaque and a pin for his actions.

Our JATC offers first aid and CPR training on a continual basis and our members should not miss the opportunity to take advantage of these invaluable courses.

DANIEL COSNER, P.S.

Graduates & Retirees

L.U. 363 (catv,em,govt,i,t,u&ws), NEW CITY, NY—On Oct. 22, 2005, our local union honored our graduating apprentices and retirees at our annual dinner dance at the Holiday Inn in Suffern, NY. The introduction was done by Local 363 Pres. Timothy Riley. Local 363 Bus. Mgr. John Maraia and Christine Timber, director, NYS Department of Labor Apprenticeship Training Unit, welcomed everyone.

Presentation of diplomas was done by Local 363 Dir. of Education Craig Jacobs; Phillips Huggins, president, Hudson Valley Chapter NECA; Bus. Mgr. Maraia; and Christine Timber, NYS Apprenticeship Training Unit. Watches were presented by Bus. Mgr. Maraia and Pres. Riley. We honored 32 graduates and 22 retirees.

On another matter, our local has created a residential agreement. We are actively going after work in the Hudson Valley. With more developers and independent builders constructing larger projects in our area, it makes sense to go after this work. This future work will provide more employment opportunities for our members.

TIMOTHY POULIN, P.S.

Lineman's Rodeo

L.U. 387 (em,lctt&u), PHOENIX, AZ—Our Lineman's Rodeo team competed for cash prizes and won \$2,400, which Arizona Public Service Company matched. Local 387 Bros. Brian Wheeler and Jeff Wright from the team, along with the company, presented a check to Phoenix Children's Hospital for \$4,800. Congratulations to our rodeo teams!

Our brothers and sisters are still constructing Diamondback player's ball fields. As of this writing, construction for Craig Counsel was set for May and Russ Ortiz for July, with one more player to be determined. Thanks to the brothers and sisters who help make these ventures a success.

At this writing Arizona heat is on and wildfires are having an early effect on our transmission and distribution lines throughout the state.

After eight months of no contract negotiations for Navopache Electric Co-Operative, the board has agreed to meet with our Negotiation Committee for one last effort in getting a contract.

SAM HOOVER, P.S.

Summer Activities

L.U. 449 (catv,em,i,o,rtb,rs,spa&u), POCATELLO, ID—With summer in full swing, we've participated in the annual DAD's day golf tournament and the 449/291 golf shootout (Local 291 took the honors). At press time, we were getting ready for our July 22 annual summer picnic and service pin presentation.

Our second annual LMCC-sponsored Fishing Derby was also a great success, thanks to Rodney James and others. First place for the "over age 14 bracket" went to Seth Byington, with an up to three-fish total weight of 6 lbs. 7 oz. (A 4 lbs.-plus German Brown beat his dad's last year's winning total of 2 lbs. 3 oz., I believe). First place for "age 14 and younger" went to Chase James at 14 oz. weight. Everyone had a good time, with cooperative weather and a great cookout.

Several members recently retired or will soon enter retirement. Best wishes to: Phil Baldree, Walt Johnson, Jay Van Orden, Richard Henry and Chuck Mitchell.

I encourage everyone to work safe, take care of one another, be active, read the entire *Journal*, study labor issues and how politics affects our livelihoods and our futures—and be sure to register, vote and give input to your elected representatives.

DON WATTERS, PRES.



Local 457 Pres. John Fernandes (at podium) addresses Workers' Memorial Day event at the Connecticut state Capitol. Standing at left is Michael Petosa, Connecticut AFL-CIO Health and Safety Committee chairman.

Workers' Memorial Day

L.U. 457 (u), MERIDEN, CT—A Workers' Memorial Day event was held Aug. 28, 2006, at the Connecticut State Capitol sponsored by the Connecticut AFL-CIO. John Olsen, president of the Connecticut AFL-

CIO, invited IBEW Local 457 Pres. John Fernandes to be one of the guest speakers. Bro. Fernandes addressed a couple of incidents our members were involved in, as well as the broken cutout issue and all the safety concerns the New England locals are dealing with on that subject.

THERESA KMETETZ, B.M./F.S.

Cast Your Votes

L.U. 459 (ees,em,so&tu), JOHNSTOWN, PA—In June 2005 we held our election of officers and at that time we elected delegates to the International Convention. Since then, we had two delegates leave our local, so this June we held a special election to elect two delegates and one alternate. It was surprising to see the low number of members who participated in returning their ballots for the election. I would like to encourage everyone not to miss out on any election, whether it is your local union election or an election for public officials. It is important that everyone exercises their right to vote.

Congratulations to delegates Mike McGuirk and Jay Schlegel and alternate Tony Henry on being elected. I also want to thank Cliff Fetterman, judge of election, and Randy Ferry and Brian Clark, each of whom spent many hours preparing the ballots and determining the results.

KENNETH L. RICHARDS, PRES.

Get Out the Vote!

L.U. 551 (c,i&st), SANTA ROSA, CA—The annual summer picnic was great—delicious food, good entertainment and fun in the sun. The summer softball tournament also went well. And the summer job outlook was great. Now that summer is gone, the kids are back in school, which means more traffic; so be careful during your commute.

This year is wrapping up to be an excellent year. We graduated four apprenticeship classes: two inside wireman classes, one residential, and one sound and communication class. Our apprentices did a great job getting state certified as well. We received the second installment of our raise, and the membership decided to put some of that toward building a better, more advanced apprenticeship school.

Bus. Mgr. Jack Buckhorn, Pres. Bruce Piper and Local 551 member Steve Benjamin will attend the September IBEW International Convention in Cleveland, OH.

The big message as November elections approach: VOTE! Friends of labor running for public office need our support. If you want to know who your union is endorsing or how to register to vote call the



Local 551's residential wireman apprenticeship class of 2006. From left, front row, Omar Munoz, Heriberto Duran and Carlos Perez; back row, Carlos Montes, Adan Castro and Mike Jarvis.

union office. Let's get out the vote and "Terminate the Terminator!"
JENNIFER GREENWOOD, P.S.

Plant Expansion

L.U. 557 (i,mt,rts&spa), SAGINAW, MI—Our out of work list has moved some, slowly, but jobs are coming.

In June Gov. Jennifer Granholm was at the Hemlock semiconductor plant where almost a decade ago local hands wired an expansion, and now the plant is growing again.

To keep this expansion and a plant with 900 permanent jobs and growing, Gov. Granholm fast-tracked approvals through the government, making water available through state and federal agencies. Negotiation with local utilities enhanced the feasibility of staying at this location, which has created work for our hands as well.



Local 577 apprentice of the year Eric Hietpas (second from right) displays Klein Tools award. Pictured at the 2006 graduation banquet, (L-R): Instructor Terry Johnson, Mike Balthazor of Excellence Electric, Hietpas, and Klein Tools District sales manager Nick LaRouche.

referrals to contractors that were awarded work using targeting funds, and through use of the new market recovery agreement that was negotiated recently. Several local union contractors have intensified their bidding activity in the commercial markets and we hope to employ more members soon. Our

Web site dynamic so potential customers will visit regularly. Contact the hall with your ideas to keep the Web site fresh.

The August issue of the local newsletter contains the fall training schedule. If you haven't taken a continuing education class this year, set aside a couple of evenings to increase your skills as an IBEW member.

GREG BREAKER, B.M.

Special Gas Project

L.U. 625 (ees,em,i,mar&mt), HALLFAX, N.S., CANADA—Bros. Shannon Dalrymple, Jeff Pickrem, Leo Doran, Dean Ollerhead, Mark McLean and Cliff King completed their apprenticeship and have achieved Interprovincial Journeyman Electrician status. Congratulations, Brothers.

Retiring in the second quarter of 2006 are: Bros. Ron Bayers, Jim Mumford, Angus MacLellan, Mark Viglasky, Doug Gloster and Larry Joudrey. Congratulations and thank you for your many years of service in the Brotherhood. The Local 625 Retirees Banquet is Sept. 15, 2006, at the St. Mary's Boat Club.

Three Habitat for Humanity houses are being built in Dartmouth in late August and September. To volunteer for this worthy project, please contact the union office.

As of June 2006, these contractors became union: J.S. Murray Electrical, Power Electrical Systems, Westmar Electric, A.P.G. Electrical Co. Ltd.



In Michigan, Local 557 members oppose the gubernatorial candidacy of billionaire Republican Dick DeVos, former Amway president, who is spending tens of millions on his campaign. Under DeVos' management Amway, currently restructured as Alticor, outsourced 1,400 jobs to China. One union sign reads: "Michigan is Not for Sale!"

Lt. Gov. John Cherry, who recently attended a Saginaw Labor Council meeting, encouraged us to support labor-friendly candidates. The political agenda advanced by many legislators indicates a lack of understanding that part-time jobs do not include medical insurance or enough income to purchase much beyond basic needs. These people need to be voted out.

In June our local housed a blood drive, and pictures were displayed on the Internet.

Targeting jobs and market share dominated discussion at the June meeting. Jobs continue to be unavailable to local members because no signatory bidders are involved.

JOHN E. CLEMENS, P.S.

Take Our Market Back

L.U. 577 (em&i), APPLETON, WI—As summer began, we were fortunate to have a few journeyman

journey on the road to recovery will seem long and arduous, but together we can take our market back.

Just as the most recent "TruPro.org" mailing was received by the business community, the radio and television commercials hit the airwaves. In northeast Wisconsin, we purchased time on all local and cable television stations.

Local 625 reached the 1,000 member mark when eight new apprentices were sworn in. From left: Bros. Tim MacIsaac, Peter Duggan, Steve Boudreau, Tyler McMahon, Patrick Long, Jimmy Murphy, Patrick Burn and Adam Trevithick.



And one certification is pending.

At press time, negotiations were under way for a new agreement for our construction units.

Approximately 40 members are working offshore on the Compression Deck on Tier II of the Sable Gas project. A tip of the hat to Brendan Eisan, our combo man. Quality Control for the welders said his work is some of the best they've seen. Congratulations to all the brothers who survived the one-week Basic Survival Training course.

TOM GRIFFITHS, P.S.

'We Have a Say'

L.U. 665 (i,rts&spa), LANSING, MI—Summer is under way in Michigan and Local 665 members are taking advantage of it. The Safety Committee recommends paying special attention to proper hydration. The heat and humidity can be deadly if not attended to.

The PAC Committee reminds us that we have a say in our destiny through the electoral process. All



Local 665 Fox family members, from left: James Fox, Don Fox, Larry Fox and Ron Fox.

members are encouraged to participate in the process according to the dictates of their conscience as well as the ideals of the IBEW.

Several generations of Fox's have taken the union oath over the past seven decades. It all started with the initiation of Bro. Don Fox on Nov. 17, 1938. Don's three sons James, Ron and Gerry, as well as his brother Larry, are all Local 665 members. We are thankful to have the Fox family in our ranks and look forward to many more years of service from them.

RAY MICHAELS, PRES.

Labor Day Observance

L.U. 697 (i,c,es,mt&se), GARY AND HAMMOND, IN—Labor Day marks the approach of fall and new beginnings—the start of school, college, apprenticeship and related family activities. The first Monday of September in America is a marker in the life of our country.

Labor Day began in 1882 as a parade to honor the working class in New York. Colorado was the first state to make it a legal holiday in 1887.

As I was growing up, we did not work on Labor Day. We had a family picnic and celebrated what I was taught was a day that belonged to

working people. So why bring this up? Labor Day is still Labor Day, right? I think it is more than just a holiday. It helps this nation recognize that we are not just tools to be used in the process of business. We are people, families, citizens of this country with the rights of life, liberty and the pursuit of happiness. So let us celebrate the significance of this holiday so that our nation continues to identify working people as equal citizens, neighbors and the core of America. And let us be proud of the work we perform to support our families.

DAVID A. SODERQUIST, P.S.

Graduation Celebration

L.U. 915 (i&mt), TAMPA, FL—Our JATC banquet/completion ceremony was held in May. We had 21 apprentices graduating to inside journeyman status and 10 graduating to residential wireman status. Bro. Scott Barber, chairman of the JATC Apprenticeship Committee, chaired the event.



Local 915 held its JATC graduation ceremony banquet in May 2006.

Thomas Walker. Thomas received \$300 from the JATC, \$150 from the PowerNet Credit Union and a set of tools from Klein Tool Company.

Congratulations to all the graduates. May you all have prosperous careers.

THERESA KING, P.S.

Keyspan Negotiations

L.U. 1049 (lctt,o&u), LONG ISLAND, NY—At this writing in early summer, things are really heating up at Local 1049. We are preparing for negotiations with Keyspan Home Energy Services (KHES). The committee looks forward to expanding



Local 1105 class of 2006 graduates joined by instructor Mike Bednarckuk (back row, left). Front row (L-R), Jonnie Moreland, Jason Pfeifer, Jonathon Roberts, Rebecca Jonard and Brian Barr; back row, Bednarckuk, Tony Shrimplin, Nick Cable, Carl Fisher and Doug Hardesty.

this contract for the benefit of our members and our employer as well. This will be our third negotiation with KHES and our first with Keyspan since the announcement of Keyspan's acquisition by National Grid.

Bus. Mgr. Ranghelli and the business staff have been researching National Grid's labor and business practices. They also have been looking at how the acquisition could affect our members and our fellow Long Islanders as well. At this time, the acquisition does not appear to be beneficial to either.

Bus. Mgr. Ranghelli is expressing our concerns to elected officials. Our Governmental Affairs Committee is very instrumental in this process. The committee is gearing up for November elections and interviewing candidates. Now more than ever it is imperative that the voices of labor be heard. Please

make sure you are registered—and vote in November.

Local 1049's annual golf tournament was another huge success. Many thanks to all participants and sponsors.

THOMAS J. DOWLING, R.S.

Apprentice Graduates

L.U. 1105 (i), NEWARK, OH—I am proud to announce the graduation of another fine class of apprentices. The 2006 graduates are: Jonnie Moreland, Jason Pfeifer, Jonathon Roberts, Rebecca Jonard, Brian Barr, Tony Shrimplin, Nick Cable, Carl Fisher and Doug Har-

desty. We are proud of the job this class has done and we wish them well in their careers as IBEW journeyman inside wiremen.

With great sadness I announce the passing of Jake Mullett and Wade Clarke. Bro. Mullett, who was 74 and an IBEW member for 49 years, served Local 1105 in many capacities and was a former business manager/financial secretary. Bro. Clarke was age 81 and an IBEW member for 58 years. Our heartfelt thoughts and prayers go out to their families.

BILL HAMILTON, B.M./F.S.

Three Service Awards

L.U. 1307 (u), SALISBURY, MD—Local 1307 recently presented service awards to three retired longtime "A" members.

Brothers Tom Willey and Edmund "Buddy" Phillips received their 60-year awards. Bro. Willey formerly served as president of Local 1307 and later as a Fourth District International Representative. Bro. Phillips also served as local union president.

Bro. James Bashelor, who received his 50-year award, was initiated into Local 334 in 1956. He transferred his membership to Local 1307 in 1978 and worked as a journeyman and lead lineman.

Again this year, Local 1307 was recognized at the Fourth District Progress Meeting for achieving the District goal of \$5 per member contribution to COPE. This was achieved

with only 5.5 percent of the membership participating. We can do much better. COPE helps candidates with favorable views toward labor.

With the midterm elections in the fall and the presidential election in two years, now is the time to jump on the COPE train. We need all the friends we can get in elected offices. Major issues like pension plans, Social Security and American jobs could be on the firing line. Talk to your steward about getting payroll deduction for COPE.

E.D. SPARKS, F.S.

Bro. Guichici Retires

L.U. 1547 (c,e,m,i,o,t&u), ANCHORAGE, AK—Local 1547 Unit 102 Asst. Bus. Mgr. John Guichici, journeyman power lineman and longtime Fairbanks resident, recently retired from the IBEW. "Guichici's retirement will be felt by the local," said Bus. Mgr. Larry Bell. "He was the longest serving business agent in 1547's history and holds a wealth of knowledge and energy. He will be missed."

Journeyman wireman Jay Quakenbush was named to replace Guichici. A 30-year Local 1547 member, he has been a wireman business rep for the local for over 15 years.

The NECA/IBEW Alaska Joint Electrical Apprenticeship and Training Trust graduated 11 linemen and more than 40 wiremen this spring from both the Cashen Electrical Training Facility in Anchorage and the Kornfeind Training Center in Fairbanks. Most of those graduating went to work immediately after signing the books, as Local 1547 is enjoying a busy construction season this year. Thanks to the many travelers who are in the state manning various projects statewide.

MELINDA TAYLOR, P.S.

Support Your Local

L.U. 1579 (i&o), AUGUSTA, GA—Our local made some big changes recently. We swore in a new business manager/financial secretary, Bro. Kenneth Ward Sr. Also elected were: Pres. Raymond Hawkinberry (organizer), Vice Pres. Joey Videtto, Rec. Sec. Rick Dubose and Treas. Sam Navarre. Elected to the Executive Board: Chmn. Brian McGowan, Travis Bell, Kevin Chriswell, Dennis Dickey, Ernie Miller, Tommy Mosley and Roy Stampley. Organizer/press secretary is Johnny Hutcheson. Job stewards: for SRS—Wayne Gullede, with Randy Weaver as assistant job steward; Hebbard Electric—Barry Solomon; and Plant Vogtle—Eddy Williams.

We thank T.S. Yarbrough for 27 years of service as business manager. May God bless him in his retirement. He moved this local a long way. We congratulate Bus. Mgr. Ward and extend our support as the local moves forward. Bro. Steve Miller, also retired, served this local well. We wish him the best of health.

Work will soon begin with the new MOX Facilities at SRS. We expect the hiring of craftsmen in spring 2007. The SALT project is also scheduled to start in Feb. 2007.

Our in-town contractors are holding their own but we expect better things in the future. The Small Works Addendum is targeting work outside our normal scope of work. Int. Rep. Gerald Counihan is working hard with the Georgia locals to implement this new work initiative.

Remember the Labor Day march Sept. 4.

JOHNNY HUTCHESON, P.S.

New Members Welcomed

L.U. 1701 (catv,ees,i,o&u), OWENSBORO, KY—The Examining



Local 1701 Executive Board member Kenny Woodward (left) and Examining Board Chmn. Larry Boswell, Bro. Woodward and Bro. Boswell also serve on the JATC.

Board gave the journeyman wireman exam recently to newly organized members Joseph Hoops and Don Adams. Chmn. Larry Boswell reports both passed. Congratulations, brothers, and welcome.

Work in the jurisdiction is holding its own. Industrial Contractors Inc. picked up two large projects and is hiring. Dynalectric started work on the new Daviess County public library, and Premier Electric was successful in getting the new super Wal-Mart project in Henderson, KY. We also have information that a large steel corporation has purchased land options in Hancock County. We hope to have more news on this project in an upcoming article.

We remind all members and their families that if you are not registered to vote, please do so. We have several important state and federal races coming in November and we need your help in getting our labor-endorsed candidates elected. If you need assistance to register, contact the hall for more information.

In sadness we report the passing of retired member Frank Johnson. May he rest in peace.

TIM BLANDFORD, PRES.

Prize Winning Team

L.U. 1749 (u), NEW JOHNSONVILLE, TN—Local 1749 sponsored two teams at the "Memphis in May BBQ" this year. One team, from the Allen Steam Plant, included local Bros. Chester Daw-

IBEW Local 1749 sponsored two teams at the Memphis in May Barbecue. Local 1749 member John Boyd and his team took 1st prize.



son and Tonio McCallister.

Local 1749 member John Boyd, an instrument mechanic from the Cumberland fossil plant, took 1st place in the cook-off. John is a team member of the Pork Spankers Patio category. Brother Boyd and his team smoked a prize winning turkey.

A big thank you for the contribution from IBEW Local 1749.

MARK J. DeJULIIS, P.S.



Local 2113 Vice Pres. Brian Farless (right) presents outgoing Apprenticeship Dir. John Ward a pen set in appreciation for his contributions to the success of the local's apprenticeship program.

Local Receives Awards

L.U. 2113 (i,it,mo&o), TULLA-HOMA, TN—After 11 years heading up our apprenticeship program, Bro. John Ward is stepping down from this position. We are grateful to Bro. Ward for his tireless dedication and long hours devoted to turning out exceptional journeyman wiremen!

We presently have members working for Duncan Electric, JCI and Lawson Electric within our jurisdiction, as well as members employed by ATA and FRC at Arnold Air Force Base. We are thankful for our contractors and the employment of our members. Work continues to hold steady within our jurisdiction, with much growth potential out there.

Pres./B.A. Lloyd Ballard recently returned from the Tenth District Progress Meeting in North Carolina where he accepted numerous awards for our increase in membership and our COPE contributions.

Of great importance are upcoming mid-term elections. We have a great opportunity to elect U.S. Rep. Harold Ford Jr., a friend of labor and unions, to the U.S. Senate. Working Tennesseans and especially we union members deserve better Senate representation than we recently have had from our great state!

Remember to look for the union and made in U.S.A. labels.

ROBERT B. SMITH, P.S.

ADDRESS CHANGE?

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 Meyerside Drive, Suite 300, Mississauga, Ontario L5T 2N5.**

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

NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP/POSTAL CODE _____

PRESENT LOCAL UNION NUMBER _____

CARD NUMBER _____
(If unknown, check with Local Union)

CURRENTLY ON PENSION Soc. Sec. No. _____

OLD ADDRESS _____
(Please affix mailing label from magazine)

CITY _____ STATE _____ ZIP/POSTAL CODE _____

FORMER LOCAL UNION NUMBER _____

Don't forget to register to vote at your new address!

IN MEMORIAM

PBF Death Claims Approved for Payment in June 2006

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Peal, E. M.	3,000.00	77	Erickson, J. E.	2,937.59	146	Meador, J. E.	3,000.00	357	Collins, D. W.	2,919.18
1	Turner, R. D.	3,000.00	77	Huck, G. J.	3,000.00	146	Pruemmer, G. D.	6,250.00	357	Lanham, R. B.	3,000.00
3	Busch, R. R.	6,250.00	81	Sporer, A. M.	3,000.00	146	Richards, J. M.	2,936.00	359	Caravello, J.	3,000.00
3	Dann, T. P.	6,250.00	82	Janney, S. M.	5,056.36	153	Ransberger, R. E.	3,000.00	369	Cremeans, E. L.	3,000.00
3	Eidam, R. P.	3,000.00	84	Corley, D. L.	2,776.00	158	Surfus, J. R.	3,000.00	380	Mayall, J. W.	3,000.00
3	Fernandez, C. L.	3,000.00	95	Russell, H.	3,000.00	159	Kading, M. R.	3,125.00	382	Avant, J. A.	2,922.00
3	Girgenti, H. A.	3,000.00	98	Bailie, W. J.	6,250.00	159	McCabe, W. V.	2,941.06	387	Snyder, A. R.	2,865.54
3	Johnson, E. C.	2,083.33	98	Bogdanowicz, C. F.	2,946.00	160	Sund, J. P.	3,000.00	400	Fontana, A. G.	3,000.00
3	Kaner, S.	1,102.79	98	Brun, E.	2,950.00	160	Zahn, M. D.	2,914.38	402	Heald, G. W.	2,960.00
3	Pagano, G.	1,500.00	98	Schulz, W. O.	2,939.18	164	Geelan, R. G.	6,250.00	415	Pope, L. L.	6,250.00
3	Richman, L. R.	2,972.27	98	Steck, H. D.	3,000.00	164	Reilly, F. X.	3,000.00	426	Rood, C.	3,000.00
3	Sklenar, S. C.	2,804.00	99	Buratti, R. H.	6,250.00	175	Messner, D. K.	6,250.00	428	Harmon, E. E.	2,942.00
3	Taylor, A. M.	1,500.00	99	Mazza, B. D.	2,625.00	175	Roark, S. S.	2,844.00	429	Dickey, R. L.	2,868.16
3	Telmer, A.	2,918.00	100	Furr, B. G.	6,250.00	175	Stooksbury, B. K.	2,967.99	441	Campanella, J. W.	3,000.00
3	Terino, J. M.	2,846.00	102	Marchese, A. J.	2,936.00	176	Hengl, D. R.	6,250.00	441	Downs, A. W.	3,000.00
3	Terry, T. E.	6,250.00	102	Mayer, G.	3,000.00	177	Lemons, R. A.	2,083.33	441	Krason, R. A.	2,803.00
6	Burton, J. R.	3,000.00	102	Roberts, D. H.	3,000.00	177	West, M. F.	3,000.00	445	Harnish, C. P.	2,250.00
6	Wilbert, H. E.	2,931.60	102	Stinson, R. E.	3,000.00	180	Link, W.	2,947.59	455	Fournier, N. T.	3,000.00
9	Fuggiti, D.	3,000.00	102	Tordik, J. T.	3,000.00	191	Oleson, C. L.	2,083.33	456	Sabo, R. R.	3,000.00
9	Goetz, W. L.	3,000.00	103	Archiprete, R. A.	3,000.00	191	Todd, O. W.	2,971.91	456	Thomas, L. L.	3,000.00
9	Nadrowski, T. L.	3,000.00	103	Doherty, J. J.	3,000.00	212	Keeney, K. E.	3,000.00	466	Burdette, F. L.	6,250.00
11	Baker, L. W.	3,000.00	103	Sullivan, T. D.	500.00	212	Ruprich, P.	6,250.00	474	Avant, W. E.	3,000.00
11	Brungard, L.	3,000.00	104	Pulsifer, K. C.	2,893.00	213	Frank, H.	3,000.00	479	Hunnicuttt, L. W.	2,832.00
11	Gentry, T. R.	3,000.00	104	Stoddard, E. I.	6,250.00	219	Mande, D. J.	2,938.38	480	Erickson, J. L.	3,000.00
11	Greift, J. J.	3,000.00	105	Lewis, J. J.	6,250.00	222	Gladkowski, R. J.	6,250.00	481	Hoover, C. V.	3,000.00
11	Hamlin, G.	3,000.00	105	Oddie, M.	2,877.50	222	McCustion, G. T.	3,000.00	488	Long, E. P.	3,000.00
11	Newell, R. G.	3,000.00	106	Pierce, C. R.	3,000.00	223	Iannoni, F. J.	3,000.00	494	Gerlach, M. C.	3,000.00
16	Schnur, B. P.	12,500.00	112	Richardson, T. D.	1,000.00	223	Nesseralla, H.	3,000.00	494	Joers, A. J.	1,500.00
18	Bowers, W. E.	3,000.00	117	Setzler, H. C.	3,000.00	226	Schutter, F. M.	3,000.00	494	Mazlack, S. J.	3,000.00
18	Evanoff, J. A.	1,500.00	120	Atkinson, N. G.	3,000.00	231	Bonser, E. C.	3,000.00	494	Wilcox, C. R.	3,000.00
18	Mengel, E. M.	3,000.00	124	Atkinson, D. F.	3,125.00	246	Ferguson, W. H.	6,250.00	508	Oglesby, W. A.	6,250.00
20	Noll, R. G.	3,588.88	125	Bartley, G. L.	3,000.00	258	Rigbyjones, A.	2,935.86	508	Rauch, K. D.	2,568.00
21	Handley, J. W.	3,000.00	126	Sakosky, J. C.	3,000.00	258	Webber, J. W.	3,000.00	530	Butler, M. F.	6,250.00
24	Long, J. E.	1,500.00	130	Bruce, J. W.	3,000.00	258	Wheeler, D. G.	2,907.18	543	Hespe, M.	3,000.00
24	Williams, J. L.	3,000.00	130	Delbuno, C. J.	3,000.00	269	Aspray, W. F.	2,920.00	551	Hixson, G. L.	4,378.81
25	Wood, M. P.	3,000.00	134	Adamczyk, E. D.	3,000.00	270	Houser, C. J.	1,500.00	551	Monti, A. G.	3,000.00
26	Cecil, T. N.	3,000.00	134	Bennett, G. V.	3,000.00	275	Goodell, E. B.	2,894.37	568	Bergeron, P. A.	3,000.00
26	Laing, T. C.	2,956.79	134	Besyk, A.	3,000.00	292	Erickson, E. W.	2,925.46	569	Farmer, C.	3,000.00
26	Marlowe, G. W.	3,000.00	134	Blaskiewicz, R. F.	3,000.00	292	Hatt, R. C.	3,000.00	569	Gustin, A. A.	2,000.00
34	Burkitt, J. R.	6,250.00	134	Boye, C. E.	3,000.00	292	Millard, R. V.	3,000.00	569	Pray, G. A.	3,000.00
34	Gardner, T. G.	12,500.00	134	Brazzale, J.	3,000.00	292	Sveum, C. M.	5,737.50	569	Rogers, J. W.	3,000.00
38	Burton, S. J.	6,250.00	134	Castelluzzo, A. A.	3,000.00	300	Beck, R. J.	3,000.00	569	Swift, J. K.	3,000.00
41	Emmanuele, J. J.	3,000.00	134	Fink, E. J.	3,000.00	301	Renfrow, R. D.	3,000.00	570	Boyer, R. E.	3,000.00
41	Ziobro, C. W.	3,000.00	134	George, M. R.	3,000.00	304	Burnett, W. O.	2,892.00	570	Devoe, H. V.	3,000.00
45	Pederson, E. F.	2,868.00	134	Goffinski, A.	3,000.00	306	Grant, R. L.	2,948.79	570	Watson, M. H.	3,000.00
46	Gromko, W. F.	3,000.00	134	Hearn, D. F.	3,000.00	306	Houston, L. D.	4,364.38	573	Dawkins, J. T.	3,000.00
46	Holm, R. O.	3,000.00	134	Holmquist, D. J.	3,000.00	309	Szedlar, F. A.	3,000.00	584	Peterson, P. T.	2,925.75
48	Gotcher, A. W.	3,000.00	134	Hubona, A. K.	3,000.00	313	Brannock, J. R.	3,000.00	595	Anderson, A. E.	2,930.00
48	Olson, L. R.	3,000.00	134	Kowalewski, F. P.	3,000.00	317	Qualls, K. M.	2,971.99	595	Bagley, S.	3,000.00
51	Caudle, C. R.	2,889.04	134	Mahler, J. A.	6,250.00	317	Stull, T.	3,000.00	595	Heckler, P.	3,000.00
53	Howell, K. D.	3,000.00	134	Nelson, C. R.	2,931.98	322	Toth, B. A.	3,000.00	595	Pitts, J. F.	1,500.00
55	Craighton, D. D.	12,500.00	134	Ross, M.	2,780.00	340	Duggan, J. H.	2,935.98	601	Billhymer, W. U.	2,939.32
57	Campbell, G. J.	2,925.18	134	Roth, J. J.	3,000.00	340	Lavender, D. E.	3,000.00	601	Yeagle, N. W.	6,250.00
58	Bilot, W.	3,000.00	134	Shields, R. G.	3,000.00	340	McCabe, P. A.	6,250.00	605	Rushing, R. R.	2,928.00
58	Gadd, R. B.	3,000.00	134	Tameling, J.	3,000.00	347	Anderson, E. O.	3,000.00	606	Wingfield, J. R.	2,727.95
58	McCormick, N. H.	3,000.00	134	Walsh, J. E.	3,000.00	347	White, W. L.	3,000.00	613	Garrison, J. D.	2,977.00
58	Mitchell, C. D.	3,000.00	134	Zielinski, J. A.	2,936.79	349	Finnell, J. J.	3,000.00	617	Harris, A. R.	6,250.00
68	Duran, R. K.	6,250.00	136	Lane, C. E.	3,000.00	351	Griffie, F.	3,000.00	617	Johanson, W.	3,000.00
68	Gould, A. F.	3,000.00	136	Means, H. S.	3,000.00	353	Boychuk, P.	3,000.00	639	Teal, W. J.	3,000.00
68	Manzanares, J.	4,166.66	136	Mullinax, J. L.	3,000.00	353	Prychitko, W.	3,000.00	640	Murza, N.	3,000.00
71	Halstead, V. V.	3,277.50	143	Bowman, S. E.	3,000.00	353	Warne, C. A.	3,000.00	640	Smith, D. E.	2,940.00
71	Hammond, W.	1,500.00	145	Oberhaus, W. H.	3,000.00	353	Windsor, J. F.	3,000.00	649	Hamm, B. R.	6,250.00
71	Kanniard, R. K.	3,000.00	146	Craig, G. O.	6,250.00	357	Burke, G. V.	3,000.00	654	Gardener, R. P.	2,250.00
77	Barnwell, W. H.	3,000.00	146	March, S. E.	6,250.00	357	Cannon, M. K.	3,000.00			

(In Memoriam continued on page 27)

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2007

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

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

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

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

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, the objection plan runs on a calendar year basis, and objections must be filed annually. Current fee payers who wish to file objections *for calendar year 2007* must do so *during the month of November 2006*. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked *during the November open period*.

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

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

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

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

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “non-chargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2005 fiscal year, 52.53% percent of its expenditures were for “chargeable” activities and 47.47% percent of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annual reduction — thereby giving objectors a larger reduction than they would if the locals used their own figures.

THE IBEW AGENCY FEE PAYERS OBJECTION PLAN

1. Nonmembers’ Right to Object.

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

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

2. Procedure for Filing Objections.

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

3. Reduction in Agency Fees.

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

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

4. Calculation of Reduction In Per Capita Payments.

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

5. Per Capita Reduction Check.

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

6. Appeal to Impartial Arbitrator.

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

- a.** The appeal must be made in writing

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

- b.** The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- c.** Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- d.** The costs of the arbitrator's services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- e.** While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

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

IN MEMORIAM

continued from page 25

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
659	Stone, R. E.	3,000.00	812	Sauers, H. M.	3,000.00	Pens. (I.O.)	Eierdam, R. G.	3,000.00
666	Kendrick, A. J.	3,000.00	814	Grechus, J. W.	3,000.00	Pens. (I.O.)	Elliott, B. G.	1,500.00
666	Morton, T. L.	3,125.00	855	Beaty, Q.	3,000.00	Pens. (I.O.)	Furimsky, G. S.	3,000.00
668	Johnson, R. C.	6,250.00	861	Duhon, E.	2,938.00	Pens. (I.O.)	Guerin, R. J.	3,000.00
676	Joyner, H. L.	3,000.00	895	Croswell, J. W.	3,000.00	1323	Coada, J. T.	4,076.50
683	Rhodes, J. R.	2,939.18	903	Gates, T. L.	3,000.00	1340	Thornton, L. P.	5,926.00
683	Shaub, B. E.	3,000.00	903	McGill, W. R.	3,000.00	1377	Horst, V. D.	3,000.00
684	Phares, T. E.	2,937.58	910	Knox, R. S.	2,934.38	1393	Adams, L. C.	2,948.76
702	Minton, R. J.	3,000.00	910	MacCaull, R. A.	3,000.00	1393	Atkins, W. A.	2,924.00
714	Blikre, R.	3,000.00	915	Beall, P. R.	3,000.00	1393	Branstetter, J. H.	3,000.00
714	Roit, J.	2,927.18	915	Fillyaw, R. C.	3,000.00	1426	Melby, M. C.	2,960.00
716	Clark, E. I.	6,250.00	934	Smith, J. C.	2,932.00	1426	Overby, R. P.	2,944.00
716	Ensign, L. R.	6,250.00	952	Donswyk, L. J.	3,000.00	1523	Cleland, O. A.	3,000.00
716	Moody, M. L.	3,000.00	969	Baumgardner, R. L.	3,000.00	1523	Robertson, T. V.	2,949.73
716	Murphy, C. D.	3,000.00	970	Thompson, L. G.	2,817.54	1547	Carlson, D. C.	2,970.46
725	New, R. E.	750.00	970	Wolters, D. L.	2,748.00	1547	Jenkins, C. E.	1,500.00
728	Pfeil, S. E.	6,250.00	993	Allen, R. I.	3,000.00	1547	Klingel, G. S.	6,250.00
728	Wilson, E. H.	3,000.00	993	Feyer, S. C.	3,000.00	1687	Veilleux, R.	3,000.00
728	Zeitelhack, W. T.	2,957.53	993	Rodschat, S. K.	2,901.50	1852	MacLean, J. N.	2,928.00
760	Jamruz, S. L.	3,000.00	995	Hudgens, O. W.	2,871.72	2166	Warnock, J. D.	6,250.00
760	Lindsey, W. R.	2,919.72	1002	Blevins, L. R.	2,586.00	I.O. (134)	Jaski, M. E.	6,250.00
760	Williams, K. P.	3,000.00	1049	Stalzer, E. A.	2,951.99	Pens. (124)	Andler, E. L.	1,000.00
765	Bynum, J. W.	2,799.00	1077	Hunt, V. M.	2,958.00	Pens. (I.O.)	Allensworth, E. D.	3,000.00
768	Smith, T. A.	3,125.00	1106	Norden, C. H.	3,000.00	Pens. (I.O.)	Anderson, R. W.	3,000.00
773	Pickle, M. D.	3,000.00	1141	Musgrave, D. R.	12,500.00	Pens. (I.O.)	Bode, O. W.	3,000.00
			1141	Townsend, J. D.	1,500.00	Pens. (I.O.)	Carlson, H. G.	3,000.00
			1181	Wilkerson, F. D.	3,000.00	Pens. (I.O.)	Chessen, G.	3,000.00
			1186	Ehara, E. T.	3,000.00	Pens. (I.O.)	Colman, D. S.	2,950.00
			1205	Franklin, J. D.	2,913.50	Pens. (I.O.)	Cornachia, F.	6,000.00
			1245	Coats, W. E.	3,000.00	Pens. (I.O.)	Drolsum, H.	2,891.18
								Total Amount \$1,232,136.33



ACCIDENT INVESTIGATION—MISSION ZERO TOLERANCE


Accidents can occur anytime. No one worker, job classification, or industry is immune. Safety programs and safety training strive to reduce the likelihood of accidents, with the ultimate goal of zero at the end of the year. Using “zero tolerance” as a goal, we improve our chances of significantly reducing the number of accidents we experience in our workplaces.

All accidents should be investigated. The primary focus of any accident investigation should be to determine the facts associated with the event and to develop practices to prevent similar occurrences. A thorough investigation of the incident may identify previously overlooked physical, environmental, or process hazards, the need for new or revised safety training, or unsafe work practices that were not considered unsafe in the past.

The complexity of the investigation should match the

seriousness and circumstances of the accident. A good investigator maintains objectivity throughout the process and seeks to prevent other workers from suffering the same accident.

Many safety programs in the past operated as a fault-finding mission. This effort to lay blame never resulted in reinforced safety training or better work practices. Root cause investigation is the only process that will identify weaknesses. In the end, workers should understand the facts associated with the accident, the causal events, and how to prevent the same thing from recurring. If these are not achieved, the only blame worth considering would be on the investigation process itself.

Safety was a key factor in the founding of the Brotherhood 115 years ago. Safety remains a major priority of today's IBEW. We will continue to pursue all avenues and perfect all procedures to help us achieve this goal. 



Rock On, Rick!



IBEW Political Director Rick Diegel, who comes out of Local 278 in Corpus Christi, loves both that Texas-style rock and that Texas-style cooking. After a long day on the political trail, Rick likes to kick back with some hard rockin' boogie on the stereo and some tangy chicken cookin' on the stove. Brother Diegel's own contribution to the Taste of the IBEW is King Ranch Chicken. Order your book today, and don't forget the stylish, flame-retardant denim apron, which goes well with any outfit.



KING RANCH CHICKEN

- 1 chicken, boiled, de-boned and diced
- 1 large onion
- 3 sticks celery
- 1 stick butter
- 2 cans cream of mushroom soup
- 1 can Rotel (spicy) tomatoes, chopped
- 1 can chopped water chestnuts
- 1 can sliced mushrooms
- 1 small jar of pimentos, chopped
- Corn tortillas
- Grated cheese
- Salt
- Pepper
- Garlic salt

Preheat oven to 350 degrees. Boil chicken. In a separate skillet, sauté onion and celery in butter. In a separate bowl, combine mushroom soup, chicken soup and tomatoes. Add water chestnuts, mushrooms and pimentos. Stir in chicken. Add salt, pepper and garlic salt to taste. To assemble, butter the bottom of a 9x12-inch casserole dish. Quarter several corn tortillas and cover bottom of pan. Pour a layer of chicken mixture on top. Spread grated cheese on top of mixture. Repeat the process. Bake until bubbly and cheese is melted and golden brown, between 45 minutes and 1 hour.

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

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Go to the 37th International Convention Fund

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We Have
The Freedom
To Make Our
Own Decisions.

With Safety
There is
Never a Choice.



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