

IBEW JOURNAL

www.ibew.org

October/November 2006



IBEW 37th International Convention



September 11-15, 2006 • Cleveland, Ohio



The Beat Goes On

There are moments that define the history of an organization. The IBEW 37th International Convention in Cleveland was that kind of event.

The Convention showed the IBEW at its finest—good, strong trade union men and women coming together to determine the course of their future. There was unity without unanimity. The debates were spirited, with a number of resolutions going down and others winning approval. In the end, the bonds uniting all the delegates, and those they represent, were made stronger not by pat-sounding slogans and forced camaraderie, but through mutual respect. Delegates showed that they had the courage to confront the unpleasant realities of the present day and forge the kind of bold steps needed to bring the Brotherhood back to a position of strength. It was the kind of action worthy of a great union like the IBEW.

We thank all members of the Brotherhood for the confidence shown in us through your elected delegates in giving us another term of office. As we said in Cleveland, this was not a vote for the status quo; this was a vote for positive change and action. And by having the courage to confront our losses of the past five years with honesty, the delegates have chosen the path of growth and optimism for the future.

We can never hope to overcome external challenges if we first don't challenge ourselves. We will continue with the renewed commitment to excellence that has marked the IBEW in recent years. More important, we must all be committed to doing the hard work it will take to get our reinvigorated organizing program off the ground. Those who thought

that the Convention accomplished this goal are mistaken. The delegates made the decisions, but now it is up to all of us to act. Thinking it is somebody else's responsibility will only guarantee failure. Each and every one of us must accept our own share of the responsibility to make the IBEW stronger in a changing world.

Our theme, "The Rhythm of the Past, Drumbeat of the Future," was appropriate. The IBEW has a long and proud history, and we must always be guided by and learn from the struggles of previous generations of IBEW leaders and mem-

bers. They are the ones who gave us this union that has made such a difference in all our lives. It is up to this generation to carry the Brotherhood forward and to beat the drums for progress, growth and change. The delegates in Cleveland, home of the Rock and Roll Hall of Fame, started a rousing beat for the future. And their unmistakable message is: The IBEW is ready to grow, and we will accept nothing less than success.

Putting on an IBEW Convention is a huge task, and it takes the hard work of countless individuals to produce the materials and

create the setting in which delegates can do the business of the Brotherhood. We would like to recognize the outstanding effort of the officers and staff of the Fourth District and of our host locals from Cleveland. We thank the many professionals whose services contributed so much to the success of the Convention. And we thank the dedicated staff and employees of the IBEW who stepped up to the plate in such a tremendous fashion.

The next Convention will be held in 2011, and we are looking to have it in Vancouver, British Columbia. If we all do our jobs, then the delegates to the next Convention will be celebrating five years of growth and accomplishment. Let's do all in our power to make that happen. The beat goes on.



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

**“ THE IBEW IS READY
TO GROW, AND WE WILL
ACCEPT NOTHING LESS
THAN SUCCESS. ”**

EXECUTIVE OFFICERS

EDWIN D. HILL
International President
900 Seventh St., N.W.
Washington, D.C. 20001

JON F. WALTERS
International Secretary-Treasurer
900 Seventh St., N.W.
Washington, D.C. 20001

INTERNATIONAL EXECUTIVE COUNCIL

Chairman

ROBERT W. PIERSON
c/o IBEW Local 9
High Point Plaza Office Ctr.
4415 W. Harrison St. #330
Hillside, Illinois 60162

First District
JOSEPH P. CALABRO
c/o IBEW Local 1158
1149 Bloomfield Avenue
Clifton, New Jersey 07012

Second District
MYLES CALVEY
c/o IBEW Local 2222
1137 Washington Street, Suite 2
Dorchester, Massachusetts 02124

Third District
SALVATORE J. CHILIA
c/o IBEW Local 38
1590 E. 23rd Street
Cleveland, Ohio 44114

Fourth District
JACKIE E. GOODWIN
c/o Local 136
845 Gadsden Highway
Birmingham, AL 35235

Fifth District
STEPHEN SCHOEMEHL
c/o IBEW Local 1
5850 Elizabeth Avenue
St. Louis, Missouri 63110

Sixth District
GREGORY LUCERO
c/o IBEW Local 66
4345 Allen Genoa Road
Pasadena, Texas 77504

Seventh District
PATRICK LAVIN
c/o IBEW Local 47
600 N. Diamond Bar Blvd.
Diamond Bar, California 91765

Eighth District
RICK DOWLING
c/o IBEW Local 213
4220 Norland Avenue
Burnaby, BC V5G 3X2 Canada

INTERNATIONAL VICE PRESIDENTS

First District
PHILIP J. FLEMMING
1450 Meyers Drive,
Suite 300
Mississauga, Ontario,
Canada L5T 2N5

Second District
FRANK J. CARROLL, JR.
4 Armstrong Road, 2nd Floor
Shelton, Connecticut
06484

Third District
DONALD C. SIEGEL
500 Cherrington Pkwy.
Suite 325
Coraopolis, Pennsylvania 15108

Fourth District
PAUL J. WITTE
8260 North Creek Drive,
Suite 140
Cincinnati, Ohio 45236

Fifth District
JOSEPH S. DAVIS
100 Concourse Parkway, Suite 300
Birmingham, AL 35244

Sixth District
JOSEPH F. LOHMAN
8174 Cass Avenue
Darien, Illinois 60561

Seventh District
JONATHAN B. GARDNER
320 Westway Place, Suite 531
Arlington, Texas 76018

Eighth District
TED C. JENSEN
2225 West Broadway, Suite H
Idaho Falls, Idaho 83402

Ninth District
MICHAEL S. MOWREY
2500 Venture Oaks Way,
Suite 250
Sacramento, California
95833-4221

Tenth District
ROBERT P. KLEIN
5726 Marlin Road, Suite 500
Chattanooga, Tennessee
37411-4043

Eleventh District
LINDELL K. LEE
6601 Winchester Avenue
Suite 150
Kansas City, Missouri 64133

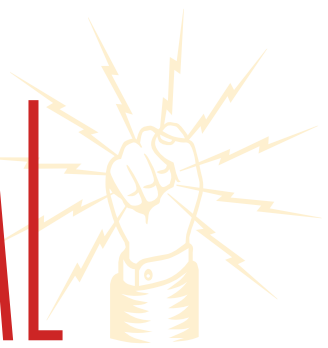
HOW TO REACH US

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.

Send letters to:

Letters to the Editor, *IBEW Journal*,
900 Seventh Street, N.W.,
Washington, D.C. 20001
or send by e-mail to: journal@ibew.org

IBEW JOURNAL



October/November 2006

Volume 105 Number 9

www.ibew.org



37th International Convention Coverage

- 2** 37th Convention Reflects State of Our Union Spirit of Brotherhood, Change Evident from Start to Finish
- 4** Opening Day
- 9** Keynote Speech of International President Hill
- 12** Acceptance Speech of International Secretary-Treasurer Walters
- 16** Day Two
- 19** New Plan Targets the Unorganized
- 22** Day Three
- 28** Election of Vice Presidents and International Executive Council
- 36** Day Four
- 43** Panoramic Photo of 37th International Convention
- 48** Day Five
- 54** Action on All Amendments to the IBEW Constitution and Resolutions Adopted by the Convention
- 58** Convention Committees
- 62** District Photographs

Pre-Convention Activities

- 66** Pre-Convention Activities
- 67** Political Conference
- 70** Women's Conference
- 72** Minority Caucus
- 74** Electrical Industry Expo 2006
- 78** Rockin' Block Party and Gala Celebration
- 81** Convention Pins
- 82** Behind the Scenes

IBEW JOURNAL

Edwin D. Hill, EDITOR
C. James Spellane, DIRECTOR
Carol M. Fisher, SR. EDITORIAL ASSISTANT
Malinda R. Brent, COMMUNICATIONS SPECIALIST
Len Shindel, COMMUNICATIONS SPECIALIST
Jeannette Burchick, SECRETARY

ARCHIVES

Mike Nugent,
INTERNATIONAL REPRESENTATIVE



©2006 International Brotherhood of Electrical Workers. All rights reserved. Printed in the U.S.A. on Union-made paper. *IBEW Journal* (ISSN: 0897-2826) Published monthly, except January/February and October/November, which are combined issues, by the International Brotherhood of Electrical Workers, 900 Seventh Street, N.W., Washington, D.C. 20001. Subscriptions prices in the United States and Canada, \$4 per year in advance. Periodicals postage paid at Washington, D.C., and at additional mailing offices.

POSTMASTER: Send address changes to *IBEW Journal*, 900 Seventh Street, N.W., Washington, D.C. 20001. This *Journal* will not be held responsible for views expressed by correspondents. Paid advertising is not accepted.

Publications Mail Agreement No. 40011756 Return undeliverable Canadian addresses to B&M Mailing Services Limited, 35 VanKirk Drive, Unit 15, Brampton, Ontario L7A1A5. E-mail: bmmail@bellnet.ca



37th Convention Reflects State of Our Union

Spirit of Brotherhood, Change Evident In All Activities from Start to Finish

You could see it in the faces and hear it in the voices of delegates, officers, staff and guests. Descriptions like “the best IBEW Convention ever” were on the lips of many, including some of the most veteran leaders of the Brotherhood.

With its theme “Rhythm of the Past, Drumbeat of the Future,” the 37th International Convention of the International Brotherhood of Electrical Workers in Cleveland, Ohio, held September 11-15, 2006, embodied the spirit of renewal and commitment to excellence that has pervaded the IBEW over the past three years.

Delegates showed remarkable unity in their support for putting the IBEW back on a path to growth and reversal of the membership losses that have beset the union and the entire labor movement since 2001. Enthusiasm was high, but there was more—a quiet and strong determination underlying the proceedings that put the world on notice that the IBEW, like the embattled but resilient industrial city that hosted the Convention, was emerging stronger and ready to move forward.

The key issue before the Convention was growth. International President Edwin D. Hill and International Secretary-Treasurer Jon F. Wal-



ters put before the delegates an amendment to the IBEW Constitution to implement \$1.00 increases in the per capita tax paid by local unions to the International to be implemented in three phases, on January 1 of 2007, 2009 and 2011. The officers explained that the increase was not intended to put a burden on the members to reduce the gap between operating expenses and operating revenue, but to devote increased resources to a strategy of strong, sustainable membership growth that would help bring about a new era of stability and prosperity for the Brotherhood. Central to that growth, as outlined by President Hill in a detailed presentation to the delegates on the second day's afternoon, is an ambitious program to put scores of organizers in the field to stimulate growth in every major industry in which the IBEW has a presence. The amendment passed with clear, overwhelming support on a voice vote.

Delegates also responded to Secretary-

Treasurer Walters's case for an increase in the contribution rate to the Pension Benefit Fund (PBF), agreeing with the argument that a financially sound PBF is an important part of the Brotherhood's benefit network and a potential aid to organizing. There was spirited debate on a host of amendments and resolutions, including those on the issues of immigration, Convention expenses, election of delegates to other labor conventions, the referral system in the construction industry and numerous others. A summary of the action on all issues brought before the Convention begins on page 54.

Numerous speakers from the world of labor sounded the call for action against a social and political climate that has shipped good industrial jobs overseas, eroded pension and health care coverage and depressed real wages on Main Street while creating a boom for Wall Street. Several progressive business leaders spoke about the need for partnership and mutual



ber 9 with music, a selection of great ethnic food from the restaurants of Cleveland and fellowship at every turn. Visitors to the Electrical Industry Expo inside the center saw a representation of the industries in which IBEW members work, as well as affiliated companies and services that make up the scope of the modern IBEW. And in the evening, delegates rocked to a customized show called “IBEW Rocks” and a special performance by Rock and Roll Hall of Fame legend John Fogerty.

The spirit of the Convention was captured by President Hill in his keynote address.

“It comes down to one word—courage.

The courage that we are

being asked to display in the first decade of the 21st century is only a portion of the courage that our founders showed in the last decade of the 19th century ... Brothers and sisters, we are going to work hard and get things done at this Convention. And then we are going to go forth from this great city of Cleveland and deliver a forceful message to one and all...

“*We are the IB of EW...* and we are here to WIN!”

The IBEW left Cleveland poised to win a brighter day for working men and women. ■

respect as the key to building long term corporate success and shared prosperity.

No speaker captured the imagination of the delegates more than CNN anchor Lou Dobbs, who received the first “Voice of Working America” award presented by the IBEW. Strolling the length of the stage and speaking in a conversational style, Dobbs delivered a powerful indictment of the political system in the United States that has allowed the decay of the middle class, the loss of good jobs and the decline of national security through lax border enforcement and ill-advised military actions.

President Hill and Secretary-Treasurer Walters were re-elected by acclamation on the first day, validating both the bold, innovative leadership they have provided to the Brotherhood as well as an aggressive plan for growth. International Executive Council Chairman Robert W. Pierson of Local 9 in Chicago was also re-elected unanimously.

District caucuses chose International Vice Presidents and IEC members who were then ratified by the full Convention on the third day. Joe Davis was elected International Vice President from the Fifth District. Jackie Goodwin won the vacant Fourth District seat on the International Executive Council, and Rick Dowling was elected to the IEC from the Eighth District.

All other incumbents were re-elected.

Many delegates got a head start on their work by attending one or more of the three pre-convention conferences. The Women’s Conference and Political Conference held on Friday, September 8 were filled to capacity with participants eager to discuss the issues of the day. So too was the meeting of the Electrical Workers Minority Caucus on Saturday, September 9.

It was not all work, however. The IBEW turned the mall outside the Cleveland Convention Center into a big block party on a flawless afternoon on Septem-

The Most Documented Convention in IBEW History

The 37th IBEW International Convention is history, but it is still vividly on display in print and on the Internet. In addition to this issue of the *IBEW Journal* which is being sent to all members, officers, staff and delegates will receive a full transcript of the Convention proceedings, including the reports of the Law and Resolutions Committees.

The Convention was also covered extensively on the Web. The daily newsletter summarizing Convention action was reproduced in full on the Web site. In addition, each day was documented in brief streaming video clips done in a television news format. All of this is still on www.ibew.org, including transcripts and video excerpts of key presentations.

In addition, the IBEW’s newest Web site, Hour Power, features an exclusive behind-the-scenes look at how the Convention was planned, organized and presented. Visit www.ibewhourpower.com to see this report. ■

IBEW 37th INTERNATIONAL CONVENTION SEPT. 11 - SEPT. 15, 2006

Opening Day

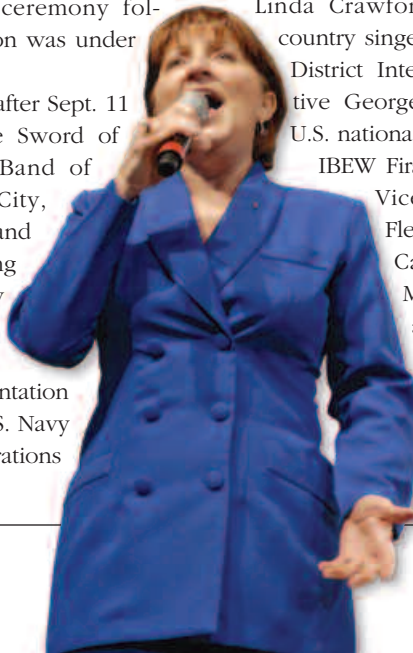


Showcasing a strong spirit of proud trade unionism, approximately 2,221 delegates plus guests, officers and staff assembled for the first day of the IBEW's 37th International Convention on Monday, September 11, 2006, in the Cleveland Convention Center.

IBEW Fourth District International Vice President Paul Witte opened the session presiding as temporary chairman and welcomed delegates on behalf of the Fourth District. "Brothers and sisters, I firmly believe that this Convention will be recorded as one of the most important weeks in the history of the IBEW," Witte said. "We have important decisions to make, judgments that will leave a great impact on the lives of our members. We all have an obligation to fully participate in the business of this Convention and to make wise decisions as we chart the future of the IBEW."

A riveting opening ceremony followed and the Convention was under way.

Five years to the day after Sept. 11 changed the world, the Sword of Light Pipe and Drum Band of Local 3, New York City, marched into the Cleveland Convention Center playing a medley of military hymns, providing an emotional opening to the Convention. A presentation of the U.S. flag by the U.S. Navy Color Guard, Navy Operations



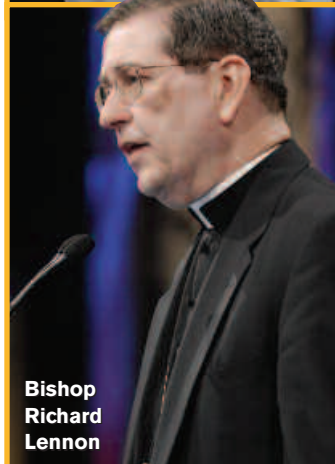
Linda Crawford sang the U.S. national anthem.



U.S. Navy Color Guard



Craig Flemming sang the Canadian national anthem.



Bishop Richard Lennon



Local 3 Sword of Light Pipe and Drum Band

Support Center of Cleveland, followed. Linda Crawford, an accomplished country singer and wife of Seventh District International Representative George Crawford, sang the U.S. national anthem.

IBEW First District International Vice President Philip J. Flemming introduced the Canadian Highlander Militia Regiment Pipe and Drum Band for a stirring performance

and presentation of the Canadian flag. Acclaimed vocalist Craig Flemming, nephew of Vice President Flemming, sang the Canadian national anthem.

"As we remember the events of five years ago, we also pray for those who died that day," said Bishop Richard G. Lennon of the Catholic Diocese of Cleveland, who presented the invocation. "We pray for all of their loved ones who still carry the scars of that loss. We pray for our countries, the United States and Canada, that all people of good will work to establish lasting peace on the face of this Earth."

Local 38 Business Manager and Inter-



Canadian Highlander Militia Regiment Pipe and Drum Band

Officers make a dramatic entrance.

IEC Chairman Robert Pierson

Host Local 38 Business Manager Sam Chilia

Vice President Witte welcomes delegates to Cleveland

national Executive Council member Salvatore J. “Sam” Chilia welcomed delegates to Cleveland and introduced Cleveland Mayor Frank Jackson as a longtime crusader for working people. “I know that we have become a great city because of labor,” Jackson said, adding that labor has helped “to infuse into this city a basic ethic of how to work, how to expect gains and how to do the things that we need to do to continue.”

Next up was an energetic, beat-driven performance—in keeping with the Convention’s theme of “Rhythm of the Past, Drumbeat of the Future”—by a dance troupe outfitted in industrial costumes.

The hall then quieted and darkened. The song “Lean on Me” played on the sound system, and on the stage, two figures—International President Edwin D. Hill and International Secretary-Treasurer Jon F. Walters—appeared in silhouette amidst backlighting and rising stage fog. In dramatic fashion, broadcast on more than 30 wide screen and plasma television monitors throughout the hall, they descended one story in an elevator and entered the Convention to a hall of cheering delegates.

Following a standing ovation, President Hill was presented with two unique gavels specially handcrafted by IBEW members

from the Fourth District. Business Manager Richard Carder of Cumberland, Md., Local 307 presented a cherry wood gavel made by Local 307 journeyman wireman Mark Abe. The second gavel, crafted by Thomas Meissner of Cincinnati Local 212, was made from the wood of a ginkgo tree that had to be removed for construction of a new church that was being wired by Local 212 members. The tree was found to date from 1891, the same year the Brotherhood was founded. Local 212 Business Manager Charles Seymour presented that gavel.

Declaring the Convention in session, President Hill welcomed those gathered
(Continued on next page)

Opening Day

MORNING SESSION

(Continued from page 5)

and paid tribute to IBEW members whose lives were tragically lost as a result of the 9/11 attacks.

"It was five years ago today that we lost so many brave brothers and sisters during the 9/11 attack on the World Trade Center," Hill said. "We remember them with great sadness and with great pride."

President Hill introduced a video tribute that showed footage of the reaction of the 36th International Convention in San Francisco to the tragedy of Sept. 11, which concluded with the delegation joining in singing "God Bless America."

President Hill then asked that the Convention pick up that theme on the fifth anniversary of the attack by again singing "God Bless America." Secretary-Treasurer Jon Walters then led the Convention in singing that stirring song.

To lead the Convention in reciting the Pledge of Allegiance, President Hill introduced a special guest who appeared via video, Americo "Mitter" Montini, a deco-

rated World War II veteran and member of IBEW Local 712, Beaver, Pa. President Hill paid tribute to the contributions of all IBEW military veterans, thanking those delegates who served in Korea and Vietnam and in the Middle East.

President Hill then recognized delegate John E. Marchell, president of New York Local 3, who raised a point of order regarding Resolution No. 2 from the report of the Resolutions Committee and proposed that the resolution be sent back to the committee to add language stating that the IBEW urges all school districts in the United States to make the Pledge of Allegiance a part of every school day. (See "Summary of Resolutions Adopted at the 37th IBEW International Convention" on page 54.) President Hill noted that the Resolutions Committee would be advised of the request; and that additional language would be proposed urging Canadians to purchase and display flags made in Canada.

Marchell also requested that the names of IBEW members who perished as a result of the Sept. 11 World Trade Center attacks be placed in the record of the 37th IBEW Convention. He read the names of those members, from New York

Locals 3 and 1212, and the families they left behind. Marchell noted that the Sword of Light Pipe and Drum Band played at many 9/11 events, including every Local 3 funeral service for members who died as a result of that tragedy. "On behalf of Local 3, World Trade Center pins were handed out to everyone who entered the Convention this morning," Marchell said. "We present these pins as a thank-you for all the help and prayers that our members' families have received."

President Hill then introduced the IBEW International Vice Presidents: Philip J. Flemming, First District; Frank J. Carroll Jr., Second District; Donald C. Siegel, Third District; Paul J. Witte, Fourth District; John F. Schantzen, Fifth District; Joseph F. Lohman, Sixth District; Jonathan B. Gardner, Seventh District; Ted C. Jensen, Eighth District; Michael S. Mowrey, Ninth District; Robert P. Klein, Tenth District; and Lindell K. Lee, Eleventh District. President Hill next introduced the IBEW International Executive Council: Robert W. Pierson, chairman; Joseph P. Calabro, First District; Myles Calvey, Second District; Salvatore J. "Sam" Chilia, Third District; Lonnie Plott, Fourth District; Stephen Schoemehl, Fifth District; Gregory Lucero, Sixth District; Patrick Lavin, Seventh District; and Joseph Fashion, Eighth District.

Sergeant-at-Arms Committee Chairman Ray Melville, Local 3, announced that he had delivered the report of the Credentials Committee to the chairman of the International Executive Committee, Robert Pierson. Chairman Pierson stated that a total of 2,221 delegates and alternates were credentialed for the opening of the 37th Convention. Registered delegates totaled 2,065, and registered alternates totaled 156. He reported total "A" membership as 331,697 and total "BA" membership as 367,589 for a total membership of 699,286. The credentialed delegates represented 734 locals. The number of locals without delegates was 185.


IEC Secretary Pat Lavin then presented the report of the Rules and Order Committee, spelling out the procedures of the Convention, the electronic voting system and the process for nomination and election of officers. Delegates voted to adopt the report of the committee.

CONVENTION SPEAKERS

Ohio AFL-CIO President Sees Political Change on Horizon

Denouncing corporate America for "cutting and running," Ohio AFL-CIO President Bill Burga told delegates on Monday, Sept. 11, that the AFL-CIO's "Take Back Ohio" campaign was already showing surprising strength.

He expressed confidence that IBEW locals would play a key role in electing Reps. Ted Strickland and Sherrod Brown, both friends of working families, and candidates for governor and the U.S. Senate, respectively.

Ohio's catastrophic job losses have caused real pain, which the Ohio AFL-CIO is addressing with a ballot measure to increase the state's minimum wage. But, says Burga, job creation efforts need to go further. "I applaud IBEW for looking at environmental technology and supporting the Apollo Project." 



Ohio AFL-CIO President Bill Burga

Nomination and Election of Officers

The next order of business was election of the International President, International Secretary-Treasurer and International Executive Council Chairman. In accordance with the Labor-Management Relations Disclosure Act of 1959, President Hill read the section of the law governing secret-ballot union elections at conventions, and the U.S. Department of Labor bulletin on adherence to a union's constitution and bylaws.

International Vice President Robert Klein of the Tenth District assumed the chair to conduct elections of the three at-large international officers. Klein opened nominations for the office of International President and recognized delegate Frank E. Telesz Jr., business manager of Local 712, who placed President Hill's name in nomination.

Telesz praised President Hill's "vigorous leadership and fresh thinking" and spoke of his courage and honesty "no matter how much it hurt." Tough times require a "tough leader, one who can show us the way to a better future," Telesz said of President Hill. "He's the kind of leader that has stepped forward for the Brotherhood just when we need him the most." Telesz, who hails from President Hill's home local, said, "Ed Hill has proven beyond a doubt that he will do all in his power to make life better for the IBEW brothers and sisters."

With no other nominations for the office, the Convention cast a unanimous ballot for President Hill and gave him a standing ovation.

"He is a man of courage, wisdom and compassion," Vice President Klein said in presenting President Hill. "He is one with a vision of the future for this great Brotherhood. We look to him for guidance and advice. He is a man that we love and respect from the bottom of our hearts."

President Hill expressed his gratitude to delegates and said, "By re-electing me, you did not vote for the status quo ...

because we are going to work together to do whatever it takes to keep this Brotherhood strong and growing and on the move."

Reminding delegates that the Brotherhood is "not about any one man or woman," Hill said, "I have been fortunate enough in this job to meet presidents and CEOs and some of the most powerful people in North America. They didn't want to meet Ed Hill; they wanted to meet the person who leads the IBEW, the person who represents all of you. That's the kind of power that we have if we



have the courage and the wisdom to use it and to make this Brotherhood the best it can be."

Hill gave special thanks to his brothers and sisters back home in Beaver, Pa. Local 712, his wife, Rosemary, and his children Michele, Toni and Edwin Jr.

Recognizing the teamwork that exemplifies the IBEW, Hill said that he was one of the luckiest men alive because he has had the best to lean on in his term as International President, praising Jon Walters, IBEW's vice presidents and the International Executive Council.

President Hill expressed the need for members and leaders to constantly evaluate what they are doing and to "make adjustments when necessary, even if those adjustments represent a major change in course." Evoking the music of the opening ceremonies, President Hill said, "Always know that you can lean on me. I'm your union brother, Ed."

Temporary Chairman Klein then declared nominations open for the office of International Secretary-Treasurer and

recognized Mike Byrd, business manager of Denver Local 111, who placed Secretary-Treasurer Walters' name in nomination.

"As someone who hails from the Eighth District, I have had the opportunity to view firsthand the worth of Brother Walters," Byrd said. He described Walters as a man "of honor, ability, wisdom, leadership and compassion." Speaking about Secretary-Treasurer Walters' long record of distinguished service, Byrd praised Walters for his work to help make the IBEW "a positive force in electrical workers' lives."

There were no other nominations for the office, and delegates unanimously elected Secretary-Treasurer Walters.

After receiving a standing ovation, Secretary-Treasurer Walters thanked the delegates saying he was honored and humbled by his election. "Who would have ever guessed that a farm kid from eastern Idaho would be here today, addressing this historic 37th International Convention

as International Secretary-Treasurer? My presence here today is a tribute to the power that the IBEW has to provide opportunity and change our lives."

Temporary Chair Klein next opened nominations for the office of International Executive Council Chairman.

Robert Joyce, business manager of Downers Grove, Ill., Local 15, nominated incumbent Robert W. Pierson and outlined Pierson's excellent record of service. No other nominations were made for the office and the Convention cast a unanimous ballot for IEC Chairman Pierson. Presenting Pierson, Klein noted his integrity, honesty and commitment to the Brotherhood. "We are fortunate to have him as chairman of the IEC."

Pierson thanked the delegates and pledged continued support of the union's emphasis on growth through organizing, saying, "Like every generation of the IBEW, we must leave the organization better than we found it." The morning session then recessed to reconvene in the afternoon. ■

Opening Day

A F T E R N O O N S E S S I O N

Following a video presentation, guest speaker AFL-CIO President John J. Sweeney addressed the delegates. President Hill introduced him as a leader who “has given a voice of hope in the struggles of thousands of American workers.

“I have witnessed John’s relentless effort to keep our federation together, and I’ve shared his pain when it fractured,” President Hill said. “As we approach the November elections, unions on both sides of the AFL-CIO split are working together to elect pro-labor candidates. This is a testament to John’s patience and perseverance.”

Sweeney (See page 13.) thanked President Hill for his leadership, support and integrity. “The IBEW has a great history of providing leadership for our movement and for the AFL-CIO,” Sweeney said.

Sweeney spoke about the Bush administration’s failures and its anti-working family agenda, and he noted labor’s power to bring about change. “Our families are getting clobbered by the agenda of the current leadership,” he said. “And it’s time for us to get angry, stay angry, stand together, fight together, vote together and take back America together. ...The power we bring to the fall elections is awesome. This year we’ll be mobilizing 12.5 million members of union families in 30 targeted states.”

Ohio AFL-CIO President Bill Burga was introduced to the Convention by President Hill, who praised his staunch leadership on behalf of working people in Ohio. President Hill noted the Ohio AFL-CIO’s successful petition campaign to secure passage of state legislation providing a beneficial prescription drug program.

“Under Bill Burga’s leadership, the Ohio AFL-CIO is now leading a major

drive to increase Ohio’s minimum wage” to benefit 400,000 workers, President Hill said. “As the eyes of the nation focus on Ohio’s elections in November, we’re fortunate that Bill Burga, a member of the Democratic National Committee, is here



to help marshal labor’s power on behalf of Ohio’s working families.”

Burga (see page 6) spoke of the AFL-CIO’s “Take Back Ohio” campaign and said, “IBEW is a key factor in whatever successes we have in the Ohio labor movement.

“Ohio has lost 200,000 jobs just since the Bush administration came to office,” Burga said. “Middle-class working people must take back control of our government.”

U.S. Senator Tom Harkin (D-Iowa) was presented to the Convention by President Hill as a great friend to the IBEW and the labor movement, “the great champion of working people.”

President Hill recalled Harkin’s speech at the IBEW’s 100th anniversary Convention in St. Louis in 1991. “The power of

his message was undeniable then,” President Hill said, “and it resonates even more deeply today in our present situation.” Citing Harkin’s “passion and fire for justice for working families in America,” President Hill said, “The working people of Iowa and America are lucky to have a champion of their values in the U.S. Senate.” Sen. Harkin “has fired up delegates to numerous IBEW political conferences over the years,” Hill added. “He might as well be a member of the IBEW.”

Receiving a standing ovation, Sen. Harkin (See page 12.) warmly thanked the IBEW and brought a message about reclaiming hope and power for the working families of America.

“We believe in giving hope to all Americans and not just the privileged few,” Harkin said. “... It’s the kind of America we fight for. It’s the American Dream that organized labor and the IBEW have always fought for.”

Noting the Bush administration’s anti-union, anti-worker policies, Harkin said, “We can’t be distracted by Bush’s fear mongering. We need to talk about the real issues: good jobs, workers’ rights, affordable health care, secure retirement.

“So yes, the coming election is about ... taking back our country. It’s about reclaiming the ideals and the values” that make us proud to be Americans, Harkin said to rousing cheers.

Secretary-Treasurer Walters then announced the names of members who served on the Law, Resolutions, Grievance and Appeals, International President’s Report, International Secretary-Treasurer’s Report, International Executive Council’s Report, Finance, Credentials, and Sergeant-at-Arms committees.

President Hill capped off the first day with his keynote address, which conveyed a strong message of optimism and courage. He praised delegates for five years of progress.

“We are a different Brotherhood from the one that met in San Francisco in 2001,” President Hill said. “We have rediscovered the spirit that was within ourselves. We have had the courage to confront the truth.”

(Continued on page 14)

International President Edwin D. Hill's Keynote Address

Brothers and sisters, thank you, and I do mean thank you, again, from the bottom of my heart. I thank you for the confidence that you have shown in me by honoring me with re-election as President of the greatest trade union in the world, with no offense intended to our British and our Australian friends.

Again, I thank my family. Without their support, I wouldn't be here before you today.

I want to express my gratitude to the Vice Presidents and to the IEC members and the staff of the IBEW. Without their hard work and without their loyalty, we wouldn't be able to accomplish the high goals we have set for ourselves.

We're talking about the rhythm of the past, but we can't forget those who helped us create it. We honor the memory of the great International President who was called home by God last year, a man who did so much to energize and make organizing our No. 1 goal once again. And I owe a debt of gratitude, as do we all, to the late International President Emeritus Jack Barry.

His wife, Kitty Barry, is here as our special guest and we're glad that she could join us.

Having had the honor to serve as International Secretary-Treasurer, I truly appreciate the efforts of the men who held that position before myself, and I would like to thank three of them specifically. Ralph Leigon, Secretary Emeritus, could not be with us today. But as always, Ralph sends his very best wishes. Jack Moore, my predecessor, did so very much to improve the lives of our members. Jerry O'Connor is a true friend and a tremendous working partner.

All of them worked tirelessly to advance the cause of the IBEW and left behind a list of accomplishments that would be the envy of any local union officer. I thank them on behalf of this whole Brotherhood.

And, of course, of course, the incumbent International Secretary-Treasurer, whom you so wisely re-elected this

morning. Jon Walters has worked hard throughout his career to make the IBEW a stronger and more effective union. He's in the thick of the fight again today, as he always is on our behalf. And I thank him for his support, his counsel and those frank discussions that we have. I'm proud to call Jon my friend and my brother. Jon, thank you very much for all that you do.

I thank my International Senior Executive Assistant, Larry Neidig, who has worked closely with me for an awful long time. He's always in the office early in the morning doing the work of the Brotherhood. And believe me, he does more to keep us moving forward than you could know.

Liz Shuler, my Executive Assistant. She's another hard worker and as competent as they come. She's a true asset to this union, brothers and sisters.

And I thank you, all of the delegates, who represent hundreds of thousands of our members. You're on the front lines of the struggle for what is right and decent in this society, the ability to earn a decent living from the sweat of one's brow as one of the most noble causes that exists on the face of the Earth.

Thank you for what you do every day to advance these causes.

We gather here in Cleveland to honor the Rhythm of the Past and to begin—to begin, brothers and sisters, the "Drumbeat of the Future" of the IBEW.

The "Rhythm of the Past" is always with us.

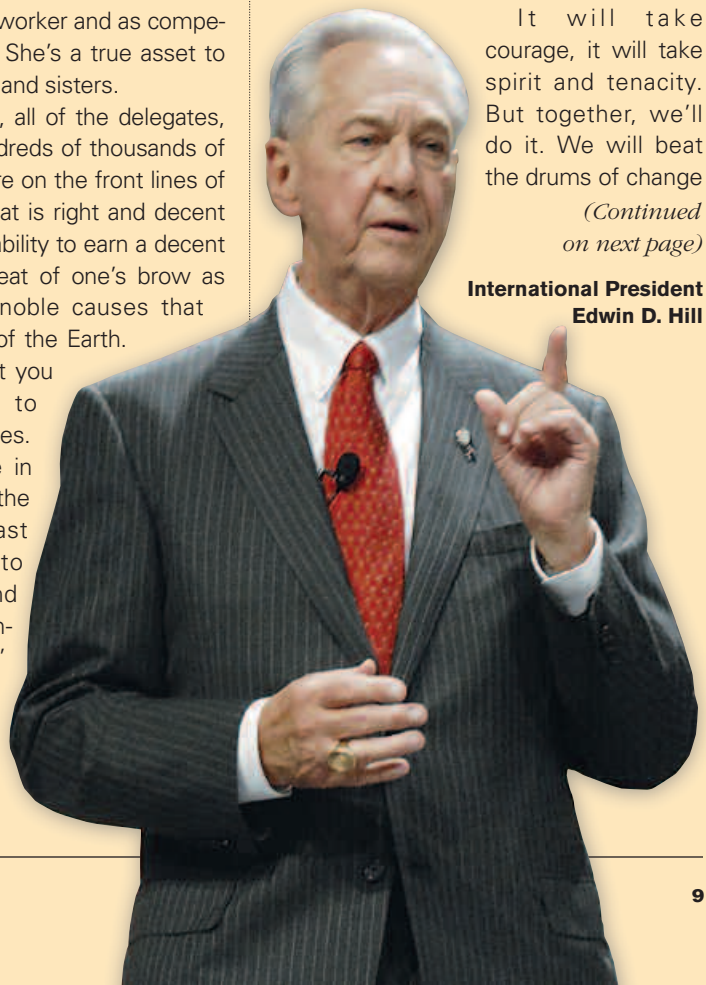
You see it in the grainy photographs up here, of the ten brave men who founded our union against incredible odds. That rhythm beats through the history of the boom and the bust and the war and the peace and the depression and prosperity and through every negotiation, every organizing campaign, every grievance, every community activity that we work ourselves into, at every get-out-the-vote drive. The heart and the soul and the courage of every man and woman who ever proudly carried an IBEW card—did his or her part to leave a legacy for the future—is part of our rhythm. It has changed our lives and it is part of who we are.

Few unions can match the long and storied history of the IBEW. It's a history to be honored, respected and remembered. And the best way to honor and respect and remember is to make history, brothers and sisters, make history of our own, to create our own drumbeat for the future. Brothers and sisters, this is our time, this is our task and this is our mission. The future of the IBEW starts right here in Cleveland, Ohio, today.

It will take courage, it will take spirit and tenacity. But together, we'll do it. We will beat the drums of change

(Continued on next page)

**International President
Edwin D. Hill**



International President Edwin D. Hill's Keynote Address

(Continued from page 9)

that will create the kind of future that we really want.

You know, when I was working on this speech this year, I was tempted to pick up from September 2001 and talk about all the things that have happened since then that have led us to this place in time. Then I threw it away. This is not the time to dwell on what all of us have lived through. Since 2001, we've lived through all of it. You were there. You know the score.

Our members are not going to ask us how we did on a history test when we come back from this convention. They want to know what we're going to do now and what we're going to do for them in the future. That's the beat that they want, brothers and sisters, and that's what we're here to talk about and that's what we're here to do.

So let's talk about that. Every day new reports come across my desk. Areas that once had contentious relationships with contractors are now practicing cooperation. Industries that once wouldn't give our union journeyman wiremen a sniff of their construction work now can't praise us enough.

Nonunion contractors who once saw the IBEW as an enemy are beginning to use our members on key jobs. Corporate executives are talking to us and including us—us, brothers and sisters—in their plans for the future.

The Code of Excellence, pioneered in the Eighth District under the leadership of Jon Walters, is being voluntarily adopted in local after local in this Brotherhood.

Nonunion workers who once thought that the IBEW had no place for them are finding a home in our ranks.

Business managers and their staffs are using ever more creative tactics to reach out to nonunion contractors and customers to get all of their work.

You know, it sounds so simple, but it went against our grain for so many years. This isn't pie in the sky, brothers and sisters. This isn't smoke and mirrors. This is real. We made it real by see-

ing that we had to jump start ourselves on the road to success. And the place that we found to do it was Florida. I think most of you know about that because of all the articles that we've had in the *Journal* and I've talked about them in my speeches all over the country at all of our conferences and progress meetings and we gave it special attention on our Web site.

Florida has been a full-court press where we're exploring and planning and taking action on gaining new members for all the branches of our Brotherhood. It's not just construction, brothers and sisters, it's all branches of this Brotherhood. We've invested the resources of the International, organized our local unions, and gotten the rank and file involved.

Florida was the place where we were in danger of falling off the map. And if we couldn't compete or make our presence known in one of the fastest-growing states in the United States, then our future everywhere was very bleak. And if you don't believe me, NECA National President Milner Irvin will be here tomorrow, and he'll talk about the same thing.

We've been at it for about a year-and-a-half now. We knew that if we just went in there with an old-fashioned organizing drive, we'd get our heads handed to us. Not only that, we would squander your dues money. Instead, Florida has been a laboratory for new ways of operating and organizing and taking on the challenges that we once thought were just too tough to handle.

Florida is the place where our small-works agreement was expanded, which allowed our contractors, all of our contractors, and our members to compete for residential and other work that we have been shut out of for so very long.

Florida is the place where the new construction wireman and construction electrician classifications have been used to good effect. These classifications not only give us a place to slot newly organized workers, but they also help us to fight and win new jobs and a growing share of the market.

And for those of us who thought that these classifications represented a diluting of our standards, I can only say that as we win more work, we're putting more journeyman wiremen to work on these very same projects. And now we have a way of putting formerly nonunion electricians to work right away, giving them an immediate stake in our Brotherhood.

This has not been a result just in Florida, you understand, but in virtually every jurisdiction where the construction wireman and the construction electrician classifications have been adopted by the IBEW and their NECA signatory contractors. If anyone's got a better alternative to doing what we're doing that actually works—there's all kinds of ideas—then please let us know. Come and see me. It's all about results, brothers and sisters. If we don't get the work, we have no chance.

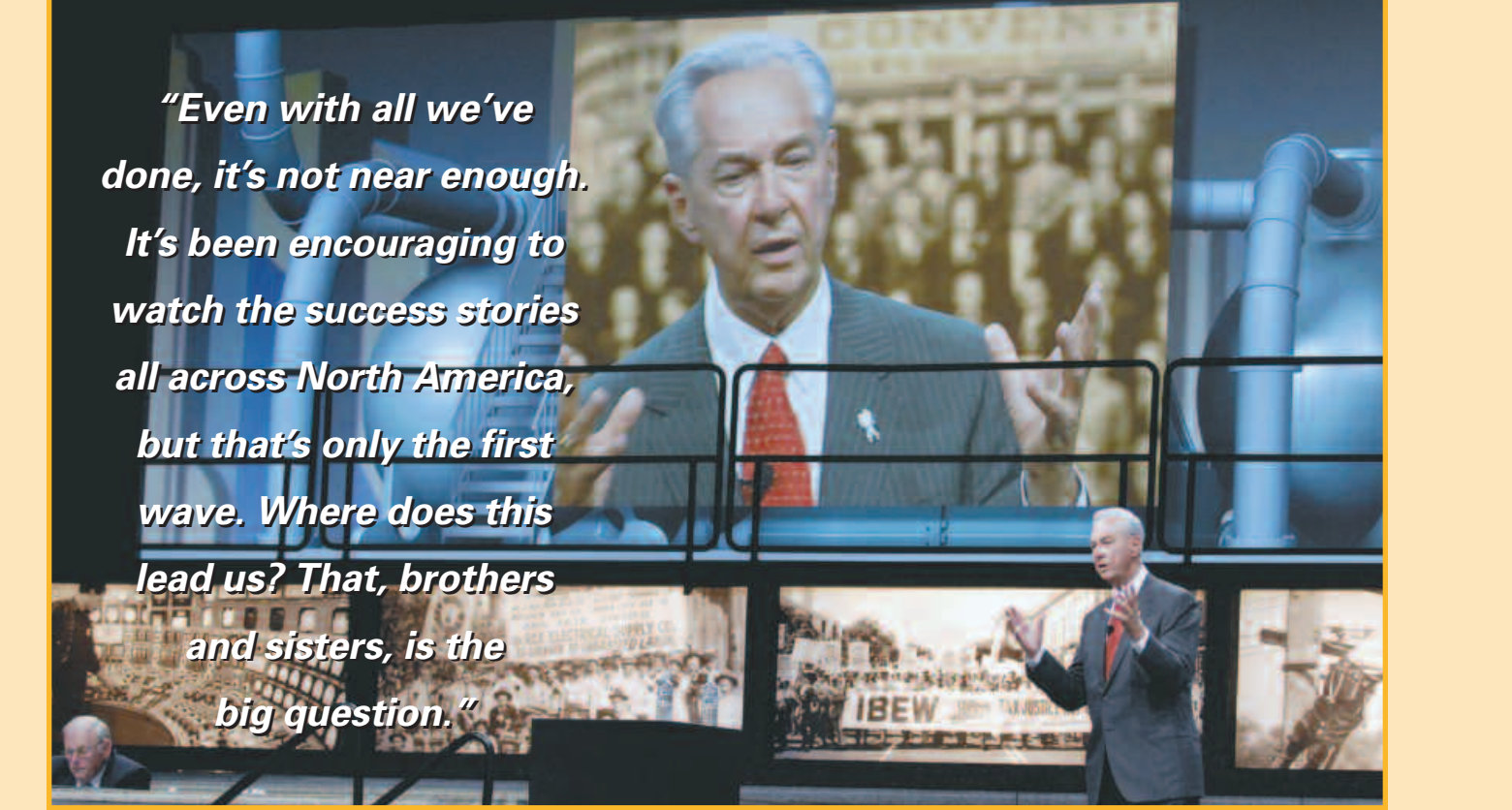
By getting work using new tactics, we open up opportunities all across the board. And thanks to our increased competitiveness, the IBEW's share of the huge Florida construction market is up—now, this may sound small—it's up to 14 percent. But you have got to understand it was below 10 percent. This is only the beginning, but it's a great start after one year.

Florida is where we've made our first breakthrough in organizing satellite installers, a growing work force within the telecommunications branch that has been treated miserably by employers and shut out of all the profits generated by their work in that growing industry.

We're building on that initial success, and we're taking the campaign to many other areas and many states.

Florida is where we're scouting out manufacturing plants to organize, including some companies where we are already representing people. We're not giving up on manufacturing, not in the least. We're going to do what it takes to grow this sector as well.

Florida is where we most clearly understand that we have plenty of targets within companies we already have a presence in, particularly in utility



“Even with all we’ve done, it’s not near enough. It’s been encouraging to watch the success stories all across North America, but that’s only the first wave. Where does this lead us? That, brothers and sisters, is the big question.”

among linemen and power plant workers. We’re mounting a campaign to increase our membership substantially at Florida Power & Light. The full-court press pioneered in Florida is not a one-shot thing, brothers and sisters. We’ve begun early stages of that effort in Central Pennsylvania and another area where we have lost much of our presence in all of our branches and we need to get it back.

And if all goes as planned, there will be more and more campaigns rising up across the continent. That approach is not our only weapon. We needed to turn construction around as quickly as possible so we could get it back and the growth of the market that we had lost.

But the tactics that work in construction won’t necessarily work and can’t necessarily be applied to all of our other branches. Our other professional and industrial branches have different structures, different cultures and different ways of operating and different ways of doing business.

Over the past two decades, the International has conducted education programs on the need to organize, particularly in these branches. We’ve run several campaigns with some varying degrees of success and exhorted locals to get involved. The results have been a

steady loss of our membership in all of our branches. It’s time to stop the bleeding, brothers and sisters, and stop beating our heads against the wall and try something new.

Our plan, certainly contingent upon the outcome of the rest of this convention, is to establish organizing councils in defined geographical areas all across this Brotherhood. We’re starting in places where we think we have the very best chance of winning and some successes that we can build on from there.

The first group of what I expect to ultimately number 100 new organizers has been hired. We’ve trained them. They’ve been trained by the International and will be assigned as needed in the first councils put into place. More are on the way.

The idea is not to supplant the local organizing efforts or to let locals off the hook for organizing. The idea is to provide the kind of genuine, solid support that’s been missing from our strategy, support that will encourage rank-and-file participation, identify winnable targets, of which there are literally thousands—and I hope to show you tomorrow—and go after them in a coherent and well-planned manner. This is what has been done and what is already in the works, brothers and sisters.

I submit to you that we did not stem the losses by 8,000 members in this past fiscal year by dumb luck or by a fortunate uptick in the economy. The plain fact is that the hard work put in by many of you and countless others who are not in this hall is paying off. It’s happening because men and women, from veterans to rookies, are making it happen every day they go to work. And never forget this, brothers and sisters, change is taking place because we are the IBEW.

And we have what it takes to face up to reality. And we have what it takes to respond when duty calls. And we have the quality that you can look up and Google, if you will, and look up in your dictionary—courage, fortitude, nerve, guts. We have it. That’s why you can see the dawn of a new day. But we’re not there yet. Even with all we’ve done, it’s not near enough. It’s been encouraging to watch the success stories all across North America, but that’s only the first wave. Where does this lead us? That, brothers and sisters, is the big question.

It’s imperative to continue the good things we’re doing, the good things that you’re doing every day on the job, every day out in the field. There will be no

(Continued on page 15)

Acceptance Speech of International Secretary-Treasurer Jon F. Walters

Brother and sister delegates, fellow officers, guests, and of course, my working partner, International President Hill, thank you so much for your vote of confidence. I am truly humbled and honored by your support and friendship.

Many years ago in a land far away from here, I joined one of the greatest organizations the world has ever known. Who would have ever guessed that a kid from eastern Idaho would be here today, addressing this historic 37th International Convention as International Secretary-Treasurer? My presence here today is a tribute to the power that the IBEW has to provide opportunity and to change lives.

When I think about this Brotherhood and its history, one fact is apparent. We are an organization of workers seeking to make our world and our workplaces better, seeking a higher standard of living for all workers. In working on jobsites, in my local, Local 449 in Pocatello, Idaho, and traveling to other local unions, and attending other IBEW conferences, progress meetings or IBEW conventions, my greatest joy has been working with IBEW brothers and sisters in solidarity to advance our union. It has been and continues to be an honor and

a privilege to work for you and with you.

This week, we will make major decisions that will determine the future direction of our union. It is an awesome responsibility we all share. Keep in mind, we cannot remain stagnant. Just like our founders did 115 years ago, we face many obstacles, but also have opportunities. If we face those challenges with vision and courage, I have no doubt we will have continued success.

Changing times require changed thinking, and I know that all of us have the ability to adapt to new realities. On the shop floor, the jobsite and in the union hall, the IBEW is blessed with some of the most dedicated workers in the union movement. Let's go forward from this Convention and grow this Brotherhood. We have the tools and the talent, all we need is the desire and the courage. There are thousands upon thousands of workers who will benefit from the opportunities presented by being members of the

IBEW. Let's give them an opportunity for a better quality of life.

All of you know, the work of a union leader never stops. We are here to serve our members 24/7. I am so grateful for the sacrifices my family has made for our Brotherhood. I thank them for their support and encouragement.

I would like to recognize a very special brother, my mentor Gerald Geddes, the former business manager of my home local. To call him a friend would be an understatement, but a mentor, yes. Brother Geddes kept me on the right path as a journeyman and got me started as an active IBEW member. He took me to my first IBEW Eighth District progress meeting in 1965, where I heard the great International Secretary Joe Keenan speak. I was in awe of the sweep and influence of the Brotherhood I had joined. It's hard to think that I have the honor of holding the same office as Brother Joe Keenan.

When I was first elected International Vice President in 1982, I relied on the support and advice of two great leaders, Jack Moore, now our International Secretary Emeritus, and Jack McCann, former International Vice President of



Sen. Tom Harkin (D-Iowa)

C O N V E N T I O N S P E A K E R S

Sen. Harkin Assails GOP Fear-Mongering

Hope and reclamation were the themes of a powerful speech by one of labor's biggest champions in Washington, D.C.

Sen. Tom Harkin (D-Iowa) addressed delegates on Monday, Sept. 11, in his second appearance before an IBEW Convention. His first address in 1991 followed his announcement that he would run for the Democratic presidential nomination.

Harkin took to the stage after a warm IBEW welcome. An unapologetic progressive, he criticized President Bush for fear-mongering, an election-year tactic the Republicans have used since 2002. "Did you hear?" Harkin asked. "Our nation is under attack—at least until Election Day.

"We believe in giving hope to all Americans and not just the privileged few, and that's what makes us the kind of people we are today,"

Harkin said. "It's the American dream that organized labor and the IBEW have always fought for."

Harkin accused the Republicans of providing favors for the ultraconservatives and tax breaks for the rich. Meanwhile, health care premiums for the rest of us have increased 70 percent, college tuition is up by 57 percent and home heating costs have increased 62 percent since 2001.

"Americans are working harder and longer and are more productive than they've ever been, and they're getting nowhere," Harkin said.

Harkin said he is pushing for working families—creating good jobs for Americans, a secure retirement and decent health care for all.

"This election is about reclaiming the ideals and values that made us proud to be American," Harkin said. ■

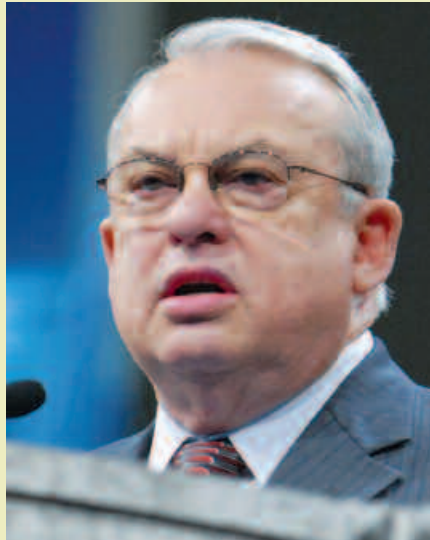
IBEW Ninth District. Both of them provided invaluable guidance, as well as friendship, and I thank each of you for all you have done for me and done for this Brotherhood.

When I took over as International Secretary-Treasurer in March 2005, the job was made easier because of the outstanding work of my predecessor, Jerry O'Connor. Jerry left things in such good shape that I was able to hit the ground running. He's another emeritus who deserves my thanks and thanks of the entire Brotherhood.

I can't say enough about one of the greatest leaders in IBEW history—Ed Hill. Ed has been my friend and colleague for many years, but you have to work with him on a daily basis to understand just how much he cares for this Brotherhood. How dedicated he is to the well-being of each and every member. He is tireless in his drive to make this union realize its full potential for greatness, and it is a great honor to serve with him.

There are some people who I work very closely with at the International Office every day, who have helped me tremendously and made my time in office a pleasure. Larry Neidig, the Senior Executive Assistant to the Inter-

national Officers, is as dedicated as they come and always there to get things done. Jim Combs, Executive Assistant to the Secretary-Treasurer, always helps keep the ship on a steady keel, as you expect from a Navy veteran. Nancy Cleary, Nancy thank you so much. She




**International Secretary-Treasurer
Jon F. Walters**

serves as chief secretary to Ed and myself, keeps everything moving along with patience and grace and is one special lady. Janice Boylan, another secretary in our office, is always cheerful and

helpful, no matter how grumpy the rest of us might get.

I also want to thank all of the assistants, directors and staff and employees of the I.O., including the district offices. We can do all the planning we want, but they are the ones who get it done. I especially want to thank the men and women on the Eighth District staff that were so supportive and dedicated during my years as International Vice President. I couldn't have asked for a finer bunch.

Last, but not least—in fact most important—I want to thank the brothers and sisters from the locals in the Eighth District, both the delegates here today and the members back home. They are the ones who gave me my first chance at a leadership position with the International, and you are very special to me. We did some great work together and we are going to do more in the years to come.

Finally, let me state to all of you my commitment to respect the confidence you have placed in me as your Secretary-Treasurer by moving this Brotherhood forward to the very best of my ability. Again, thank you from the bottom of my heart, and God bless all of you and the IBEW. 

AFL-CIO President Sweeney: Take Back America

Tenacity in the face of challenge and perseverance against labor's foes were the themes struck by AFL-CIO President John J. Sweeney in his Monday afternoon address.

"The entire AFL-CIO and all of our unions are ready to take back America together on Election Day," he said.


Sweeney noted the strong spirit of national unity that prevailed across the country immediately after the Sept. 11 attacks. "Our new spirit of national unity was crushed by the people who are running our country," he added.

"While publicly praising the work of first responders and our unions," Sweeney said, "our national leaders returned to their anti-working family agenda, slashing taxes for the wealthy, passing out no-bid labor agreements, trying to privatize Social Security and destroy the collective bargaining rights of hundreds of

thousands of federal employees."

Sweeney recalled that when Katrina smashed into the Gulf Coast, the federal government failed those who were devastated. The party in power in Washington "never took their eyes off their agenda," Sweeney said.

"And while the IBEW and the AFL-CIO were responding with food, clothing, shelter—and a \$1 billion rebuilding commitment from our Investment Trust Corporation—they were responding to their corporate co-conspirators, suspending prevailing wage standards ... doling out more no-bid contracts, importing nonunion contractors, and all the while dragging their feet" on getting relief to those most in need.

He challenged the delegates and members of the labor movement to exercise their power to turn the country around. 



**John Sweeney
AFL-CIO President**

Opening Day

AFTERNOON SESSION

(Continued from page 8)

Hill asserted that the 2004 construction business managers meeting in St. Charles, Ill., the development of the Code of Excellence and the “State of Our Union” message all played a part in generating a stream of reports across his desk showing that the IBEW is restoring its reputation on America’s work sites and organizing new members. He also cited the IBEW’s comprehensive campaign to rebuild the union’s presence in the fast-growing Florida market. “Florida has been the laboratory for a new way of operating and organizing and taking on

the challenges that we once thought were too tough,” said Hill.


Discussing the Brotherhood’s plan to hire up to 100 new organizers and set up new organizing councils, Hill said, “The idea is not to supplant local organizing, but to identify winnable targets—of which there are thousands—and go after them in a coherent, well-planned manner.”

Yet, despite the best efforts of local leaders, Hill said, the decline in the union’s membership has forced the union to dip into its financial reserves.

Explaining the proposed constitutional amendment to increase the per capita tax three times over the next five years, Hill asked, “Will we, the union that has led the way in organizing and excellence, lose our nerve now and risk losing emerging markets in the future?”

Organizing goes hand in hand with the need to mobilize politically, Hill said. “It will be up to us this year to make some of the right-wing zealots pack their bags, sneak out of town and go collect the reward that they have bought with their votes,” Hill said. “We must take back our share of political power in Canada and the United States.”

Closing his keynote to resounding applause, Hill said, “I see men and women of rare and extraordinary courage who have done and are going to do great things together in the future because we are the IBEW, and we will give no less than our finest and best effort every day of our lives.”

After an announcement reminding delegates of the time and place of their district caucuses, the afternoon session was adjourned. 

FACES FROM THE CONVENTION



International President Edwin D. Hill's Keynote Address

(Continued from page 11)

backsliding, not now, not after we've come this far. Most of us have been around long enough to remember the experiences when this union was wrought with complacency. It was the main factor behind our slide in the 1970s. If we allow complacency to set in again, brothers and sisters, it will destroy us. Complacency taught us some very hard lessons.

We've learned that good times sometimes only mask the need for us to confront some internal issues and some internal factors that were eating away at our very foundation. We found an acceptance of decline rather than a willingness to think differently and fight this decline in new ways, ways that you can think of, more so than myself. We found the resistance to organizing was still alive in all of our branches. In construction we saw that too many locals wanted to run things like they did in the old days, ignoring the changes that had affected the industry for decades.

In short, we found ourselves in the early 21st century with a union still geared to the mid-20th century. I'm here to say that complacency is not going to be permitted to take root in the IBEW again as long as I have anything to say about it.

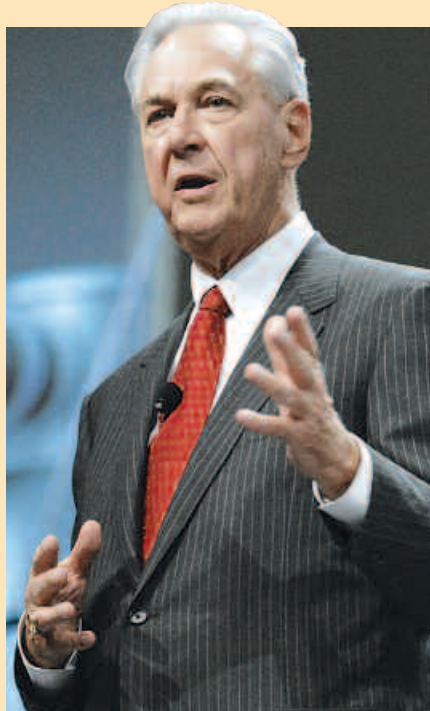
And believe me, when I tell you, I intend to have plenty to say.

We'll be pounding home the message that nothing less than a sustained commitment to excellence is acceptable. We're going to continue to preach, exhort, and do what it takes to build a positive attitude throughout this Brotherhood, not just the positive attitude on the jobs, but a belief in ourselves, that we can do anything we so desire and do anything to succeed.

The message in the "State of Our Union" video that I distributed last year is our watchword. The message is being tailored for other branches, and it will be distributed throughout our Brotherhood very soon. In order to keep the message

out there, we've started Hour Power. And I hope you visit it. I hope you go and look at what we're doing. Hour Power is a separate Web site. It's geared directly to our membership. Hour Power isn't a place to hear a sermon. You're hearing that now, I think.

It's about success stories. It's about information, information about your trade, and even some fun stuff, even some prizes and things. I had a guy come up



the other day and said he won 50 bucks on Hour Power. I said, "Geez, I didn't know we gave that." It's a place for members to catch some spirit, spirit of what's happening in this Brotherhood of ours; and it will continue, we'll expand it.

I want to make it clear that while we recognize the need to do things differently, we're not going to undermine our values that we've had for years. In my keynote address in 2001, I talked about the need to stand up to our NECA partners on the issue of right to reject.

We've been negotiating and arguing over this point for five years, and we still don't have an agreement. They haven't gotten off their position and still want "call by name," which would cut the legs right out from under our referral system. And I'm going to tell you, brothers and sisters, I'm not going to take this membership down that road.

We're going to keep at it. We're going to keep at it until we get it right. This is one piece of business we're going to do the old-fashioned way, through hard negotiating, hard bargaining. Partners disagree sometimes, but we'll never stop talking to our partners and never stop trying to work out our common ground and issues confronting our industry. The good will and the right spirit are there, and we will get this done.

We'll not get discouraged if new programs take time to develop as intended. Some people are born as good organizers and with the ability to organize. But great organizers take time to train, they take time to mold and put through the test of time of being on the front lines. And we'll not just be giving them intensive courses and then cutting them loose. Our organizers will receive organizing training, utilizing online courses as needed. We'll be there for them all the time.

We're in this for the long haul, brothers and sisters, and I mean we're in it for the long haul. We are serious and will not just train International organizers, we'll bring in new educational programs which are already in the pipeline to our locals.

In the past we focused on why we needed to organize. And I've often said that we've trained our people so often on why we need to organize, they ought to have a doctorate degree in it.

Now is the time to focus on how to organize and insist that it be done. And I called on our Vice Presidents—and they're with me, they're right behind us—to insist that this get done. As I said, organizing is a union-wide mission, and we will give some locals all the tools, and I mean more than just lip service. But they have to do their part. This I can guarantee: If we do things the right way and we have faith in ourselves, we will not only see results, brothers and sisters, we will succeed.

Let there also be no doubt that we're committed to growth in all the branches of our Brotherhood. Our reach into all facets of the electrical industry has been our strength. Our strength has grown from union density in all the electrical branches. While some unions have suffered tremendously when their core

(Continued on page 35)

Second Day



Reverend Andrew W. Jacob, Presbytery of the Western Reserve, representing 54 congregations in northeast Ohio, delivered the invocation to begin the Convention's second day. Welcoming delegates to the "gem of the north coast," Jacob said, of the IBEW, "... I did a little background reading. Turns out I know you. I know you because you are everywhere," installing cable television, supplying electrical power to homes, bringing the evening news, etc. "We pray that these hands would produce things that lead to prosperity. We pray that these minds would never stop dreaming of new ways to make our world better and more just for all."

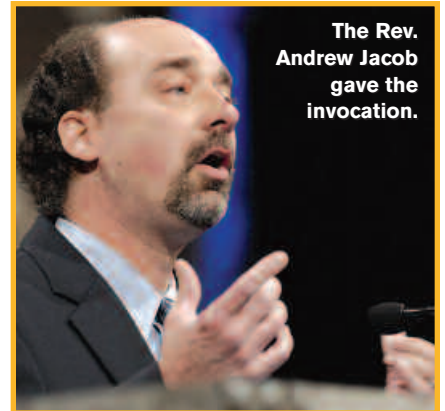
Following the invocation, the Credentials Committee gave an updated report, stating that 2,138 delegates representing 763 local unions had registered.

International Secretary-Treasurer Jon Walters reported on the results of the previous evening's caucus elections.

Delegates stood for a moment of silence to honor members who have passed away since the 36th International Convention. The deceased include International President Emeritus John J. Barry; Vice Presidents Paul Loughran, Andy Ripp, Norman Schwitalla, Tom Malone, Bernard "Buck" Williamson and International Executive Council member Herbert Fulton.

President Hill introduced Edward C. Sullivan, president of the Building and Construction Trades Department, AFL-CIO, calling him a "friend of the IBEW and a steady voice of reason and progress in difficult times." Sullivan praised the IBEW, the Hour Power Web site, the union's wind and solar energy initiatives and the Code of Excellence for putting IBEW on the "cutting edge" and being models for all construction unions throughout the building trades. He reported on current developments in the BCTD. (See page 20.)

Delegates greeted Lou Dobbs, anchor



The Rev. Andrew Jacob gave the invocation.

and managing editor of CNN's "Lou Dobbs Tonight," with loud applause after President Hill commended Dobbs for "opening the eyes of millions of Americans to the plight of workers who have seen their dreams die so hard. ..." The recipient of the IBEW's first "Voice of Working America Award," Dobbs fired up delegates, assailing economic policies that have enriched corporate America and devastated working families. (See page 21.) Following his remarks, delegates lined up behind microphones to ask questions and comment on his presentation. When Leundrius Arties, St. Louis Local 1, asked Dobbs what must be done to keep social issues from clouding the political thinking of Americans, Dobbs advised him to change the subject to "talk about the \$5 trillion trade deficit, or the fact that 48 million people in this country don't have health care. Talk about the fact that we can drop hundreds of billions of dollars

President Hill and Secretary-Treasurer Walters present CNN's Lou Dobbs with the "Voice of Working America" award.

into overseas adventures and nation building, but we can't spend a billion dollars to secure our ports and borders."

After a video pre-





President Hill outlines organizing plans.



Secretary-Treasurer's Report Committee Chairman John O'Rourke and Secretary Daniel Boulet endorse the per capita increase.

sentation showing the progress being made in building market share by the National Electrical Contractors Association and the IBEW working through the National Labor-Management Cooperation Committee, President Hill introduced E. Milner Irvin, III, NECA's president. With massive changes facing the electrical industry, Irvin told delegates that he recently produced a video called "Moving Out of the Comfort Zone" to encourage his fellow contractors to change the way they manage. The video, said Irvin, was "not an answer to President Hill's 'State of our Union' video, but a complement to it." Irvin encouraged delegates to learn from the IBEW/NECA Florida Initiative, which

has "contractors much more excited and energized than I've ever seen them in years." (See page 21.)

The IBEW is making a tremendous difference in the lives of vets returning from Iraq and Afghanistan by supporting the Helmets to Hardhats program, said the next speaker, retired Marine Corps Maj. Gen. Matthew Caulfield, the program's executive director. Caulfield brought tears to the eyes of delegates when he read an e-mail from a veteran who is in the second year of a four-year apprenticeship program. (See page 20.)

Prior to adjourning the morning session, President Hill called upon the International Secretary-Treasurer's Report

Committee to make its recommendation to the Convention. Chairman John O'Rourke, business manager of San Francisco Local 6, announced that the committee endorsed the IBEW's organizing mission and the Brotherhood's plan to hire up to 100 new organizers. To fund the initiative, O'Rourke moved that the body approve the committee's recommendation of increases in per capita fees of \$1.00 on January 1, 2007; \$1.00 on January 1, 2009; and a further increase of \$1.00 on January 1, 2011. After a second by committee Secretary Daniel Boulet, Ottawa, Ontario, Local 2228, delegates voted unanimously to support the Secretary-Treasurer's Report. ■

Second Day

AFTERNOON SESSION

Secretary-Treasurer Jon Walters opened the afternoon session with a detailed presentation on the financial status of the IBEW since the 36th Convention. The \$100,000 surplus that was forecast in San Francisco has turned into a \$28 million deficit in the operating budget due to several factors, including Sept. 11, stock market declines and the right-wing assault on unions, he said.

Establishing the need for the per capita increases, Walters said, "The choice is between the promise of a future growth and the certainty of continued decline." The "initial \$15 million investment will still result in a 2007 operating deficit of approximately \$11.2 million. However, in just one short year, the additional income from the proposed increase in revenue and the additional membership will allow the Brotherhood to operate in the black and begin to replenish our investment reserves."

In a detailed presentation, President Hill offered a series of PowerPoint slides explaining how IBEW organizing councils will be structured.

President Hill called Law Committee Chairman Mike Fitzgerald, Chicago Local 134, and Secretary John Marchell, New York Local 3, to the stage. After thanking his committee of 11 delegates, who represented all IVP Districts, Fitzgerald asked Marchell to read the committee's resolu-



Clockwise from above: Secretary-Treasurer Walters; Law Committee Chairman Mike Fitzgerald, left, and Secretary John Marchell present a committee recommendation; and President Hill welcomes Secretary Emeritus Jack Moore.



tion recommending a change in the IBEW Constitution to incorporate the per capita increases discussed earlier. Fitzgerald moved to accept the changes; Marchell seconded. President Hill called for discussion by delegates who had lined up at the microphones.

Delegate Frank Kuders of newly-formed Philadelphia Local 614 outlined his bargaining unit's successful 16-year

effort to organize Exelon/PECO (Philadelphia Electric Co.) and current plans to organize two nuclear plants. "Without the funds to support this organizing," said Kuders, "we would be totally lost." The per capita increase, he said, is not an additional burden, but "an investment in the International, an investment in our futures and the futures of our children and our grandchildren."


Delegate Barry Stevens, Toronto Local 353, said, "Having a low cap doesn't necessarily interest me. I'll pay whatever it takes ... to deliver to marginalized workers more worker rights, fair wages and a hope for their future. ..."

After further discussion from the floor, delegates unanimously approved the Law Committee's recommendation on per capita increases.

The next speaker was International Secretary Emeritus Jack F. Moore, who President Hill described as a legend. Explaining how he followed Moore into the International Secretary's position, Hill said, "Any one of us who doesn't have someone to lean on has a real problem, and I had Jack Moore." Hill recounted how, when Moore came to Washington for the funeral of President Emeritus Barry, he asked his predecessor what he missed about being an International Officer of the IBEW. "I miss being able to pick up the phone and get something done to help somebody," said Moore.

"If I have ever been shown real leadership, I have seen it at this Convention," Moore said. "There is no question that you have the best team, in my opinion, that's come down the pike during my period of time."

Calling on delegates to be politically active, Moore said, "We need to use both COPE money and our own sweat and blood in political races this year and in the presidential race of 2008, if we're going to build a better future." (See sidebar to the right).

The Convention adjourned at 3:55 p.m. 

IBEW PLAN TARGETS THE UNORGANIZED

IBEW International President Edwin D. Hill unveiled an ambitious organizing program that encompasses six industrial sectors represented by the union in North America. Coming down from the podium to talk among the delegates, Hill outlined the plan using a visual presentation projected on big screens around the hall.

The linchpin of the plan, he explained, is the development of multi-industry organizing councils based in specific regions, and the employment of a corps of skilled organizers. "This gives us the opportunity to pull together all the local unions in a particular area to work in this type of council," he said.


Demonstrating the vast potential for organizing within the IBEW's industrial sectors—utilities, telecommunications, broadcasting, government, manufacturing and railroads—Hill displayed several maps that pinpointed specific targets.

"We have thousands and thousands of potential targets," he said. "There are 5,000 nonunion telecom targets alone on

this map." These include nonunion companies in the cable TV, satellite and wireless telephone industries.

Also shown on maps were unorganized utility employers (mostly rural electric cooperatives), railroad maintenance employers, repair and equipment companies and manufacturing targets that produce wire, cable, lighting and signs.

Pointing to a map showing amalgamated and defunct locals, Hill said the IBEW has lost 572 locals since 1984 because of a lack of resources and desire to organize. "Because we lost those local unions, we've lost whole communities that thought about the trade union movement," Hill said. "If you're not around, they don't think about you. We need to get them back."

The organizing program will be funded by the International and directed by the Membership Development Department, headed by Buddy Satterfield, special assistant to the International President. 

IBEW Secretary Emeritus Jack F. Moore: Spirit of Brotherhood Alive and Well

"It warms the heart of an old warrior to stand here before you and receive the enthusiastic and fraternal welcome you just gave me," IBEW International Secretary Emeritus Jack F. Moore told Convention delegates on Tuesday, Sept. 12. "The spirit of brotherhood is alive and well here in Cleveland."

Moore congratulated delegates on re-electing IBEW President Ed Hill and International Secretary-Treasurer Jon Walters. "There's no question you have the best team that's come down the pike during my time," Moore said.


Paying tribute to past IBEW leaders, Moore also remembered his former teammate, the late International President Emeritus J. J. Barry, who died last year. "Jack's accomplishments are part of the rhythm of the IBEW's past, and I'm sure if he were here now, he'd tell us to ... concentrate on building up the drumbeat of the future," Moore said.

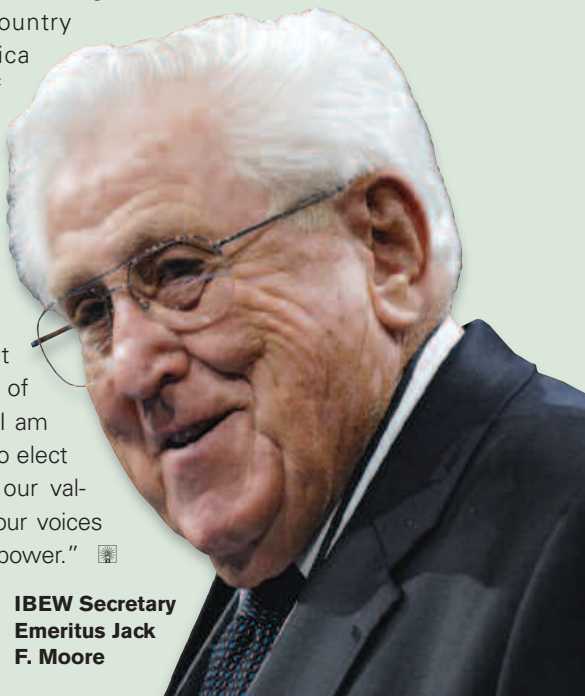
"It falls to every one of you to seize every opportunity to move the Brotherhood forward, make it grow, and adapt to the changes in all the industries we represent," he said. "Each of us has to have the courage to do our part."

Moore urged delegates to be politically active. "We need to use both COPE money and our own sweat and blood in politi-

cal races this year and in the presidential race of 2008, if we're going to build a better future," he said.

"George W. Bush and the Republican leadership in Congress are the worst I've ever seen," Moore said. "I lived through the Nixon years and the Reagan years and thought I had seen it all. But every day these characters find new ways to stick it to the working men and women of this country and drag America down in the eyes of the world."

"It has got to stop, and the November elections are the place where we must take the first shot at making it stop. ... I hope all of you are as mad as I am and will work hard to elect people who share our values and will make our voices heard in the halls of power." 



**IBEW Secretary
Emeritus Jack
F. Moore**



Marine Corps Maj. Gen. Matthew Caufield

Marine Corps Major General: Helmets to Hardhats Helps Returning Vets

The IBEW is making a tremendous difference in the lives of vets returning from Iraq and Afghanistan by supporting the Helmets to Hardhats program, Marine Corps Maj. Gen. Matthew Caufield told Convention delegates Tuesday, Sept. 12.

"What you are saying with this program is, 'we do care ... we want you ... we value you and your service to the nation ... and we will give you access to the best opportunity we have, the finest training and jobs with good pay and good benefits,'" said Gen. Caufield, director of the three-year-old program that matches veterans with jobs in the trades.

He called Helmets to Hardhats the most effective veterans' employment program in the history of the United States. It is a cooperative effort of the building trades, eight industry associations and 82,000 contractors. He thanked local IBEW leaders for considering the returning vets for their apprenticeship programs. "This is the best pool of workers you will find," he said. "You get young people who are eager to learn—drug-free, strong and able."

Caufield contrasted the program with the lack of job placement assistance of the federal government. "This group of veterans is the first group to have a higher unemployment rate—18.7 percent—than any other generation. The VA's response was 'Let's do a survey.' But the unionized work force is really doing something about it."

He read an e-mail from one veteran who is in the second year of a four-year apprenticeship program. "Before I heard about Helmets to Hardhats, I had no hope," Caufield read. "I have a wife and a 10-year-old daughter and had to take government assistance, instead of standing up like a man. Now I have a good job, good benefits. I owe everything I have to the Helmets to Hardhats program."

Caufield also pointed out that, with Helmets to Hardhats conducting regular events with governors across the country, the general public is hearing about the IBEW and other unions in ways that they had not previously.

"They're finding out that the IBEW is ahead of the pack," he said. "Maybe someday the rest of the country will catch up with you." ■



Building Trades President Edward Sullivan

Edward C. Sullivan: Promoting Union Building Trades

IBEW is unquestionably the drumbeat of the future in the construction industry and beyond, AFL-CIO Building and Construction Trades President Edward C. Sullivan told Convention delegates on Tuesday, Sept. 12.

Sullivan praised IBEW President Hill for his leadership during challenging times for the labor movement and the AFL-CIO. Hill "has been a uniting force in the building trades," Sullivan said, recognizing the IBEW's role in many successful initiatives.

The IBEW/Building Trades relationship with the Theodore Roosevelt Conservation Partnership "draws attention to the fact that many union members hunt and fish and enjoy the great outdoors," Sullivan said. "This fact is often forgotten at election time by our adversaries who want to divide us on hot-button issues."

With the "IBEW Hour Power Web site, the IBEW is leading the way on many fronts," Sullivan said. "From training centers in Puerto Rico, to solar energy and wind power projects, to satellite technology, the IBEW is on the cutting edge."

The IBEW Code of Excellence program promotes a positive perception of union workers, Sullivan noted, and "it provides a model for all construction unions." Additionally, a newly developed national multi-craft, drug-free workplace program also enhances union labor.

"Our fight to preserve Davis-Bacon protections is always a priority," Sullivan said. "In the wake of Hurricane Katrina, President Bush took away critical wage protections from struggling Gulf state workers. We fought back hard until it was restored."

The building trades and the IBEW are "working together in the Gulf states on a work force development project to help address our industry's critical need for skilled workers," Sullivan noted. "We partnered with the AFL-CIO Housing and Building Investment Trust on initiative to help rebuild the New Orleans area."

"We have worked tirelessly" for pension reform, Sullivan said. He cited recent legislation signed into law that will help protect the retirement security of more than 9.7 million workers participating in multi-employer plans. ■

Lou Dobbs Fires Up Convention

Proclaiming pride in being called a “protectionist” and a “populist” by corporate America, TV anchor Lou Dobbs, the first recipient of IBEW’s *Voice of Working America Award*, fired up the Cleveland Convention Center, turning his speech into a town meeting that put IBEW delegates on their feet cheering and lined up at microphones.

After his welcome by President Edwin D. Hill, who praised Dobbs for “opening the eyes of millions of Americans,” Dobbs, the anchor and managing editor of CNN’s “Lou Dobbs Tonight,” ripped into a critique of the U.S. political, corporate and media elites.

Our Constitution begins with the words, “We, the people,” said Dobbs, “not we the elitists, we the corporatists, we the free-trade-at-any-price. ... Democracy is fundamentally about us, the people.”

The United States has contributed nearly 80 percent of the total wealth created around the world over the course of the last 30 years, he added. Yet, during that same period, real earnings have been stagnant, and manufacturing wages have actually declined. “Now [we are called protectionists] for suggesting that it is unfair, that it is madness to destroy an industrial base ... that was the world’s envy,” said Dobbs.

Expressing anger at President Bush’s contention that immigrants are taking jobs that Americans don’t want, Dobbs said, “This president can’t finish a sentence. Americans don’t want jobs that pay slave wages.”

After the conclusion of Dobbs’ Tuesday, Sept. 12 address, President Hill encouraged delegates to take the microphone. Leundrius Arties, St. Louis Local 1, asked Dobbs how to keep social issues from clouding the political thinking of Americans.

Dobbs suggested talking about the \$5 trillion trade deficit, or the fact that 48 million people in this country don’t have health care. “Talk about the fact that we can drop hundreds of billions of dollars into overseas adventures and nation building, but we can’t spend a billion dollars to secure our ports and borders.”

Mike Verbout, Tucson, Ariz., Local 570, asked Dobbs what he would think about providing tax breaks to companies that would bring manufacturing back to the United States.

“How about this—a company that off-shores American production, exports American jobs, and then exports back those goods and services to this country, how about we tax the bloody hell out of them?” he said.

Saying that he was tired of people simply “discussing the socio-political economic situation,” Dobbs drew thundering applause when he shouted, “No. Raise some hell. Give a damn. And don’t be embarrassed to be a little passionate...If we’re honest with one another and demand the truth, you and I will have a great deal to be proud of and we’ll assure our children a bright future.”

A full text of Dobbs’ remarks is available at www.ibew.org.



TV anchor Lou Dobbs

NECA President: Flexibility Helping to Grow Union

National Electrical Contractors Association President E. Milner Irvin has tried the new way of doing business under the IBEW’s Florida Initiative, and he’s a believer.

“We are working in sectors of the market that we haven’t been in for years,” Irvin told IBEW Convention delegates on Tuesday, Sept. 12. “We are working for customers that haven’t talked to us for years. And we are organizing and keeping competent workers from the nonunion for the first time in years.”

The new construction wireman and construction electrician classifications are responsible in part for helping create and preserve jobs for hundreds of IBEW members, while bringing hundreds of lower skilled workers into the IBEW ranks.

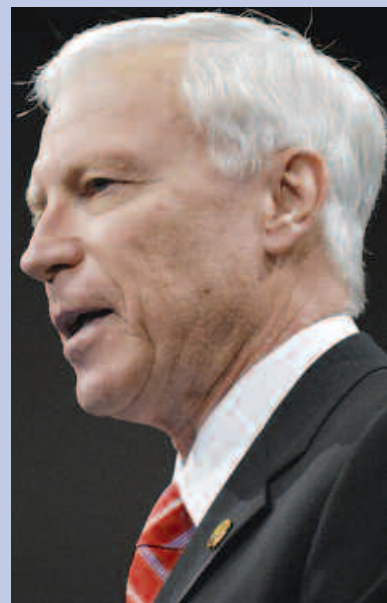
Irvin, who also serves as president of Riverside Electric Co. in Miami, an IBEW signatory contrac-

tor since 1949, talked about his experience with the new classifications.

“The key to the success of the Florida Initiative is that it provides contractors with the flexibility we need to meet the customers’ demands, without slashing the wages and benefits of ‘A’ members,” he said. “The construction wireman classification provides a way to build a composite work force that matches the skills and costs to the job so that we can get the work from the nonunion.”

By many measurements, the Florida Initiative is working. The number of journeyman wiremen employed is up. The number of IBEW workers of all classifications in Florida is up.

“IBEW contractors are more excited and energized than I have seen them in years,” Irvin said. “And the best part is, we are just getting started. We are building the market and our market share, and there is plenty of room to grow.”



NECA President E. Milner Irvin

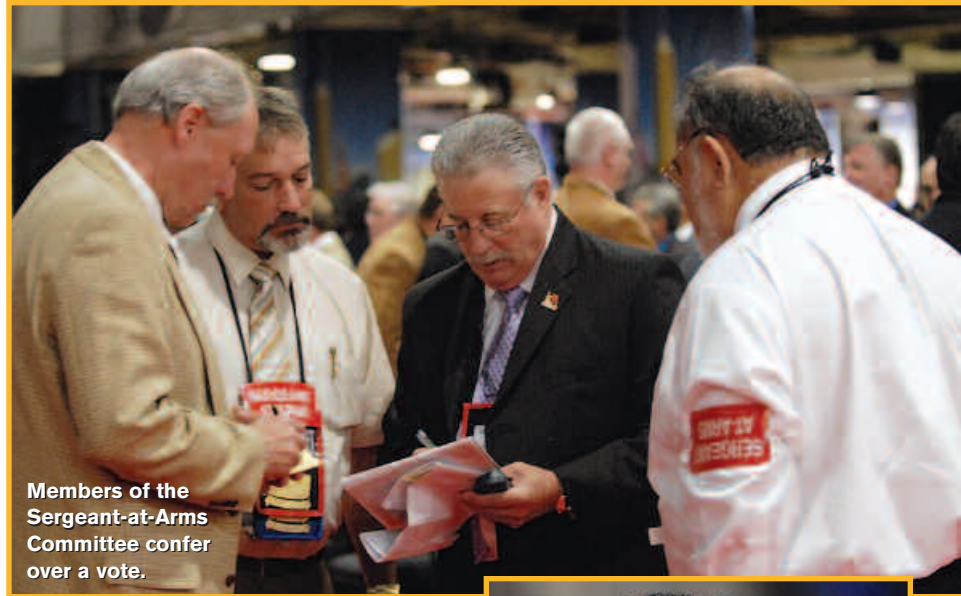
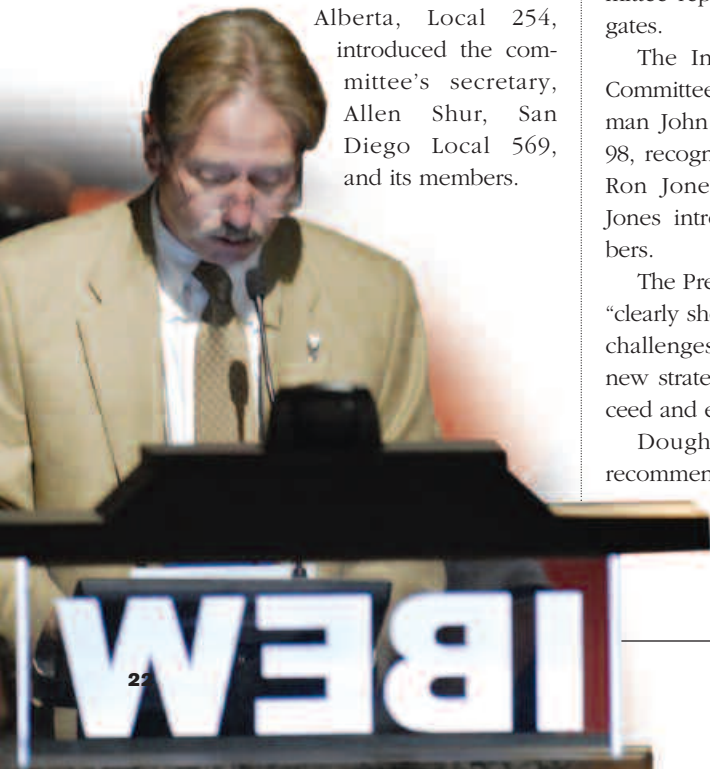


Third Day

President Hill opened the third day of the Convention by thanking the local unions of the Fourth District for hosting the prior evening's hospitality event. He then introduced Rev. Mylion Waite, associate pastor of Cleveland's Antioch Baptist Church, to deliver the invocation.

"Today we're concerned about the battles that stand before us: working to keep unions alive, working to make sure that we have health care, that people are paid a livable wage," said Rev. Waite. "God, we can't do this alone. We can't rise high while others remain low."

Following the invocation, President Hill called the Finance Committee to the stage. Chairperson John Briegel, Calgary, Alberta, Local 254, introduced the committee's secretary, Allen Shur, San Diego Local 569, and its members.



Members of the Sergeant-at-Arms Committee confer over a vote.

The committee reported on costs for the 37th International Convention. Transportation and delegate expenses total \$4.3 million. The combination of payments to delegates and the costs of rents and other services are expected to total between \$13 and \$15 million. The committee report was approved by the delegates.

The International President's Report Committee was called to the stage. Chairman John Dougherty, Philadelphia Local 98, recognized the committee's secretary, Ron Jones, Medford, Ore., Local 659. Jones introduced the committee's members.

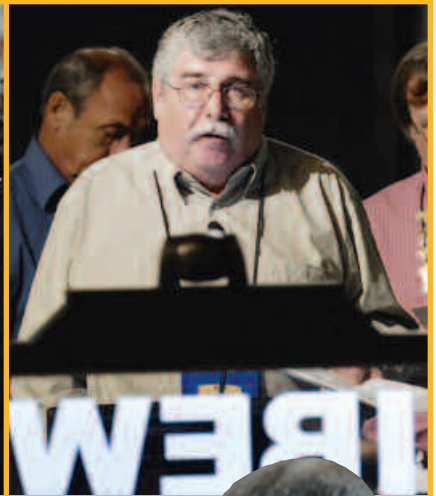
The President's Report, said Dougherty, "clearly shows that we have met all of our challenges head on, and have devised new strategies and tactics to help us succeed and excel in the future."

Dougherty moved the committee's recommendation to adopt the President's Report. Jones seconded. The Convention unanimously adopted the report.



The Rev. Mylion Waite delivers a stirring invocation.

Introducing the next Convention speaker, International Secretary-Treasurer Emeritus Jerry J. O'Connor, President Hill said, "In every leadership post he's held, Jerry's served admirably with great skill and dedication." Hill praised O'Connor's work on the Project Millennium real estate initiative, Multi-Regional Health Care Plan, the ERTS Reciprocity System and Sav-Rx prescription drug plan.

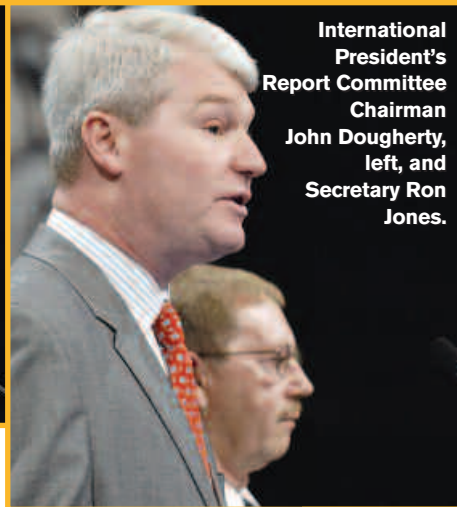


The Finance Committee report by Chairman John Briegel, left, and Secretary Allen Shur was approved by delegates.

“There’s nothing Jerry O’Connor wouldn’t do to help out a union brother or union sister,” said Hill.

O’Connor praised the leadership of President Hill and Secretary-Treasurer Walters for keeping the IBEW “vital and potent,” before he launched into an impassioned plea for members to engage in November’s elections (see page XX). “George W. Bush has two years left. He can do more damage in two years than you can possibly imagine,” said O’Connor, asking delegates to stop the right wing “in their tracks.”

After thanking O’Connor for his remarks, President Hill gave a brief update on the IBEW’s plans to establish a group to conduct first contract negotiations and assist local unions once a workplace is organized in manufacturing, utilities and the professional and

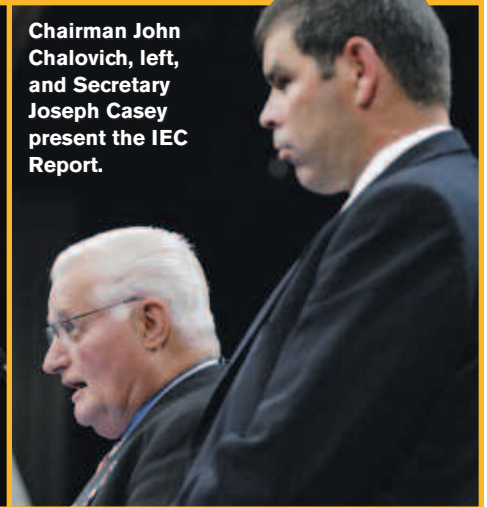


International President’s Report Committee Chairman John Dougherty, left, and Secretary Ron Jones.

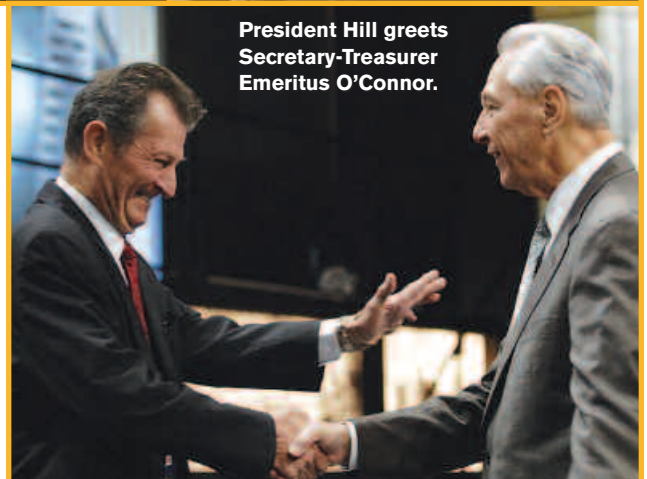
industrial branches.

President Hill called the International Executive Council Report Committee to the stage, led by Chairman John Chalovich, Pittsburgh Local 5, and Secretary Joseph Casey, Dover, N.H., Local 490. Chalovich said, “We wish to commend the IEC on its diligent discharge of its duties on behalf of the membership of the IBEW.” The committee’s report was ratified by delegates.

The Law Committee was recalled to the podium. Chairman Fitzgerald moved, and Secretary Marchell seconded a motion to amend Article II, Section 9, of



Chairman John Chalovich, left, and Secretary Joseph Casey present the IEC Report.



President Hill greets Secretary-Treasurer Emeritus O’Connor.

the IBEW Constitution regarding delegate expenses to Conventions. The proposed change was to increase the expense allowance for delegates to a flat payment of \$2,000, which would also cover trans-

(Continued on next page)

Third Day

MORNING SESSION

(Continued from page 23)

portation costs. Currently, IBEW provides a \$1,000 payment for expenses and reimburses delegates for transportation costs at 90 cents a mile, "one way, by the shortest route."

The proposed amendment, submitted by President Hill and Secretary-Treasurer Walters, was based on a finding that expenses incurred for sleeping and living expenses at conventions generally exceeds the cost of transportation.

The committee's proposal sparked a vigorous debate. Carol De Albero, New York Local 3, spoke in favor of the committee's motion, agreeing that the change would make it more affordable for smaller locals to attend future Conventions and allow them the same representation enjoyed by larger locals.

Robert Clarke, St. John's, Newfoundland, Local 1615, opposed the motion. "I

come from an island where transportation costs are escalating," Clarke said, adding that the constitutional change would reduce the ability of far-flung Canadian and U.S. locals to "afford to attend these privileged meetings every five years."

A motion from the floor to amend the committee's recommendation to increase delegate expenses to \$4,000 was ruled out of order because it was not submitted in timely fashion.

Gerald Yuh, Honolulu Local 1186, spoke in favor of the committee's motion, despite the fact that the amendment would "impact the Hawaii delegation much stronger than many others."

After the question was called for from the floor, the Law Committee's recommendation on delegate expenses was defeated on a voice vote. The current language stands.

The committee then presented an



amendment to the IBEW Constitution regarding the selection of delegates to other labor conventions. Since, in the past, there was no uniform method to select such delegates, the recommenda-

Secretary-Treasurer Emeritus Jerry O'Connor: 'Stop Them in Their Tracks' in November

Thanking delegates for electing a leadership team that is "second to none in IBEW history," Secretary-Treasurer Emeritus Jerry O'Connor delivered a stirring call for labor to reject the right-wing Congress in November.

Expressing his disgust at a *Chicago Tribune* Labor Day editorial suggesting that unions are insignificant because density has dropped to 12 percent, O'Connor said, "We are not insignificant. We are vital and potent and we will grow."

With characteristic wit, O'Connor conducted a history lesson of IBEW's experience with presidential administrations back to Richard M. Nixon. "We told you so," said O'Connor, recounting warnings that Nixon was anti-labor and would "start the ball rolling downhill."

Ronald Reagan proved that "you can fire countless people. He proved that you could

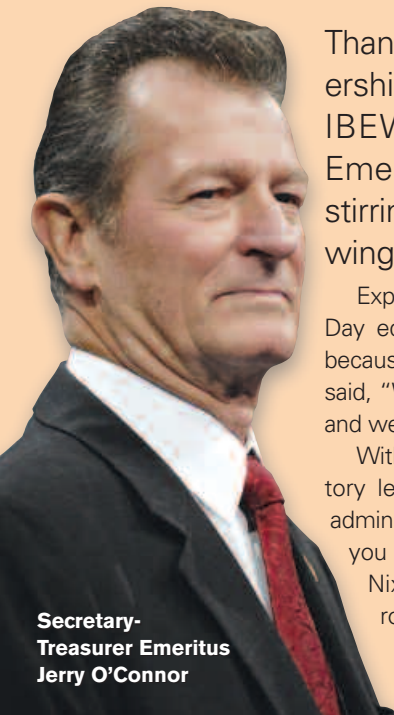
replace them permanently and people would say, 'He's doing his job.'"

Bill Clinton, said O'Connor, will go down as one of our greatest presidents. But he made "one terrible, terrible unforgivable mistake: NAFTA."

George W. Bush has "continued and reinforced Reagan's hurt," said O'Connor. He is doing it all under the radar, by "starving the institutions that were created to help workers."

"Now, brothers and sisters, he's got two years left. He can do more damage in those two years than you can possibly imagine," said O'Connor, as delegates nodded in agreement. "Are we going to elect these right-wing nuts so that they can hurt us more than Reagan, or are we going to elect a Congress that will stop them in their tracks?"

After reciting a quote from legendary railroad labor leader Eugene Debs, O'Connor drew a standing ovation by asking delegates to make a promise to "annihilate these bastards and then organize their pallbearers."



Secretary-Treasurer Emeritus Jerry O'Connor



tion provided for the International President to nominate them, subject to approval by Convention delegates.

Delegate Dwayne Lawlor, Denver

Local 111, rose in favor of the motion. Delegate Phil Farrelly, San Francisco Local 6, opposed the change. "The Law Committee has reported previous conventions

constitutional changes regarding trusteeships, traveling cards, the collection of assessments and the reporting of injuries, illnesses and fatalities. ■

have found the flexibility to allow the International President to submit names when desired, while still preserving the right of districts to nominate delegates when they so desire," said Farrelly.

After an inconclusive voice vote, President Hill called for a showing of hands. He told delegates that the Law Committee's recommendation would not bar nominations from the floor. The showing of hands was 1,225 in favor and 646 against the Law Committee's motion.

Before the Law Committee was dismissed by President Hill, delegates approved four additional

C O N V E N T I O N S P E A K E R S

UFCW Chief Vows Solidarity

Health Care Fight Critical, Hansen Says

A Change to Win Federation leader promised that his union, the million-member United Food and Commercial Workers, would stand shoulder to shoulder with the IBEW in the fight for working families, particularly in politics and the campaign to guarantee health care benefits for everyone.

"If we look at the condition of workers today, we see real fear about health care—fear that they could lose health care, or fear because of the rising costs of health care," said UFCW President Joseph T. Hansen in his address to IBEW Convention delegates. "With more than 46 million Americans without health care, it's time for a change, and the labor movement can lead that change."

Hansen insisted that the split in the labor movement that occurred last year, with the UFCW joining an exodus of unions out of the AFL-CIO, would not prevent unions from working together, particularly in politics. The UFCW is part of the new federation, Change to Win.

"Unions may have our differences, but we remain united in our goals. We are still one movement. We will confront our challenges

together, and we will prevail," he said.

Hansen pointed to a UFCW survey showing that 8 out of 10 union and nonunion workers under 30 "believed they would be better off in a union. There is a greater need for unions today than at any time in the past 60 years," he said.

As the only labor member of the Citizen's Health Care Working Group, Hansen has a unique view of the health care crisis, having collected information from over 16 months of public hearings. "The public is demanding reform," he said. "The U.S. health care system only works for the wealthy. It doesn't work for most Americans."

Hansen said the UFCW survey showed overwhelming support for this statement: "We can't just rely on our market system to reinforce health care. We need to change the system."

The change should start with the leadership in the House and Senate "because they have betrayed us," Hansen said. "For most Americans, there are no red states or blue states. There is only a state of concern about the problems they face today." ■



Joseph T. Hansen
UFCW President

Third Day

AFTERNOON SESSION

After delegates returned from the lunch recess, President Hill introduced Dan Hesse, chairman and CEO of Embarq, a new telecommunications firm which emerged from Sprint Nextel. Speaking of the turbulent changes in the telecommunications industry, Hill said, "Almost without exception, employers have seized these opportunities and [changes] to weaken our union density." Hesse, however, is one of those corporate leaders "who reach out to the unions in the midst of change."

Hesse summarized the growing joint programs between Embarq, the CWA and IBEW. "We're at a fork in the road," he said. "We can fight each other as we have in the past, or choose the fork that joins forces and uses our collective energies fighting the enemy instead." (See page 27.)

Vincent McElroen, New York Local 3, rose on a point of personal privilege following Hesse's remarks. He asked delegates to join him in saluting the contributions of the Van Arsdale family to Local 3 and the IBEW. Thomas Van Arsdale, Local 3 business manager, has served as an officer and official of his local for over 50 years and as IBEW International Treasurer. His father, Harry Van Arsdale, Jr., who served Local 3 from 1932 to 1968, was a legendary IBEW leader who was elected as business manager, IEC member and International Treasurer. He was the subject of the book "Labor's Champion," by Gene Ruffini. Harry Van Arsdale, Sr. was an active member of Local 3.

Delegate Nick Citta, Downers Grove, Ill., Local 15, rose to inform the body that two members of his local were involved in an explosion and fire at the Will County



Fossil Generating Station in Romeoville, Ill. He asked delegates to keep William Wells and John Petrussek in their prayers.

Introducing the Convention's next speaker, Joe Hansen, president of the United Food and Commercial Workers, an affiliate of the Change to Win Coalition, President Hill said, "Despite differences among our labor organizations, we have far more that unites us than divides us...We are finding ways to work together." Hill said, "Joe Hansen has not flinched in the face of rampant corporate reorganizations and momentous changes in the demographic base of his union."

"I believe we are on the brink of one of the greatest periods of growth in the

labor movement," said Hansen, who focused on the dire state of the U.S. health care system. "In working America, there are no red states or blue states," said Hansen. "There is only a state of concern about the well-being of our families and the future for our children." (See page 25.)

President Hill opened the floor for nominations and the election of District Vice Presidents and IEC members. (See page 28.) Delegates to several other conventions were nominated and elected.

Mike MacDonald, Halifax, Nova Scotia, Local 1928 and Ron Stecy, Winnipeg, Manitoba, Local 2085, were elected to represent IBEW on the Canadian Labour Council and at its next convention.

Mario Ciardelli, Columbus, Ohio, Local 683, and Michael Byrd, Denver Local 111, were elected to attend the AFL-CIO Convention.

Jack Heyer, Green Bay, Wis., Local 158, was elected to attend the AFL-CIO Maritime Trades Department Convention.

IBEW will be represented by Jim Couch, Pascagoula, Miss., Local 733, and Gerald Yuh, Honolulu Local 1186, at the AFL-CIO Metal Trades Department Convention.

John O'Rourke, San Francisco Local 6 and Michael Monahan, Boston Local 103 will attend the Building and Construction Trades Department Convention as IBEW delegates.

Brian Heins, Coralville, Iowa, Local 1634 will attend the Union Label Convention.

"The IBEW and the building trades are proud of our affiliation with the Theodore Roosevelt Conservation Partnership," said President Hill, introducing the next speaker, TRCP's vice president of partner and affiliated programs and corporate relations, Fred Myers.

Myers thanked the IBEW for being one of the sponsors of "Life in the Open" on the Outdoor Life Network. Following Myers' remarks (see page 27), a drawing was held for a deer rifle and shotgun to benefit TRCP. Charles Wait, Phoenix Local 266, won the shotgun. Bill Koehler, Joliet, Ill., Local 176, won the deer rifle. ■

Conservation Partnership Takes Center Stage

Convention delegates got a close look at the Theodore Roosevelt Conservation Partnership, a leading umbrella organization of 9 million members whose mission is to protect the natural habitat of wildlife, conserve natural resources and guarantee sports enthusiasts a place to hunt and fish.

TRCP Vice President Fred Myers Jr., thanked the IBEW and the Building Trades for support of the TRCP and for sponsorship of the TRCP's popular television program, "Life in the Open," shown on the Outdoor Life Network.

"We also thank the IBEW for working tirelessly to get the TRCP message out to its members," Myers said.



Delegates Charles Wait, left, and Bill Koehler, right, won TRCP rifle raffle.

Following Myers' address, a drawing was held for a deer rifle and a shotgun. Phoenix Local 266 delegate Charles Wait won the shotgun and Joliet, Ill., Local 176 delegate Bill Koehler won the deer rifle.

C O N V E N T I O N S P E A K E R S

Embarq Chairman: Joint Programs Boost Competitiveness

Dan Hesse, chairman and CEO of Embarq Corp., a new telecommunications venture, delivered an upbeat Convention presentation, celebrating the positive impact of joint programs with the IBEW on the firm's bottom line.

Embarq, which separated from Sprint Nextel in 2006, employs approximately 3,200 IBEW employees and an equal number from Communications Workers of America. The vast majority are technicians. Embarq provides service to more than 7 million access lines across 18 states, from Washington to Florida. Expected annual revenues are \$6 billion.

"The future of the IBEW and the future of Embarq are intertwined," said Hesse, who initiated meetings with the IBEW and CWA when the venture formed.

While working to provide unprecedented integration between landline and wireless products, Hesse acknowledged that cable competitors have grown significantly, with a 23 percent increase in their overall number of employees from 1998 to 2003. Only 13 percent of cable's total technician population is union-represented, said Hesse, with even fewer in wireless. "We share a common problem," he noted.

"Our new culture, with a focus on competitiveness, feistiness and innovation, is engaging

our employees like never before," Hesse said.

The company and the unions agreed to form a joint committee comprising senior officers of both unions, Embarq's customer relations team and vice presidents responsible for network and customer service. All participants are trained by the Federal Mediation and Conciliation Service.

The company has deployed powerful laptop computers to help technicians improve their performance. Productivity studies have reduced driving time, improving customer service. Employees have submitted hundreds of new product ideas. Embarq rewards technicians for referring customers to sales staff; the program is generating 2,500 referral sales each month.

Embarq, IBEW and CWA agreed to apply an incentive program, previously reserved for exempt employees, to bargaining unit members. Every employee, up to the CEO, is paid on the same company operating metrics. "We believe that all our people need to understand our key annual enterprise-wide financial and operating objectives," he said.

"We're at a fork in the road," Hesse said. "We can fight each other as we have in the past, or we can choose the fork that joins forces and uses our collective energies fighting the enemy instead," he concluded.



Dan Hesse, Chairman and CEO Embarq Corp.

Third Day Convention Ratifies Caucus

AFTERNOON SESSION

The Convention formally ratified on Wednesday the election of International Vice Presidents and International Executive Committee members chosen Monday night in their district caucuses. Under the IBEW Constitution, candidates for these offices are selected in these meetings by secret ballot on the basis of one local, one vote. The successful candidates are formally placed in nomination before the full Convention; the candidates accept the nomination and the Convention

then officially ratifies the action of the caucuses.

After the nominations, with the Convention's approval, International Secretary-Treasurer Walters casts a unanimous ballot for all 11 of the International Vice Presidents, the eight members of the International Executive Council and the delegates to the various labor conventions.

The following are excerpts from the nominating speeches and the acceptance remarks of the winning candidates.

FIRST DISTRICT VICE PRESIDENT



Nominator
John Briegel, Local 254

John Briegel, Local 254, Calgary, Alberta: I have never witnessed a more positive change than under Phil's leadership and even more than that, I have never witnessed such a desire from any person to make positive change to the IBEW in Canada more than Phil Flemming.



Vice President
Phillip Flemming

Vice President Phillip Flemming: I won't let you down, and you all know we have lots of work to do. Because of that hard work and dedication [of local unions in the First District] we have increased our membership in the last few years, and I know that will continue to happen.

SECOND DISTRICT VICE PRESIDENT



Nominator
Peter Carroll, Local 488

Peter Carroll, Local 488, Bridgeport, Connecticut: Frank is someone who will do what is best for the IBEW and as his brother (in more ways than one) I have every confidence in him. It is with the unanimous support of the Second District delegates and with great pride that I place the name of Frank J. Carroll, Jr. in nomination.



Vice President
Frank J. Carroll, Jr.

Vice President Frank J. Carroll, Jr.: I thank the delegates of the Second District for this wonderful, wonderful honor you've given me again. I will do everything in my power to make all of you proud. God bless the greatest labor organization in the world, the IBEW.

Choices for IVPs and IEC Members

T H I R D D I S T R I C T V I C E P R E S I D E N T



Nominator
Mel Fishburn, Local 743

Mel Fishburn, Local 743, Reading, Pennsylvania: I present to you a man who understands and knows firsthand the struggles and hardships that face each of us and who works tirelessly to lead us and guide us through these tough times. I ask that you offer your unanimous concurrence in support of the Third District Caucus selection of our Vice President, Donald C. Siegel.



Vice President
Donald C. Siegel

Vice President Donald C. Siegel: Four-and-a-half years ago President Hill recommended to the IEC my appointment as Vice President to succeed Larry Rossa, and the IEC confirmed that recommendation. For that I am deeply appreciative. It was an honor then, and at the time it was the biggest honor of my life. That honor was trumped by the unanimous support of the Third District delegates to this Convention.

F O U R T H D I S T R I C T V I C E P R E S I D E N T



Nominator
Frank Cloud, Local 648

Frank Cloud, Local 648, Hamilton, Ohio: Vice President Witte's dedication, experience and leadership have contributed significantly to the improvement, innovations and outlook so characteristic of local union leadership in the district. It is with great pride and the unanimous support of the delegates that I place the name of Paul J. Witte in nomination for Vice President.



Vice President
Paul J. Witte

Vice President Paul J. Witte: The first Convention I attended was 1966. I can tell you that this is as fine a Convention as I have attended. In November, I will have 40 years serving the Brotherhood. I think I've tried to add something to this organization every day. Thank you so much for the confidence you have bestowed upon me.

F I F T H D I S T R I C T V I C E P R E S I D E N T



Nominator
Don Clark, Local 1211

Don Clark, Local 1211, Gulfport, Mississippi: Joe Davis believes in the Fifth District, and he will lead us in a direction that will grow the IBEW and the Fifth District. I love the IBEW and I love the Fifth District, so it does my heart good to place into nomination my brother and the next Vice President of the Fifth District, Joe S. Davis.



Vice President
Joseph S. Davis

Vice President Joseph S. Davis: I am in full support of President Hill and Secretary-Treasurer Walters and their programs. I proudly support their leadership and the direction they're carrying this great union...I will work and I will do my very best to make a good Vice President for the Fifth District.

SIXTH DISTRICT VICE PRESIDENT



Nominator
Tom O'Donnell, Local 481

Tom O'Donnell, Local 481, Indianapolis, Indiana: It's an honor for me to stand here today to nominate my past business manager and my good friend in nomination to continue to serve as Vice President of the Sixth District.



Vice President
Joseph F. Lohman

Vice President Joseph F. Lohman: The events of this week have made me as proud as I've ever been in my life, not a personal pride, but one in our great organization. However, I take greater pride in being part of a much larger team, all of you and every member of the IBEW. There is no burden that we can't carry or obstacle that we can't overcome.

SEVENTH DISTRICT VICE PRESIDENT



Nominator
Randy Albin, Local 2286

Randy Albin, Local 2286, Beaumont, Texas: Brother Gardner is an educator, a planner, a strategist, a leader and a tireless fighter for the working people. He's one of the most dedicated and effective union leaders that I've ever known. I take great honor in nominating this great international union brother, Jonathan Gardner.



Jonathan B. Gardner

Jonathan B. Gardner: I'm reminded of a comment by Teddy Roosevelt, who is one of only two Republicans I've ever quoted. But what he said is, "We are face to face with our destiny and we must meet it with a high, resolute courage, for ours is a life of action, of strenuous duty. Let us run the risk of wearing out rather than rusting out."

EIGHTH DISTRICT VICE PRESIDENT



Nominator
Bob Bodell, Local 449

Bob Bodell, Local 449, Pocatello, Idaho: Ted has worked tirelessly for the Brotherhood for the last 36 years. His ability to listen without prejudice and draw conclusions from his constituency has elevated the moral and economic condition of our rank-and-file membership.



Vice President
Ted C. Jensen

Vice President Ted C. Jensen: I have already expressed personal thanks to family, staff and my district, so may I simply say we live in an exciting time and stand at the crossroads of the labor movement. In this room is strength to lift, character to change, wisdom to lead and the hands to work. Let's laugh at our mistakes and missteps. Let's focus on what we can do to leave a better Brotherhood than we found it.

s for International Vice Presidents

N I N T H D I S T R I C T V I C E P R E S I D E N T



Nominator
Hank Lewis, Local 639

Hank Lewis, Local 639, San Luis Obispo, California: It's my honor to nominate for Vice President from the Ninth District a man whose past is crowded with honor, whose progressive leadership has forged a united and growing Ninth District and who's truly among the best and brightest in our great union. The unanimous choice of the Ninth District is Michael S. Mowrey.



Vice President
Michael S. Mowrey

Vice President Michael S. Mowrey: I am so humbled and honored to be a part of the labor movement and the Ninth District. And if you were in the caucus of the Ninth District, you know what unity we have; and I'm sure we have a bright future for the IBEW.

T E N T H D I S T R I C T V I C E P R E S I D E N T



Nominator
Dale McCoy, Local 386

Dale McCoy, Local 386, Texarkana, Arkansas: President Hill, Secretary-Treasurer Walters, officers, delegates and guests of this great Convention, it is with great pride and honor that I place into nomination for the office of Tenth District Vice President my friend and a proven leader, Brother Robert P. Klein.



Vice President
Robert P. Klein

Vice President Robert P. Klein: We've struggled some in the Tenth District recently, and I know that we have many challenges ahead of us and hurdles to get over. But we're a district—perhaps small in size, but we've got big hearts and we've got great determination. And I know that through it all, we'll be successful and together, we will overcome the challenges. God bless you.

E L E V E N T H D I S T R I C T V I C E P R E S I D E N T



Nominator
Mike Datillo, Local 1455

Mike Datillo, Local 1455, St. Louis, Missouri: It is an honor and privilege for me to place in nomination the name of a second-generation member who has served the Brotherhood for 37 years, our friend and brother, Lindell K. Lee, the unanimous choice of the Eleventh District.



Vice President
Lindell K. Lee

Vice President Lindell K. Lee: I want to thank the Eleventh District delegates for their encouragement and confidence over the past year and for their confidence in selecting me to serve our district for the next five years. This is a great honor for me. I am excited and optimistic about the future. ☒

FIRST DISTRICT IEC MEMBER



Nominator
John Maraia, Local 363

John Maraia, Local 363, New City, New York: It is an honor for me to rise at this 37th Convention of the IBEW to put the name of Joseph Calabro, business manager of Local 1158, Clifton, New Jersey, in nomination for the First District of the International Executive Council.



IEC Member
Joseph P. Calabro

IEC Member Joseph P. Calabro: Brothers and sisters of the First District IEC, I commit to you selfless dedication, and I thank you for giving me the honor to serve you for the next five years. I promise I will give you my all.

SECOND DISTRICT IEC MEMBER



Nominator
Bob Morrison, Local 2222

Bob Morrison, Local 2222, Boston, Massachusetts: Myles Calvey's willingness to take on the most difficult issues and work tirelessly until they are resolved benefit the Second District and all of the Brotherhood.



IEC Member
Myles J. Calvey

IEC Member Myles J. Calvey: President Kennedy once said, "To whom much is given, much is expected." I understand the responsibility of this leadership position and every one of you has a right to expect much from me. I accept the nomination for the IEC for the Second District.

THIRD DISTRICT IEC MEMBER



Nominator
Dave Moran, Local 306

Dave Moran, Local 306, Akron, Ohio: I know, as well as many of you know, how committed Sam is to our great union. It is with great pride that I place by unanimous consent the name of my brother, my friend, Salvatore J. Chilia.



IEC Member
Salvatore J. "Sam" Chilia

IEC Member Salvatore J. "Sam" Chilia: I want to make a promise to all of the locals from the Third IEC District and every other delegate in this hall today and your membership. I promise to continue to work with the IBEW team of International Officers to grow this great organization.

s for International Executive Council Members

F O U R T H D I S T R I C T I E C M E M B E R



Nominator
Larry Farmer, Local 558

Larry Farmer, Local 558, Sheffield, Alabama: I come before you to place in nomination a true trade unionist and a man with a mission. This man is a friend of mine and I consider this a great honor and privilege to place in nomination the name of Jackie Goodwin, business manager of Local 136, Birmingham, Alabama.



IEC Member
Jackie E. Goodwin

IEC Member Jackie E. Goodwin: When the storm comes and the wind blows, the redwoods stand tall because they stand together. Brothers and sisters, I believe, just like the redwood, we can stand tall and overcome any challenge when we stand together. God bless all the delegates and the IBEW.

F I F T H D I S T R I C T I E C M E M B E R



Nominator
Steve Licari, Local 1, St. Louis

Steve Licari, Local 1, St. Louis, Missouri: Steve Schoemehl is a 37-year member of the IBEW who is a hard-working, honest, dedicated person prepared to help lead this great Brotherhood into the future. It is an honor to place into nomination your Fifth District International Executive Council representative.



IEC Member
Stephen Schoemehl

IEC Member Stephen Schoemehl: It is with tremendous respect that I stand before you today as your Fifth District representative to the IEC. To the delegates in the 154 local unions in the 10 states in the district, I want to say thank you for your support, for this honor and the opportunity to serve. I will work as hard as I possibly can to fulfill my responsibilities to this office.

S I X T H D I S T R I C T I E C M E M B E R



Nominator
John Easton, Jr., Local 716

John Easton, Jr., Local 716, Houston, Texas: It gives me great pleasure to nominate Brother Greg Lucero for the Sixth District IEC. He has always helped me and my membership and he's a great asset for the International Executive Council. Please join me in supporting Brother Lucero for the Sixth District IEC.



IEC Member
Gregory A. Lucero

IEC Member Gregory A. Lucero: I want to thank everybody for all they've done to get me where I am now. Without my staff and the members of Local 66, I definitely wouldn't be able to do any of this. They've taken the pressure off of me and helped me immensely. Thank you all very much.

S E V E N T H D I S T R I C T I E C M E M B E R



**Nominator John O'Rourke,
Local 6, San Francisco**

John O'Rourke, Local 6, San Francisco, California: Pat Lavin has worked tirelessly with expertise and dedication for the betterment of this Brotherhood. I am proud and deeply honored to call him a friend and brother. It is with a great deal of pride that I place into nomination the name of Pat Lavin for International Executive Council member for the Seventh District.



**IEC Member
Patrick Lavin**

IEC Member Patrick Lavin: It's through God's grace that I find myself extremely and profoundly grateful for this opportunity; and as IBEW journeyman lineman, Card. No. D368190, I proudly accept this nomination as the IBEW Seventh District International Executive Council member.

E I G H T H D I S T R I C T I E C M E M B E R



**Nominator
Mike MacDonald, Local 1928**

Mike MacDonald, Local 1928, Halifax, Nova Scotia: Rick Dowling is business manager of Local 213, Vancouver, British Columbia, a very diversified local with more than 4,000 members, ranging from construction, utilities, manufacturing and more. With his vast experience and his character as a solid and compassionate trade unionist, I am certain he will be a strong voice for Canada and a valued member of the International Executive Council.



**IEC Member
Rick Dowling**

IEC Member Rick Dowling: I am proud and honored to accept this nomination. Thanks to the Canadian delegation who has given me their support. I will give my best effort to represent all of our membership, Canadian and American, at the IEC committee level.

Delegates To Other Conventions

AFL-CIO CONVENTION DELEGATES (2)

Mario Ciardelli, Local 683, Columbus, Ohio

Michael Byrd, Local 111, Denver, Colorado

**MARITIME TRADES DEPARTMENT
CONVENTION DELEGATE (1)**

Jack Heyer, Local 158, Green Bay, Wisconsin

**METAL TRADES DEPARTMENT
CONVENTION DELEGATES (2)**

Jim Couch, Local 733, Pascagoula, Mississippi

Gerald Yuh, Local 1186, Honolulu, Hawaii

**BUILDING AND CONSTRUCTION TRADES DEPARTMENT
CONVENTION DELEGATES (2)**

John O'Rourke, Local 6, San Francisco, California

Michael Monahan, Local 103, Boston, Massachusetts

UNION LABEL CONVENTION DELEGATE (1)

Brian Heins, Local 1634, Coralville, Iowa

**CANADIAN LABOUR CONGRESS
CONVENTION DELEGATES (2)**

Mike MacDonald, Local 1928, Halifax, Nova Scotia

Ron Stecy, Local 2085, Winnipeg, Manitoba

International President Edwin D. Hill's Keynote Address

(Continued from page 15)

industry was on a downslide, we've managed to stay on our feet. Shaky sometimes, but we're still standing.

Our Brotherhood got started in the utility and the construction branches, but we've branched out early into telecommunications and manufacturing, railroads, government and added broadcasting as the technology changes. Our diversity gives us a foothold in areas of fast-emerging technology. It gives us contacts and potential organizing targets where any facet of our trade is practiced. Our density in every one of our core industries is just not good enough. We can do better; and believe me, with your help, we will.

In the IBEW, we have always taken pride in the fact that we're responsible for our own future. We refuse to use external forces as an excuse. But there's no doubt that we're not isolated from the world as we see it today. The decisions made by those with political power make our lives easier or tougher, depending on who holds the reins.

We can't deny that we've been living in a changing political and social environment. We don't try to. Perhaps our generation forgot what it took to win the kind of lifestyle and the compensation that we all took for granted. Over time, well-financed, right-wing elements patiently took apart our New Deal, our Great Society in the United States, and began the first stages of erosion of Canada's social system. It isn't paranoia. It's been documented over and over again in recent years.

What they've also succeeded in doing is eroding the sense of community that many North Americans once felt. I complain about this throughout the country as I go around and meet with our local unions. We have forgotten what it takes to belong to all the social clubs that we belonged to when we were growing up, what it was when the union hall and the labor council were the central point of focus for all working people in the area.

That's been bad for all those institutions like unions, particularly because we're about people first.

The world is a better place for corporate executives and investment bankers, but it is not nearly so welcoming for working families. Let's all understand where the rule of the elites has taken us. They've put America up for sale. They put a selling price on it. They're selling it off piece by piece. You remember the yelling and the screaming when we learned that management of some of the ports, American ports, was being sold to a company in Dubai. They had to call it off, go backwards.

But what about the other smaller deals that don't get that kind of attention? Ever hear of National Grid? It's not a company that runs a football fantasy league. National Grid is a British-owned utility company with other such partial owners as a Saudi investment company. The Saudi investment company owns less than 5 percent, so they don't have to divulge their ownership. National Grid has bought six different companies in New England and New York, including Niagara Mohawk, an IBEW-represented utility. They're trying to buy Keyspan in New York, also represented by the IBEW. If they're successful, they'll be the third largest utility in the United States with 8 million customers. And that's not all.

Eon, a German company, and Scottish Power, have also been players in the American utility market. So that means that our chunk of membership now gets their paychecks by overseas owners.

Where does it stop? Take a look at the national debt. The debt is financed by the sale of government-backed securities. So many Americans hold government bonds. Some of you in the room probably do. But so do foreign nations, \$2.4 trillion worth of bonds in 2005. As of September 2005, Japan held more than \$680 billion worth of U.S. Treasury securities; China, \$252 billion; the United Kingdom, \$182 billion; Caribbean Banking Centers, \$103 billion; our good friends in OPEC, \$55 billion. Now, this is all according to the U.S. Treasury Department.

George Bush and his party talk about national security. You know, where in the heck is the security in having large seg-

ments of our economy controlled by overseas masters?

There's also a lot of talk about immigration these days. The subject gets twisted. It's twisted because they want you to be afraid. All of us are descendants of immigrants. So none of us should have a problem with the legal immigration because that's how our ancestors got their opportunity at a better life and that's how most of us got our opportunity. But where enforcement is nonexistent on the border, then, brothers and sisters, we should have a problem. When we see desperate people from poor countries risking their lives to come here to form a pool of exploited labor, then we can't as a trade union be silent.

The same economic powers that are selling off our country are now clamoring for guest-worker programs and other measures to pit illegal immigrants against native born, worker against worker. It's an old game that's been played many times. It's been played over and over again. And shame on us if we fall for it.

We have a resolution on immigration. We'll talk about solutions later this week. But, in the big picture, the only solution is to change the balance of power in Washington, D.C., and get rid of the turkey in the White House.

As long as our votes count in this democracy, we can fight for sane policies and demand a government that works for everybody, not just the highest bidders. Our ability to organize goes hand in hand with the need to mobilize. We need to mobilize our members to join in organized labor's campaigns to reach out to unrepresented workers who share our economic interests. For too long, we've let the right wing divide us from our nonunion counterparts, and even many of our own members, through manipulation of social issues.

Now, I'm not going to get into the social issues, but I have some very strong feelings about them. It's time for that nonsense to stop. If there's ever a need for working men and women in North America to identify with each other on working issues as a working class, this is it. The attacks on our very way of life have gone beyond all sense of reason

(Continued on page 86)

Fourth Day



President Hill introduced Rabbi Steve Segar of Cleveland's Kol HaLev Reconstructionist Jewish Congregation to deliver the invocation.

"May we all strive ever more intensely to be representatives of [a] biblical idea, one that is shared by both the Western religious tradition and the modern labor movement," said Rabbi Segar. "The idea is called solidarity in a political context, while the religious traditions use the expression from the book of Genesis that all people are created in the divine image, he said. Either way, "the implication is clear. We rise together or we fall together."

President Hill asked delegates to observe a moment of silence for former Texas Governor Ann Richards, who died Sept. 13, the previous day, at age 73 from throat cancer.

Michael Morris, president of American Electric Power, was introduced by President Hill, who said, "Our relationship with AEP was not always the best, yet Michael Morris reached out to the Brotherhood and in word and deed immediately started



to put years of conflict behind us."

Morris outlined his company's ambitious, multi-billion dollar plans to build clean and efficient power plants that convert domestic coal to gas and described joint efforts with IBEW to consolidate 33 separate labor contracts. (See page 42.)

Following Morris' remarks, President Hill called the Resolutions Committee to the stage. Chairman Marvin Kropke, Los Angeles Local 11, introduced the committee, beginning with Secretary Mary Jo Arcuri, Syracuse, N.Y., Local 2213.

A lengthy discussion focused on Resolution No. 2, which called for the IBEW to "go on record as urging the federal government, and all others who purchase and display

American flags, to purchase only flags made by American workers in the United States."

President Hill had referred the resolution back to the Resolutions Committee on the Convention's opening day.

Secretary Arcuri presented delegates with a substitute resolution that also put the IBEW on record urging the government of Canada to purchase flags made by Canadian workers. The substitute motion also includes language to support encouraging the Pledge of Allegiance in schools, stating, "Instilling patriotism in our children [in both countries] cannot begin at too early of an age or be overly emphasized."

Delegate Kenny Maas, Waterloo, Iowa, Local 288, said that for the past several years his local, along with the building trades and the Blackhawk Union Council, have installed U.S. flags at each major highway entering Waterloo. "As an ex-Marine and a proud 35-year member of the IBEW, I wholeheartedly concur with the resolution," Maas said.

"As a Canadian, I am always moved

The Good News...
With a \$2.70 Increase Over the Next 5 Years

Death Benefits

Contributions Increase

Pension

36

Secretary-Treasurer Walters gave a presentation on PBF funding.



Rabbi Steve Segar spoke of solidarity in his invocation.



President Hill and Secretary Treasurer Walters with Mathias Klein of Klein Tools



The officers try on the hats given them by Australian union leader Peter Tighe.



by the pride and passion with which my American brothers and sisters pledge allegiance to your flag," said Paddy Vlanich, Toronto Local 636. Vlanich supported the substitute resolution and urged Canadian delegates to support a grassroots campaign for a Canadian pledge of allegiance drawn from language in the Canadian Bill of Rights. R.A. Taylor, Ottawa, Ontario, Local 2228,

reminded delegates that 32 Canadian troops have been killed in combat against the Taliban in Afghanistan.

The substitute resolution passed unanimously. The committee's recommendations on Resolution No. 3 (Boy Scouts), Resolution No. 4 (Broadband) and Resolution No. 5 (Buy American and Canadian) were ratified by delegates.

The Resolutions Committee recom-

mended nonconcurrence with Resolution No. 6, concerning the IBEW's coverage of medical costs for active and retired International Representatives and Officers in Canada.

Leslie Aylward, Red Rock, Ontario, Local 2041, the initiator of the resolution, spoke in opposition to the Resolutions Committee's recommendation, contend-

(Continued on next page)

Fourth Day

MORNING SESSION

(Continued from page 37)

ing that IBEW's policies are inequitable since the "IBEW pays health care costs to the tune of approximately \$17,000 per year for U.S. International Representatives and \$4,700 per year for Canadian International Representatives."

Paddy Vlanich, Toronto Local 636, supported the Resolutions Committee recommendation. Vlanich maintained that U.S. and Canadian International Representatives should be responsible for paying taxes to maintain their nation's health care systems, without reimbursement from IBEW. "We need to focus our fight on ensuring that all of the citizens of both our great nations have reasonable access to the best medical care available, not on avoiding the cost of attaining that goal," he said.

Delegates supported the committee's rejection of the resolution. The committee's recommendation on Resolution No. 8 (Construction Jobs Board) was affirmed without debate.

President Hill introduced Peter Tighe,

national secretary of the Communications, Electrical and Plumbing Union of Australia. "We have much in common with our Australian brothers and sisters, not the least of which is that they too are fighting politics of the government bent on rolling back the rights of working men and women," said Hill, welcoming Tighe to the stage.

Tighe recalled the support that his union received from the Brotherhood when Texas Utilities, an IBEW employer, moved into the Australian energy market seven years ago. He called for more cooperation between unions globally, including IBEW and Amicus, the British electrical workers union. (See page 47.) Before leaving the stage, Tighe presented President Hill and Secretary-Treasurer Walters with Australian Outback hats and rain cloaks, the kind used by the country's cattlemen.

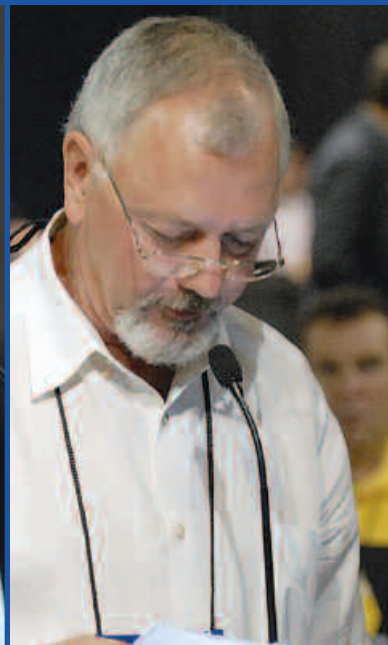
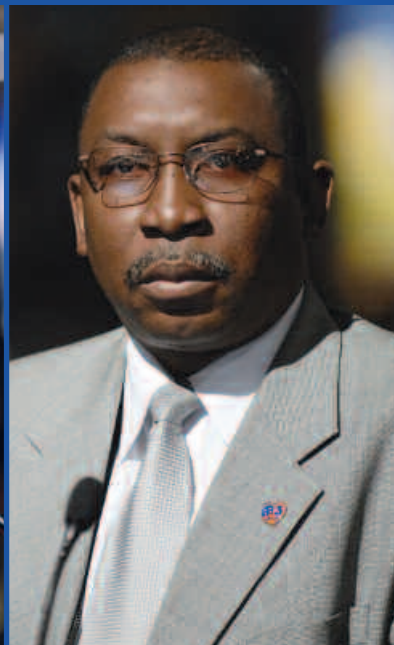
The preservation of PBF benefits was next on the Convention's agenda, as President Hill called Secretary-Treasurer Walters to the podium. "Much of the discussion [at the Convention] has centered on taking bold action to preserve the future of the IBEW," said Walters. "Providing needed revenues to better finance the PBF is yet another example of such courageous action," he added, explain-



ing, in detail, the urgency to support the Law Committee's recommendation to increase PBF contributions by 70 cents per month on January 1, 2007, \$1 per month on January 1, 2008, and \$1 per month on January 1, 2010.

The Law Committee returned to the podium to propose PBF contribution improvements. Taking the microphone in favor of the committee's recommendation, J.E. McElligott, Chicago Local 134 said, "As the oldest son of a retired electrician who's now celebrating his ninth month of his 16th year on pension with my mother ... I hope some day to join

Delegates Speak Out: Participants take their turn at the mike to voice opinions.





him in the ranks [of the retired]; and I hope he's still collecting his checks when I get there." Delegates unanimously ratified the Law Committee's proposal.


Changing the IBEW Constitution's numbering of amendments from Roman to Arabic numerals was rejected by delegates. Submitted by six locals from Montana, Wyoming, Idaho and Colorado, the Law Committee concurred, agreeing that it would eliminate confusion caused by

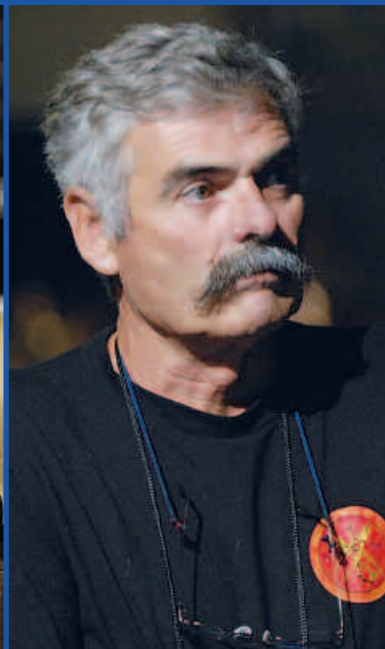
the current numbering system. But delegates in a voice vote agreed with a delegate who spoke out against it.

"The Constitution has a certain important historicity that I feel like we need to maintain," said Everett, Wash., Local 191 member Joe Peters. "I feel like our membership for decades has been able to utilize the Roman numeral system and still have been able to get through the Constitution and use it properly."

Delegates approved an amendment that sets long-standing policy on the eligibility of apprentices to hold local union office. The amendment would prohibit any apprentice from holding local union office, except a member who was previously eligible if he entered an apprenticeship program to upgrade his skills.

One delegate spoke in favor of the change, comparing giving apprentices the opportunity to hold office with promoting a first grader to school principal. "The apprentice needs education and experience, and if he thinks he has all that, he's dangerous," said Local 3 delegate Elliott Hecht.

An amendment clarifying the duties of the president of railroad local unions was approved. Delegates agreed with the proposal to change, which was submitted by Wilmington, Del., Local 2270. The new amendment says the president "shall cooperate with the business manager of the L.U., if the L.U. has one, and shall not work in conflict with him. Where the L.U. has no business manager, the duties normally performed by the business manager shall be performed by the president, who is then both president/business manager (except where the Local Union is affiliated with a Railroad System Council or has a General Chairman.)" 



Fourth Day

AFTERNOON SESSION

Opening the afternoon session, President Hill thanked delegates who contributed \$5,518.73 for Cleveland's homeless. Karen Stoshnof, Calgary, Alberta, Local 254, had made an appeal for the contributions prior to lunch break, asking her fellow delegates who will leave Cleveland with fond memories to "leave something behind that's meaningful."

Introducing Ken Georgetti, president of the Canadian Labour Congress, President Hill pointed to the doubling of the Canadian federation's membership during Georgetti's 13-year tenure as an example of Georgetti's "passionate commitment to economic and social justice for working people and their communities."

Delegates loudly applauded Georgetti, who has spearheaded worldwide campaigns against global sweatshop manufacturers and the use of child and forced labor, when he called for a new level of organizing and political action by North America's trade unions. (See page 42.)

President Hill then called the Grievance and Appeals Committee to the

stage, led by Chairwoman Robbi Sparks, Atlanta Local 2127, and Secretary Mike Monahan, Boston Local 103. Sparks introduced and thanked all committee members and praised CIR Director of Appeals, International Representative Ricky Oakland for his administrative help.

Case No. 1 was filed by a member of Detroit Local 58, who was charged under the IBEW Constitution with wronging another union member and engaging in acts that interfere with the union's legal or contractual obligations. The appellant appeared in person to ask the Convention to set aside his removal from the local's executive board and his suspension from serving as an officer, delegate

or committee member, or from attendance at union meetings, for a period of five years, which action had been reviewed and approved by the International President and the IEC.

Robert Hines, Local 58's assistant business manager, spoke in opposition to the member's plea, supporting the finding of the Grievance and Appeals Committee that disciplinary action against the member was warranted. Delegates upheld the committee's decision.

Case No. 2 was an appeal filed by a member of Everett, Wash., Local 191, who was fined \$665 for going to work for a signatory contractor without a referral from his local. Convention delegates upheld the fine.

Cases No. 3, 4 and 5 were filed by members of Atlanta Local 613, who were fined \$6,000 each, all but \$1,000 of which was suspended, for participating in an unsanctioned work stoppage at a General Motors plant. Delegates upheld the fines.

Case No. 6 was filed by a former business manager of Hartford, Conn., Local 35, who was removed from office after being sentenced to prison for driving while intoxicated in a union-owned vehicle and striking a car. It was the member's second conviction for driving while intoxicated. The Convention upheld the Brotherhood's action.

Introducing Mathias Klein III, the CEO of Klein Tools, President Hill said, "Since



**At left,
Resolutions
Committee
Chairman
Marvin
Kropke and
Secretary
Mary Jo
Arcuri.**



**At right,
Grievance
and Appeals
Committee
Chairman
Robbi
Sparks,
right, and
Secretary
Michael
Monahan.**



the beginning of this Brotherhood, 'a pair of Kleins has been the tool of the trade.' He praised the company, founded by the CEO's namesake in 1857, as a "testament to good management and the skill of American manufacturing workers and the trades that they supply."

Klein said that Mathias Klein and Henry Miller, the founder of the IBEW, met in 1891 at the Brotherhood's first Convention. "Both the IBEW and Klein have a legacy of leaders who have been courageous, determined, unafraid and bold," he said. (See page 47.)

The Resolutions Committee returned to the podium following Mathias Klein's remarks.

Delegates approved the committee's recommendation on Resolution No. 9 (Construction Local Union Call by Name) and Resolution No. 10 (Construction Local Union Recall).

The committee combined Resolutions No. 11 and 34, which "encourages and supports the International President" in negotiating a "proper cause" clause amending current labor agreement language that gives contractors the right to reject members from employment for any reason.

"I've talked with members who decline to serve as stewards or on local union committees because they were afraid they would be rejected if they had

a reputation for being union men or union women," said Michael Wood, Cincinnati, Ohio, Local 212, arguing in favor of the resolution. After several other speakers echoed Wood's sentiments, the combined resolution passed unanimously.

Resolution No. 12 (Support of the Davis-Bacon Act) was amended on a motion by Dion Guthrie, Baltimore Local 1501, including municipal governments among governmental bodies that should honor prevailing wages. The resolution won unanimous support from delegates.

Resolutions No. 14 and 15 (Diversity and Full Inclusion) were combined. The resolution calls for the International President to devise a strategic diversity plan for the IBEW membership and to work with the Human Services Department to "study, among other things, policies and procedures related to recruitment, hiring, access to education, career paths, mentoring and leadership to realize diversity as a core structural element to achieve



inclusion and full participation for all members at every level of the IBEW."

"Organizing is, indeed, the lifeblood of labor, yet many of the arteries that would allow women and people of color a path to opportunity and success have been clogged by years of indifference or prejudice," said Alfred Fortier, Vacaville, Calif., Local 1245 speaking in favor of the resolution. The resolution passed with unanimous support.

Resolutions No. 16 (Girl Guides of Canada/Girl Scouts of America), No. 17 (Hour Power), No. 18 (Minimum Wage) were all approved by delegates without debate, after which the Convention adjourned for the day. ■



Ken Georgetti,
Canadian Labour Congress
president

Georgetti: Organize, and Get Organized

Ken Georgetti, president of the Canadian Labour Congress, praised the IBEW's rededication to organizing and offered some words of advice in the legislative and political arenas, based on successes by unionists in Canada.

"In Canada over the last five or six years, our political activism has scored some victories because we've been acting for a change as a movement," Georgetti told IBEW Convention delegates. "We win by organizing, but also by being organized."

The skills and know-how that make us so successful at the bargaining table and in organizing campaigns must be knitted into political activism during elections and between election campaigns, he said.


The CLC has run a worker and public education campaign, called the "Better Choice Campaign," to focus on such issues as health care, the cost of prescription drugs, pensions and bankruptcy laws, child care and training opportunities for working families.

In the targeted districts where the labor movement's information was distributed, "workers looked at the party's position on workers' issues,"

Georgetti said. "They thought about workplace issues ... and more workers voted in large numbers for the party that responded properly to those issues."

Examples of Canadian unionists' legislative successes include a section of the criminal code that holds CEOs and company managers criminally liable when there's negligence in the death or injury of a worker. "You wouldn't believe how quickly the attitude of management in Canada has changed," he said.

Georgetti also cited protections for workers' wages and benefits if a company declares bankruptcy, and political finance reform that prohibits rich corporations from bankrolling candidates.

"We didn't achieve those legislative victories by being nice or by begging or because the politicians loved us," he said. "We achieved those victories the way unions have always achieved results—by being organized, by being focused, consistent, steadfast and pressuring governments on behalf of working families. And we did it as a movement ... as a large, solid, united movement." 



Michael Morris,
American Electric Power
president

AEP's Morris Touts Coal-to-Gas Technology, Cooperation


Michael Morris, president of American Electric Power, saluted the work of IBEW members and promoted the need for new energy generation, based upon coal gasification, in his address to Convention delegates.

Underscoring AEP's improved relationship with IBEW, Morris said, "Without our product, without what you do, the economy of this country can't exist. Without you and us working together, we cannot worship, we cannot educate, we cannot learn, we cannot communicate."

IBEW had pushed Morris' predecessor for a master contract to consolidate 33 separate contracts at AEP. "It made so much sense," said Morris. "[AEP management] has learned one of life's

great lessons, and that's to think before you speak." The master contract is in the final stage of development.

Serving 5 million customers over 11 states, from the border of Texas to the border of Canada, AEP is spearheading efforts to develop a 550-mile transmission line from West Virginia to New Jersey that will be built under a project labor agreement. AEP is planning several facilities that would convert domestic coal to gas, producing cleaner, more efficient power.

"We need to build these [clean coal plants] and you need to help make sure that happens in a political sense as well as in a physical sense because you will build those power plants," Morris said to loud applause. 



© 2006, Mark Segal Photography, Chicago
www.segalphoto.com

37th International Convention

CLEVELAND, OHIO • SEPTEMBER 11-15, 2006 • RHYTHM OF THE PAST, DRUMBEAT OF THE FUTURE

To order a copy of this photograph, call, e-mail or write:
Mark Segal Photography
711 N. Milwaukee Ave., Chicago, IL 60622
Tel. 312-491-8775 • Fax 312-491-8934
mark@segalphoto.com

Klein Tools Chairman Honors Common Goals

Ever since the very beginning of the Brotherhood, “a pair of Kleins” has been the tool of the trade, said President Hill, as he introduced Klein Tools Chairman Mathias Klein III, who told the history of his family’s involvement in the electrical trade.

Klein expressed honor and pride to represent the six generations of family members that have been manufacturing hand tools since 1857. “Klein Tools and the IBEW have a long, rich history of friendship and common goals,” he said.

While most family-owned tool companies in the United States ceased operation years ago, swallowed up by larger firms or driven under by global competition, Klein has survived, employing 1,000 workers producing quality tools for wiremen and linemen in several U.S. plants. Klein credits the company’s survival to his great-great-grandfather, who left Germany in 1848, looking to merge “Old World craftsmanship with New World opportunity.” Those two qualities served the electrical trade from the beginning.

While Mathias Klein worked as a blacksmith and locksmith in Chicago in the 1850s, a lineman working for the Mississippi Valley Telegraph Co., who was laying lines to Chicago, walked into Klein’s shop with a pair of pliers, broken on one side. On the spot, the craftsman fashioned a new piece by hand. The lineman was so pleased with the craftsmanship that two weeks later, he asked if Klein could make another half to match. Klein Tools was born.

In 1891, Mathias Klein and Henry Miller, the founder of the IBEW, met at the Brotherhood’s first Convention. “Both the IBEW and Klein have a legacy of leaders who have been courageous, determined, unafraid and bold,” said Klein.

“Unlike our competitors,” said Klein, “our products are made in America by American workers, just like the IBEW—quality labor building and maintaining America’s infrastructure. In this world of outsourcing to foreign countries to save a few dollars, that is something we can be proud of.”



**Klein Tools Chairman,
Mathias Klein III**

Australian Unionist Stresses Common Ground

Australia may be on the other side of the world, but the issues of concern to its trade unionists are very much the same as those in the United States, said Peter Tighe, general secretary of the Communications, Electrical and Plumbing Union (CEPU), Australia’s leading electrical union.

Australia has been wracked by manufacturing losses due to the influx of low-cost Asian goods, and labor unions are getting squeezed by greedy employers while cynical political parties are taking advantage of wedge issues to manipulate voters.

“Global capital has no loyalty,” Tighe told IBEW Convention delegates. “It’s about how many bucks you can make and how you can [exploit] workers, and unfortunately, it’s something that we have to live with.”

Tighe said the messages delivered to the Convention by Sen. Tom Harkin (D-

Iowa) and CNN’s Lou Dobbs earlier in the week could have been delivered to an Australian audience.

“People start to worry about the issues of morality, stem cell research and abortion; and while they’re important and should be discussed, they’re not the main agenda,” Tighe said. “The main agenda for us is the quality of life for working Australians and their families and I would suggest that’s the major issue for you and your families.”

He urged the continued association between his union and the IBEW that started five years ago, which has helped his union with their challenges at home.

On behalf of his delegation, he presented President Edwin D. Hill and Secretary-Treasurer John F. Walters with Australian Outback hats and rain cloaks, the kind used by the country’s cattlemen.



**Peter Tighe leads Australia’s
electrical workers union.**

Fifth Day

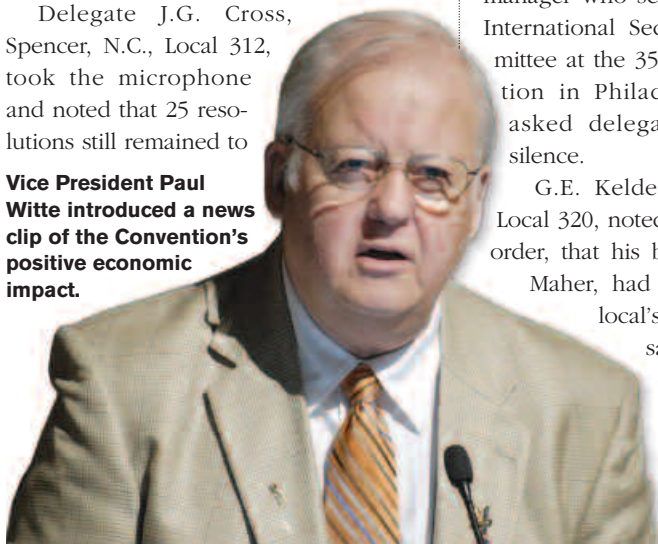


The Convention's final day began with delegates applauding a video presentation of the week's highlights. President Hill introduced Rev. Dr. Laurinda M. Hafner of Pilgrim Congregational United Church of Christ to deliver the invocation. Dr. Hafner is a well-respected Cleveland leader whose congregation has developed a strong peace and justice mission.

"Creator God, help us to build a new world out of the ashes of the old," said Hafner. "A world where all workers are valued; one where those who clean houses are also able to buy houses to live in; a world where those who grow food can also afford to eat their fill. It will be a world where all workers everywhere share in the abundance that you have given us."

Delegate J.G. Cross, Spencer, N.C., Local 312, took the microphone and noted that 25 resolutions still remained to

Vice President Paul Witte introduced a news clip of the Convention's positive economic impact.



be discussed by the body. To expedite the process, he moved that only one speaker in favor of a resolution be recognized from the chair in those cases where there was no opposition to the resolution from the floor. The body supported the motion.

Brad Stokes, Springfield, Mo., Local 753, rose on a point of personal privilege to announce the prior day's death of Russell V. Strunk, his local's former business manager who served as chairman of the International Secretary-Treasurer's Committee at the 35th International Convention in Philadelphia. President Hill asked delegates for a moment of silence.

G.E. Kelder, Poughkeepsie, N.Y., Local 320, noted, on a personal point of order, that his business manager, Frank Maher, had served 41 years as his local's business manager and saluted Maher's service to the Brotherhood.

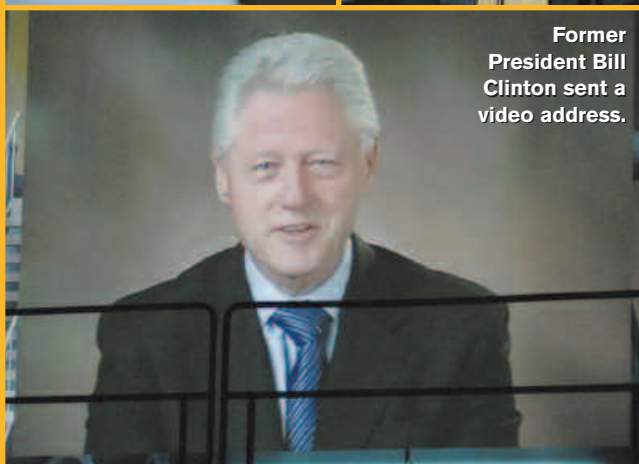
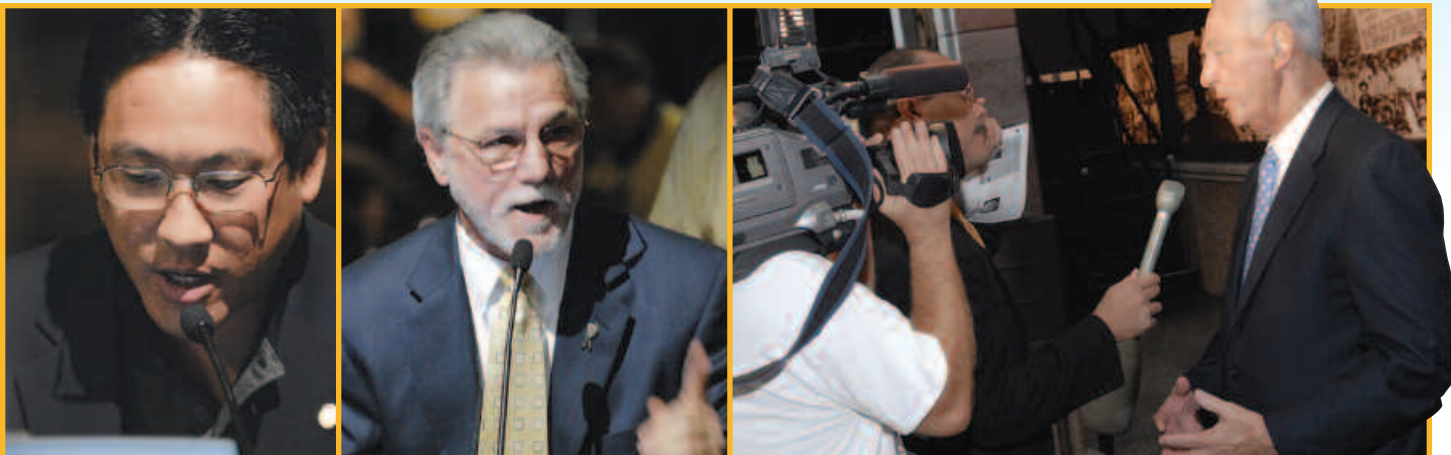
Delegate Dan Ruberry, Chicago, Local 134, on a point of



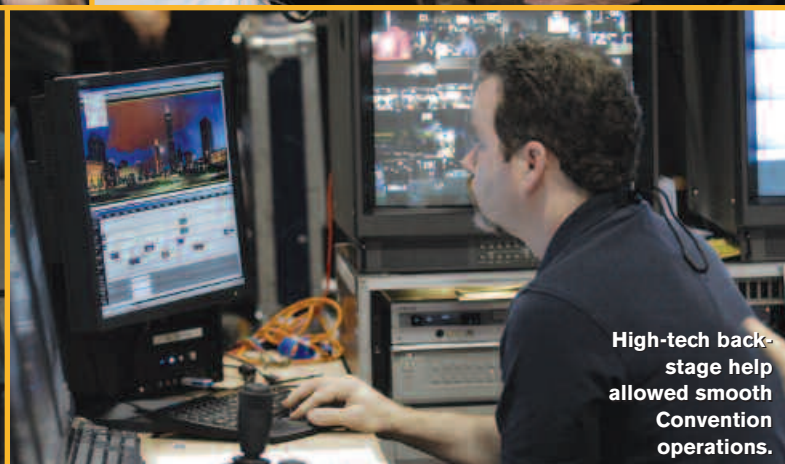
The Rev. Laurinda Hafner delivered a message of peace.

order, proposed that the minutes to the prior day's proceedings reflect unanimous consent for the substitute resolution on diversity and inclusion to show its importance and weight. President Hill noted the request.

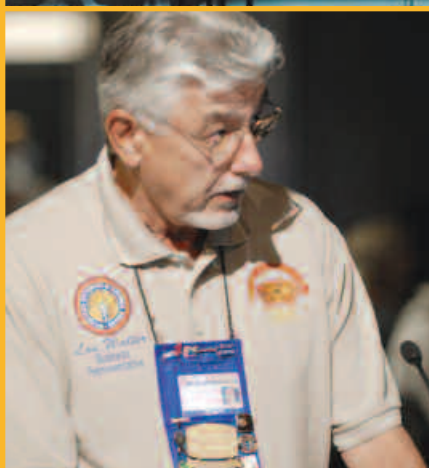
"We have a good friend, who could not be here with us, but he sent us a videotaped greeting, and I think you will recognize him," said President Hill, introducing former President Bill Clinton. Describing his friendship with IBEW leaders and members including IBEW Political/Legislative Director Rick Diegel



Former President Bill Clinton sent a video address.



High-tech backstage help allowed smooth Convention operations.



President Hill holds a saxophone signed by President Clinton.



going back to days before his presidency, Clinton told delegates, "I'm pleased to note that the IBEW leads the way among all unions in the number of members who have run for and hold public office." You should be proud of these activists, he said, "but equally proud of the rank and file, who are leaders in their schools, their churches and their communities."

As Clinton's video presentation closed, a tenor saxophone engraved with his signature was brought on stage along with an electric guitar signed by John Fogerty and an acoustic guitar signed by Little Feat, both donated by the performers, who entertained members and their families during the Convention.

Over \$22,170 was raised in a COPE

drawing for the instruments, a book autographed by President Clinton and a dinner with the former president. Dennis Sander-son, Los Angeles Local 11, won the book. Steve Williams, Daytona Beach, Fla., Local 756, drew the dinner. The guitar signed by Little Feat was awarded to Michelle Laurie, Vancouver, British Columbia, Local 258. D.

(Continued on next page)



Fifth Day

MORNING SESSION

(Continued from page 49)

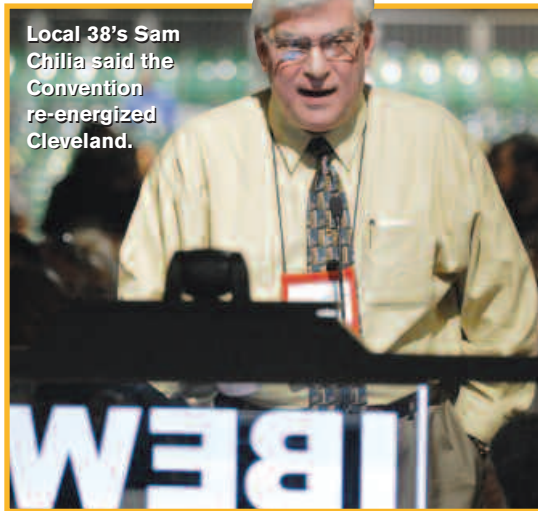
J. Repasky, Anchorage, Alaska., Local 1547, won the guitar signed by John Fogerty. Holding aloft the saxophone, Director Diegel said, "This is one of a kind," calling out winner Chris Frentzel, Albuquerque, N.M., Local 611.

Laurence Cohen, IBEW general counsel, was introduced by President Hill who said, "I can truly say that there is no finer practitioner of labor law today than our general counsel and his talented team of attorneys." Hill reminded the delegates that Cohen's 40-year IBEW career has included many victories before the National Labor Relations Board and four cases before the U.S. Supreme Court.

Describing the damage suffered by workers due to the anti-union bent of governing Republicans, Cohen asked delegates to consider the grave consequences flowing from President Bush's appointment of 255 judges to the federal courts. When Bush leaves office, said Cohen, he will have appointed almost half of the sitting federal judges. (See page 51.)

A news segment from WKYC, Cleveland's NBC affiliate, was displayed on monitors, touting the positive impact of IBEW's presence on the host city's econ-

Local 38's Sam Chilia said the Convention re-energized Cleveland.



omy. Following the viewing, Fourth District Vice President Paul Witte read the names of the Fourth District Convention Committee, receiving a standing ovation by delegates.

The Resolutions Committee returned to the podium. Resolution No. 19 (March of Dimes) was ratified. A spirited debate kicked off after the committee moved support for Resolution No. 20 (National Affiliation Fee Program/Full Participation with the AFL-CIO). The resolution called for the IBEW International Office to pay per capita fees to all state AFL-CIO federations in the United States on behalf of local unions. The 100 percent participation rate would entitle IBEW to 15 percent discount that would then reduce the local unions' mandatory reimbursement to the International Office for the fees.

Jerry Lee, Nashville, Tenn., Local 429, who serves as president of the Tennessee State AFL-CIO Labor Council, spoke in favor of the resolution, emphasizing the need to overcome the damage to the national AFL-CIO by the disaffiliation of the Change to Win unions. The national AFL-CIO lost 40 percent of its revenue and much of its staff, he told delegates, adding, "If we don't get [staff and support from state federations and area and central labor councils] right this year, I shudder to think what the next two years will bring."

Brian D'Arcy, Los Angeles, Local 18, spoke against the resolution. "While my local is 100 percent affiliated with both the labor councils and the state AFL-CIO, I think that we have said many times at this Convention that all politics are local. If our per capita is paid to the state associations by our International Union, the state associations will be less responsive to the local affiliates." The resolution was approved after a division of the house, moved by Al Shur, San Diego Local 569.

Delegates supported the Resolutions Committee's nonconcurrence with Resolution No. 21 (National Health Insurance Act) and approved the committee's recommendation to concur with Resolutions No. 22 (National Safety Council), No. 23 (NEAP/NEBF Suspension rules), a substi-

tute resolution combining Nos. 24, 26, 27 and 28 (NEBF Plan Improvements), Resolution No. 25 (NEBF Annual Statements) and Resolution No. 29 (NECA Policy).

Delegates via voice vote approved the Resolution Committee's recommendation of concurrence with Resolutions No. 30 (NJATC "Success in the Workplace" DVD Series); No. 32 (Political Check-Off); No. 35 (Opposition to "Right-to-Work" Legislation); No. 37 (Safety Involving Work Around Porcelain Cut-Out Failures); No. 38 (Sexual Harassment); No. 40 (Universal Health Care, SAV-RX Program and National Health Care Plan); No. 42 (Variety Club); and No. 43 (Rededication to Organizing).

Prior to Convention ratification of Resolution No. 37 on porcelain cut-out failures, delegate James G. "Red" Simpson, business manager of Lawrence, Mass., Local 326, spoke to support the resolution. He relayed that a Local 326 lineman was seriously injured because of such a cut-out failure. "Sisters and brothers,

these devices are ticking time bombs in service across this great country and Canada," he said.

Several resolutions (Nos. 33, 36 and 41) generated extended floor debate and were decided as reported below.

Proposed Resolution No. 33 (Reciprocity for Electrical Licensing) called for the IBEW to lobby local, state and federal legislators to enact laws that would allow for electrical license reciprocity so that traveling members will not be subjected to redundant testing.

Delegate Gerald H. Yuh, business manager of Honolulu Local 1186, spoke in support of amending the resolution to allow for voluntary participation. Delegate Gregory B. Graif, president of Le Sueur, Minn., Local 343, opposed the resolution, stating, "I feel it puts us at an advantage to have all states encourage tough licensing laws, but to stand on their own."

Mike Shoemaker, financial secretary of Washington, D.C., Local 26, spoke in

favor of the resolution, stating, "This resolution would help to ease the burden to our brothers and sisters, as well as to many travelers that travel throughout our country to secure work." Delegates voted to amend Resolution 33 to make lobbying for reciprocity voluntary on the part of local unions. The committee's recommendation of concurrence was then approved, as amended, via an initial voice vote and subsequently by a standing vote.

Resolution No. 36 (Safety in the Performance of Electrical Work) proposes that the NFPA 70E Standard for Electrical Safety in the Workplace—relating to de-energizing circuits prior to beginning work—be included in Inside Jurisdiction Category I safety language. The committee recommended nonconcurrence because the language would mandate compliance.

Delegate Mike Bearden, president of Nashville, Tenn., Local 429, spoke against
(Continued on next page)

C O N V E N T I O N S P E A K E R S

Cohen: Vote to Protect Your Rights, Advance Labor

An anti-labor Labor Department, a National Labor Relations Board lined up against workers and six years of a hostile presidential administration have placed workers' rights in severe jeopardy, said IBEW General Counsel Larry Cohen in a sobering address.

In the courts and regulatory sphere, the anti-union bent of the governing Republicans has the capacity to do long-term damage to the rights of workers, Cohen said.

"The bottom line is that George Bush's use of the appointment process, in the federal government and the courts, has put the legal rights of American workers under siege," Cohen said.

In his almost six years in office, President Bush has appointed 255 judges to the federal courts, and he has two years to appoint more. It is possible, Cohen said, that when Bush leaves office, he will have appointed almost half of the sitting federal judges.

"As we all know, he recently put two new justices on the U.S. Supreme Court, and we are unlikely to get their votes in labor cases that come before the high court," Cohen said.

The NLRB is stacked with Republican

appointees, issuing major decisions that expand employers' rights at the expense of workers' rights. The National Labor Relations Act—passed to enable workers to organize and bargain collectively—has become a hindrance. The Department of Labor has altered the rules to impose huge new reporting burdens on unions. And the Occupational Safety and Health Administration has shifted focus from enforcement to "consultation" with employers, with increased injury and fatality rates in the mining industry a direct and alarming result.

But anyone concerned about this unrelenting assault on rights of workers has a powerful weapon to fight back: the vote. "I implore you to do whatever you must at the local level to make sure that your members are registered and they vote," Cohen said. "It is vitally important to convince them to cast their votes based on the economic issues that directly affect their rights as workers and union members—and not on some of the emotional social issues that have no impact on their daily lives but which are so skillfully and cynically used against the labor movement by the Republican Party."



Larry Cohen
IBEW General Counsel



Fifth Day

MORNING SESSION

(Continued from page 51)

the committee's recommendation of non-concurrence, stating, "We need to have the language of Resolution 36 in our contracts to hold our contractors accountable for the safety of our brothers and sisters."

David Adamson, business manager of Austin, Texas, Local 520, spoke in support of the committee's recommendation of nonconcurrency. "The current language in our Pattern Agreement Guides, Article X, is currently sufficient to allow each local union's safety committee the ability to implement more stringent safety rules such as NFPA 70E," he said. The Convention rejected the committee's recommendation of nonconcurrency and then voted to pass the resolution.

Several delegates presented viewpoints regarding proposed Resolution No. 41, IBEW Policy on Immigration in the United States.

Delegate Victor K. Uno, business manager of Dublin, Calif., Local 595, spoke in favor of the resolution. "We [on the West Coast] are affected by immigration policies tremendously. But I would like to say that we're very proud of our members who are immigrants from many different countries ... first generation immigrants, as well as our members who come from second- and third-generation IBEW families. ...The policy proposed presents a positive and progressive view for the IBEW."

Gerald W. Harlow, business manager of Charlottesville, Va., Local 1181, spoke in favor of amending the resolution to strike the following language in the "Resolved" section: "give undocumented workers the opportunity to pursue citizenship with emphasis on reunification of families." Harlow said, "It is unethical

Secretary-Treasurer Walters with delegate Michelle Laurie, who won a guitar autographed by Little Feat.



... to place lawbreakers ahead of the millions trying legally to reach this country. ... The remainder of the resolution is completely acceptable." Delegates passed the amendment striking the language.

Romero Garcia Ramos, president of Washington, D.C., Local 26, spoke in support of the resolution as amended. "I stand before you today the son of an immigrant, a legal immigrant," he said. "My father came to this country in 1917,

where he joined the U.S. Army. ... Although he was proud of his Mexican heritage, he was prouder to be an American. ... If he could witness what is happening on our southern borders today, he would be appalled. The Bush administration's blind-eye policy to illegal immigration for the sake of cheap labor can no longer be tolerated." The Convention ratified Resolution 41 as amended.

Taken up next was proposed Resolution No. 44 on U.S. and Canadian Pension Equality and Fairness. Daniel Boulet, business manager of Ottawa, Ontario, Local 2228, spoke in support of the Resolutions Committee's recommendation of nonconcurrency. "It makes no sense to subject a retiree's standard of living to the economic policies of a different country. In fact, had this resolution passed at the previous Convention, the retirees today would be worse off, not better. ... Accepting this resolution today could create a dangerous precedent for the next Convention should the Canadian dollar strengthen further." No delegate requested to speak in opposition to the committee's recommendation, and the Convention approved the committee's recommendation of nonconcurrency.

Delegates concluded action on the report of the Resolutions Committee and President Hill thanked the committee for its good work.

Delegate Robert F. "Tiger" Hammond, business manager of New Orleans Local 130, rose to thank International Officers, staff and local unions for their generous contributions—from clothes to water, to food and tools—to aid Gulf Coast region members hit by Hurricane Katrina.

IBEW officers and members "stepped up big time" to support the IBEW Hurricane Katrina Relief Fund, Hammond said. "Thanks to this great IBEW, you guys came to the forefront. Y'all were great, and we thank you from the whole Gulf Coast region."

Delegate Joe E. Peters, president of Everett, Wash., Local 191, rose on a point of privilege to announce that a Local 191 delegate, Travis Patterson, had learned just days before the Convention that his eight-year-old son Turner has cancer. Peters invited delegates to donate local union pins as a gift for the hospitalized child. "We would like to show Turner

that he has a family ... all over this country that supports him and is behind him and his family," Peters said.

Delegate Robert A. Farroll, business manager of Pensacola, Fla., Local 1055, spoke on a point of personal privilege. Saying he will lend support and cooperation to newly-elected Fifth District International Vice President Joseph S. Davis, Farroll thanked outgoing Vice President John Schantzen for his leadership. "John has helped guide our Fifth District in a positive direction of solidarity and fellowship," Farroll said.

Third District IEC member Salvatore J. "Sam" Chilia, business manager of Cleveland Local 38,



rose to thank President Hill and all International Officers for bringing the 37th IBEW Convention to Cleveland.

"It has meant so much for us in the way of a boost to the economy, as you saw previously on the Channel 3 report ... but I can't tell you what it's done for the citizens of Cleveland," Chilia said. "The Clevelanders I've seen come alive with respect of you being here and just their energy—you have re-energized so many people in this town. I want to say thank you again."

Chilia also thanked delegates for their generous contributions to a collection taken up at the Convention to help the homeless. Noting that \$5,400 was raised, Chilia said the funds raised will go to a Cleveland agency that provides shelter and food for people in need.

President Hill announced that \$290,000 was raised for COPE at the Convention's political booth.

As the Convention drew to a close, President Hill announced that "right now we're planning to go to Vancouver, British Columbia in Canada for our 38th International Convention in 2011.

"There's still a lot of details to work out and things may change but that's the plan," he said.

"We've done great things together here over the past two weeks," President Hill said in closing remarks. "We've worked hard in the business of the Brotherhood. We've been entertained and had a lot of fun.

"We've done something else," President Hill said. "We've made IBEW history. We could have shied away from the tough questions and dodged all the challenges before us, but together we showed courage and made decisions that are going to set this Brotherhood on a course for success and growth and strength.

"We can't leave that courage and spirit here in Cleveland," President Hill continued. "We've got to take it back home and inspire the brothers and sisters to follow and get ready to do the hard work it will take to build a better life for working men and women in North America and our other territories. And if we do that, brothers and sisters, then history will mark us as the generation that turned things around in the IBEW.

"We should all remember this: What we do for ourselves dies with us, but what we do for others and for this Brotherhood will live on forever. Let's go out and carve some immortality for our great union," President Hill concluded at Convention's end.

The 37th International Convention then adjourned *sine die*. ■



Summary Of Convention Action

*On All Amendments to the IBEW Constitution
and Resolutions at 37th International Convention*

Action on Law Committee Report

Delegates to the 37th IBEW Convention began their review of the Report of the Law Committee on Tuesday, September 12, 2006. Action on the Law Committee Report continued on Wednesday, September 13 and was concluded Thursday, September 14. The Law Committee Report was presented by Chairman Michael Fitzgerald of Chicago Local 134 and Secretary John Marchell of New York Local 3.

Delegates signaled their strong support for an aggressive growth strategy for the union with an overwhelming voice vote in favor of per capita tax increases to provide resources for the program.

Delegates approved an amendment to the IBEW Constitution, **Article IX**, which sets a \$1.00 monthly per capita increase for each member, starting on January 1, 2007. A second \$1.00 increase will take effect on January 1, 2009, and the last \$1.00 increase will take effect on January 1, 2011.

Also on Tuesday, the delegates approved an amendment to **Article III, Section 11 (s)** relating to organizer posi-

tions. The resolution gives the International President the authority to hire and set the compensation for those organizing positions.

A spirited debate arose after the proposal was offered to revise **Article II, Section 13** and **Article III, Section 3**, on the subject of the nomination of delegates to other conventions including the AFL-CIO, the Building and Construction Trades Department, Metal Trades Department, the Union Label and Service Trades Department, the Maritime Trades Department and the Canadian Labour Congress conventions.

In this proposal, submitted by International President Edwin D. Hill and Secretary-Treasurer Jon F. Walters, the officers sought to correct what has been an inconsistent practice of nominating delegates in the past.

The committee concurred and recommended that the Constitution be amended to give the International President the power to nominate delegates to the conventions, with the International Convention continuing to elect the delegates.

A voice vote seemed to indicate that the amendment was rejected. Acting on a request from the floor, President Hill called for a count of standing delegates. The chairman of the sergeant-at-arms delivered a tally to President Hill, who

reported that those in favor of the motion counted 1,225 to those against, 646. The amendment carried.

Several members rose in opposition to the proposal to amend **Article II, Section 9**, which would change the reimbursement system for travel and expenses to the Convention from a mileage-based system to a flat sum of \$2,000, with the option that local unions cover additional expenses. The amendment was rejected.

An amendment to **Article IV, Section 3(i)** and **Article VIII, Section 7**, on trusteeships passed with little discussion. This proposal ensures that the IBEW will not incur financial obligations or liability of a local union when the International President or the International Executive Council exercises its authority to protect and advance the interests of local union members by imposing a trusteeship on a local union.

An amendment to change **Article III, Section 2**, relating to U.S. and Canadian pension equity, was submitted by Champaign-Urbana, Ill., Local 601; Kapuskasing, Ontario, Local 1149; Oshawa, Ontario, Local 1590; and St. John's, Newfoundland, Local 1620. Committee Chairman Michael Fitzgerald said the committee referred that amendment to the Resolutions Committee for action. The committee report statement said because the proposal requested a

change in practice regarding the payment of pension benefits for International Officers, Representatives, and Assistants of the IBEW to Canadian retirees, the submission should be treated as a resolution.

The amendment proposing to revise **Article XXIII, Section 10**, regarding traveling cards, drew several comments from delegates. The article, submitted by President Hill and Secretary-Treasurer Walters, would allow members to return to their home local even though they had traveled to another local and changed their classification. This resolution requires the home local to change the members' classification back to the classification held prior to transferring from their home local union. The committee recommended concurrence, and the motion was approved.

An amendment to change the portion of the Constitution related to local union assessments, **Article XXV, Section 1**, was adopted by voice vote. A few delegates spoke in favor of the change, which would revise the current wording to say, "If a member, or officer or representative of a L.U., is assessed and fails to pay the assessment, a lawsuit may be filed to collect the unpaid assessment." The reason for the amendment, the Law Committee reported with its concurrence, is that some state laws now provide that a local union lawsuit to recover an assessment is not allowed unless the union's constitution expressly provides for the authority to file a lawsuit to collect an unpaid assessment. The amendment passed.

Another amendment sought to revise **Article XV, Section 15**, of the IBEW Constitution, regarding local union reporting of injury, illness and fatality. The resolution requires locals to file reports to the International Office providing details of accidents that involve members. Because the IBEW participates in legislative and regulatory activities involving safety and health in workplaces where IBEW members are employed, such accident data is essential to those efforts. The amendment was adopted.

On Thursday, September 14, after viewing a presentation by Secretary-Treasurer Walters and hearing a Law Committee resolution, delegates unanimously supported increasing Pension Benefit Fund (PBF)

contributions to protect the fund's solvency and provide enhanced benefits.

The ratified PBF amendment, revising **Articles IX and XI**, raises contributions by \$.70 per month on January 1, 2007; \$1.00 per month on January 1, 2008; and \$1.00 per month on January 1, 2010.

Currently, a member who retires with 20 years of service contributes \$2,712 over the course of his or her career, resulting in a present benefit of \$79 per month at retirement. The new measure raises total contributions for a 20-year member to \$2,995 and provides a payout of \$90.

The Law Committee Report stated, "Although the increased contributions will not offset the costs of the benefit improvement, the Committee believes the combination of investment earnings and increased IBEW "A" membership through the organizing efforts will continue to keep the PBF healthy and make up for any shortfalls."

The resolution gives the International Executive Council, as PBF fiduciaries, the discretion to modify future death benefit payments only for "A" members enrolled in the plan after a specified date, if it becomes apparent that the PBF's financial health is jeopardized by a sudden influx of new participants who are older than expected.

Article IX of the IBEW Constitution was reorganized under the resolution to provide for a separate listing of per capita taxes paid to the IBEW's general fund and payments by "A" members into the PBF.

After the report, several delegates rose in favor. No delegates opposed the change, which was, in accordance with the IBEW Constitution, open to discussion and voting only by "A" members.

Delegates rejected a proposal to change the Constitution's numbering of amendments from Roman to Arabic numerals. Submitted by six locals from Montana, Wyoming, Idaho and Colorado, the Law Committee concurred, agreeing that it would eliminate confusion caused by the current numbering system. But the Convention in a voice vote overwhelmingly voted down the change.

Delegates approved an amendment that affirms long-standing policy on the ineligibility of apprentices holding local union office. The amendment, **Article XV,**

Section 14, would prohibit any apprentice from holding local union office, except a member who was previously eligible if he entered an apprenticeship program to upgrade his skills.

An amendment clarifying the duties of the president of railroad local unions was approved. Delegates agreed with the proposal to change **Article XVII, Section 1 (j)**, which was submitted by Wilmington, Del., Local 2270. The new amendment says the president "shall cooperate with the business manager of the L.U., if the L.U. has one, and shall not work in conflict with him. Where the L.U. has no business manager, the duties normally performed by the business manager shall be performed by the president, who is then both president/business manager (except where the Local Union is affiliated with a Railroad System Council or has a General Chairman)."

Delegates approved with little discussion an amendment concerning the appeals of members who have been found guilty of misconduct, offenses or penalties in violation of **Article XXV, Section 12**, by the local union trial board. The committee statement said the current language had led to a misunderstanding by some members that any complaint may be appealed.

Interpretations of the IBEW Constitution for more than 50 years have concluded that only issues arising from local union trial board actions may be appealed. Issues such as a member's rights under a collective bargaining agreement or questions arising out of a member's employment status with a local union cannot be appealed under this section. Members may still file complaints with their International Vice President.

An amendment to **Article XXVI, Section 7**, concerning railroad electrical workers emphasizes the railroad jurisdiction of the IBEW in clear and strong terms. The change, which was approved by the delegates, names wiremen, technicians, fixture men, armature winders, meter men, electrical inspectors, switchboard operators, generator, motor and substation attendants, electric crane operators, cable splicers, signal men and signal

(Continued on next page)

Summary of Convention Action

(Continued from page 55)

maintainers, power, telephone linemen and repairmen, ground men, electrical rail grinders, rail bonders, electrical bridge operators, battery men, radio and telecommunications workers, inside and outside electrical maintenance workers, and all other electrical workers employed by railroad companies as railroad electrical workers.

The jurisdiction of railroad workers, according to the amendment, would include all electrical and communications work on the property and rights-of-way owned and operated by the railroad companies. The amendment will help facilitate a strong working relationship with the IBEW railroad branch and locals in the inside and outside branches.

Delegate Action On Resolutions

Delegates began their work Thursday, September 14, 2006, on the Report of the Resolutions Committee, presented by Chairman Marvin P. Kropke, Los Angeles Local 11, and Secretary Mary Jo Arcuri, Syracuse, N.Y., Local 2213. The Convention completed actions on the resolutions on Friday, September 15. In order of consideration, the disposition of the resolutions considered was as follows.

Resolution Nos. 1 and 31 deal with renewable energy sources and were combined by the committee. The combined resolution puts the IBEW on record in support of alternative energy sources and nuclear energy. It proclaims that IBEW members will be on the forefront of these evolving technologies and will take a major role in the production, installation and maintenance of the new alternative energy supplies and distribution networks. The resolution also expresses support for steps to expand the safety and utilization of nuclear power. Delegates approved the

committee's recommendation of concurrence on the combined resolution.

Resolution No. 2 recognizes the American and Canadian flags as unique symbols of our two great countries and of our basic freedoms. It puts the IBEW on record as urging the U.S. and Canadian governments and all others who purchase and display American or Canadian flags to purchase only flags made by workers in the respective countries. It advocates legislation to encourage school systems to begin the day with a pledge of allegiance to the flag, and to indemnify schools from litigation. Delegates approved the committee's recommendation of concurrence.

Resolution No. 3 puts the IBEW on record in support of the Boy Scouts of America and Canada. In view of the Boy Scouts' positive contributions to youth, the committee recommended concurrence and delegates approved.

Resolution No. 4 puts the IBEW on record as supporting deployment of universal, high-speed broadband connections, which will require a tremendous work force of trained IBEW members. The resolution calls for access to high-speed Internet service for all homes, schools and businesses. Delegates approved the committee's recommendation of concurrence.

Resolution No. 5 in its original form urged the 37th IBEW Convention to go on record in support of the "Buy American" campaign. To make the resolution all-inclusive, the committee offered a substitute resolution [Buy American & Canadian] proposing that the Convention go on record for the continued support of the campaign and work hard to educate the membership on the importance of supporting American and Canadian union-made products. Delegates approved the substitute resolution.

Resolution No. 6 pertains to the reimbursement for health care benefits for Canadian international officers and staff. While the committee agreed with the concept that all officers and representatives should be treated with equality and fairness, it found this resolution confusing as to what particular issue(s) the submitting local unions were attempting to address. In researching this matter, the committee found that all officers and representatives,

regardless of whether they are from Canada or the United States, receive the same level of benefits and are treated with equality and fairness. Therefore, the committee recommended nonconcurrence and the delegates agreed.

Resolution No. 8 relates to the IBEW Construction Jobs Board and proposes that Convention delegates go on record as recommitting support for it. It calls for all local unions with construction jurisdiction to post and update the Jobs Board on the first and third Monday of each month to include the number of referral applicants on the out-of-work lists for each classification of members, and post all current and upcoming job information. Delegates approved the committee's recommendation of concurrence.

Resolution No. 9 puts the Convention on record in support of the IBEW's time-tested standard exclusive referral system and discourages call-by-name except under circumstances deemed acceptable by the International President and/or negotiated by his office with the National Electrical Contractors Association. The committee noted that call-by-name is contrary to the principles of the IBEW and is detrimental to the membership and the entire Brotherhood. The committee recommended concurrence. Delegates approved the resolution.

Resolution No. 10 relates to construction local union recall and proposes that the Convention go on record in support of the International President in negotiating with NECA "optional verbatim language" relative to recall language and the elimination of furloughs. The committee agreed that it is in the best interest of the membership, as well as contractors, to have standardization of Category 1 Recall Language and discourages local union negotiation of recall language until such time as the IBEW and NECA come to a formal agreement addressing this issue. Delegates rejected the committee's recommendation of concurrence.

Resolution Nos. 11 and 34 pertain to construction local unions' "right to reject" and were combined by the committee. These resolutions address abuses that have occurred under the current Category 1 Language, which gives a contractor the

right to reject a member without a reason or justification. The committee stated that a contractor should provide justification for rejection anytime the contractor refuses employment to an IBEW member, especially if the member has never worked for that contractor. The committee statement encourages and supports President Hill in his efforts to negotiate revised Category 1 Language that eliminates this injustice. The committee supported concurrence, and delegates agreed.

Resolution Nos. 12 and 13, which pertain to support of the Davis-Bacon Act, were combined by the committee. The combined resolutions support the IBEW's continued fight to oppose repeal of the Davis-Bacon Act or any state or local level prevailing-wage statutes. The committee urged the continued fight for the Davis-Bacon Act, even in the face of a national disaster such as Hurricane Katrina, and recommended concurrence with the combined and amended resolutions. Delegates agreed.

Resolution Nos. 14 and 15 address the importance of diversity and full inclusion within the IBEW. The committee combined the resolutions and proposed a substitute resolution that covers the essence of both. The substitute resolution calls for the IBEW's reaffirmation of its commitment to full participation, inclusion and equality for all members through goal setting, education and outreach programs. It calls for the IBEW to devise a strategic diversity plan to achieve full participation for all members at every level of the IBEW; and to achieve greater visibility for African-Americans, Latinos, Asian-Pacific Americans, Native Americans, women and other underrepresented groups. Delegates approved the committee's recommendation of concurrence with the substitute resolution.

Resolution No. 16 puts the convention on record in support of the Girl Guides of Canada and the Girl Scouts of the United States of America. The resolution was approved.

Resolution No. 17 pertains to the IBEW Hour Power Web site and puts the Convention on record urging members to ensure the continued success of IBEWhourpower.com by participating on

the Web site. It urges all locals to add IBEWhourpower.com as a link to their Web site, and to order Hour Power materials for display at the union hall and distribution on the jobsite. The committee notes that the recently introduced Hour Power Web site has made outstanding progress in improving communications among construction branch members and recommends expanding it to all IBEW branches. Delegates approved the committee's recommendation of concurrence.

Resolution No. 18 supports an increase in the minimum wage and calls for the IBEW to continue its work at the state and local levels to enact new minimum wage and living wage measures, and to continue working for legislation to raise the federal minimum wage. The resolution was adopted.

Resolution No. 19 puts the IBEW on record in support of efforts of the March of Dimes. Delegates approved the committee's recommendation to concur.

Resolution No. 20 regards full participation with the AFL-CIO's National Affiliation Fee Program (NAFP), and full affiliation of all IBEW local unions with the state AFL-CIO federations. The resolution calls for IBEW participation in NAFP, whereby the I.O. pays the per capita to all state federations in the United States on behalf of its local unions to affiliate at the 100 percent level, and in turn, receives a 15 percent discount on the payment. It calls for the I.O. to charge its local unions the sum of the full per capita payment to the respective state federation, and refund the 15 percent savings with an end-of-the-year payment to all IBEW local unions in the United States. It further calls for the IBEW to work with the AFL-CIO National Building and Construction Trades Department to develop a similar national payment program for full affiliation for local unions. Delegates approved the committee's recommendation to concur.

Resolution No. 21 calls for delegates of the Convention to go on record in support of proposed legislation HR 676, the U.S. National Health Insurance Act. The committee agreed with the basic intent of the resolution and that the health care issue is one that cannot be resolved at the bargaining table and must be addressed

through the passage of legislation. However, in researching HR 676, the committee concluded that the total ramification of HR 676 must be understood before it can be endorsed by the IBEW. The committee recommended nonconcurrence. The delegates approved the committee's recommendation of nonconcurrence.

Resolution No. 22 puts the Convention on record as recommending to all local unions that they affiliate and participate in the affairs of the Labor Division of the National Safety Council. Delegates approved the committee's recommendation to concur.

Resolution No. 23 addresses the NEAP and NEBF suspension rule. It deals with the suspension of a NEBF recipient's benefit when actively organizing on behalf of an IBEW local union. The committee statement agrees with the intent of the resolution and requests the IBEW NEBF trustees to do everything within their power to negotiate an amendment to the suspension of benefits clause. Delegates approved the committee's recommendation of concurrence.

Resolution Nos. 24, 26, 27 and 28 dealing with NEBF were combined by the committee. The substitute resolution requests that International officers open discussions with NECA to implement by all means legally and actuarially sound an increase in the NEBF contribution rate to 5 percent effective Jan. 1, 2007, or as soon thereafter as practical. Additionally, the resolution calls for the NEBF to pursue a cost analysis to determine the feasibility of increasing the current defined pension benefit; and that the NEBF pursue a cost analysis to determine the feasibility of providing a monetary payout to participants' children and/or estate in the event the participant dies without a surviving spouse. The resolution further calls for cost analyses to determine the feasibility of providing a benefit increase to current NEBF retirees, adding an "Early Retirement Option at age 60." and reducing early retirement penalties. Finally, the resolution puts the 37th Convention on record commending International President Hill and Secretary-Treasurer Jon Walters for their efforts in securing a better,

(Continued on page 84)

Convention Committees



Prior to the opening of an IBEW Convention, several committees meet to review important matters and prepare the reports necessary to the effi-

cient conducting of business. Below are the delegates who gave of their time to serve on committees for the 37th International Convention.



Law Committee members, seated from left, are Sweeny, Ranghelli, Secretary Marchell, Chairman Fitzgerald, Datillo, and MacDonald. Back row from left, are Koerschner, D'Arcy, McAlister, Riley, Seay, Bell and Byrd.

Law Committee

Name	L.U.	City/State	Name	L.U.	City/State
Michael Fitzgerald, Chairman	134	Chicago, Ill.	Michael P. MacDonald	1928	Halifax, Nova Scotia
John E. Marchell, Secretary	3	New York, N.Y.	N. Dan McAlister	295	Little Rock, Ariz.
Joel D. Bell	769	Phoenix, Ariz.	Ralph F. Ranghelli, Jr.	1049	Long Island, N.Y.
Michael A. Byrd, Sr.	111	Denver, Colo.	William W. Riley	349	Miami, Fla.
Brian D'Arcy	18	Los Angeles, Calif.	Gary Seay	816	Paducah, Ky.
Michael A. Datillo	1455	St. Louis, Mo.	Rita L. Sweeny	2313	Braintree, Mass.
Robert E. Koerschner	219	Iron Mountain, Mich.			



Resolutions Committee members, seated from left, are Guillot, Maraia, Secretary Arcuri, Chairman Kropke, Graham and Farmer. Back row from left, are Granberg, Plumbo, Prizmich, Chamberlain, Laurie, Eaton and McCoy.

Resolutions Committee

Name	L.U.	City/State	Name	L.U.	City/State
Marvin P. Kropke, Chairman	11	Los Angeles, Calif.	Don C. Guillot	77	Seattle, Wash.
Mary Jo Arcuri, Secretary	2213	Syracuse, N.Y.	A. Michelle Laurie	258	Vancouver, British Columbia
Laurence D. Chamberlain	681	Wichita Falls, Texas	John Maraia	363	New City, N.Y.
Tiler F. Eaton	104	Boston, Mass.	Dale McCoy	386	Texarkana, Ariz.
James L. Farmer	558	Sheffield, Ala.	Joseph V. Plumbo	23	St. Paul, Minn.
Charles E. Graham	26	Washington, D.C.	Jim Prizmich	708	Denver, Colo.
Gerald A. Granberg	347	Des Moines, Iowa			



Grievance and Appeals Committee members, seated from left, are Couch, Chairman Sparks, Secretary Monahan and Sickles. Back row from left, are Nees, Hager, Kastner, Stroup, Yuh, McNamara, Carl, Unikas and Shaffer.

Grievance and Appeals Committee

Name	L.U.	City/State	Name	L.U.	City/State
Robbi J. Sparks, Chairman	2127	Atlanta, Ga.	Pat A. Nees	1638	Colstrip, Mont.
Michael P. Monahan, Secretary	103	Boston, Mass.	Paul J. Shaffer	474	Memphis, Tenn.
Ryle J. Carl	1116	Tuscon, Ariz.	Wally Sickles	71	Columbus, Ohio
James W. Couch	733	Pascagoula, Miss.	Edward W. Stroup, III	1289	Lakewood, N.J.
Mark D. Hager	714	Minot, N.D.	John K. Unikas	420	Waterbury, Conn.
Ronald E. Kastner	21	Downers Grove, Ill.	Gerald H. Yuh	1186	Honolulu, Hawaii
Bruce G. McNamara	1687	Sudbury, Ontario			



International President's Report Committee members, seated from left, are Webster, Chairman Dougherty, Secretary Jones, Dreisel and Joyce. Back row from left, are Heinz, McLaughlin, Thornhill, Lavin, Fulmer, Bodell, Bruemmer and Leach.

International President's Report Committee

Name	L.U.	City/State	Name	L.U.	City/State
John Dougherty, Chairman	98	Philadelphia, Pa.	Robert Joyce	15	Downers Grove, Ill.
Ronald W. Jones, Secretary	659	Medford, Ore.	Lloyd Lavin	226	Topeka, Kan.
Bob Bodell	449	Pocatello, Idaho	Thomas Leach	126	Philadelphia, Pa.
Donald Bruemmer	257	Jefferson City, Mo.	Michael McLaughlin	2126	Fredericton, New Brunswick
Gail Dreisel	1386	Newburyport, Mass.	Harrison Thornhill	824	Tampa, Fla.
Scott Fulmer	772	Columbia, S.C.	Lloyd Webster	45	Hollywood, Calif.
Glen Heinz	1352	Louisville, Ky.			

Convention Committees



International Secretary-Treasurer's Report Committee members, seated from left, are Logan, Marshall, Secretary Boulet, Chairman O'Rourke, Pace and Farmer. Back row from left, are Salazar, McCombs, Stecy, Langley, Pusateri, Guthrie and Addy.

International Secretary-Treasurer's Report Committee

Name	L.U.	City/State	Name	L.U.	City/State
John O'Rourke, Chairman	6	San Francisco, Calif.	Charles Marshall, Jr.	948	Flint, Mich.
Daniel Boulet, Secretary	2228	Ottawa, Ontario	Richard McCombs	261	Groton, Conn.
Danny E. Addy	83	Binghamton, N.Y.	Mike Pace	1077	Bogalusa, La.
Roger Farmer	934	Kingsport, Tenn.	Peter Pusateri	1269	San Francisco, Calif.
Dion Guthrie	1501	Baltimore, Md.	Felipe Salazar	960	El Paso, Texas
Lawrence K. Langley	768	Kalispell, Mont.	Ronald Stecy	2085	Winnipeg, Manitoba
Gregory Logan	545	St. Joseph, Mo.			



International Executive Council Report Committee members, seated from left, are Perry, Wagnon, Emery, Secretary Casey, Chairman Chalovich, Hudson and Gant. Back row from left, are Jones, Hammel, Bell, Rivara, Sabol and Kuehl.

International Executive Council's Report Committee

Name	L.U.	City/State	Name	L.U.	City/State
John Chalovich, Chairman	5	Pittsburgh, Pa.	James Jones	898	San Angelo, Texas
Joseph Casey, Secretary	490	Dover, N.H.	Mark Kuehl	804	Kitchener, Ontario
Larry Bell	1547	Anchorage, Alaska	Michael Perry	1499	Chelsea, Mass.
Robert Emery	429	Nashville, Tenn.	Dominic F. Rivara	51	Springfield, Ill.
Edward Gant	351	Folsom, N.J.	Fred Sabol	986	Norwalk, Ohio
Daniel Hammel	704	Dubuque, Iowa	Alan Wagnon	391	Gadsden, Ala.
Scott Hudson	532	Billings, Mont.			



Finance Committee Members

Finance Committee members, seated from left, are Pirrello, Secretary Shur, Chairman Briegel, Lira and Cockcroft. Back row from left, are Murdoch, Miller, Johnson, Duffey, May, Grunwald, Burge and Guertin.

Finance Committee



Sergeant-At-Arms Committee members. Standing front row from left, President Hill, Chairman Melville, and Secretary-Treasurer Walters.

Sergeant-at-Arms Committee

Name	L.U.	City/State
Raymond Melville, Chairman	3	New York, N.Y.
Donald Adams	505	Mobile, Ala.
Randall Albin	2286	Beaumont, Texas
Guilherme Alexandre	1203	Pawtucket, R.I.
James Avery	1340	Newport News, Va.
Michael Baker	814	Sedalia, Mo.
Lou Baram	102	Paterson, N.J.
Marc Bernsen	291	Boise, Idaho
Jack Buckhorn	551	Santa Rose, Calif.
James Burgham	64	Youngstown, Ohio
Wally Chudo	2034	Winnipeg, Manitoba
George Clain	300	Montpelier, Vt.
Patrick M. Clary	995	Baton Rouge, La.
David Clay	2295	Los Angeles, Calif.
Stephen Claypatch	292	Minneapolis, Minn.
Cordell Cole	625	Halifax, Nova Scotia
James Davis	271	Wichita, Kan.
Robert Emery	429	Nashville, Tenn.
Michael Everett	34	Peoria, Ill.
Larry Franklin	2220	Lexington, Ohio
Scott Fulmer	772	Columbia, S.C.
David Gainforth	2228	Ottawa, Ontario
Robert F. Hammond	130	New Orleans, La.
Mark Hansen	3	New York, N.Y.
Jay Harris	1537	Winston-Salem, N.C.
J. Bobby Hayes	1193	Atlanta, Ga.
Donald Hoak	459	Johnstown, Pa.
Philip Horrell	1096	Blairsville, Pa.

Name	L.U.	City/State
Harvey Humphrey	415	Cheyenne, Wyo.
Arthur G. James	769	Phoenix, Ariz.
David Jones	357	Las Vegas, Nev.
Don Kaczka	1919	Pittsburgh, Pa.
Bob Kasper	31	Duluth, Minn.
Kevin Kearns	2011	Calgary, Alberta
Victor Keller	1856	Havre, Mont.
Thomas G. Koehler	160	Minneapolis, Minn.
Geary Larson	1007	Edmonton, Alberta
Hank Lewis	639	San Luis Obispo, Calif.
Michael Long	1613	Kansas City, Mo.
Ronald Lundien	95	Joplin, Mo.
James Lynch	53	Kansas City, Mo.
Gregory Masie	612	Wheatland, Wyo.
Austin McCann	3	New York, N.Y.
William McGowan	2323	Cranston, R.I.
Michael Meals	617	San Mateo, Calif.
Robert Neely	1902	Charlotte, N.C.
Carl Neutzling	688	Mansfield, Ohio
James Pendergrass	283	Boise, Idaho
Cindy Pereira	1523	Wichita, Kan.
Glen Petznick	1525	Omaha, Neb.
Randall Pierce	2337	Fairfield, Texas
Richard Raymond	486	Worcester, Mass.
Shane Roberts	1926	Philadelphia, Pa.
George Rocha	1548	San Marcos, Texas
Jeff Rosentreter	1749	New Johnsonville, Tenn.
Ricardo Sanchez	589	Jamaica, N.Y.
John Sardo	35	Hartford, Conn.
John Schepens	988	Sidney, Mont.
Diana Schmidt	1060	Sheboygan, Wis.
Robert Shelton	444	Ponca City, Okla.
Daniel Sherman	2150	Milwaukee, Wis.
Antero Silva	1274	Warwick, R.I.
Randy J. Stainbrook	1250	Rapid City, S.D.
Barry D. Stevens	353	Toronto, Ontario
A. C. Stillman	340	Sacramento, Calif.
Frank Telesz	712	Beaver, Pa.
Larry Tscherne	245	Toledo, Ohio
Edwin Warren	2144	Rumford, Maine
James Weldon	728	Ft. Lauderdale, Fla.
Jackson Wells	50	Richmond, Va.
Michael Yarbrough	302	Martinez, Calif.

Name	L.U.	City/State
John Briegel, Chairman	254	Calgary, Alberta
Allen Shur, Secretary	569	San Diego, Calif.
Clinton Burge	265	Lincoln, Neb.
Donald Cockcroft	776	Charleston, S.C.
Dennis Duffey	8	Toledo, Ohio
Mike Grunwald	76	Tacoma, Wash.
Vince Guertin	949	Burnsville, Minn.
Roger Johnson	208	Norwalk, Conn.
Paul E. Lira	304	Topeka, Kan.
Albert May	605	Jackson, Miss.
Todd Miller	354	Salt Lake City, Utah
Brian Murdoch	435	Winnipeg, Manitoba
Robin Pirrello	1637	Erie, Pa.



District Photographs

All district photos may be ordered through www.ibew.org.



1st District—Canada



2nd District—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont



3rd District—Delaware, New Jersey, New York, Pennsylvania



4th District—Kentucky, Maryland, Ohio, Virginia, West Virginia, District of Columbia



5th District—Alabama, Florida, Georgia, Louisiana, Mississippi, Canal Zone, Puerto Rico, Virgin Islands

District Photographs



6th District—Illinois, Indiana, Michigan, Minnesota, Wisconsin



7th District—Arizona, Kansas, New Mexico, Oklahoma, Texas



8th District—Colorado, Idaho, Montana, Utah, Wyoming



9th District—Alaska, California, Hawaii, Nevada, Oregon, Washington, Pacific Islands



10th District—Arkansas, North Carolina, South Carolina, Tennessee



11th District—Iowa, Missouri, Nebraska, North Dakota, South Dakota



WELCOME NEW MEMBERS



Pre-Convention Activities

Conferences on serious issues, a display of union pride and light-hearted social gatherings marked the days before the Convention.

The actual business of an IBEW Convention is only part of the scene at these massive gatherings. Delegates and guests also meet in conference to discuss important issues affecting working people and take time to renew the bonds of solidarity by simply getting to know each other better.

The many facets of the IBEW were on display in Cleveland from September 8-10. The following pages show the IBEW in all its range, depth and diversity in the days leading up to the opening gavel of the Convention.



Electrical Workers Minority Caucus



Political Conference



Expo



Women's Conference



Block Party

Political Conference

Inspires, Motivates Convention Delegates

Delegates to the 37th International Convention came to Cleveland ready to play their part in a tumultuous national political scene on the brink of what could be a watershed change in Congress and state houses across America. IBEW speakers and political candidates stoked the excitement of nearly 500 of the IBEW's most faithful political activists two months before Election Day at the 2006 IBEW Political Conference.

"November 2006 is about putting America and our labor movement onto the road of recovery from the sick politics of greed that have deformed and defiled the world's most powerful nation," IBEW International President Edwin D. Hill told the audience. "If you are angry and ready to work like there's no tomorrow, you're in the right place."

One of America's most hotly contested electoral battlegrounds is Ohio. Congressman and U.S. Senate candidate Sherrod Brown energized the delegates as he discussed the fundamental philosophical differences between himself and incumbent Sen. Mike DeWine.

"Last year the CEO of ExxonMobil made \$17,000 an hour but the minimum wage earner in Ohio struggling to fill up a tank of gas made \$11,000 a year," Brown said. The federal minimum wage—now at \$5.15 an hour and at its lowest inflation-adjusted earning level in



At right, U.S. Rep. Linda Sanchez, a Los Angeles Local 11 member, pushes a vote to raise the minimum wage. Below, President Hill urged union members to mobilize for the election.



50 years—hasn't been raised in 10 years.

President Hill urged the audience to recruit members who may have lost sight of the value of political action. Secretary-Treasurer Jon Walters said IBEW members polled recently gave a dismal 29 percent approval rating to President Bush.

"The fact is that our members represent the political heart of this nation—men and women who have worked their way into the American dream, using the tools of our trade and the strength of their soli-



...darity," Walters said. "But that dream is under siege today, with downward pressure on real wages and benefits, from

(Continued on next page)



Second from left, Secretary-Treasurer Emeritus Jerry O'Connor



Jennifer Brunner seeks the Ohio secretary of state seat.



Retired member Mary Jane Lambert

Political Conference

(Continued from page 67)

health care to pensions. By and large, that downward pressure is coming from the top—political leaders beholden to rich corporate benefactors who have their own vision of the American dream, where the middle class is not important.”

Mary Jane Lambert, retired IBEW member of now-

retirees who lost their health insurance after the L.G. Philips picture tube plant declared bankruptcy following a joint venture with another company. When they petitioned their two senators, DeWine and George Voinovich, both Republicans, for assistance, they were given the runaround and ultimately, no assistance.

Ohio secretary of state candidate Jennifer Brunner said the current man in that job, Ken Blackwell, used his office and title to campaign illegally for President Bush. He is under federal investigation for that. She urged Cuyahoga County residents to vote by absentee ballot to ensure a verifiable paper record of their vote, as opposed to using Diebold electronic voting machines, whose results have been inconsistent and impossible to verify.

Rep. Linda Sanchez (D-Calif.), who is a member

of IBEW Local 441 in Santa Ana, noted that Ohio has lost 200,000 manufacturing jobs in the last five years, making it the state with the most job loss in the country. She was also critical of the Republican leadership’s attempt to tie the recent bill to raise the minimum wage to one eliminating estate taxes for the richest Americans.

“Workers should not have to wait for Paris Hilton to get a tax break to get a raise,” said Sanchez, who is likely to easily win election to her third term this fall.

Third District Vice President Don Siegel introduced IBEW member Charles Dertinger, who is running for Congress in the 15th District of Pennsylvania. Dertinger is opposing a staunch Republican conservative in the district which has voted Democratic in the last three presidential elections.

“Go get ‘em Charlie,” shouted a conference participant, as Dertinger—a member of New York Local 3—rose to speak. “We’ve heard a lot of bad news today, but I have some good news for



Brown seeks to capture a U.S. Senate seat in Ohio.



Secretary-Treasurer
Jon Walters



Local 3 member
Charles Dertinger
is running
for Congress.



Cincinnati Local
212 member Bill
Cunningham is
mayor of
Lawrenceburg, Ind.



IBEW
National
Political
Coordinator
Roger Clyde



International
Secretary
Emeritus
Jack Moore



U.S. Rep. Sherrod
Brown, left, greets
IBEW Political
Director Rick Diegel.



you,” said Dertinger, explaining how, with the support of organized labor, he waged a successful write-in campaign to get on the ballot in November. His story was featured in the September 2006 issue of the *Journal*.

Irasema Garza, national political director of Working America, AFL-CIO’s com-

munity-based organizing effort, described the success of the group’s recruitment and asked for support from IBEW locals. Polling of the target population shows that 70 percent consider themselves moderate or conservative; 75 percent lack college degrees; one-third are born-again Christians; one-third support the National

mayor of Lawrenceburg, Ind.; Larry Clark, former business manager of Louisville, Ky., IBEW Local 369, the Democratic leader of the Kentucky House of Representatives; Congressman Tim Ryan (D-Ohio) and Bob Powers, senior director of legislative programs at the Nuclear Energy Institute. ■

Rifle Association; 37 percent have some union experience.

“We’re focusing on citizens who are now being ignored by the Republican and Democratic parties, she said.

Also addressing the political conference were Bill Cunningham, a retired Cincinnati, Ohio, IBEW Local 212 business manager who serves as



Women's Conference

IBEW Women's Conference Showcases Strong Union Spirit



IBEW's women International Representatives

The IBEW Women's Conference showcased a spirit of solidarity and sisterhood by the more than 200 delegates and guests who attended.

In his address to the delegates, President Hill recognized the contributions of strong women union members and urged them to continue to organize, lead within their local unions and participate in political action.

"Stand tall, stand together with courage and commitment to move forward," Presi-



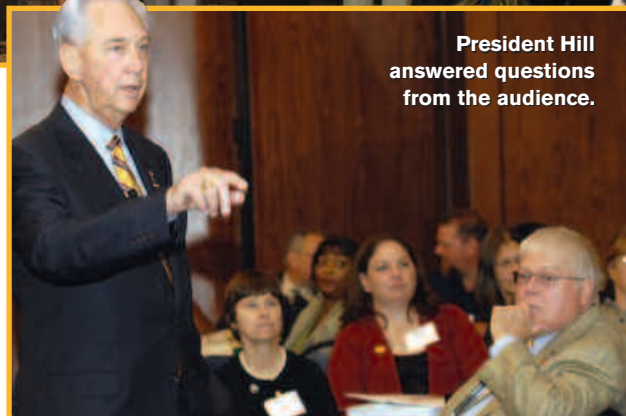
Jan Schwingshagl gave a talk on interpersonal communications.

dent Hill said. "Together we can create a new future by standing shoulder to shoulder to face the challenges ahead and build a stronger union."

Secretary-Treasurer Walters said women can achieve great goals in the IBEW. "Women have a place everywhere in the IBEW," Walters said. "I believe there's power to spare in this room. We need you to move this union forward. We need you to help us expand our ranks."

IBEW Human Services Department Director Carolyn Williams invited 14 women who serve as IBEW International Representatives, as well as Executive Assistant to the International President Liz Shuler, to the stage for special recognition. Royetta Sanford, former Human Services Department director was recognized as "one of the giants."

Shuler noted that President Hill has appointed "more women and minorities for staff positions than any other International President." She then



President Hill answered questions from the audience.

opened the conference floor to delegates for a question-and-answer session with President Hill.

Topics discussed in the session included mentoring for women at the local level, organizing, combating outsourcing and encouraging more women to enter the trades.

"The IBEW is going to grow," President Hill concluded, "and we need you to put on the straps and help us get done what needs to be done."

Guest speaker Elise Bryant, National Labor College faculty member, paid tribute to "all the sisters who broke into the trade and blazed a path."

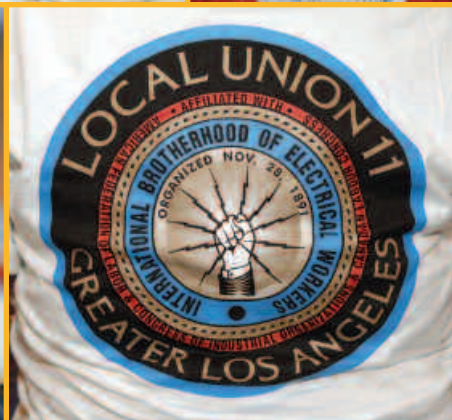
IBEW Education Director Jan Schwingshagl made an instructive presentation on conflict resolution.



Secretary-Treasurer Walters said women belong in all facets of the IBEW.



IBEW Human Services Director Carolyn Williams



International Assistant to the President Liz Shuler



IBEW International Representative Carmella Cruse



Connie Schultz, journalist and author



Elise Bryant, National Labor College

IBEW International Representative Sherilyn Wright, Political/Legislative Affairs Department, spoke about the critical importance of 2006 midterm elections and introduced the next guest speaker, Pulitzer Prize winner Connie Schultz, author and columnist for the Cleveland Plain Dealer. Schultz is the wife of Ohio Senate candidate Sherrod Brown.

Schultz praised what activist women and organized labor have accomplished.

"It is so important this year that women step up for the 2006 elections," Schultz said, adding that she has seen "more women organizing in Ohio this year than ever before."

"Women have stood up and stepped up," Schultz said.

The final speaker was IBEW International Representative Carmella Cruse of the Membership Development Department.

Cruse spoke of recent success in the IBEW's ongoing organizing campaign in

Florida. "Sisters are leading the way," Cruse said. "It's going to take every last one of us to stand up together, shoulder to shoulder," in the fight to organize.

"Sisters are doing it for ourselves and for others who are struggling for good union jobs," Cruse said.

In closing remarks, Williams told the delegates, "We all walk in the shoes of those who went before and we are laying the footprints for those who will follow."



Minority Caucus

Electrical Workers Minority Caucus Confronts Issues of Changing Work Force

The meeting of the Electrical Workers Minority Caucus combined healthy servings of inspiration, advice, honors for fighters of the past and dialogue to recruit the leaders of the future.

Fourth District Vice President Paul Witte welcomed the EWMC to Cleveland, drawing applause when he said, "Each of us is unique. Each of us possesses talent. We must pool that talent and make it work for us."

Carolyn Williams, IBEW Director of Human Services, recounted how she first became involved in the caucus in 1996 and come to know "its vital role as one of the most inclusive organizations in the labor movement today."

President Hill described how—out of all the meetings that he attends—the EWMC always guarantees enthusiasm and spirit. "Let no one doubt that the IBEW does not have the time or the patience for anyone who clings to the old ways of doing business, especially when those ways are not just useless but downright harmful to any of our people and to our goals of progress and excellence. We are not going to tolerate that," said President Hill to loud applause.

Secretary-Treasurer Jon Walters drew cheers when,

**Detroit Local 17
Vice President
Lamar Williams**



after describing the current situation facing working families, he said, "Brothers and sisters, this is not about the color of one's skin. It's not a black and white, brown and yellow issue. It's about the haves and the have-nots."

EWMC President Robbi Sparks introduced one of the founders of the EWMC, Gus Miller of Portland, Ore., Local 48, to a standing ovation. Miller was a pioneer for equal rights in the Brotherhood.

The meeting turned into a classroom—with rich student participation—when Ninth District International Representatives Keith Edwards, Juanita Luiz and Brian Ahakuelo led a workshop that challenged attendees to understand the nature of diversity in the IBEW. They noted that different generations have varying attitudes toward labor and social issues, and how approaches to organizing must take these viewpoints into account.



**Los Angeles
Local 11
Diana
Limon**

"I have been an organizer in the Puget Sound region for many years," said Local 191 member Darrell Chapman, Everett, Wash. "We have much experience organizing women and people of color. But most of them spoke English. We have to get multi-lingual training now if we are going to organize in the future."

In a panel addressing cultural differences, John Easton Jr., business manager of Houston, Texas, Local 716, described his childhood in public housing in a



San Francisco Local 6 member Chantel Childs

Secretary-Treasurer Walters

IBEW equal rights pioneer, Portland, Ore., Local 48 member Gus Miller

Local 134 member Lionel Kelley

Russ Ponder, EWMC President Robbi Sparks and President Hill

Houston Local 716 Business Manager John Easton Jr.

President Hill

EWMC officers Victor Uno, Russ Ponder and Harry Sorrell

poor white neighborhood in Ohio, separated by railroad tracks from the neighboring black community. “No matter what color we were, we were all poor,” says Easton.

Larry Greenhill Sr., vice president of Washington, D.C., Local 26 and one of the first minority training directors in IBEW, outlined the need for members to incorporate the goals of promotion, recruitment and retention, as seen through the eyes of new members. “We

rarely do exit interviews when apprentices leave us,” says Greenhill. Leaders need to learn how to make the environment more inviting for newly-organized members, he said.

Jane Templin of Los Angeles Local 11 praised the leadership of her local, under Business Manager Marvin Kropke, for sponsoring an active EWMC chapter.

Among the many high points of the meeting was moving testimony from Louisiana members who detailed their

ongoing problems in recovering from Hurricane Katrina and expressed their gratitude for the IBEW’s support.

Sparks presented Resolution No. 14, which was put before delegates at the Convention, providing for a strategic goal-setting and outreach program at all levels of the union to hire, train and mentor and promote minorities to leadership positions in the union. A substitute resolution was ultimately passed by the Convention. (See page 57.)

IBEW 36th INTERNATIONAL CONVENTION EXPO FRIDAY, SEPT. 8-SUNDAY, SEPT. 10, 2006

IBEW Products, Services Featured at **Expo '06**



President Edwin D. Hill and Secretary-Treasurer Jon Walters opened the 2006 Electrical Industry Exposition before a crowd of delegates and guests eager to visit over 110 exhibits of American and Canadian-made products and services.

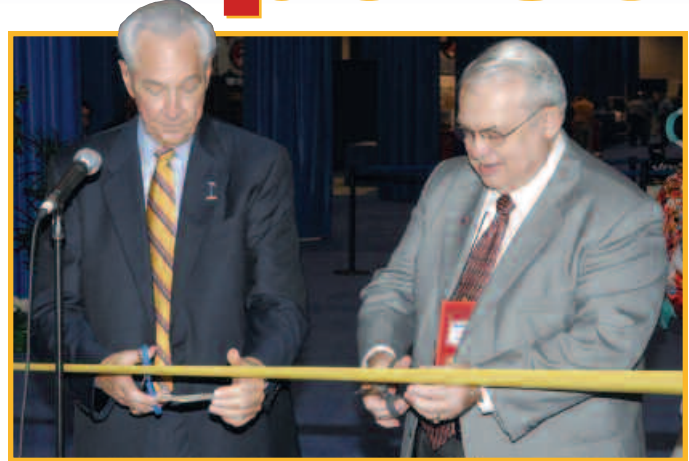
"The range of vendors here shows the breadth of the industries the IBEW represents in the U.S. and Canada," President Hill said as he welcomed the citizens of Cleveland and thanked them for hosting the 37th International Convention.

Behind President Hill was I-bew, the union's robot, and the Klein Tools Indy racer, driven by Dario Franchitti, fourth place winner in the 2005 Indy Car series.

From 100 percent union-grown, union-roasted coffee to high-quality lineman's tools, worker-oriented investment plans and IBEW hats and T-shirts, the Expo offered something for everyone.

One booth featured a table full of safety-related literature from the Occupational Safety and Health Administration and the National Institute of Occupational Safety and Health. At the Southern Company booth, Michael Walker, vice president of Tallassee, Ala., Local 904, a fleet technician, explained the scope of IBEW work at the utility.

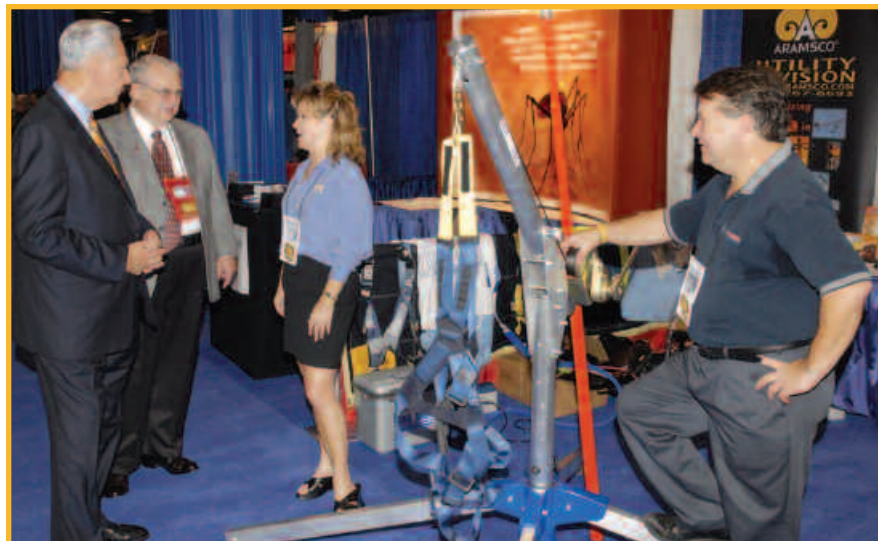
Visitors were invited to play "Who Wants To Be a Union-aire?" a computer interactive quiz on the history of the IBEW produced by the IBEW Research Department. A popular booth offering people the chance to have their picture superimposed on a special edition cover of the *IBEW Journal* was brought back again this Convention.



President Hill and Vice President Walters open the Expo with a ribbon-cutting.



IBEW 36th INTERNATIONAL CONVENTION EXPO FRIDAY, SEPT. 8-SUNDAY, SEPT. 10, 2006



(Continued on next page)



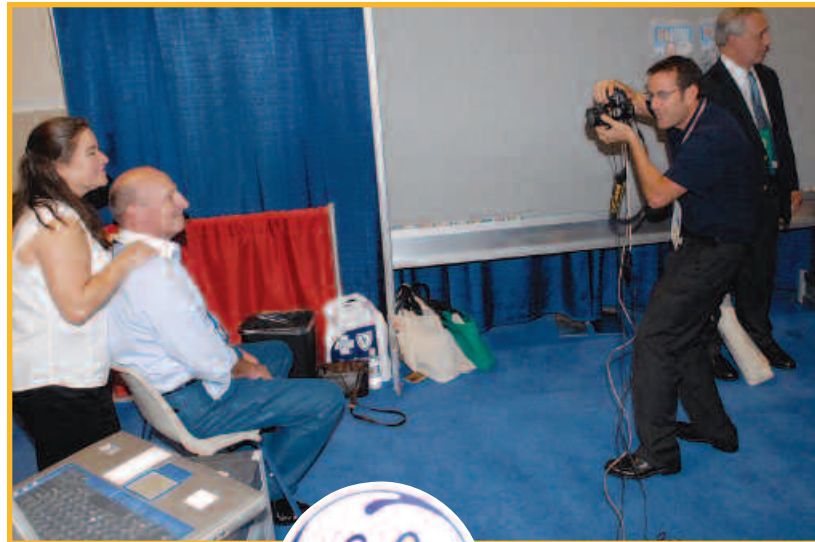
IBEW 36th INTERNATIONAL CONVENTION EXPO FRIDAY, SEPT. 8-SUNDAY, SEPT. 10, 2006

Expo '06

(Continued from page 75)



IBEW 36th INTERNATIONAL CONVENTION EXPO FRIDAY, SEPT. 8-SUNDAY, SEPT. 10, 2006



IBEW 36th INTERNATIONAL CONVENTION BLOCK PARTY & GALA SATURDAY, SEPT. 9, 2006

Block Party

Camaraderie Reigns at Block Party, Gala

The IBEW Block Party took over a breezy lakeside lawn for a concert in a setting that gave delegates a chance to relax outside and enjoy the offerings of a variety of local food vendors.

Pianist and songwriter Bruce Hornsby, eclectic band Little Feat and country music singer Rebecca Lynn Howard took turns entertaining a crowd of approximately 2,500 people.

The IBEW, at President Ed Hill's direction, arranged for the Saturday afternoon block party to be catered by local restaurants so that the delegates and guests could get the real taste of Cleveland and so that the economic benefit would be spread to a greater variety of small businesses. The restaurants that catered the event brought a wide range of local samplings, including hot dogs, pizza, pierogies, Chinese egg rolls, hummus, ribs and ice cream.

"This is the third Convention I've been to and it's the best," said Waukegan, Ill., Local 150 President P. Edward Moore, surveying the scene of families enjoying the day. "You just can't beat the camaraderie of this."

Saturday night's gala featured John Fogerty, legendary leader of Creedence Clearwater Revival. The show opened with a variety of singers and dancers representing different eras and included a performance by International President Edwin D. Hill and Secretary-Treasurer Jon Walters, who sang a bluegrass number in overalls.



IBEW 36th INTERNATIONAL CONVENTION BLOCK PARTY & GALA SATURDAY, SEPT. 9, 2006

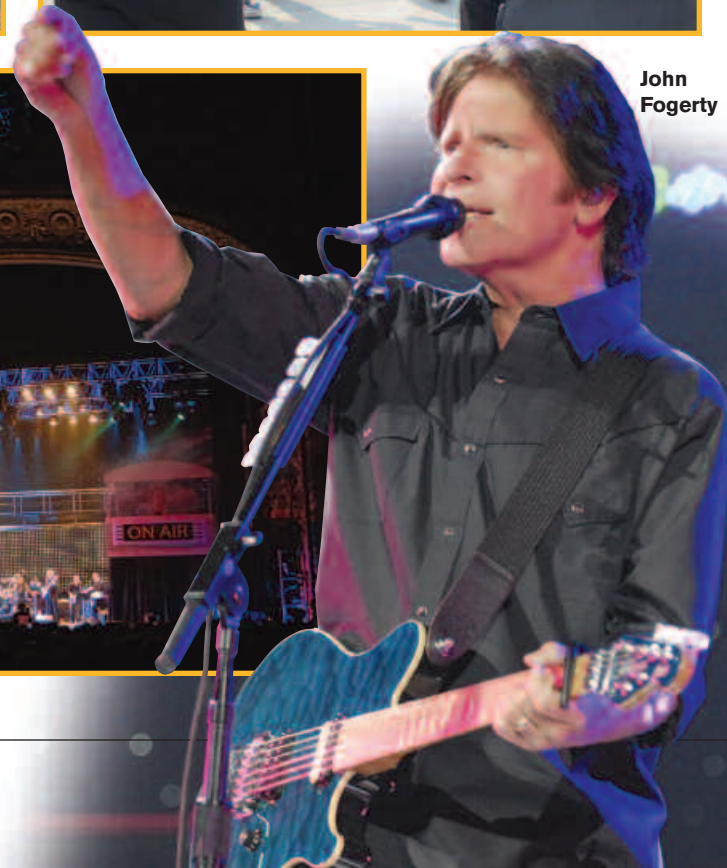


(Continued on next page)



Block Party

(Continued from page 79)



John Fogerty



C L E V E L A N D

A Pin Collector's Dream



IBEW Convention greetings don't just end with handshakes, bear hugs, dinner plans or promises to keep in touch. Rounding out Convention ritual, delegates reach into their pockets for the prized pin, that unique symbol of one's home local, lore or geography.

From the doorman at the Renaissance Hotel with his vest popping with IBEW ornaments, to the guests clustered behind the delegations on the Convention floor, pins bestowed a week of honorary Brotherhood status on their bearers.



part souvenirs, with one or more separate pins that fit inside or on the main pin. At the center of Gulfport, Miss., Local 1211's pin, modeled after the Gulf Coast, was a red hurricane which spins to commemorate the destruction and rebuilding after Katrina.

On the opening day of the Convention, the fifth anniversary of the Sept. 11 attacks, New York Local 3 members solemnly presented delegates entering the Convention Hall with 9/11 memorial pins. Twenty-one IBEW members died as a result of the attack.

Nashville, Tenn., Local 429's "Music City" pin featured a guitar. San Jose, Calif., Local 332, home to the Grateful Dead, answered Nashville with a pin carrying the band's logo and the words, "Grateful to be Union."

Delegates scrambled to pick up a Harley-



Fame pin featured figures of rock and roll giants like Elvis, Bruce Springsteen and Aretha Franklin and IBEW leaders President Hill, Secretary-Treasurer Walters and Ninth District Vice President Mike Mowrey. Portland, Ore., Local 48 displayed a rose with Mt. Hood in the background.

"We present these pins as a thank-you for all the help and prayers that our members' families have received," Local 3 President John Marchell said to Convention delegates on the first day of the Convention.

The most sought-after pins at this Convention were two-



"United Forever, Divided Never" was inscribed in the center of Orlando, Fla., Local 606's pin, above a green alligator. Regina, Saskatchewan, Local 2067's pin proudly displayed the nation's trademark maple leaf. Watertown, N.Y., Local



Davidson pin with a moveable front wheel from Rapid City, S.D., Local 1250, a symbol of the annual Sturgis motorcycle rally. Los Angeles Local 11's Rock and Roll Hall of

910's "Snow Town U.S.A." pin portrayed a snowman holding pliers next to a windmill, a symbol of the region's Maple Ridge Wind Farm, the largest east of the Mississippi. The Alaskan bears of Anchorage Local 1547 were holdover favorites from the last IBEW Convention in San Francisco.

Behind the Scenes



The IBEW International Convention is a massive event that succeeds only because of years of meticulous planning and work by hundreds of individuals. Pictured on these pages are some of the staff, officers and employees who worked behind the scenes so that delegates, alternates and guests could fully participate in Convention activities.

The IBEW thanks the many companies and union workers who served the Brotherhood in Cleveland—from driving the buses that carried delegates around town (Dallas Teamsters Local 657) to setting up the world-class communications system that wowed them at the Convention.

Freeman Co. and its subsidiary AVW-TELAV Audio Visual Solutions of Dallas, Texas, provided audio and video services, stage design, stage management and production coordination. AVW's Bob Walker, Dominick Esposito and Christie Akin coordinated workers from locals of the International Association of Theatrical Stage Employees (IATSE), and the Actors' Equity Association as well as broadcast employ-



ees from IBEW Cleveland Local 1377.

Teamster drivers employed by Roadway Express picked up around 75 pallets of material, including IBEW-monogrammed clothing, computers and registration materials at the International Office and transported them to Cleveland before the start of the Convention.

Members of Cleveland IBEW Local 38 employed by the convention center and by Doan/Pyramid Electric spent months prior to the Convention upgrading the 1920s-era building's telecommunication system, laying 13 miles of data lines and cables, said Jim Kilbane, an IBEW foreman at the convention center, who coordinated much of that work. Cleveland Convention Center Commissioner James Glending and Sales and Marketing Director Susie Claytor provided painstaking support to IBEW's officers and staff.

United Association of Plumbers and Pipefitters Local 55 provided water service to delegates who gathered in the park adjacent to the convention center for entertainment. Members of the North-



east Ohio Council of the International Brotherhood of Carpenters and Joiners installed the temporary walls for offices of IBEW officers and staff.

Delegates and equipment were protected by Tenable Protective Services and by off-duty members of the Cleveland



IBEW 37th INTERNATIONAL CONVENTION SEPT. 11-SEPT. 15, 2006



Police Department, represented by the Fraternal Order of Police.

Halle Becker of Comet Productions employed members of the Screen Actor's Guild, IATSE, IBEW Local 38 and the American Federation of Musicians to provide Broadway-quality entertainment for

delegates. Executive Caterers, whose workers are represented by UNITE HERE Local 10, kept delegates and staff well-fed during long Convention proceedings and work hours. CMAC, employing members of the Amalgamated Transit Union, safely and efficiently shuttled delegates

between the convention center, hotels and other venues.

The IBEW Convention literally filled the hotels of Cleveland, where delegates were greeted and served by members of the service employees union Locals 1, 10 and 18. ■

Summary of Convention Action

(Continued from page 57)

stronger pension for the members of the IBEW. Delegates approved the committees' recommendation of concurrence with the substitute resolution.

Resolution No. 25 proposes that NEBF develop Internet access to participants and local unions to review employees' credited years of service. The committee concurred, explaining that NEBF is currently working to make the information available online to participants. However, information will be available only to individual participants due to confidentiality requirements. The committee recommended concurrence. Delegates approved committee's recommendation of concurrence.

Resolution No. 29 proposes that the Convention go on record supporting the continuation of productive labor management relationships with NECA and thanking the organization for its adoption of a 1988 policy barring membership to nonunion contractors. The committee concurred. Delegates approved the committee's recommendation of concurrence.

Resolution No. 30 proposes that all delegates to the Convention support the NJATC's "Success in the Workplace" DVD series. The resolution further suggests that all local unions with construction jurisdiction shall be strongly urged to purchase the DVD series and ensure that it is widely shown. The committee concurred. Delegates approved the committee's recommendation of concurrence.

Resolution No. 31 [Support of Nuclear Energy] and Resolution No. 1 [Alternative Energy Sources] were combined and adopted, as noted above.

Resolution No. 32 proposes that IBEW local unions be encouraged to develop political fund-raising efforts for the national political fund; that IBEW local unions commit to raise at least \$10 per member per year to the fund; that IBEW local unions that have not negotiated a payroll deduction, or a political check-off with their employers do so immediately. The committee concurred. Delegates

approved committee's recommendation of concurrence.

Resolution No. 33 proposes that IBEW International Officers lobby local, state and federal legislators to enact laws that would allow for electrical license reciprocity so that traveling members will not be subjected to redundant testing. The committee concurred. Delegates amended the resolution to make lobbying for reciprocity voluntary on the part of local unions—the committee's recommendation of concurrence was then approved, as amended.

Resolution No. 34 was combined with Resolution No. 11, as noted above.

Resolution No. 35 proposes that the IBEW go on record and campaign against any person or organization that supports or promotes "right-to-work" legislation. The committee concurred. Delegates approved the committee's recommendation of concurrence.

Resolution No. 36 proposes that NFPA 70E Standard for Electrical Safety in the Workplace (relating to de-energizing circuits prior to beginning work) be included in Inside Jurisdiction Category 1 safety language. The committee recommended nonconcurrence because the language would mandate compliance. Delegates rejected the committee's recommendation of nonconcurrence and then voted to pass the resolution.

Resolution No. 37 proposes that IBEW take affirmative steps to notify members of the dangers of working with high voltage porcelain cut-outs that are subject to undetectable cracks. The resolution further proposes that IBEW work with contractors and governmental agencies to set up programs to replace faulty cut-outs. The committee concurred. Delegates approved the committee's recommendation of concurrence.

Resolution No. 38 reaffirms the commitment made at the 35th and 36th Conventions opposing sexual harassment. The resolution proposed that the processing of complaints on sexual harassment include investigations, findings, recommendations and protection from reprisals for the complainant. The committee concurred. Delegates approved the committee's recommendation of concurrence.

Resolution No. 40 proposes that the

IBEW exert every effort to cause the passage of legislation to create universal health coverage; and to support fair share legislation at the state level. The resolution further proposes that the leadership of each local fully consider joining the Sav-Rx Program and merging local health plans into the IBEW National Health Plan. The committee concurred. Delegates approved the committee's recommendation.

Resolution No. 41 proposes that IBEW adopt a policy on immigration based upon the following principles: securing the nation's borders; giving undocumented workers the opportunity to pursue citizenship; increasing enforcement of laws to punish those who exploit undocumented workers; establishing labor protections, including wage floor provisions, when expanding visas to fill labor shortages and rejecting guest worker programs. The committee concurred. Delegates passed an amendment striking bullet-point #2: "Give undocumented workers the opportunity to pursue citizenship with emphasis on reunification of families." Delegates then ratified the committee's recommendation of concurrence, as amended.

Resolution No. 42 proposes that IBEW locals strengthen their partnership with the Variety Club. Delegates approved the committee's recommendation of concurrence.

Resolution No. 43 proposes that the IBEW reaffirm its commitment to organizing the unorganized. The committee concurred. Delegates approved the committee's recommendation of concurrence.

Resolution No. 44 proposes that retired Canadian officers and representatives receive their pension in U.S. dollars, contending that contributions to their pensions are made in U.S. dollars. The committee stated that the issue was raised at the 2001 Convention and was referred by delegate action to a committee comprised of representatives from both Canada and the United States. The committee's decision was not to change the basis of current retiree payments to Canadian staff. The Resolutions Committee stated that the contention that Canadian pension plans are funded in U.S. dollars is erroneous and recommended nonconcurrence. Delegates rejected the resolution. ■

IBEW® FOUNDERS' SCHOLARSHIP

AWARDED ONLY TO IBEW® MEMBERS

The IBEW® Founders' Scholarships honor the dedicated wiremen and linemen who, on November 28, 1891, organized the International Brotherhood of Electrical Workers®. Each year the officers of the IBEW® are pleased to offer its working members scholarships on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members but also steward the electrical industry that our founders envisioned.

This award is for \$200 per semester credit hour at any accredited college or university toward an associate's, bachelor's or postgraduate degree in an approved field. The maximum distribution is \$24,000 over a period not to exceed eight years.

RULES FOR ENTRY

Eligibility Checklist

Founders' Scholarship competition is an adult program, to be used solely by IBEW® members. It is NOT for the children of members.

1. Applicants must have been in continuous good standing and have paid dues without an Honorary Withdrawal for the four years preceding May 1 of the scholarship year, or be charter members of a local union.
2. Each applicant must be recommended in writing by the local union business manager. If there is no office of business manager, then the recommendation must come from the local union president, system council chairman or general chairman.
3. At least two additional letters of recommendation must be sent by individuals who are familiar with the applicant's achievements and abilities.
4. Copies of all academic transcripts from high school, college, apprenticeship, or other educational and developmental programs must be submitted.
5. A complete personal résumé is required. The résumé should outline education and work history, any special honors or awards, military service, plus involvement in union, local, civic, community and religious affairs.
6. Applicants are required to submit a 250-500 word essay. The title and topic must be: "How the Founders' Scholarships will benefit the International Brotherhood of Electrical Workers® and the electrical industry." The essay must be typewritten and double-spaced.
7. Applicants must submit a test score from the SAT I or the ACT. NO OTHER TESTING SERVICES ARE ACCEPTABLE. Archived scores or new test registration may be obtained by contacting: SAT (609)771-7600, www.collegeboard.org, SAT Program, Box 6201, Princeton, NJ 08541-6201; or ACT Records (319)337-1313, www.act.org, ACT Records, P.O. Box 168, Iowa City, IA 52243-0168. To send scores directly to the IBEW® Founders' Scholarship, the code numbers are 0485 for SAT and 0697 for ACT. It is strongly suggested that any new test taken should be the SAT I.
8. Materials need not be sent at the same time but must be postmarked prior to May 1 of the scholarship year.

Selection of Winners

Awards will be based on academic achievement and potential, character, leadership, social awareness and career goals.

The independent Founders' Scholarship Selection Committee will be composed of academic, professional and community representatives. They will examine the complete record of each scholarship applicant to choose the winners. All applicants will be notified, and the scholarship winners will be featured in the *IBEW® Journal*.

Responsibility of Each Founders' Scholar

Scholarship winners must begin their studies in their next term or, at the latest, in January of the following year. Each term's earned grades must be sent to the Founders' Scholarship Administrator, together with a Founders' Scholarship Progress Sheet. After the first calendar year in the program, and by each August 1 thereafter, the annual Founders' Scholar paper is due. It must be at least 1,000 words on a labor-related topic, covering any aspect affecting the current labor movement or labor history. Scholarships are not transferable and are forfeited if the student withdraws or fails to meet the requirements for graduation from the college. If a serious life situation arises to prevent continuation of studies, the scholarship winner may request that the scholarship be held in abeyance for a maximum of one academic year.

Free Act of the IBEW®

The creation of this scholarship program is a free act of the International Brotherhood of Electrical Workers®. The IBEW® retains its right to alter, suspend, cancel or halt the IBEW® Founders' Scholarship Program at any time and without giving any reason, provided that scholarship winners already in college under the program will continue to receive the stipends until graduation or the receipt of \$24,000 for undergraduate study under their IBEW® Founders' Scholarships—whichever comes first.

APPLICATION FORM

Name: _____
(Please print or type)

Address: _____

Zip/Postal: _____ Home Telephone #: (____) _____

SS/SIN #: _____ Birthdate: _____

Member of Local #: _____ Card #: _____
(On IBEW Journal Address Label or Dues Receipt)

Initiated into IBEW®: _____
(Month/Year)

Most recent employer: _____

Job Classification: _____ Work Telephone #: (____) _____

I wish to study for a _____ degree in _____

(NOTE: Field of study must contribute to the development and improvement of the electrical industry as determined by the Founders' Scholarship Administrator.)

List your first and second choices for college:

1. _____
2. _____

Did you complete high school or the GED? Yes No
(Send transcripts or other evidence to the Scholarship Committee.)

Did you have the opportunity to take apprenticeship or skill improvement training?
 Yes No (Send transcripts of your courses to the Scholarship Committee.)

Do you have any education certificates, awards, or professional licenses?
 Yes No (Send evidence to the Scholarship Committee.)

Have you taken any college courses?
 Yes No (Send transcripts of all college courses to the Scholarship Committee.)

Name used on class records: _____

When did you take the SAT or the ACT?: _____
(Month/Year)

(To submit new test scores, it is strongly suggested that you take the SAT I. We will use your highest score; therefore, it may be in your best interest to retake the test.)

My signature is evidence that I understand and agree to all the rules governing the scholarship as listed on this application.

(Signature)

(Date)

Mail application materials postmarked prior to May 1 to:

IBEW® Founders' Scholarship Committee
900 Seventh Street, N.W.
Washington, D.C. 20001

International President Edwin D. Hill's Keynote Address

(Continued from page 35)

and all sense of bounds of decency.

Our enemies have not been content with trading away our jobs, reducing our ranks and rolling back government. They've gone after our health care. They've gone after our pensions and even our ability to organize to try to stand up for ourselves is under attack.

We're talking about the basic union rights, the union right of freedom of association. The National Labor Relations Board is all but rendered meaningless anymore. It's undermined the principle of the eight-hour day, and they're trying to bar anyone who gives any kind of a direction, like a foreman, from being part of a union.

No matter how weak their political system and their political position may become—and it's crumbling fast, by the way—as long as they have the power, they will use it to smack us.

So it will be up to us this year to change the right-wing zealots, get them to pack their bags, sneak out of town and go collect the damn jobs that they bought with their votes.

I say to them, you have done irreparable harm to working men and women in this country. So go on home.

If you were at the political conference on Friday, you heard me quote Harry Truman. Here's another quote from "Give 'Em Hell Harry" that he delivered on the campaign trail in 1948 before a union audience. President Truman said—and we hope to have a little video of that later on—"If you get an administration and a Congress unfriendly to labor, you have much to fear and you'd better look out."

He went on to say that the Republican Congress at the time got a Republican president as well and then, I quote, "Labor can expect a steady barrage of body blows. And if you stay home like you did in 1946, then you deserve to get every damn blow you got."

As usual, Harry got it right back in 1948; but 58 years later, we're living under a Republican Congress and a

Republican president; and we're damn sore from the body blows that we've taken. It's time to stop being the right wing's punching bag. We must take back our share of the political power in Canada and the United States.

It's all part of why unions remain vital to society. If we bring more members into our ranks and then we expose more workers to union principles, that makes us stronger at the bargaining table and in the political arena. That makes us the envy—the envy, of non-union workers and a beacon for them to follow. And that helps us get stronger and so on as the ball rolls forward.

The wealthy and the powerful will always—always, brothers and sisters—hold more cards than we do. But just like they did in the 1940s and 1950s, they can be persuaded to give us a chance.

Now, you've heard me talk about corporate power in my speeches, in my *Journal* articles and elsewhere. And I firmly believe that they have too much of everything, too much of everything in today's global economy. But let's remember that those who have the power to make our lives miserable also have the power to make it better, if they would just stop fighting us and realize that we have a stake in this game as well as they do.

Throughout the Brotherhood's history, including the recent past, IBEW leaders, including myself, have met with corporate executives and talked sense, talked down-to-earth sense. We've tried to show them how much more practical it is to their bottom line just to work with us. We've endeavored to show them in practical terms that our skills and our commitment to our communities and our commitment to excellence can help them.

Now, some have listened. We have representatives of the corporate world here to speak at this convention, and I hope you will welcome them with the typical IBEW class and dignity. We need more enlightened business leaders like those who will be here this week, and we need to convince more to take a similar path one way or another.

I've talked about some ambitious plans this afternoon, and this is only the beginning.

You know, five years is a long time, and none of us knows what the future holds. And at the end of September 10th, the first day of our 2001 Convention, we left a hall much the same as this one, on a high note. Everybody was happy. Everybody was elated. We were having a good time, only to have the world come crashing down around our heads the very next morning.

We can plan as much as we like, but the only certainty is that we will need to adjust and correct our course and react to the new challenges over the next five years. If we are to keep moving forward in that time, we need to ensure that we have the resources to do it. We know that the only sustainable long-term strategy in our Brotherhood is growth, growth in membership, growth in membership in every branch. We also know that even the best intentions mean nothing without the resources to back them up; and that is one of the issues that must be addressed responsibly at this Convention.

This week, the Law Committee will report out a constitutional amendment to increase the per capita three times over the next five years, once in 2007, once in 2009 and again in 2011. This was proposed by Secretary-Treasurer Walters and myself.

We did not do this in haste but only after careful consideration; and we ask you to make your decision in the same way that we made ours, after careful consideration of what the future may bring.

Consider this. We all know that a dues increase is painful, but think about the consequences of maintaining the status quo. Without the investment in our programs, our growth will be stunted. Without growth, our ability to represent and protect our current members and their families is jeopardized.

You'll see in your Officers' Report in your binders that our operating income is not sufficient to match our operating expenses. Our own membership numbers tell the story.

Our fiscal year runs from July 1 of a given year to June 30th of the next. In the IBEW fiscal year of 2002—we ended June 2002, our membership lost a total of 22,127 members. That's a hit for just one year.

For fiscal year 2003, we lost an additional 15,384. In the fiscal year 2004, 11,095. And in fiscal year 2005, 11,202. And in the fiscal year that concluded on June 30th, 2006, we found that our losses had been reduced to 3,922.

We made sound investments over the years that give us a good, solid economic foundation. But if we continue to dip into our reserves, then we will be living dangerously close to the edge and unable to implement our ambitious plans that are necessary for our future and necessary for our survival.

Consider too that other unions, including the CWA, Sheet Metal Workers, the Plumbers and Pipefitters, AFSCME and the unions of Change to Win, have all committed additional resources in some manner through recently enacted dues increases.

Will we, the IBEW, the union that has led the way in organizing and excellence, lose our nerve? We can't lose our nerve now. We will risk emerging markets in the future if we do. Other unions would love, just love, to get their hands on some of the kind of work and jobs that we're going after.

And what should be your response? Do we have the courage, brothers and sisters, to do what is necessary to keep this Brotherhood on the right path or will we take the easy way and a more conservative course? Each of us must answer that question for him or herself this week.

There it is, brothers and sisters. It comes down to one word: courage. The courage that we've been asked to display in the first decade of the 21st century is only a portion, a small portion of the courage that our founders showed in the last period of the 19th century.

We have the benefit from all that was built by Henry Miller and J.T. Kelly and the many others who came after them. We heard the voices and we saw the faces of some of the veterans in this morning's videos. We will honor and hear more as we go on during the week. We owe them all a thanks for their contributions to this Brotherhood.

But let me ask you to focus on the young members whom you also saw in the video and you'll hear more from this

week. Think about the enthusiasm and the respect that they have already shown for the IBEW and how proud they are to be part of something this grand.

Think about how many of our other young members in your home locals feel the same way. What about the young brothers and sisters? What are we going to do to make sure that they inherit a strong union, a union with the same formidable tool of improving the lives of working men and women that we inherited?

What happens here, brothers and sisters, matters. What we do here makes a difference. The decisions that we make together here in Cleveland matter to the work of the International Office and to all of our district offices as well as our local unions. What we do here matters in the daily responsibilities of our local unions, the local unions that you represent. And most important, it has an impact on jobsites, the job floors, in the belly of a ship, on a video shoot, in a rail yard, on a utility pole, in a garage or anywhere elsewhere that IBEW members work.

What the IBEW does matters to entire industries, to entire governments and all throughout the whole labor movement. So don't think that this week is inconsequential to you. It's all connected like a big circuit, and the tools are held by those of you in this room in attendance at this Convention.

You are here because you decided to play a leadership role in your local union as an officer or a committed member. When each of you, each of us and you, all of us, chose the path of activism, we were signing on to do some heavy lifting and some heavy responsibility. Being a dedicated union leader means that you have to go to the mat with management and negotiate the terms and conditions under which your members work. It means pointing out the realities that no one wants to hear, not your boss, not your executive board, not your union members.

It means that we're being at work while others are eating dinner, watching television or down the corner having a beer. It means having to break the news

that there's no work or that a plant's shutting down or that the company is cutting back. It means facing the anger or dealing with the anguish of a member who has just had his third child or one who has fallen short of qualifying for his pension and his benefits or one who has to tell his smart kid that there's no money for college.

It takes courage, brothers and sisters, to deal with situations like this; but we do it because the IBEW is the best vehicle—the best vehicle that we have to change things. The IBEW is what gave us all a fighting chance at a good life in North America and a chance to do what we love.

The IBEW gives us hope that will help those members get the last years of the pension or another job or work in another shop to support their kids or to pay for an education. As long as we have this Brotherhood and as long as we have our solidarity, we have hope, we have opportunity and strength to change things for the better. And we do it because we feel the same sense of sacred obligation, an obligation to the memory of those who went before us and those who will come after us. They're counting on us, brothers and sisters.

And as I stand before this great group of union activists, I see men and women who have already done so much for their union brothers and sisters. I see people who feel the rhythm of the past and; by your presence, you want to be part of the drumbeat of the future.

I see men and women of rare and extraordinary courage who have done and are going to do—get great things done together because we're not just a union, brothers and sisters. We are the IBEW. And we will give no less than our finest and best every day of our lives.

Brothers and sisters, we're going to work hard and get things done at this Convention; and then we're going to come home and go forth from this great city of Cleveland and deliver a forceful message to one and to all. We are of the IBEW, and we're here and we're going to win. Let's rock.

Thank you. God bless you all. ■

Thanks

And Don't Forget "Taste of the IBEW" For Your Holiday

To all those who purchased the IBEW's own cookbook, "Taste of the IBEW," and/or the denim chef's apron, we extend warmest thanks. Your purchases helped make the 37th International Convention in Cleveland one of the most successful in the Brotherhood's history.

If you missed getting either of these collector items, they are still in stock. They make great holiday gifts.

Thanks again, and here's a look back at our ad campaign featuring several IBEW department directors.



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)

Make Checks Payable To:
 IBEW 37th International Convention Fund
 ALL PROCEEDS
 Go to the
 37th International Convention Fund

Grand Total: _____

All Orders include: Taxes, Shipping & Handling

Mail To:

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

EVERYDAY SPORTSMEN,
ONCE-IN-A-LIFETIME ADVENTURES.

ESCAPE to the WILD

COMING IN JANUARY

VERSUS 
versus.com



In support of the TRCP and Teddy Roosevelt's conservation legacy, the International Association of Machinists and Aerospace Workers have joined with other labor unions to proudly cosponsor *Life in the Open* and *Escape to the Wild*.



ESCAPE
to the
WILD

Plasma TV Sweepstakes

Name: _____

Address: _____

Phone: _____

Email: _____

Union: _____

Local #: _____

Mail this form by January 1, 2007 to:

TRCP Escape to the Wild Plasma TV Sweepstakes
555 11th St. NW
6th Floor
Washington, DC 20004



www.trcp.org

VERSUS 
versus.com

