

THE ELECTRICAL WORKER

FIRST PUBLISHED IN 1893

CONSTRUCTION • UTILITIES • TELECOMMUNICATIONS • MANUFACTURING • GOVERNMENT • BROADCASTING • RAILROAD

Printed in the USA

International Brotherhood of Electrical Workers

Vol. 7 | No. 11 | November 2013

IN THIS ISSUE

- 1 | *Workbooks out, (educational) gaming in*
- 3 | *Outside line training debuted for utility industry*
- 4 | *P&I organizing program nets new members*
New York City supply co. drivers join IBEW
- 5 | *Ocala city workers earn a voice with the IBEW*
- 6 | *North of 49°*
- 7 | *Founders' Scholarship winners announced*
- 8 | *Transitions*
Circuits
- 9 | *In Memoriam*
- 10 | *Local Lines*
- 18 | *Joint officers' column*
- 19 | *Letters to the Editor*
Who We Are
- 20 | *LMRDA notice*

The Future of TRAINING

APPRENTICESHIP 2.0

Games and Social Media Transform Apprentice Training

Look over the shoulders of the apprentices in Tim Bell's classroom at the Evansville, Ind., training center and they're playing video games. They're chatting over instant messenger. It looks like the entire room is goofing off, wasting time and ignoring Bell—except he's in on the game, a simulator for wiring a transformer. The game-like simulation is one new tool in a

new apprenticeship curriculum from the National Joint Apprenticeship and Training Committee, the most significant update to the way inside apprentices are taught since it was created in 1941. The new program combines increased time in labs with greatly expanded use of computer-based teaching tools like videos, simulations and assignments. Evansville and six other training centers are the first to pilot it, but the new curriculum will be rolled out nationwide in the fall of 2014 for all first-year apprentices.

A combination of on-the-job experience and significant class time to cover theory and basics, apprenticeship training has

changed little over the decades. It is, and will remain, the educational standard for generations of future inside and outside apprentices.

"The apprenticeship is a wonderful model, and that won't change," said Mike Callanan, executive director of the NJATC. "In essence our challenge is increasing the efficiency of classroom time. Our apprentices are off the job, not getting paid, not working for our contractors and it is vital that those minimum 180 hours a year in class are worthwhile and effective. We have no choice: we have to leverage technology."

Now students will spend less class time reviewing homework and sitting through lectures and more time in labs and group discussions. Students will complete all of their homework online and have access to a growing suite of videos and

APPRENTICE TRAINING *continued on page 2*

Go "Green!"
with our e-Edition

Get your Electrical Worker delivered each month via e-mail. It's convenient & helps cut down on paper waste. Go to www.ibew.org and sign up today!

Please recycle this newspaper.

The Future of TRAINING

Apprenticeship 2.0: Games and Social Media Transform Apprentice Training

Continued from page 1

computer-based simulations—many designed to look and feel like video games—that teach core skills to aspiring electricians. The new curriculum was introduced in 2009 for the outside lineman apprenticeship, and there was a marked improvement in student performance, said Marty Riesberg, NJATC director of curriculum development.

“It was a huge success. That is why we are moving ahead as quickly as we can to introduce it to the inside,” he said.

Callanan says the changes were driven by the speed of change in the industry itself. Journeyman wiremen have to know a lot more and have less time to learn it, he said.

“We have more topics to cover than ever before: renewables, building controls, advanced distributed energy systems, turbines, LED lighting and even crane control,” Callanan said. “At the same time, on-the-job training is not what it used to be. When I went through apprenticeship, the journeyman could stop and show you something. Now, the margins are so thin, the job market so competitive, that too little on-the-job training is getting done.”

The Death of Workbooks

The most obvious change might be the end of the physical workbook. All students will still have a reference textbook, but the 35 workbooks past apprentices plowed through over the course of a five-year apprenticeship will disappear.

“We never measured it, but if we didn’t spend 75 percent of class time simply going over homework, it felt like we did,” says Bill Ball, director of inside curriculum and electronic media at the NJATC. “There was just no other way to know how much they knew or how little.”

Now, days before class, students complete their homework, instantly see how they scored and can even redo assignments and quizzes. Instructors get a report that shows the results for every student on a single page.

Bell has

been an instructor at Evansville for more than 25 years. Now he requires his students to do the homework until they get at least 75 percent of the questions right. He says his students come into class better prepared and he can now see patterns that he wouldn’t have if going over the homework in front



Bill Ball



of a room full of students.

“I look at that report and can see if everyone missed questions that use algebra,” Bell said. “Then I’ll go back and change the original lesson plan to make sure I explain it better to the next class.”

To support the migration of the homework online, the NJATC also produced and uploaded dozens of videos explaining and demonstrating core concepts, including how magnetic fields are shaped around wires and how electric motors work.

Ben Maas became one of the first apprentices to use the new curriculum when he started at Evansville last year. He said the videos make a huge difference for him.

“Some people learn when they read, but I’m a real visual learner,” Maas said. “With no electrical experience at all, seeing how it all works in a video was pretty useful. You just can’t get that in a book.”

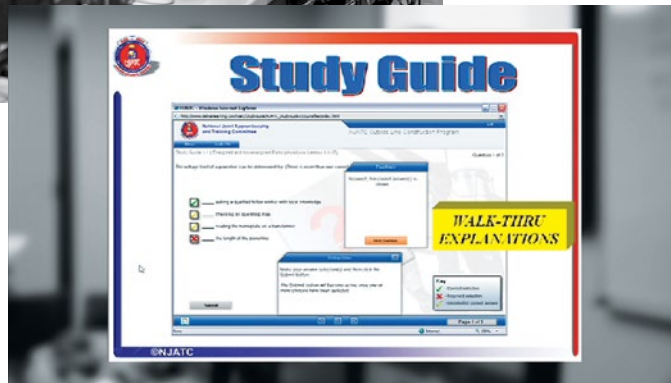
The 21st Century Classroom

Now in class, the instructor may open up the transformer simulator on his laptop and connect a transformer. Everything he does in the simulator is projected onto a screen. Then students take over the keyboard and mouse, and try their hand, maybe with the assistance of the rest of the class, maybe not.

That week, the students read the chapter in the text book about transformers, plugging the detailed technical information into the intuitive model they got from the simulation in class. They will have access to the same simulator online and will complete a series of labs and assignments before they are in the classroom again.

“Out there, transformers will blow up if you make a mistake. It’s a lot easier to learn when the stakes aren’t that high,” said Chris Thorsen, training director at Evansville. “We tell the students we want them to let the expensive smoke out on the simulator.”

New computer-based tools including homework, simulations and games, will transform training for the next generation of inside apprentices starting next fall.



The curriculum developers created new ways of testing knowledge that only become possible with the interactivity of the computer. For example, instead of asking an apprentice to explain how to terminate the primary on a transformer, the online homework presents a diagram where students have to drag and drop the connections. Instead of asking what size conductor they need, they choose from images of the actual conductors and have to color identify the right cables.

“If you just put the workbook online without changing anything, it’s not more efficient. It is easier to grade, sure, but there’s no more learning. But add video, games and interaction—all the research shows—and you increase the depth and quality of the learning,” Ball said.

Thorsen says he has concrete evidence that class time is being used differently.

“I know it’s different because the cost of consumables went up. These classes bend more conduit and pull more wire. It isn’t a great deal more money, but you could tell there was a difference,” Thorsen said. “They’re using it up and that’s good.”

Serious Games

To that end, the NJATC has developed a sophisticated suite of simulations, called “academies,” to introduce complicated subjects and give apprentices practice before they hit the labs. Academies include everything from conduit bending to using multimeters to workplace safety, which introduces apprentices to working live circuits.

“This is the way apprentices learn today,” Riesberg said. Maas, 21, put it more simply, “Reading the book can get a bit boring.”

One module in the safety academy addresses arc flashes, potentially lethal explosions caused by uncontrolled release of electrical energy that occur most often in switches or breaker boxes.

In the simulation, the student can adjust each of the variables: how long it takes for a circuit breaker to cut the power supply and whether the electrician is wearing personal protective equipment. Depending on the choices, the on-screen electrician suffers anything from a minor scare to being bodily launched—almost off the screen—fire and smoke billowing from the motionless avatar lying on the floor.

After running the simulation a few dozen times, Ball said, the apprentice develops a deep appreciation and understanding of how quickly an arc flash can go from little more than a static electric shock to a lethal blast with the power of a lightning strike. It may be in the form of a game, but the lesson is extremely serious.

“We are taking some of our most difficult-to-understand concepts, and arc flash can be pretty hard to get across in books, and

making them easier to understand,” Ball said. “There is science behind it, but making it really memorable could save lives.”

Ball said the safety academy was developed by Carnegie Mellon’s entertainment technology program, one of the best interactive and game design programs in the country, using the data and standards from the National Fire Protection Association.

First Person Shooters

The multimeter simulation takes this game-like approach even further, adopting the visual idiom of one of the most popular genres of video game—the first person shooter. The typical first person shooter is played from the point of view of a central character, moving through a series of mazes and solving problems, usually involving either aliens or zombies, most often by baroquely killing them.

Instead of a space marine with a rail gun or a Nazi hunter with a chain saw, however, apprentices might be playing a maintenance electrician in an office building carrying nothing more intimidating than a clipboard and a work ticket. They maneuver their way through a series of increasingly difficult tasks. The first task is to replace the heating element on a water heater. The apprentice has to maneuver his avatar to the right room, choose the correct tool to determine if the equipment is faulty, use building diagrams to find the supply room and, ultimately, choose the correct replacement element from the stockpile.

“There are older guys my age who think this is a dog and pony show. I say to them, how do you practice with a 480-volt energized circuit? These



The arc-flash simulator uses a game-like interface to teach a serious topic.

The Future of TRAINING

IBEW MEDIA WORLD

simulations don't replace time with the equipment in your hand and were never meant to, but they make the first time an apprentice works with live wires much safer," Riesberg said.

As the apprentice advances through the program, the work tickets become more difficult. Instead of a specific piece of equipment failing, for example, the apprentice has to find out why a circuit breaker in an office keeps tripping. The final assignment requires an apprentice to check multiple systems throughout the building with little guidance or direction.

"Airline pilots do 95 percent of their training on simulators," Riesberg said. "If we can teach pilots to safely fly hundreds of people using simulators, we can use it to train electricians."

Much of the cost of developing the new materials was defrayed by partnerships with manufacturers including Klein, Fluke, Thomas and Betts and Milwaukee Electric Tool.

Rolling out the New Curriculum

Seven JATCs with more than 250 apprentices began using the new curriculum last year. A dozen more JATCs and new classes at the original seven mean close to 500 apprentices are using the new program this fall. The program will roll out for the other 266 training centers in the United States in the fall of 2014. Canadian law governing apprenticeships mean the program will not be introduced there yet, but many of the online tools will be available for Canadian and American journeymen taking continuing education classes.

This year, the NJATC is running a series of national events to introduce the new curriculum to instructors and local officers. Ball and NJATC Senior Director Jim Boyd are planning a 10-city campaign with full day seminars introducing the system to training directors and lead instructors.

The introductions are not complete technical instruction on the learning management system and the simulations.

There will be a class—online of course—that all instructors will be required to take that covers that ground.

The first event of the campaign took place at National Training Institute in July. Callanan introduced a monthly webcast for instructors about the new tools they will be using in 2014. He also announced a series of advanced courses for instructors on how to craft teaching plans that work with the learning management system. A repeat of the tour next spring will target the rest of the instructors.

Callanan says the NJATC staff have been planning the transition for more than two years, and all the attention that went into creating the new tools will now be devoted to teaching the instructors how best to use them.

"Our challenge, honestly, isn't the apprentices. They are perfectly comfortable using social media, computers and online games in their learning. They don't want it: they expect it," Callanan says. "Our challenge is the 4,000 instructors."

"It requires a mindset change,"

Ball said. "It isn't about how we learned, it's about how today's apprentices learn. That won't be easy, but I don't question that, as a group, the instructors want to do right by the apprentices and right by the IBEW."

Bell says like any tool, what makes the difference is how it is used.

"If you are a lazy instructor, you could use it and teach the same way you always have and maybe spend less time on making sure they understand," he said. "But for the aggressive instructors, who love getting into the lab, now we can grow with what we're doing in class and we can turn out a lot better journeymen than before."

Mandatory classes for instructors begin next year, but anyone with questions is encouraged to reach out to their training directors now.

"Our competitive advantage in the IBEW has been the quality of the work we do," Callanan said. "This ensures that the 21st century IBEW journeyman will still be the best trained, most productive electrical worker in the world, bar none." ■

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

www.ibew.org

Our Web site has news and info not available anywhere else. Visit us to connect with the IBEW on Facebook and Twitter.

And read *The Electrical Worker* online!

YouTube

Our popular YouTube channel is a hit with viewers — and our videos have generated nearly 300,000 plays. Youtube.com/TheElectricalWorker

Vimeo

Houston-based Neutex used to make all of its cutting-edge LED products in China — until an IBEW partnership helped convince them to bring jobs back to the USA. Watch at vimeo.com/73416581.



HourPower

In our latest President's Message, President Hill discusses the "Water Cooler Phenomenon" and how it can help us get more work. Check it out today! IBEWHourPower.com!



ElectricTV

ElectricTV visits the San Francisco Bay area to check out the Zero Net Energy center — part 3 in our series on Training on Display. Head over to ElectricTV.net to watch the video!



Online Learning to Revolutionize Linemen Training

A bad storm whips through the Deep South, knocking out power for tens of thousands. It's all hands on deck for the utility, as hundreds of linemen from the Midwest, both coasts and Canada converge on the disaster zone to get the power back on.

The problem: Most of the out-of-area linemen have never seen the kind of transformers or primary voltages used by the local utility, which could mean hours of costly delay.

One of the linemen asks an apprentice helper to pull out a laptop. The junior worker then logs onto the National Joint Apprenticeship Training Committee's outside line online learning program, where he finds a live simulator that diagrams the transformer bank exactly. An emergency repair that might have taken an hour or more can now be done in minutes.

This scenario could be soon be a reality in the utility industry.

The National Utility Industry Training Fund—a national joint effort between four major utilities and the IBEW to boost training and recruitment—is promoting the NJATC's outside line learning program for use by utilities across the U.S.

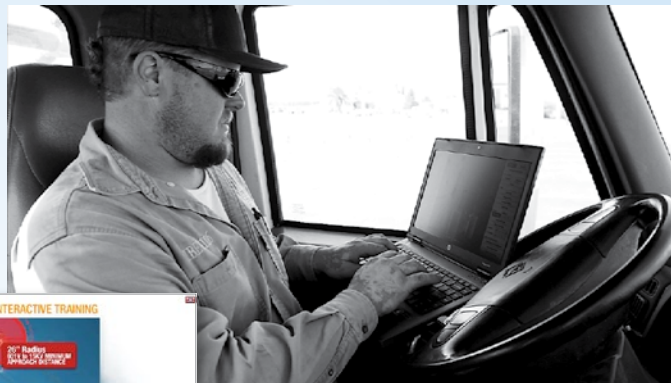
Like the NJATC's new inside curriculum (see Apprenticeship 2.0: Games and Social Media Transform Apprentice Training), the outside line program uses online technology that lets students learn through computer-based teaching tools like video and realistic scenario software—including showing sparks when a transformer bank is connected improperly.

"The outside program developed by the NJATC far exceeds any of the training materials used by the utilities," says Utility Department Director Jim Hunter. "This will bring linemen training into the 21st century."

Despite the growing skilled utility worker shortage, utilities still lack a standardized industry-wide curriculum, making training more expensive by forcing instructors to rely on old material using outmoded technology.

"It's hard to get the companies together at one table to agree on a national training standard," Hunter said. But the NJATC's outside program, which covers nearly every aspect of the line trade, could fill that gap.

"Training is a very expensive thing," says NUIF Director Bill Neiles. "But it



With the NJATC's online outside learning program, linemen can access important training information on transformer repair anywhere.

doesn't have to be. This application is much cheaper and easier but more effective than anything else out there."

The IBEW Media Department produced a DVD featuring highlights from the program this fall. It was mailed out to every business manager who represents utility workers with the hope that they will share it with the right people at their local company.

Hunter said he will also be discussing the program with attendees at this year's Center for Energy Workforce Development conference in early November, which brings together representatives from the nation's leading energy companies.

For younger workers thinking about entering the industry, the program's use of high-tech computer simulations appeals to those raised on video games. And for experienced linemen and outside line workers who are on the road a lot, the emphasis on online learning is ideal for those looking to brush up on their skills.

The NJATC is offering the program at a low cost to utilities—but the long term payoffs for signatory line contractors could be substantial, said Hunter.

"The utilities will see the rigorous training the IBEW outside line workers go through and resources they have available," he said. "It will go a long way in winning over companies to going with the IBEW for their contracting needs." ■

Professional and Industrial Organizing Scores Banner Year

Change. It's inevitable. But progress comes only through perseverance, doubling down and refining your efforts.

This year, organizing in the professional and industrial sector—comprised of utilities, telecommunications, manufacturing, government, broadcasting and railroad—has helped thousands of workers raise their voices for fair pay, decent benefits and the added dignity that comes on the job from having a union at their back.

“Probably the best part about it is that, all of a sudden, we’re a ‘we’ instead of an ‘I,’” said Julie Wichmann Huerta, who is a commission chief administrative officer for the Port of Los Angeles. “We have influence, we have clout—and we have a professional-level organization that is negotiating for us and making sure that our needs are met.”

The biggest win of the year came in January, when Wichmann Huerta’s co-workers who are part of the massive Engineers and Architects Association cast their ballots for Local 11. The vote brought more than 4,500 new members into the fold. (See related story in the March 2013 issue of *The Electrical Worker*.)

This year, 92 successful campaigns have won representation rights for more than 7,000 new members. The campaign win rate is a whopping 72 percent—significantly higher than the average organizing ratio for any union in any industry across the U.S. and Canada.

“It’s an exciting time to be building the IBEW,” said lead organizer Steve Smith, who has helped win voices on the job for workers at Comcast in the Northeast. Smith is one of 49 full-time organizers in the professional and industrial branch, a corps that has more than doubled in size since before the 2011 convention, largely due to added funding from the membership. Other improvements include the addition of IBEW leaders assigned full-time to business development at various locals throughout the U.S. and Canada, as well as new membership-boosting trainings that have been launched by the Education Department at the International Office in Washington, D.C.

But behind the numbers are stories—lives that have been changed, families that have been strengthened, and hard-won dignity that reverberates long after the votes are counted.

“It is no secret that organizing campaigns are most successful when we utilize all of our resources—and because of the work of our local unions, organizers in the field and leadership support, we



Workers at NCR in Ontario, left, and Florida’s Duval County Public Schools voted for IBEW representation this year.

are helping change the lives of the workers we touch,” said Membership Development Director Gina Cooper, who heads up professional and industrial efforts across the U.S. and Canada. “From the United States Infrastructure Corporation worker who framed every piece of organizing campaign correspondence that was mailed to him, to the City of Ocala workers who had all gotten together on game day and danced every time an IBEW commercial played, thousands of workers who wanted a voice are thrilled and excited that they are now a part of our organization.”

“These remarkable gains certainly

“You heard a common theme from many of our speakers—if we stand still, we die. If we don’t change what’s not working, then we are condemning ourselves to a slow death.”

— President Edwin D. Hill at the 38th International Convention, Vancouver 2011

say something positive about our continued organizing efforts in the professional and industrial sector,” said International President Edwin D. Hill. “But beyond that, these victories show that

countless workers nationwide are saying ‘enough’ to unfair pay, lack of benefits and disrespect on the job. I applaud these brave men and women for standing up for their rights, and I know that we can

continue the fight to make jobs better for more workers in the upcoming year.”

Delegates to the 2011 International Convention voted to provide more resources to organize new members by passing two per capita tax increases. The first went into effect this year, and another will be implemented in 2014. After that, if membership growth projections fall short, a third per capita increase will kick in in 2016.

Check out more high-profile stories and videos from an action-packed year of successful organizing in this story’s online version at www.IBEW.org. ■

Drivers for High-End N.Y. Chef Supply Company Vote IBEW

In good times or bad, New York City’s elite will call on their best chefs. The city’s restaurant and tavern sectors expanded during the latest recession, often opening up for business in rehabilitated venues where industrial manufacturing once thrived.

New York City Local 1430 has lost much of its manufacturing membership. But the local never lost its spirit for organizing. So, a while back, Business Manager Jordan El Hag and his staff decided to target the Big Apple’s food distribution industry, offering workers a voice on the job and the benefits of collective bargaining once so widely enjoyed by its members in the factories of electrical equipment manufacturers.

In September, the plan to target food distribution was validated when drivers for Chefs’ Warehouse, a supplier of specialty food to upscale eateries, hotels and gourmet stores, voted 62 to 36 for representation by Local 1430.

“The 2-to-1 vote shows the effectiveness of letting prospective members know what to expect during a representation campaign and getting their buy-in to run it themselves,” says Local 1430 Business Agent Sammy Gonzales Jr., who first reached out to drivers and warehouse workers in July 2012.

While drivers didn’t have major complaints about pay or medical benefits, they wanted the company—which has warehouses in major cities including Washington, D.C., San Francisco and Miami—to institute fairer, consistent procedures. They were concerned, for instance, that the company was making arbitrary decisions in moving employees up to “team leader,” a position that provides a \$100 per week bump in pay.



An IBEW sticker on a Chefs’ Warehouse truck represents hopes that a new bargaining unit will reap greater respect for drivers at the profitable company.

“They weren’t treating the drivers right,” says Gosnell Butler, who has worked at the company for two and a half years. As workers compared their paychecks and saw inconsistencies, they “woke up to see what was happening.”

“We discussed how forming a union is about being a partner in a company’s success,” says Gonzalez, who, along with Lead Organizer Joe Mastrogianni Jr., outlined what kind of opposition might be mounted by the company.

Gonzalez and others met weekly with drivers, whom he described as seasoned and experienced professionals, to answer questions. They supplemented information about the union and the campaign through text message blasts and e-mails.

“We told drivers that Local 1430 was the avenue [for pulling members together], but they were the union and they needed to take ownership of the campaign, not let it get sidetracked by divisive tactics

from the employer,” says Gonzalez.

The “inoculation” effort, designed to help workers anticipate well-worn anti-union tactics, was particularly important, he says. Some of the drivers were on the company’s payroll in 2008 and 2010 when two different unions vied for representing the work force, with each one failing to achieve a majority.

“Organizers, aware that drivers worked irregular shifts, showed up at the warehouse nearly every day,” says Gonzalez, to underscore the perception that Local 1430 would not abandon workers as company opposition mounted.

Divisive tactics were deployed as soon as the campaign went public. The



Thousands of L.A. city workers are now members of Local 11.



Philadelphia Local 126 has added more than 520 new members—including linemen since January 2012.

'All In' Strategy Wins Florida Municipal Campaign

Two years ago, after Wisconsin Gov. Scott Walker launched his war on public employees' collective bargaining rights, some self-appointed experts on the labor movement predicted a quick demise for public sector bargaining units everywhere.

That dismal forecast for organized labor never made it down to Ocala, Fla., a politically conservative city in the center of that right-to-work state.

On Aug. 15, city employees—who perform a wide range of jobs ranging from call center operators to crime scene technicians and building inspectors—voted 203 to 97 for representation by Gainesville Local 1205.

The margin of victory reversed the percentages of a prior organizing loss by another international union a few years back.

But, more importantly, the strategy and tactics developed during the Ocala campaign demonstrated the effectiveness of the all-in, multi-dimensional approach that was the theme of September's IBEW Membership Development Conference.

The campaign tapped the creativity of the city's work force and reached out to IBEW retirees and the wider community, mixing modern online communication with traditional, time-tested organizing techniques.

Members of the Ocala volunteer organizing committee joined Local 1205 Organizer Tommy Ward and Lead Organizer Doug Williams making house calls to their co-workers.

They packed city council meetings wearing IBEW T-shirts and hats to oppose severe cuts in their pensions—the main catalyst for the organizing campaign. And, with a stroke of good luck, a letter sent by the local union to prospective members outlining the benefits in organizing arrived the same day a national TV ad promoting the IBEW was aired during the 2012 NFL playoffs. "The IBEW was legitimized," says Williams.

"We left no stone unturned in this campaign," says Williams. He requested a list of all IBEW members and retirees in the 15 towns in the area surrounding Ocala and sent letters asking them to attend city council meetings in support of the city's workers.

The union's online organizing tools proved their worth. An international representative saw Ocala targeted on IBEW's Organizing Accountability Reporting System (OARS) and called Williams with contact information for his wife's uncle, who worked for the city.

Above all, Ocala workers like Steve Kindred made a personal commitment to reaching out to their peers.

"When I started working here, I never thought I would be making house calls, testifying at city council meetings or going to Tallahassee to count ballots in a union election," says Kindred, an Ocala engineering technician. He carried his positive experience as a former member of two municipal collective bargaining units to his co-workers during the campaign.

In 1996, Kindred retired after 20 years in military service as a nuclear reactor operator and supply officer and went to work as a permit technician and engineering technician in two cities in the state of Washington.



Ocala's city worker organizing campaign tapped the creativity and experience of workers in diverse job classifications.

The son of an Ohio union steelworker, he joined Teamster and Machinist bargaining units in each city. "We had a defined set of rules to work by and none of the horror stories [that are spread about conflicts between unions and employers]," says Kindred.

Everything changed in 2009 when Kindred moved to Ocala and got a job inspecting commercial building sites and producing drawing for upgrades to the city's storm water system. He had no union to join. Only the police and fire departments were organized.

Policy changes in his department, says Kindred, came down so frequently that "They needed a town crier to come through every morning and say 'hear ye, hear ye.'" Promotions were often reserved for managers' cronies. Competence and seniority counted for nothing.

The city's leaders announced austerity measures after the economic downturn of 2008. First, longevity awards would be discontinued. Then, a portion of the value of accrued vacation and sick leave would no longer be paid at retirement. And the city began changing from a defined benefit pension plan to a hybrid plan that would leave workers paying more out-of-pocket and sharing market risks with the city. The new plan, combining defined benefit and defined contribution portions, would lower the multiplier that is currently in place, leaving prospective retirees, like Kindred, age 55, with a lower benefit.

Kindred and some of his co-workers went to work. They contacted Local 1205, not just to organize a union, but for support in moving the city's political leaders to reverse their decision.

The city spent money on "pet projects like drunken sailors," says Kindred. But when officials ran out of money, the first place they looked was cutting pensions and other benefits. And, compared to similar Florida cities, management is top-heavy.

Winston Schuler, an engineering technician who has worked for Ocala for almost nine years, performing traffic timing studies and administering electronic management of the city's transportation system, saw the city's work force reduced by a third before the benefit changes were proposed. He told the Ocala StarBanner, "We do feel appreciated by the citizens, but don't feel that upper management feels the same way about us."

Schuler, like Kindred, the son of a union steelworker, drew up a questionnaire and asked his co-workers for ideas and counter-proposals for independent negotiations with the city. Then Schuler, Kindred and other bargaining unit members, led by a co-worker who is currently organizing other city professionals, set up a committee to meet with the city's managers to discuss the pension changes and propose other options.

"The city council passively listened while employees passionately stated how cutting benefits was a bad idea. Then council members would say that 'times are rough' and say they had no choice," says Kindred.

"Just as I was getting dejected about the lack of progress with our committee, I got an [organizing] letter from the IBEW," says Kindred. He made a commitment to organize. "I've always believed that old saying that all it takes for bad things to happen is for good people to stand by and do nothing."

Winning the organizing drive, he says, took a lot of "personal relationship building." There was "a lot of surprise from our co-workers when a familiar face came to the door [talking about the union]," says Kindred.

While there's still a lot of skepticism about what difference a union can make, says Schuler, his co-workers are hoping for the best as first contract negotiations begin.

"My wife and I have six children and five grandchildren. I've been working since I was 11. I'm 51 years old now and deserve a decent retirement."

Tommy Ward told the Ocala StarBanner, "We are looking forward to working with the city hand-in-hand, workers and city leaders." ■

company—which had revenues of \$480 million in 2012, a 21 percent increase since 2009—called in four "union avoidance" consultants from Delaware and Virginia. They held non-mandatory meetings, advising drivers that the union would sap their savings in dues and put their livelihoods in jeopardy by recklessly striking the company.

While drivers weren't compelled to attend, the meetings were held within earshot of the dispatcher's office. As drivers walked by, they heard the same anti-union barrage from the consultants that had been discussed in meetings with organizers.

Complementing the misinformation campaign and attempting to undermine the growing relationships between drivers and Local 1430, Chefs' Warehouse hosted picnics for the work force and gave away free food to employees. The drivers were undeterred.

El Hag and his staff knew at the start of the campaign that some of the company's warehouse workers were interested in joining the drivers as local union members. But, as he and organizers assessed the terrain, they deliberately proceeded to first focus on the drivers, a more cohesive group. The plan worked. El Hag says IBEW's Third District Vice President Don Siegel, Mastrogiovanni and International Representative Brian Brennan provided crucial support.

"Teamwork between locals and the International is always critical," says Mastrogiovanni. "Jordan El Hag and Local 1430 made no false promises to drivers. They lived up to their word and they gave Chefs' Warehouse workers the opportunity to better their lives."

Organizers hope to deepen their numbers inside and beyond Chefs' Warehouse's New York City locale, convincing more potential members to take ownership of their futures by joining IBEW and partnering with a thriving business.

According to The Bull and Bear Financial Report, Chefs' Warehouse supplies 20,000 products to chefs, compared to about 1,600 for the average specialty distributor. The report projects a minimum growth rate of 15 percent in annual sales for the next five years. ■



New Campaigns Promote Canada's Unions

With a union density rate more than double that of the United States, Canada's labour movement looks to be in a pretty good position compared to its embattled neighbours to the south. But those numbers mask an increasingly hostile political and economic terrain for Canada's unions, which are the target of an aggressive campaign to rally citizens against organized labour.

"Our opponents have always tried to move the yardstick against us," said Matt Wayland, political action/media strategist for the First District. "But now instead of just one or two yards at a time, they are trying to move it 30 yards at a time."

Both federal and provincial conservative parties have taken sharp right turns on workers' rights in the last decade. Prime Minister Stephen Harper's government is pushing legislation—Bill C-377—that creates onerous reporting requirements for labour unions, while exempting pro-corporate interest groups.

And in Ontario, Tim Hudak's Tories—looking to follow in the footsteps of Michigan Gov. Rick Snyder across the Detroit River—have come out for the repeal of the Rand formula, opening the door for the introduction of American-style right-to-work legislation.

Corporate lobbying groups have also stepped up the heat on labour. The National Citizens Coalition, an anti-union think-tank formerly headed by Harper, has been running online ads falsely tying unions to Quebec separatists and student radicals.

In response, the Canadian Labour Congress has introduced an extensive outreach campaign—Together Fairness Works—intended to mobilize rank-and-file members to push back against negative stereotypes and enhance labour's image in the eyes of the public.

What the labour federation wants to tell Canadians, says President Ken Georgetti, is that the things unions have won uplift all working people.

"We believe in the old saying that what we desire for ourselves we wish for all. Many of the benefits first won by unions are enjoyed by all workers today, including fair wages, overtime pay, pensions, workplace safety standards, parental leave, vacation pay and protection from discrimination and harassment," he said in a Labour Day statement.

The campaign's starting point is building a national member-to-member network in the workplace to

emphasize the good things collective bargaining brings.

"Sometimes the wages and benefits you get from being in a union are taken for granted," Wayland said. "They might have been here when you started working, but they were fought for by previous generations, and can be taken away by a stroke of a pen without a strong union backing them up."

The goal is to have one-on-one conversations with 3 million union members—from Newfoundland to

British Columbia. "We're breaking it down to face-to-face discussion among co-workers, neighbors, people they know and trust," Wayland said.

To kick off the campaign, the CLC has been holding training sessions across Canada, working with local and national union leaders to develop a cohesive message and materials to get the word out.

The second part of the campaign is to go on the offense in the PR war—from mobilizing rank-and-file members to write letters to the editor

and op-eds in their local newspaper to running ads on TV and radio showcasing the positive contribution unions make.

"It's about putting a face to labour," Wayland said. "We need to show real electricians, nurses, teachers etc. It's about them, not just unions as organizations."

The CLC is planning intensive media training for local spokespersons and creating a rapid response team to combat negative portrayals of organized labour in the media.

First District Vice President Bill Daniels says the efforts tie in closely with the IBEW's NextGen campaign to build itself among the newer generation of Canadian workers.

"Too many people entering the labour market have no direct experience with unions and often only have negative stereotypes to go on," he said. "We can't grow unless we get our side of the story out to them."

First District activists, from national leaders and business managers

Nouvelles campagnes visant à promouvoir les syndicats au Canada

Avec un taux de syndicalisation plus de deux fois supérieur à celui des États-Unis, le mouvement syndical semble dans une position très favorable au Canada, par rapport à ses voisins du Sud en difficulté. Mais ces chiffres masquent un climat politique et économique de plus en plus hostile aux syndicats qui sont présentement la cible d'une campagne musclée visant à rallier les citoyens contre eux.

« Nos adversaires ont toujours essayé de s'en prendre aux organisations syndicales. Mais au lieu de poursuivre leurs tentatives d'affaiblir nos acquis un peu à la fois, ils tentent maintenant une offensive rigoureuse contre nous » dit Matt Wayland, représentant—action politique/stratégie médiatique—pour le Premier District.

Au cours de la dernière décennie, les politiciens conservateurs, tant provinciaux que fédéraux, ont pris un net virage à droite en ce qui a trait aux droits des travailleurs. Le gouvernement du Premier ministre Stephen Harper met de la pression pour faire adopter le projet de loi C-377 qui va créer des exigences de déclaration onéreuses pour les syndicats tandis qu'il dispensera les groupes d'entreprises d'une telle obligation.

Et en Ontario, les conservateurs sous la direction de M. Tim Hudak, qui semble déterminé à suivre les traces de M. Rick Snyder, gouverneur du Michigan de l'autre côté de la rivière à Détroit, veulent éliminer la formule Rand, ce qui ouvrirait la porte à l'adoption d'une loi du droit-au-travail.

Les groupes lobbyistes des

entreprises ont également intensifié la pression sur les syndicats. La Coalition nationale des citoyens (*National Citizens Coalition*) dirigée par Stephen Harper, est un groupe de pression conservateur qui fait campagne contre les syndicats et qui fait paraître des annonces en ligne qui associent faussement les syndicats aux séparatistes du Québec et aux étudiants radicaux.

Le Congrès du travail du Canada a réagi à en lançant une vaste campagne de sensibilisation « *Ensemble POUR UN MONDE PLUS JUSTE* » ayant pour objectif de mobiliser tous les syndiqués afin de contrecarrer les stéréotypes négatifs et rehausser l'image des syndicats aux yeux de la population.

Le message que nous voulons transmettre aux Canadiens est le suivant : « C'est grâce à tous les avantages acquis par les syndicats au fil des ans que les travailleurs et les travailleuses bénéficient aujourd'hui d'un meilleur niveau de vie » déclare le confrère Ken Georgetti, président du CTC.

« Nous croyons le vieux dicton qui dit : ce que nous désirons pour nous-mêmes, nous le souhaitons à tous. Bon nombre des avantages dont bénéficient actuellement tous les travailleurs et travailleuses, y compris les salaires justes, la rémunération des heures supplémentaires, les pensions, les normes de sécurité au travail, les congés parentaux, les vacances payées et la protection contre la discrimination et le harcèlement, ont été initialement obtenus par les syndicats » affirmait-il dans un communiqué émis lors de la Fête du travail.

Pour la campagne, il s'agit d'abord de créer un réseau national de membre

à membre en milieu de travail. afin de faire ressortir les bonnes choses qui résultent des conventions collectives.

« Parfois, les salaires et les avantages sociaux dont bénéficient les employés parce qu'ils sont membres du syndicat, sont pris pour acquis. Dès qu'ils commencent à travailler, les salariés profitent déjà de tous les avantages négociés au fil des années, mais ces résultats ont été obtenus grâce aux luttes menées par les travailleurs des générations précédentes et sans un syndicat fort, tous ces avantages pourraient leur être enlevés par un simple trait de crayon » souligne le confrère Wayland.

L'objectif est de pouvoir dialoguer en direct avec 3 millions de membres syndiqués, de Terre-Neuve à la Colombie-Britannique. « Nous favoriserons d'abord et avant tout le dialogue face à face entre les compagnons de travail, les voisins, les personnes qu'ils connaissent et en qui ils peuvent avoir confiance » dit-il.

Pour donner le coup d'envoi de la campagne, le CTC a tenu des séances de formation partout au Canada avec les dirigeants syndicaux, au niveau local et national, afin de créer un message cohérent ainsi que le matériel pour diffuser l'information.

Puis il faudra passer à l'offensive, dans la guerre de relations publiques, allant de la mobilisation de nos membres pour qu'ils fassent parvenir des textes d'opinions ou des lettres au rédacteur en chef de leur journal local, jusqu'au recours à la parution d'annonces à la télévision et à la radio démontrant la contribution positive

apportée par les syndicats.

« Il s'agit de pouvoir mettre un visage sur les syndiqués. Nous devons leur montrer le vrai visage des travailleurs, qu'ils soient électriciens, infirmières, enseignants... puisqu'il s'agit réellement d'eux et non des organisations syndicales comme telles » ajoute le confrère Wayland.

Le CTC prépare des séances de formation intensive sur les médias pour les porte-parole des sections locales et veut mettre en place une équipe d'intervention pour lutter contre les images négatives que les médias donnent sur les syndicats.

Selon M. Bill Daniels, Vice-président du Premier District, ces initiatives sont étroitement liées à la campagne NextGen de la FIOE dont le but était de faire connaître la Fraternité à la nouvelle génération de travailleurs canadiens.

« Beaucoup trop de gens qui entrent sur le marché du travail n'ont aucune expérience directe avec les syndicats et ont souvent des stéréotypes négatifs comme référence. Nous ne pouvons grossir nos rangs à moins de leur présenter notre version de l'histoire » affirme-t-il.

Il est important que tous les militants du Premier District, des leaders nationaux et des gérants d'affaires aux jeunes membres et aux organisateurs des comités d'action politique, s'impliquent activement dans cette campagne.

Pour en savoir davantage sur la campagne « Ensemble pour un monde plus juste » consultez le www.canadianlabour.ca/action-center/together-fairness-works. ■



to NextGen members and political action committee organizers, are being encouraged to get involved. Find out more about the “Together

Fairness Works” campaign at www.canadianlabour.ca/action-center/together-fairness-works. ■



Canada’s anti-union wave is striking hard in Ontario, where members of Toronto Local 636 joined with members of Local 353 in rallying against anti-worker Bill 115 last winter.

L’Ontario est durement touché par la vague anti-syndicale qui déferle sur le Canada; les membres des sections locales 636 et 353 de Toronto se sont regroupés l’hiver dernier pour manifester contre le Projet de loi 115.

Career: Up. Tuition: Down.

IBEW has partnered with Excelsior College to give IBEW members access to college degrees and significant savings on tuition and fees.

College is more affordable than ever for all IBEW members.

IBEW members may transfer in credits already earned at other accredited colleges and universities, credit for evaluated industry training, such as NJATC and NUAP, and ACE-evaluated military training.

Start today.
Visit us on the web at:
ibew.excelsior.edu
OR
To speak to an admissions counselor, call us toll free at:
1-888-285-8649



2013

Founders’ Scholarship Winners

Two Veterans Heading to Law School Win Awards

Two first generation union members are the 2013 recipients of the IBEW Founders’ Scholarship.

Jay Adams has been an inside wireman for six years as a member of Anchorage, Alaska, Local 1547. He has served for 10 years in the 168th Air Refueling Wing of the Alaska Air National Guard and was deployed to Iraq, Kyrgyzstan and Mongolia. Since June 2012, he is both the youngest member and the foreman of the maintenance electricians at the North Pole Power Plant in Fairbanks.

Kevin Burton has been an instructor at the Washington, D.C., Local 26 Joint Apprenticeship Center since she topped out as a journeyman inside wireman in 2006 and has been the assistant director there since June 2012. When President Obama visited the center, Burton was given the honor of leading the class he visited, teaching the president how members use computer aided design programs. Burton is a veteran of the Army National Guard and is founder of the District of Columbia Young Trade Unionists.

International President Gordon Freeman started the Founders’ Scholarship in 1966 to put higher education within reach of promising members, improving themselves and their union. Today, the scholarship provides \$200 per class-hour each semester, to a maximum of \$24,000 over eight years.

Different Paths but Much in Common

Burton and Adams come from different worlds, but membership in the IBEW



Scholarship winner Jay Adams, Anchorage, Alaska, Local 1547, with daughter Olivia



2013 Founders’ Scholarship winner Kevin Burton with President Obama and former Secretary of Energy Steven Chu during their visit to Washington, D.C., Local 26’s training center.



Burton is attending George Washington University Law School.

has brought them to a common goal: to advocate for the interests of the IBEW as members of the legal bar.

Adams grew up less than 200 miles south of the Arctic Circle in Fairbanks, the largest town in the Alaskan interior, but still small at only 32,000 people. His father died when he was young, and his mother has worked most of his life as administrative assistant.

Burton grew up in Dayton, Ohio, in a family that struggled under the combined weight of poverty and addiction.

Each found the IBEW almost by accident. While looking for work after a deployment as a radar repair technician in the Army National Guard, Burton responded to a classified ad in The Washington Post without ever having heard of unions or the labor movement. Adams had a job in a work-wear clothing store and applied for the apprenticeship only after one of his co-workers said he was going down to apply.

Both Adams and Burton excelled at their apprenticeships. Burton became an instructor as soon as she topped out. Adams finished at the top of his class and never received a score below 90 percent in any class.

Both finished bachelor’s degrees at night while working during the day, and both now intend to use the Founder’s Scholarship to go to law school.

“There is a war on the union way of life right now,” Adams said. “So much legislation is anti-union, the IBEW needs more lawmakers on their side. That is my ambition.”

Burton shares that goal. “The longer I am in the labor movement, the more I see that everything is political and everything is legal. It would be an asset if someone internal had legal skills,” she said. Burton started at the George Washington University Law School this fall and will maintain her position at the NJATC through school.

Adams and Burton are also held in high regard by the people who work with them and supervise them.

“Kevin is an incredible asset,” said Local 26 Business Manager Charles Graham. “She leads by example, and has been a mentor to hundreds through her public speaking and the DC Young Trade Unionists. I have no doubt that she will greatly contribute to the legacy of the IBEW.”

Michael Hodsdon, business manager of Local 1547, said Adams is a shining example of the IBEW’s best.

“The IBEW is always in need of strong leaders and Jay has proven his dedication to his family and his union on the job, in the military and in school,” Hodsdon said. “I have no doubt he will continue to be as valuable a resource for the IBEW as a lawyer as he has been as an electrician.” ■

Transitions

DECEASED

William 'Chico' McGill



The officers of the International Brotherhood of Electrical Workers sadly report that IBEW Government Employees Director Chico

McGill died on Sept. 27 at the age of 62. With a generous spirit and an outside personality, he was throughout his career an outspoken voice for workers.

"Chico had a deep well of passion for economic and social justice for workers that was recognized by everyone who knew him. He kept his sense of humor, but he never cut any slack to those who disrespected workers," says International President Edwin D. Hill.

Before being appointed director in 2005, Brother McGill was business manager of Local 733, representing members at the Ingalls Shipyard in Pascagoula, Miss. He played a major role in the labor movement of the South, helping to win the eight-year battle to organize Avondale Shipyard in New Orleans in 2000.

Sporting a full beard and ponytail, Chico McGill was widely known in the communities and the media surrounding Ingalls shipyard, which employs 10,000 and remains one of the largest work places in three states.

"We have lost a great leader of our labor movement and an even better union brother," says Matt Biggs, executive assistant to the President of the International Federation of Professional and Technical Employees, who worked with McGill for many years as a member of the Metal Trades Department.

McGill served on the executive board of the Mississippi AFL-CIO and as vice president of the Mississippi Electrical Workers Association. He was a board member of the Red Cross, helped coordinate the March of Dimes "Walk America" and joined other unionists building a homeless shelter in Moss Point.

McGill established a reputation as a tireless advocate of workplace safety at Ingalls and of the need to broaden the labor movement. He brought these themes together when he was asked by Fifth District International Representative James Anderson to teach OSHA inspections and health and safety at Avondale during the organizing campaign.

Under McGill's leadership, Local 733 organized two city policy departments, other city workers and nursing home and cafeteria workers.

A native of St. Mary's County, Md., Brother McGill entered the Job Corps at age 16 in Morganfield, Ky., where he obtained his GED and studied electricity.

McGill served as an avionics technician in the U.S. Marines during the Vietnam War from 1970 to 1974 aboard the USS Midway.

"Chico was probably the most ardent unionist I ever knew, working tirelessly for the IBEW. He was not only my boss and co-worker, but a dear friend. We will all miss Chico," says Government Employees Department International Representative Dennis Phelps.

McGill's track record on safety led him to participate in rewriting the

National Safety Council publication "Protecting Workers Lives." He worked on numerous projects for MACOSH, the Maritime Advisory Committee to OSHA.

He served as co-chairman of the Emerging Issues Subcommittee of the Federal Advisory Committee on Occupational Safety and Health, developing policy on pandemic preparations and other threats.

As a member of the Keys Committee of the Metal Trades Department of the AFL-CIO and a co-founder of the Federal

Workers Alliance, Brother McGill challenged politicians who sought to undermine the living standards of public employees through privatization and other schemes.

As a co-founder of the United Defense Workers Coalition in 2005, McGill helped to fight for the defunding of the National Security Personnel System, which would have undermined collective bargaining rights of defense department workers. The struggle met success as NSPS lost its funding under the Defense Appropriations Act of 2010.

Speaking out against the austerity measures of the federal budget sequester in August, McGill said, "Our members need to support defense department workers now. The men and women being furloughed today provide essential support to our soldiers, supporting their missions abroad and defending our families against threats at home."

On behalf of our entire union membership, the officers and staff send our deep condolences to Brother McGill's five children and six grandchildren. ■

Circuits



Danish trade unionists meet with IBEW leaders. Front, from left: Jørgen Juul Rasmussen, general secretary Danish Union of Electricians; Edwin D. Hill, International President. Back, from left: Ricky Oakland, director of CIR/ Bylaws & Appeals; Jens-Olav Pedersen, deputy general-secretary, Danish Union of Electricians; Benny Yssing, national officer, Danish Union of Electricians; Jan Jensen, Vice general-secretary Danish Union of Electricians; Sam Chilia, International Secretary-Treasurer; Jerry Westerholm, director of Construction and Maintenance Department.

Danish Union Delegation Visits IBEW

Leaders of the Danish Union of Electricians, along with their counterparts on the employer side, visited the IBEW International Office Oct. 1.

The Danish electrical workers—known in Denmark as Dansk El-Forbund—represent more than 30,000 workers in construction and utilities.

Denmark is one of Europe's strongest economies, with an unemployment rate of less than 5 percent. With an economy that is highly rated by many international financial institutions and pro-corporate think tanks, Denmark also possesses one of the world's strongest labor movements.

Unions—which represent the overwhelming majority of Danish working people—not only bargain for wages and benefits but are key players and decision-makers in the economy, working with employers to guarantee a broadly-based prosperity.

Denmark has a long history of strong labor-management participation, which has maintained good industrial relations, while providing employers with a steady stream of highly-skilled workers.

High-wages, strong unions, and government support for job training and social benefits have made Denmark not only one of the world's wealthiest nations, but also home to some of the lowest levels of income inequality.

"We have a lot to learn from how they do things in Denmark," said International President Edwin D. Hill. "It shows that unions can work with employers to drive standards up for working people and still have a successful and profitable economy."

General-Secretary Jørgen Juul Rasmussen and Niels Jørgen Hansen, head of Tekniq, the Danish electrical contractors association, met with President Hill and Secretary-Treasurer Sam Chilia, along with Construction and Maintenance Department Director Jerry Westerholm.

Representatives from the National Electrical Contractors Association and the National Joint Apprenticeship Training Committee were also on hand to explain the structure of the electrical industry in the United States and showcase the IBEW's and NECA's state-of-the-art training and educational resources. ■

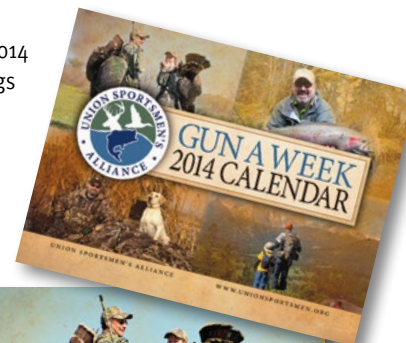
USA's 2014 Gun-A-Week Calendar: 52 Chances to Win

With the Union Sportsmen's Alliance 2014 Gun-A-Week Calendar, each week brings another chance to win a high-quality shotgun, rifle or handgun, including Remington firearms proudly made by members of Mine Workers Local 717. That's 52 chances to win a gun for just \$30, and your contribution helps support the USA's conservation efforts.

The calendar features photos of USA members—including Frank Kamuf of West Frankfort, Ill., Local 702 and his daughter Ashley First. It also makes a great birthday or Christmas gift.

Union internationals, locals and district councils can purchase a minimum of 100 calendars at a bulk rate of \$2,000 (\$20 each) to raise funds and receive a union-made Remington 870 Express 12-gauge shotgun for every 100 calendars purchased, to use at their discretion.

To order, visit <http://2014.gunaweek.unionsportsmen.org> or contact Becky McIntosh at 615-831-6770. ■



One month of USA's 2014 calendar features West Frankfort, Ill., Local 702 member Frank Kamuf and his daughter, Ashley.

In Memoriam

Members for Whom PBF Death Claims were Approved in September 2013

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Calcaterra, J. J.	8/1/13	48	Dickinson, D. F.	4/26/13	134	Miller, N. E.	7/21/13	350	Fletcher, H. L.	7/10/13	570	Conklin, R. C.	7/8/13	1516	Lee, J. N.	7/19/13
1	Handshy, L. T.	7/20/13	48	McGillivray, T. P.	8/1/13	134	Montgomery, C. M.	7/21/13	351	Hiltner, H. F.	7/13/13	570	Shepherd, R. G.	6/8/13	1525	Goolsby, J. T.	7/16/13
1	Harris, D. T.	7/31/13	51	Baughman, R. E.	11/1/12	134	Proctor, A. F.	7/8/13	353	Durling, E. D.	7/27/13	584	Brown, J. H.	4/15/13	1547	Barton, R. A.	6/18/13
1	Lutz, A. E.	7/27/13	51	Mibbs, J. F.	7/1/13	134	Rowell, E. B.	8/25/13	353	Eccleston, L.	9/5/12	584	Pitcock, W. A.	7/17/13	1547	Bogue, R. D.	6/20/13
1	Neymour, J. W.	7/28/13	51	Teel, J. R.	7/6/13	134	Sandler, H.	7/14/13	353	Kluge, H. F.	3/12/11	586	Lavigne, J. M.	6/26/13	1547	Bryant, R. E.	8/1/13
1	Watts, C. G.	8/11/13	56	Liffner, L. M.	8/1/13	134	Szczerbinski, R.	3/28/13	353	Lozinski, J. L.	1/23/13	595	Rickner, C. B.	5/8/13	1547	James, A. C.	7/14/13
3	Adelung, B. K.	12/21/12	57	Hunt, R. M.	4/16/13	134	Wilczynski, M. J.	6/21/13	353	McCoy, R. D.	7/4/13	595	Schlenker, S. J.	6/23/13	1547	Keyes, D. D.	7/26/13
3	Carideo, L. J.	7/5/13	58	Albright, R. B.	7/12/13	134	Winters, R. G.	7/29/13	353	Mimra, P. W.	7/22/13	601	Coleman, J. M.	12/1/06	1547	Leslie, J. C.	7/26/13
3	Hammer, K. O.	8/2/13	58	Baling, J.	6/28/13	136	Evans, C. W.	4/18/13	353	Murray, W. T.	8/1/13	601	Tjarks, F. G.	1/18/13	1547	Rose, J. E.	6/29/13
3	Hentschel, C. J.	8/1/13	58	Cole, R. J.	8/12/13	136	Hill, O. L.	8/14/13	353	Welham, E. J.	4/4/13	602	Depew, M. C.	6/15/13	1547	Wanamaker, F. L.	6/5/13
3	Katz, M. E.	7/23/13	58	Connolly, K. P.	1/31/13	136	Regan, E. T.	3/30/13	354	Lopez, V. G.	5/21/13	606	Kresch, S. M.	12/20/12	1579	Dixon, R. S.	6/10/13
3	Larsen, R. M.	7/26/13	58	Hawkins, C. H.	7/17/13	139	Janeski, F. S.	5/14/13	357	Thornton, D. W.	7/24/13	606	Matkovics, I.	7/19/13	1579	Kitchens, D. B.	5/31/13
3	Lopez, J.	5/8/13	58	Hoffman, M. E.	8/11/13	143	Flawd, E. E.	7/2/13	357	Wylie, H. H.	5/26/13	606	White, R. S.	7/29/13	1579	Tipton, R. O.	7/27/13
3	Loris, W.	6/24/13	58	Rutkowski, L. A.	8/4/13	146	Heise, G. R.	7/21/13	363	Lewis, K. M.	5/5/13	611	Curley, W. J.	4/23/13	1749	Duncan, J. D.	6/26/13
3	Matteo, J. N.	5/13/13	60	Knapp, R. H.	7/25/13	153	Caras, J. G.	8/11/13	363	McDonald, J. W.	7/4/13	611	Davis, O. L.	8/10/13	1925	Combs, J. T.	8/1/13
3	Parris, G.	6/18/13	64	Anderson, R. P.	8/8/13	158	Debaker, D. L.	7/20/13	364	Dozier, J. V.	6/25/13	613	Fowler, J. A.	8/17/13	2113	Reed, C. A.	4/10/13
3	Ryan, R. J.	8/3/13	68	Lease, G. C.	6/22/13	160	Bottema, D. W.	7/29/13	369	Carmer, C. C.	8/1/13	640	Lundgren, G. K.	8/2/13	2131	Maki, J. E.	7/21/13
3	Sempre, S. S.	8/2/13	68	Scharf, J. W.	6/20/13	164	Adorna, J.	7/18/13	369	Landers, J. K.	2/26/13	640	Pribble, J. E.	8/15/13	2150	Eilertson, S. N.	6/30/12
3	Siegling, F. A.	7/28/13	68	Schultz, R. J.	6/3/13	164	Copeland, H. L.	6/18/13	369	McDermott, W. J.	7/15/13	659	McDaniel, C.	7/6/13	2150	Henrickson, T. W.	7/17/13
5	Heckathorn, W. D.	8/23/13	68	Smith, D. S.	6/7/13	164	Mortillaro, J.	7/16/13	369	Woods, V. H.	2/27/12	661	Haraldson, C. H.	11/6/12	2150	Schmidt, G. L.	7/5/13
5	Wilson, R. L.	7/13/13	70	Campbell, A. I.	6/4/13	164	Smith, R. A.	8/5/13	379	Cauble, J. W.	7/31/13	666	Boyd, J. M.	7/20/13	2295	Anderson, E. R.	8/11/13
6	Hagopian, V. H.	3/17/13	70	Hutton, W. E.	8/19/13	164	Walker, W. J.	7/5/13	379	Padgett, L. R.	8/13/13	666	Spears, G. E.	7/27/13	I.O. (97)	Buckley, J. J.	8/8/13
6	Holzinger, C. H.	8/5/13	76	Wilson, F. F.	7/31/13	175	Baswell, A. E.	8/3/13	380	Kulick, F. J.	7/23/13	666	Zahn, H. F.	8/3/13	I.O. (134)	Derbyshire, D. A.	8/4/13
6	Thomas, R. E.	5/24/13	77	Fromm, J. F.	8/7/13	175	Gladden, C.	7/31/13	380	Void, W. P.	10/10/11	668	Cassida, L. C.	8/11/13	I.O. (134)	Warchol, G.	8/10/13
6	Truvillion, R.	6/21/13	77	Renschler, D.	6/26/13	175	Ogle, R. E.	8/12/13	387	Harrel, G. F.	7/19/13	668	Frazier, R. D.	8/11/13	I.O. (441)	Strother, J. L.	8/2/13
7	Heck, R. R.	8/19/13	77	Swinkels, J. A.	7/10/13	175	Smith, G. W.	6/24/13	387	McCarthy, W. J.	2/16/13	668	Lebo, H.	7/6/13	I.O. (568)	Rioux, P. P.	6/29/13
7	Mandeville, F. E.	7/25/13	80	Hollans, M. C.	4/8/13	176	Ward, D. P.	8/17/13	388	Korn, T. F.	7/29/13	673	Eland, A. T.	8/3/13	I.O. (2085)	Kolodie, B. P.	7/22/13
9	Gill, J. C.	8/13/13	80	Ironmonger, C. W.	5/31/13	177	Osteen, M. K.	7/8/13	388	Lundin, M. S.	3/27/13	673	Safcik, W. P.	4/5/13	Pens. (485)	Baker, H. F.	8/11/13
11	Braswell, G. E.	7/28/13	80	Ross, E. M.	7/11/13	177	Smith, J. D.	7/16/13	388	Pacholke, W. F.	7/1/13	683	Ellis, W. E.	8/16/13	Pens. (718)	Dimond, J. K.	7/14/13
11	Brouwer, L. P.	7/11/13	82	York, H. M.	8/9/13	180	Feigel, J. D.	6/19/13	388	Ticknor, T. J.	6/16/13	683	Wells, R. F.	8/18/13	Pens. (814)	Crawford, W. B.	4/1/13
11	Byers, R. F.	8/5/13	90	McLaughlin, K. J.	7/31/13	180	Lamb, J. H.	8/18/13	400	Leimburg, H. W.	7/6/13	697	Underwood, W. R.	7/23/13	Pens. (835)	Kirby, B. J.	6/26/13
11	Duron, E.	4/28/13	90	Munger, W. B.	6/19/13	191	Mauk, H. L.	4/1/13	401	Swenson, A. L.	4/12/13	697	Van Wienen, D. J.	7/15/13	Pens. (840)	Cuff, S. H.	7/23/13
11	Dziegiel, R. E.	7/14/13	94	Wolfe, C. D.	7/22/13	191	Patterson, D. J.	8/16/13	413	Koens, R. G.	8/4/13	701	Ratcliff, R. G.	8/12/13	Pens. (840)	Reed, R. C.	7/28/13
11	Evans, M. W.	7/26/12	96	Baron, K. J.	7/7/13	194	Hughes, S. L.	7/9/13	415	Mundlin, R. E.	7/5/13	702	East, J. D.	8/7/13	Pens. (1788)	Gruener, E.	7/23/13
11	Fullilove, G. P.	7/17/13	96	Nowokunski, L. P.	7/27/13	212	Sanders, J. R.	7/16/13	424	Andrew, L.	7/11/13	712	Woods, W. H.	8/29/13	Pens. (2253)	Gourdeau, J. N.	4/29/13
11	Hand, G. S.	7/21/13	97	Grimm, R. A.	5/23/13	212	Thesing, C. W.	7/29/13	424	Munro, J. W.	7/7/13	716	Heinlein, J. D.	7/25/13	Pens. (I.O.)	Aylesworth, E. D.	12/25/12
11	Hawkins, J. R.	11/17/12	98	Bannon, J. A.	8/20/13	213	Brkljacic, M.	6/28/13	426	Weiland, J. G.	7/26/13	733	Poore, F.	5/24/13	Pens. (I.O.)	Bahr, W. E.	7/10/13
14	Rieck, K. W.	7/14/13	98	Gilligan, J. C.	8/5/13	213	Godlinski, W.	7/7/13	440	Feedler, J. M.	2/27/13	753	Ware, L. D.	7/5/13	Pens. (I.O.)	Bible, H. D.	5/25/13
16	Lafayette, H.	7/4/13	98	Lovell, E. J.	7/10/13	223	Bresnahan, W. F.	7/20/13	440	Vaughn, W. C.	3/25/13	760	Bridges, E. P.	6/8/13	Pens. (I.O.)	Bridgewater,	
17	Capling, R.	6/26/13	99	Sullivan, W. C.	7/8/13	226	Galloway, H. L.	7/21/13	441	Ritenour, R. M.	3/15/13	763	Wagoner, R. D.	7/3/13	R. W.		1/28/13
17	Hodge, D. E.	5/26/13	100	Pugh, M.	5/20/13	226	Hadi, L. J.	6/20/13	443	Barlar, P. F.	3/24/13	769	Gravel, J. L.	7/13/13	Pens. (I.O.)	Cawthray, R. W.	6/23/13
18	Burnham, M. A.	5/6/13	102	Castellano, S. R.	1/17/13	226	Harris, D. L.	8/18/13	443	Hare, M. L.	8/1/13	777	Laukhuff, E. C.	3/29/13	Pens. (I.O.)	Cole, L. E.	5/18/13
18	Bussey, W. G.	6/16/13	102	Finegan, J.	6/5/13	226	Lesline, E. L.	7/17/13	449	Harrington, J. A.	8/8/13	812	Scrimshaw, H. A.	8/22/13	Pens. (I.O.)	Crawford, F. S.	1/29/13
18	Hugo, E. D.	7/2/10	102	Maughan, C. E.	8/6/13	230	Dickie, W. G.	6/25/13	449	Weaver, B. R.	8/23/13	816	Borders, C. D.	8/1/13	Pens. (I.O.)	Dresler, K. K.	6/27/13
18	Rubly, A. F.	7/23/13	102	Rigby, R. J.	8/17/13	233	Hastings, D. E.	8/16/13	456	Mahn, R. L.	6/2/13	816	Nimmo, J. E.	8/15/13	Pens. (I.O.)	Ekstrom, N. I.	6/27/13
18	Sornoso, G. R.	11/22/12	102	Rutzler, J. P.	6/8/13	233	Marcotte, G. E.	6/3/13	459	Dearing, C. B.	7/12/13	816	Sloan, B. J.	8/22/13	Pens. (I.O.)	Farnsworth, W. H.	7/1/13
20	Robertson, S. C.	7/15/13	103	Carter, T. L.	6/22/13	236	Cardamone, F. J.	3/1/13	459	Hubler, H. J.	2/13/13	852	Weather, B. J.	6/30/13	Pens. (I.O.)	Fritz, A. R.	7/13/13
20	Russo, A.	7/26/13	103	Desmond, W. R.	7/8/13	236	Major, K. I.	7/25/13	466	Kinder, C. D.	8/3/13	861	Nassar, G.	8/1/13	Pens. (I.O.)	Geller, L.	7/5/13
24	Green, R.	7/15/13	103	Keyes, C. F.	9/2/12	242	Haukkala, A. J.	8/5/13	474	Tucker, N. E.	7/10/13	890	McKinney, J. W.	7/27/13	Pens. (I.O.)	Gillespie, D. L.	6/24/13
24	Jones, A. H.	7/22/13	103	Osullivan, D. J.	7/27/13	252	Marshall, G. R.	5/31/13	479	Crawford, G. G.	7/28/13	903	Pickett, T. W.	7/11/13	Pens. (I.O.)	Glenny, R. E.	5/13/13
24	Kinnard, L. E.	7/16/13	103	Stover, J.	12/17/12	257	Fischer, W. O.	7/25/13	479	Edgerly, T. W.	8/5/12	915	Perry, E. D.	7/13/13	Pens. (I.O.)	Harbert, H. R.	6/22/13
25	Barry, J.	4/23/13	103	Wiederhold, W. J.	5/23/13	265	Malcom, M. R.	5/14/13	479	Hall, J. C.	6/30/13	934	Webb, A. K.	1/20/13	Pens. (I.O.)	Hupp, C. H.	8/3/13
25	Catapano, L.	7/19/13	109	Thornton, K. A.	8/27/13	271	Ferm, D. R.	6/25/13	479	Reynolds, M. G.	7/11/13	948	Morin, D. E.	8/2/13	Pens. (I.O.)	Jerin, A.	7/23/13
25	Citarella, A. P.	8/17/13	110	Nelson, R. C.	10/6/11	271	Froggatte, R. W.	6/1/13	480	Robertson, G. M.	7/31/13	948	Thompson, F. M.	9/3/13	Pens. (I.O.)	Kerfoot, C. D.	6/26/13
25	Costello, J. P.	7/24/13	111	Adams, J. S.	2/2/13	275	McDonald, G. K.	5/24/13	481	Hendershot, D. L.	8/7/13	952	Mathis, R. G.	6/30/13	Pens. (I.O.)	Lee, R. E.	4/26/13
25	Dey, A. C.	8/2/13	111	Hughes, S. R.	3/14/13	280	Wallgren, K. R.	5/15/13	481	Keys, W. P.	3/12/13	969	Thiessen, A. B.	4/18/13	Pens. (I.O.)	Lefebvre, E. G.	8/9/13
25	Gorman, J. F.	7/8/13	112	Davis, T. L.	7/21/13	289	Ladd, R. E.	2/18/13	481	McKinney, J. F.	7/4/13	995	All, J. W.	7/8/13	Pens. (I.O.)	Lewis, D. R.	7/15/13
26	Caldwell, T. L.	8/13/13	112	McClanahan, L.	7/30/13	292	Hanson, G.	8/1/13	488	Pivrotto, G.	3/15/13	1003	Kristiansen, B.	7/1/13	Pens. (I.O.)	Libordi, F. A.	8/21/13
26	Ernst, D. E.	4/10/13	113	Curtice, D. L.	5/5/13	294	Egeland, O. S.	7/28/13	490	Dunbar, C. W.	7/14/13	1070	Daley, M. R.	7/6/13	Pens. (I.O.)	Maslowsky, T. J.	8/12/13
26	Leesnitzer, D. M.	10/28/12	113	Gabrish, E. P.	5/19/13	294	Larson, Q.	8/10/13	490	Keraghan, J. C.	7/13/13	1105	Gilbert, W. G.	7/12/13	Pens. (I.O.)	McCarty, D. B.	7/3/13
26	Lemay, D. F.	7/26/13	124	Resch, P. S.	7/23/13	294	Niskanen, N. W.	7/31/13	494	Voigt, M.	6/4/13	1141	Crews, H. B.	6/27/13	Pens. (I.O.)	McClellan, D. E.	5/11/13
26	Lewis, T. J.	6/29/13	125	Chappell, W. R.	8/18/13	294	Samsa, A.	8/4/13	499	Vannatta, D. R.	7/1/13	1141	Lee, T. E.	8/15/13	Pens. (I.O.)	Miller, R. A.	8/9/13
26	McAlwee, R. W.	7/14/13	125	Yost, R. K.	4/16/13	295	Skilern, V. F.	5/13/13	502	Jones, T. N.	7/11/13	1186	Nishikawa, T.	4/13/13	Pens. (I.O.)	Moore, R. L.	6/28/13
26	Pittore, J. V.	4/6/13	127	Wiercinski, H. J.	7/7/13	302	Lofton, L. J.	3/7/13	505	Wilson, S. C.	8/6/13	1205	Dubose, K. L.	8/14/13	Pens. (I.O.)	Moore, M. R.	6/22/13
26	Purnell, L. J.	8/1/13	130	Ferreira, R. L													

Local Lines

Charity Fair Volunteers

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,sp a,st&ws), ST. LOUIS, MO—We had a great 2013 Labor Day parade. The Fox High School marching band led the way as Local 1 honored our retirees, including Bro. Bertrand Mahoney, who at age 93 is a 73-year IBEW member. Our apprentices' creativity was also on display, as each year's class created their own T-shirts for the parade.

IBEW Local 1 and NECA, through the Electrical Connection, donated time, funds and materials to modernize the temporary electrical service for the Overland Lions Charity Fair. Two new disconnects and thousands of feet of temporary cabling and lighting were installed by Local 1 volunteers: Bus. Reps. Dave Roth, Steve Muehling and John Kahrhoff, as well as members Tim Backwell, Jim Stout, Russell Bayer, Mike Newton, Jack Granicke, Fritz Uhle, Mark Callahan, Chris Abele, Bryan Siebel, Pete Sexauer, John Sanderson, Marty Sanderson, Sam Licare, Justin Viets, Quentin Crayton, Eddie Simon, Eddie Hook III and John Moyle. Special thanks to: Schaeffer Electric for supplying a bucket truck, PayneCrest Electric for providing a service truck, and Sanderson Electric for donating permits and providing service trucks.

With mourn the death of several members: Bros. Edward Hastie, Earl Weber, Larry Handshy, John Maynard, John Neymour, Arthur Lutz Jr., Daniel Harris, John Calcaterra, Ralph Handley, Charles Watts, Robert Muller, Donald Musick, Ronald Robinson, David Buchholz, William Sandrock and Tom Beussink.

John Moyle, P.S.



Local 1 retirees honored at 2013 Labor Day parade.



Local 7 holds 2013 annual retirees picnic.

Annual Retirees Picnic

L.U. 7 (i), SPRINGFIELD, MA—On Aug. 13, IBEW Local 7 enjoyed the company of more than 50 retirees at their annual retirees picnic. It was great to see so many retirees show up. It is nice to see them enjoying the retirement they worked so hard for. Everyone enjoyed good food, good stories and a lot of laughs. Every day is Saturday for this crew!

Mark Kuenzel, P.S.

2013 IALC Award

L.U. 9 (catv,govt,lctt,o&u), CHICAGO, IL—Congratulations to our Bus. Mgr. Robert Pierson for being chosen as the Italian American Labor Council of Greater Chicago's Man of the Year for 2013. The council is honoring Bob for his tireless efforts to improve the lives of IBEW members. Bob is also the chairman of the IBEW International Executive Council and serves on the executive boards of the Chicago Federation of Labor and the State

Conference of the IBEW. He has been a devoted IBEW member for 47 years. A dinner dance in Bob's honor was hosted by the IALC.

We congratulate the following members for completing the Local 9 Apprenticeship and Journeyman Training program: Brian Browne, Alex Delago, Dan Fleck, John Harris, Terry Holcomb, Joseph Jamrozy, Vincent Larsen, David Lewis, Christopher Rempert and Monique Rhivers.

The 8th Annual Local 9 Golf Outing was in August. More than

200 participants enjoyed a beautiful day on the course. In September, attendees had a great time at the Local 9 Annual Family Picnic. Great food, games and friendship highlighted the day. Thank you to Pres. John Conroy and his many volunteers for their hard work to make the day enjoyable.

We extend heartfelt wishes to our members and their families for a wonderful holiday season.

Mary Beth Kaczmarek, P.S.



At the Local 17 LCTT boot camp are, barely visible among the tree branches: Chris Owens, Tim Stutterheim, David Gilliam and Andrew Eastlake.

LCTT Boot Camp

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI—Expectations were surpassed with the introduction of Local 17's Line Clearance Tree Trimmer first-ever boot camp in August. The intense nine-day training program took groundmen interested in becoming apprentices and introduced them to the arborist equipment and techniques required to work aloft. The training included open and closed climbing systems, knot tying qualification, first aid/CPR, CDL preparations, aerial rescue and rigorous daily climbing exercises that excluded the use of gaffs in order to get into the

working positions required of proper line clearance. Not only will the advent of this pass/fail process raise the bar for the LCTT apprenticeship, but it will also provide a very uniform "first step" apprentice to signatory contractors and utilities. Out of the 12 applicants, nine quality apprentices were accepted into the LCTT program to begin their training.

On the line side, the 6-17-A agreement is in full swing with the books almost completely cleared and a full work load to keep our hard-working members busy.

As always, work safe, work hard and make a good name for yourself.

Dean Bradley, B.M./F.S.

Steward Training & Organizing

L.U. 21 (catv,govt&t), DOWNERS GROVE, IL—In July more than 65 new stewards attended a two-day training class conducted by Int. Rep. C.J. King. The class covered an array of topics including: welcoming new members, duty of fair representation, Weingarten rights, grievance procedure, and the importance of organizing new members into our ranks. There will be another class this fall for those new stewards who could not attend the July training.

Bus. Rep. Dave Webster is helping employees



IBEW Local 21 welcomes DirectSat CEO Daniel Yannantuono to Chicago.

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via e-mail (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/articles/journaldeadlines.htm. Please e-mail or call the Media Department at (202) 728-6291 with any questions.

Trade Classifications

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

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.

working at DirectSat, a subcontractor of Direct TV, join our union. As could be expected, management began pulling out all the union busting stops when they found out their employees wanted to organize. Within days of their first meeting with Dave, one of the workers who was most vocal about joining the IBEW was fired. The following week, DirectSat CEO Daniel Yannantuono flew to Chicago to tell his employees life would be better without a union. That's easy for the million-dollar man to say—he doesn't have to worry if he will make enough to pay his bills or have time to spend with his family. If you have any information about DirectSat or know someone who works there, please contact Dave at dwebster@ibew21.org.

Bob Przybylinski, R.S./P.S.

Building Grounds Project

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY—While the leaves have changed, so has the appearance of Local 41's office and grounds. Beginning in spring, Bus. Mgr. Mike Gaiser and Pres. Matt Hilmey decided to make some improvements to the outside of our union hall. It began with our sign getting a retrofit by one of our sign contractors, Flexlume, making a new face and installing high-efficiency lighting for the sign. Seeing the way the new sign looked meant it was time for some shrubs and flowers around the sign and in front of the building. We had our apprentices add some outlets to the front of the building and also install a conduit for our last piece of the puzzle, a fiberglass buffalo. The buffalo was mounted on a concrete pad with LED lighting installed to light up the buffalo at night.

Thanks to 55-year IBEW member and retiree Ed Wesolowski for getting the ball rolling when he contacted us as to where we could find a buffalo. It was a fun project with retirees, journeymen and apprentices participating. It's times like this, when everyone is involved, that make me proud to be a part of our union.

Gregory R. Inglut, A.B.M.



Local 41 renovation project was a participatory effort.

Tribute to Career of Service

L.U. 43 (em,i&rts), SYRACUSE, NY—A service plaque was presented to James Corbett by Bus. Mgr. Don Morgan and Pres. Pat Costello on behalf of a grateful membership, to acknowledge Bro. Corbett's long and distinguished career in IBEW Local 43. Bro. Corbett retired effective June 28 this year.

Jim's career with Local 43 spanned 39 years. For the last 14 of those years, he served the membership as referral agent with integrity as always. Jim was elected to the IBEW Local 43 Executive Board in June 1983, and his 30 years of continuous service on the board mark a record for length of service in that post in the history of Local 43.

Jim has dedicated himself not only to the welfare of the IBEW, but also to all working men and women. His sense of community can be measured by his involvement in countless community based activities, including his many years as an elected member of the Onondaga County Legislature.

God speed to you and your family, Bro. Corbett, and may the road rise to meet you!

Gene Townsend, P.S.



Local 43 Pres. Pat Costello (left), retiree Jim Corbett and Bus. Mgr. Don Morgan.

Golf Tourney & Motorcycle Run

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA—Happy Thanksgiving and Veterans Day to our IBEW brothers and sisters. Remember to take the time to thank veterans for the sacrifices they have made.

In July we held our 13th Annual Injured Workers Memorial Golf Tournament. All 144 available positions were taken—making the event "sold out" every year since its inception.

In September we had our 10th Annual Brotherhood Motorcycle Run. More than 125 riders as well as around 250 members, family, friends and supporters showed up for the ride. Joining Local 47 for the last several years has been a group from the "Teamsters Riders." Funds from both events went to Casa Colina, which supports injured veterans, and to our Injured Workers Fund, a 501(c)(3) account established to assist members who are hospitalized for three or more days or who miss work for 10 or more days due to a work related injury.

At press time, we are negotiating contracts with the Cities of Riverside, Anaheim, Vernon, and Colton.

We are sad to report the passing of member Austin Hammond. Our thoughts and prayers are with his family and friends.

Work safe, live well, work union.

Stan Stosel, P.S.



Chris Erikson (right) and Pat Lavin, business managers from Locals 3 and 47, respectively, at IBEW Local 47's Brotherhood Motorcycle Run.

Dynegy Contract Ratified

L.U. 51 (catv,lctt,o,ptc,rtb,u&uow), SPRINGFIELD, IL—Thank you to all our members who supported the Bloomington, Champaign and Peoria Labor Day parades.

Congratulations to our Champaign Unit on winning the Champaign, IL, County AFL-CIO Annual Labor Day Softball Tournament!

The Local 51 membership ratified a four-year contract and benefit agreement with Dynegy Midwest Generation.

Local 51 and Dynegy Inc. reached an agreement concerning the terms, conditions and benefits related to the acquisition of the Ameren Energy Resources plants in Illinois.

We wish to welcome the clerical workers employed at IBEW Local 197 into our local union as members.

Please work safely and attend your monthly unit meeting. Have a blessed holiday season!

Karlene Knisley, B.R.

Labor Day Celebration

L.U. 53 (lctt,o,rts&u), KANSAS CITY, MO—The Labor Day parade was a huge success. We celebrated labor at its finest. The event was bigger than ever. Plenty of union workers came out to celebrate the day with family, friends and co-workers. There was great food and it was a great time for Local 53.

We had two teams participating in the Labor Day BBQ Contest this year. Local 53 Team #3 participants included: Tom Clark, Adam Heater and Mike Matthews (all from Independence, Power & Light); they took first place in the chicken category and second place in the brisket category. Local 53 Team #5 included Randy Dearing, apprentice lineman, and his REDD's Rub Crew; they took third place in the pork rib category. Overall, grand champions!

Service Pins Awarded: Congratulations to Tim Bopp and Todd Shull for 25 years of IBEW service.

Hope all finds and keeps you well ... Local 53!

Tracy A. Riley, V.P.



Local 53 Team #3 members Tom Clark (left), Adam Heater and Mike Matthews, with Bus. Rep. Bruce VanCompernelle.

60-Year Service Award

L.U. 71 (lctt,o&rtb), COLUMBUS, OH—Our work remains very good as of this writing with no signs of slowing down. From transmission to underground we have seen increased man-hours worked in all facets of our industry. Unfortunately, we have also seen an uptick in safety infractions, with a couple resulting in primary flashes. Brother and sisters, we are our "brothers' keepers." Always remember to diligently practice safety on the job; let's all do our part to build on our strong reputation and the pride that our fellow members have in our trade.

Thank you to the 1,100 combined members, family and friends who attended this year's local picnic at Cedar Point Amusement Park. Thanks to all participants for making it a successful event.

Congratulations to retired Bro. David Fissel, who was presented with his 60-year service award at a recent meeting.

Our new bimonthly newsletter was sent out to all members; let us know what you think or would like to see in future publications.

Condolences go out to the families of retired Bros. Ed Sexton and Charles Hemke, who recently passed away.

Bryan Stage, B.M./F.S.



Local 71 retiree David Fissel (center) receives 60-year service award presented by former business manager Wally Sickles (left) and Fourth District Int. Rep. David Appleman, former assistant business manager.

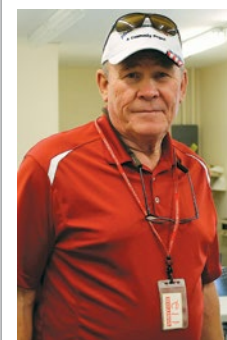
Contracts Ratified

L.U. 83 (u), BINGHAMTON, NY—Efforts supporting the Cayuga Power Plant repowering project have been underway at Local 83. The project would switch the plant from coal to two gas turbines, which would save jobs at the plant and in the community.

New contracts have been ratified at Otsego Electric Cooperative and Delaware County Electric Cooperative. Thank you to the stewards for their help with negotiations.

Don Tuttel, P.S.

Union Tribute to Heroes



Local 97 retiree Thomas Regan, of "Operation Please Remember Me."

L.U. 97 (u), SYRACUSE, NY—IBEW Local 97 members participated in "Operation Please Remember Me," a tribute to fallen soldiers within the Capital District, organized by retired Local 97 lineman Thomas Regan. The tribute included hanging 140 decorated American flags on utility poles along Route 9 in the Colonie area. Each flag represented four

soldiers of the 560 veterans from the Capital District who made the ultimate sacrifice. The flags were displayed from Memorial Day to the Fourth of July. Local 97 is proud of Thomas Regan and the union members who participated in this tribute to our fallen heroes.

Congratulations to Bus. Mgr. Theodore Skerpon and his team on their re-election in 2013. Ted has successfully negotiated several contracts this year including a four-year extension agreement with PSEG and a three-year contract extension with National Grid.

Local 97 continues to oppose the proposed Champlain-Hudson Transmission Project and is

Local Lines

supporting a transmission rebuild in upstate New York utilizing IBEW members to complete the work. The local also remains active in the re-power of NRG's Dunkirk Plant outside of Buffalo, NY.

James Zabinski, V.P.

'Massachusetts Stand Down'

L.U. 103 (cs&i), BOSTON, MA—The motto is "a hand up, not a hand out," which is what Volunteers of America, the Department of Veteran Affairs and IBEW Local 103 worked together to accomplish at this year's Massachusetts Stand Down event Aug. 23-24. The mission was to provide free services to homeless veterans or veterans at risk of becoming homeless. Knowing the obstacles veterans face on a daily basis, the sponsors arranged the event to provide services including housing, medical and mental care, food and clothing, VA benefits, employment support and much more. Over 1,000 men and woman received a "hand up" on those two days. The event was hosted in the Local 103 union hall and the parking lot. A special thanks to Gary Walker, Dennis Sullivan and Paul Roche for their time and hard work setting up the temporary electrical power and lights.

The annual Labor Day Family Outing was held in September for Local 103 members and their families. It was a good opportunity for members to catch up and for kids to enjoy activities like face painting, sand art and bouncy houses. Thank you to Lou Antonellis for organizing and running the event, and to the staff, and members of Local 103 for all their help.

Kevin C. Molineaux, P.S.



Local 103's Annual Family Outing was a great success.

Anti-union Forces in Canada

L.U. 105 (catv,i&o), HAMILTON, ONTARIO, CANADA—Anti-union forces are gaining momentum in Canada. Late last year in the U.S., Michigan Gov. Rick Snyder stunned voters by ramming "right-to-work" legislation through the lame duck legislature. He is bringing the anti-worker law that can be historically found in the Deep South to a state many consider the birthplace of the labor movement.

Tory leader Tim Hudak has signed onto right-to-work legislation here in Ontario, Canada, with the aim to cripple employees' ability to collectively bargaining. He is obviously a "sheep in wolf's clothing." It is important that we as an influential group each have our Political Action Committees take action on this.

Here on home turf, we have finally achieved full employment and have 150 travelling brothers and 100 mobility travelers. We have a B.A. to B.A. (business agent to business agent) local for dispatch. Our American brothers are welcome to phone our dispatcher, Doug, for work—but



Local 111 presents IBEW Life Saving Awards. From left: Sr. Asst. Bus. Mgr. Dennis LeTurgez, Henry Schroder, Chris Valdez, Bus. Mgr. Mike Byrd, Derek LeTurgez, James Kissell and Pres. Mike Kostelecky.

remember that a proper social insurance number and paid up dues receipt are required.

Penny for your thoughts! Feb. 4, 2013, was officially the last day of the Canadian penny.

Phil Brown, P.S.

IBEW Life Saving Awards

L.U. 111 (em.govt,lctt,mt,o,rtb,spa&u), DENVER, CO—In August, Local 111 proudly presented the IBEW Life Saving Award to Bros. James Kissell, Henry Schroder, Chris Valdez and Derek LeTurgez, whose quick thinking and heroic actions in March 2013 potentially prevented many casualties from a massive gas explosion in Grand Junction, CO.

The situation surrounded a contractor bore crew, who accidentally hit and ruptured an intermediate pressure natural gas line, filling a city sewer main with natural gas in a city block area. The brave men from the Xcel Energy crew quickly stepped into action after calling the Grand Junction

Fire Department; the crew started opening manhole covers, shutting down the regulator station that controls gas pressure, shutting down electricity, and quickly evacuating area houses and an apartment complex.

Unfortunately, there was a house explosion during the incident and two young residents were injured. The crew jumped into action and assisted the fire department in moving the injured young men to safety. While the

scene was chaotic and tragic, the level-headed actions and quick responses of these four Xcel Energy employees possibly saved the lives of the injured men, and also prevented other casualties on that horrific day. The IBEW Local 111 members deserve recognition for their heroic actions.

Mike Kostelecky, P.S.

'Fellowship & Service'

L.U. 125 (lctt,o,t&u), PORTLAND, OR—As a union, we try to ensure that we never lose focus on fellowship and service. Each year the local hosts multiple events that allow members to gather and socialize while raising money for various causes, primarily our Brotherhood Fund and the Oregon Burn Center at Legacy Emanuel. At the August 2013 annual golf and softball tournaments in Bend, OR, we raised more than \$9,000 for the Oregon Burn Center.

Whether active or retired, our members matter, and we try to never lose sight that we're about more than wages and benefits. Are you a

member of the Death Benefit Fund? Please consider joining if you are not. For those who have ever lost a loved one, you know how difficult it is to balance expenses while waiting for funds from insurance or other sources. The DBF enables our local to disburse funds very quickly, so the deceased's family can focus on what needs to be done not worrying about money. Please contact the Local 125 business office at 503-262-9125 for more information.

Marcy Grail, A.B.M.

Celebrating Union Service

L.U. 139 (i&u), ELMIRA, NY—On Aug. 24, Local 139 held its annual membership outing. It was great to see so many members and retirees that we don't usually see. During our outing we honored some of the retirees with a presentation of their service pins. It's always a privilege to be able to acknowledge those who helped make our local union great. Our hats are off to those who came before us.

Ernie Hartman, B.M./F.S.



Local 139 Bus. Mgr. Ernie Hartman (right) presents service pin to 60-year member Robert J. Walker.

Work Picture Improves

L.U. 141 (ees,i,o&u), WHEELING, WV—Work continues to improve in our jurisdiction thanks to numerous gas and oil projects currently under way. We also look forward to several commercial jobs in the coming months.

Apprentice interviews have also wrapped up with two new first-year classes of future wiremen starting their training.

We had our annual picnic, which was well-received by the membership and their families. We also participated in the Paden City Labor Day parade. Thanks to our members and sponsors who made our picnic a success. Also thanks to those who participated in the parade.

We are preparing for our annual Christmas party, as well as the Wheeling Christmas parade. Happy holidays to the Brotherhood and may the upcoming new year bring you all good fortune.

Michael Parker, P.S./R.S.

2013 Apprenticeship Graduates

L.U. 153 (em,i,mt,rtb,rts,se,spa&st), SOUTH BEND, IN—The class of 2013 apprenticeship graduates are: Scott Applegate, Nick Carson, Jacob Carter, Anthony Cenkush, Joseph Ciesielski, Mike Cook, Dan Corwin, Cody Curl, Dan Gearhart, Joseph Hannah, Tim Hein, Jacob Korenstra, Curtis Morey, Andrew Moubray, Jeffrey Nihart, Alex Pajakowski, Chad Rohacs, Brett Shearer, David Sirk, Justin Smith and Jesse Upham. Special congratulations to Dan Corwin, who won the Byron Wayne Donoho Award for outstanding apprentice of the year and the Bill Haase Jr. Award for top academic honors throughout his entire apprenticeship. We wish all the new journeymen a safe and prosperous career.

Congratulations to recently elected Local 153 officers: Bus. Mgr./Fin. Sec. Mike Compton, Pres. Mike Leda, Vice Pres. Shawn Huffine, Rec. Sec. Marshall Kaminsky, Treas. Keith Swiatowy; Executive Board members Bob Banaszak, Sean Compton, Rich Erickson, Chris Grove, Eric Grounds, Mark Navarre and Gary Roberts; Examining Board members Robbie Britton, Christopher Dean, Rich Mason, Don Morrow and Tim Noonan. Convention delegates: Bill Haase III and Ron Michaelis.

Work in the area again got into our Book 2 for DC Cook Nuclear for the fall outage, and we thank all those who traveled to our area to help us man this work. The next scheduled outage at Cook is in the fall of 2014.

Stan Miles, Mbr. Dev.

Contract Negotiations

L.U. 177 (bo,ees,i,mo,o&pet), JACKSONVILLE, FL—Local 177's annual Labor Day picnic was a great celebration. There was plenty of brotherhood, food and drink for everyone. Many thanks to all those who volunteered to help make the day a success.

Bro. David Gates was awarded the annual "Brother of the Year Award" for his relentless efforts in helping with the causes of our great union.

The work picture for Local 177 remains not very good for our area, with no real relief in sight for this year. We hope 2014 will be more prosperous for our members. We hope and pray that all of our traveling brothers and sisters are kept safe in their travels throughout the country to earn a living. Thank you to the locals that are blessed with work and can employ our traveling brothers and sisters.

At press time, negotiations are ongoing with EML service contractors, GCR service contractors and for our newly organized unit for the Duval County School Board maintenance workers.

Alan Jones, Pres.



Bro. David Gates displays his Brother of The Year Award, presented by Local 177 Pres. Alan Jones.

Activities for Members/Families

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA—Local 191 enjoyed golf tournaments and picnics on both sides of the mountains this summer. The west side united with Local 46 for a joint picnic complete with a friendly inter-local tug of war. We joined NECA's Cascade Chapter for a barbecue at an Everett Aquasox baseball game and started our unit meetings with a pot luck barbecue. These and other events at the Comcast Arena provided many activities for our members and their families to enjoy.

Our annual Retiree and Service Award Dinner was at the Comcast Arena. This year we recognized members with service award pins and honored the following members who retired: Danny Abad, Phillip Bentley, Roger Bradt, Allan Brost, Steven Candy, Robert Carlstrom, Scott Chandler, Bruce Deane, Raymond Gabert, Robert Kramer, Jim Lawlis, Wilfred LeBlanc, Robert Mara, Joel Montoya, Jack Myntti, Steve Norman, Patrick Ryan, William Stinson, Jerry Weaver, Gregory Weston and Benjamin Young.

We mourn the passing of Sister Sharon Howson and Bros. Doug Ackerman, Daniel McNamee, Don Bye, Jerry Peart, Steve Dryden, Dennis Patterson, John Peel, Steve Gyory, Ken Romerdahl, Stan Schneller, Gary Kilpatrick, William Viger, Larry Mauk and Roy Frank Weaver. RIP.

Tim Silsbee, P.S.

'Thanks to Volunteers'

L.U. 193 (i,lctt,o,rts,spa&u), SPRINGFIELD, IL—Local 193 thanks all the volunteers who helped set up the Labor Day picnic at Center Park and drove vehicles in the annual Labor Day parade. Local 193 work continues, as there are still 60 IBEW members on the job at St. Johns' Hospital.

OSHA 30 classes will start soon. All apprentices and journeymen are invited.

A Habitat for Humanity house is underway at 1104 N. 6th Street. Thank you to all journeymen and apprentices volunteering their time.

A recent meeting on the Future Gen Plant conversion at Meredosia went well. A visitors' center will be constructed in Jacksonville, to accompany this project.

The annual Members Memorial Golf Outing was another success. Thank you to all hard-working volunteers who helped make it a nice IBEW 193 outing!

The annual Local 193 Charity Ride raised cash for Mary Bryant Home for the Blind, the H.E.L.P. Fund and the Scholarship Fund. Thanks to volunteers and all donors: Boondocks' Saloon, Lake Fork Fertilizer, Palace Theatre in Edinburgh and Neuhoff Media. A total of \$11,500 was raised!

We regret to report that Bro. John Kelly, a World War II veteran and survivor of the attack on Pearl Harbor, passed away. We appreciate his service to our union and our country. Our condolences are extended to his friends and family.

Don Hudson, P.S.

Labor Day Celebration

L.U. 197 (em&i), BLOOMINGTON, IL—The McLean County Labor Day parade is the largest parade in Illinois. We had a good showing and once again many people lined the streets to celebrate our day with us. Thanks to all who came to march. It is important to celebrate with our fellow brothers and sisters—and to show that we are still a huge part of the community. At



Carrying JATC banner at the Labor Day parade are Local 197 apprentices James Towle and Brian Stufflebeam

the parade we are on display to university presidents, business owners, home owners and politicians.

This summer our 25th annual golf outing was held in Secor, IL. Thanks to all who participated. Everyone enjoyed the day golfing, having a few beverages and a steak dinner afterward. Congratulations to the team of Local 34 who took first place: John Gruber, Ralph Henderson, John Zobrist and Tony Espinosa. Special thanks to the golf committee: Jack Roberts, Robin Roberts, Matt Wall and Beth Sylvester. For more info on the golf outing, watch for the Retirees Club article in the December 2013 issue of The Electrical Worker.

At this writing, the Hancock Stadium project at Illinois State University was winding down as the home opener approached. Saturday, Oct. 19 was Union Day against Indiana State, with a tailgate event before the game. All were invited to come out. Illinois State University has employed many of our members over the years and this was a time to show our appreciation and also have some fun.

Remember to get involved in the local and stay involved.

Mike Raikes, Pres.



IBEW Local 265 members Justin Petty (left) and Chris Callihan; Lincoln & Lancaster County United Way Exec. Dir. Brian Wachman; and Lincoln & Lancaster County United Way Labor Liaison and IBEW Local 2366 member Lori Meyers.

Golf Tournament Benefit

L.U. 265 (i,mt,rts&spa), LINCOLN, NE—On Aug. 10, the Nebraska Chapter of NECA and IBEW Local 265 hosted their 2nd Annual Golf Tournament at Pioneers Golf Course in Lincoln. Twenty-two golf teams participated with 75 percent of the proceeds going to a local charity or community outreach program. This year's proceeds totaled \$1,500, which was given to the Lincoln & Lancaster County United Way. The initial estimate of a \$1,000 donation (see photo above) was exceeded. The Lincoln & Lancaster County United Way is a great charity that helps with youth outreach programs in Lincoln.

NECA and IBEW Local 265 thank all who participated in the tournament. We also thank tournament sponsors: Rehm, Moore & Bennett law offices; ABC Electric; IBEW Local 1597; Nebraska

AFL-CIO; Kriz-Davis of Lincoln; OCMIA Local 538; Plumbers Local 16; Sampson Construction; Designwear; Thompson Electric; Blake & Uehlig law offices; Commonwealth Electric & Communications; Angela Amack Legislative Consulting; Central Nebraska Central Labor Council; Lancaster County Democrats; Sens. Sara Howard and Gwen Howard; Baxter-Kenworthy Electric; 3E Electrical Equipment & Engineering; Lincoln Central Labor Council; and the Lincoln Building Trades Council.

Chris Callihan, B.R.

Construction Project Underway

L.U. 269 (i&o), TRENTON, NJ—While members and their families enjoyed their summer break, construction crews broke ground on the new 1.2 million-square-foot Amazon retail warehouse. The facility is located in Robbinsville, NJ, right along the New Jersey Turnpike in Matrix Business Park. Other warehouses already situated in the vicinity include: Seamans Furniture, Amway Corp. and Grainger Supply. The job called for men in early August and will continue to add manpower as needed. The project is seen as a boon to the local economy in the form of jobs in the skilled and unskilled labor markets and as an added source of tax revenue for the state. Although not a miracle cure for a lagging job market, any project using a skilled, knowledgeable and legal work force is certainly a step in the right direction.

With union elections settled, the membership now turns its attention toward the upcoming local, state, and federal contests. As always there are myriad issues to sort out and a lot of political fog to cut through, but the fact that we still have choice in this country is not to be taken lightly.

Brian Jacoppo, P.S.



Local 269 members on the job at Amazon's new 1.2 million-square-foot warehouse site in Robbinsville, NJ.

Event-Filled Season

L.U. 291 (i,mo,o,rtb&rts), BOISE, ID—Greetings from the Gem State! Our local had a busy summer. Work has picked up in our jurisdiction. We held elections for officers; and we had a great summer picnic and service pin award ceremony. Congratulations to all incoming officers and also to the 110 members who received years-of-service pins at the picnic. Clarence Frerichs and William Morriss received 65-year pins.

Kelly Lamp was appointed JATC Training Director; his commitment over the years as an instructor demonstrates that he will be a leader in his new position. In September, JATC Student Council Pres. Jeremy Redman hosted an open house to provide information to anyone interested in our trade.

As of this writing, we are heading into contract negotiations for our Inside Agreement and two P&I agreements. We look forward to favorable outcomes.

When you cross paths with another brother or sister, give them a warm, fraternal greeting to show you appreciate them as a member of the IBEW.

Nick Baumann, P.S.



Local 291 retired Bro. William Morriss receives 65-year award.

Labor Day Camaraderie

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL—At the Belleville Labor Day parade, Local 309 was well-represented by active members and retirees, who later gathered for a picnic at Hough Park.

On Sept. 20, Local 309 hosted an event at Fairmount Race Track.

Lee Bradley was appointed utility agent. Lee has worked for Ameren in East St. Louis and as general foreman for J. F. Electric. He has been involved with Ameren negotiations and served on the ALBAT subcommittee.

Negotiations have begun with American

Line Builders on the Outside Construction agreement. Also, negotiations are underway for the Nelson Tree agreement for line clearance.

I thought it appropriate to reprint something from the 1987 IBEW Journal written by the late Donny J. Schmeder, journeyman wireman and then-press secretary, as follows:

Local Lines

"Union workers [know] what foreign competition and the nonunion element are doing to the economic base and standard of living in North America.

"But are we aware of ourselves? At one time workers believed that unionism [would] buy them freedom. Too many workers today believe unionism will buy commodities, boats, imported sports cars, etc. They have become indentured servants of installment purchases and cannot afford to stand up for the union cause for fear of losing the beloved Winnebago.

"Brothers, North American unionism is not doomed! I predict the demise of worker apathy; because when the boats and sports cars are gone, union workers will once again be welded together by the fervor, dedication and moral strength that were once ours!" – 1987 IBEW Journal

Scott Tweedy, A.B.M.

'Who is The Teacher?'

L.U. 343 (i,spa&st), LE SUEUR, MN—Coincidence? Thanksgiving, Nov. 28, 2013. On Nov. 28, 1891, the National Brotherhood of Electrical Workers was founded. In 1899, the NBEW became the IBEW with the inclusion of Canada. Brothers and sisters, we may not have the world by the tail, but because of the Brotherhood we are better off. Solidarity works!

Apprenticeship school is in full swing. We have 81 indentured apprentices. Dan Goodew is an outstanding instructor. He has taught for 14-plus years and graduated from the NJATC Instructor Training Institute. Local 343 has had a day school for five years. Dan teaches all classes, first through sixth periods. Apprentices attend classes one day a week, every other week, September through June.

Training starts in the classroom, and continues onto the jobsite. We, the journeymen are responsible for teaching and mentoring apprentices at work. Make the time to be a mentor. Share your

knowledge and experience. Teach by example. Be involved in our local's functions. Graduating apprentices: Attend the Awards Banquet. Stewards: Attend the union meetings. Members: When the local brings the meeting to your area, show up! If you are not involved, you become an outsider. The local will not survive with everyone on the outside. Get "Involved." ... Do the right thing.

Tom Small, P.S.

Labor Day & Solidarity

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IA—Des Moines was once again this year witness to a labor-wide Labor Day parade and picnic. Thank you to all who came out to participate. Again, of all the building trades, IBEW Local 347 had the greatest participation. This inspires hope for organized labor, at a time when the political winds are blowing hard against working men and women.

As of press time, Bus. Mgr. Pat Wells is currently sitting at the table with the Firestone unit for contract negotiations. Job calls are beginning to pick up.

Mike Schweiger, P.S.

Service Award Honorees

L.U. 349 (em,es,i,m,ps,rtb,rts,spa&u), MIAMI, FL—At our August union meeting, we had a small pin presentation, giving out 50-, 55-, 60- and 65-year pins.

Bros. Earl Chandler, Norval "Hildy" Hilderbrand and Stanley "Whitey" Nelson received 50-year pins. Bros. John Kenney and Carl Nagel received 55-year pins.

Bro. Lawrence "Larry" Olson received a 65-year pin. Bro. Olson is 97 years old. His daughter Bonnie requested to speak in his behalf, because he has had a stroke. She expressed that she enjoyed the family events at the local and



Local 351 elected officers.

appreciated the brotherhood and friendship that Local 349 has given Bro. Olson and his family.

Bro. Michael Schmidmayer (a 55-year member) and Bro. Frank Figurelli (a 60-year member) were unable to attend. Their pins were mailed to them.

Congratulations to all the pin recipient honorees for the high quality of their work and their longtime service to this local. We thank you all.

Friendship isn't about who knows you the longest. It's about who came and never left your side. Remember our working members and our troops working and serving overseas.

Attend your union meeting. It is a great place to meet old friends.

Frank Albury, P.S./Exec. Brd.

Officers Elected

L.U. 351 (c,cs,i,it,lc,mt,o,se,spa&t), FOLSOM, NJ—Local 351 held its election of officers June 18. (See photo, above.) Thank you to all the members who ran for office. Thank you also to all the members who came out to vote and participated in the election process. Also a special thanks to all the election tellers for a job well done.

Congratulations to all elected officers: Bus. Mgr. Ed Gant, Pres. Bill Hosey, Vice Pres. Don Morgan, Treas. Bob Nedohon, Rec. Sec. Tim Scannell; Executive Board members Dan Cosner, Andy Helsel, Chuck DellaVecchia, Dennis Kleiner, Roy Foster, Duke Collins and Tim Carew; and Examining Board members Joe Trumbetti, Jim Bresch and Scott Groff.

We held our Annual Union Picnic on Saturday, Aug. 3, at Morey's Pier in Wildwood, NJ. Once again our total attendance passed last year's record year. We had 660 members attend with a total of 2,113 people coming through the gate. More than 545 donated door prizes were presented. Thanks to the entire picnic committee for another successful picnic and a great day.

Dan Cosner, P.S.

Utility Local Update

L.U. 359 (u), MIAMI, FL—Our System Council U-4 business manager and negotiating team along with the various U-4 locals are faced with cutbacks and possible layoffs at our employer FPL Group/Next Era Energy. The council has negotiated an Enhanced Retirement Package for approximately 100 of the more senior members.

In other areas, several workers completed their apprenticeship program—about 30 plus at the nuclear site, and numerous others in the distribution unit. We commend the instructors including: Bill Brodhead and Eddie Armstrong, Mechanical instructors; Bill Wood and Chris Betancourt, for the

Instrument group; and Nick Cook, for the Electrical group. The T&D instructors, Johnny Hart and Bob Kennedy, are getting individuals ready as new journeymen. We also thank all the seasoned journeymen who mentor these new journeymen on safety and professionalism. We also note the efforts of the Joint Apprentice Committee and others.

The Homestead local and the Lake Worth locals are having issues involving negotiations, and issues with the local government elections trying to support the best candidates. The municipalities are having their own issues with less mileage coming in due to various economic factors in their areas. Jose Landrian from Homestead and Roger Timmons with our Lake Worth local and their members always attend council meetings to keep abreast of issues.

In October Local 359 members participated in the Susan G. Komen Breast Cancer Awareness Month activities.

See you at the union meeting on the first Tuesday of each month.

Steve Flynn, F.S.

'Get Out the Vote'

L.U. 363 (catv,em,govt,i,t,u&ws), NEW CITY, NY—This edition of The Electrical Worker is coming just in time for one of the most important public votes in New York—whether to allow legalized gambling in the state. Of course, New York just happens to be surrounded by states that allow gambling but now it has finally come to a vote of the public. We have been working hard with all of the players to secure the work for any casinos that will be located in Local 363 territory. We have registered many of our members to vote and we have played a big part in all public activities to support the cause and get the public out to vote. We urge all New Yorkers to VOTE YES! on Question #1! It means many job opportunities for many of our members all across the state.

Kevin Keeley, P.S.

Election of Officers

L.U. 375 (catv,ees&i), ALLENTOWN, PA—The IBEW Local 375 Annual Family Picnic was May 25 at Dorney Park and Wild Water Kingdom. Approximately 650 members and their families attended and had a great time.

On June 4 we held our local union elections. Congratulations to all the elected officers: Bus. Mgr./Fin. Sec. Paul Anthony Jr., Pres. Dave Reichard, Vice Pres. Craig Siegfried, Rec. Sec. Bruce Snyder, Treas. Alan Rex; Executive Board members Michael Alabovitz, Douglas Hall, Andrew Kubik, Brett Martucci; Examining Board members Duane Kerr, Todd Parton and Matthew Rompilla. Welfare

International Brotherhood of Electrical Workers

IBEW[®]

MERCHANDISE

www.ibewmerchandise.com



\$30.00

Denim Shirt

Denim - 100% cotton with button down collar and 2 button cuff. IBEW initials above pocket on left chest.



\$3.00

Trailer Hitch Cover

Heavy duty black plastic 3" x 6" oval design white raised IBEW initials. Fits 2" receiver.



\$53.00

Blanket Lined Jacket

100% cotton, 12oz black duck w/brown corduroy collar. Heavy blanket lining with inside pocket, and red, white and blue embroidered IBEW initials on front.

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



Local 375 newly elected officers: Brett Martucci (left), Dave Reichard, Todd Parton, Doug Hall, Mike Alabovitz, Al Rex, Bruce Snyder, Andy Kubik, Craig Siegfried, Vince Collis, Randy Parks, Paul Anthony Jr. and Duane Kerr.

Trustee: Vincent Collis. Vacation Fund Trustees: Brett Martucci and Randolph Parks. Delegates to the I.O. Convention: Andrew Kubik, Alan Rex and Bruce Snyder. Alternate delegate to the I.O. Convention: Michael Alabovitz.

At the general membership meeting on July 3, the membership decided to change the starting time of the monthly meeting from 8 p.m. to 7 p.m. We are mailing notices to all members of this change, which will become effective Nov. 6, 2013.

Dave Reichard, Pres./A.B.M.

Local Hosts RENEW Event

L.U. 405 (em,i,rtb&spa), CEDAR RAPIDS, IA—Local 405 hosted a RENEW Conference on July 12-13. Participants from Iowa and Nebraska attended the two-day RENEW event (Reach out and Energize Next-gen Electrical Workers). In addition to conference delegates from six IBEW locals, business managers and labor leaders from around the state attended. Delegates attended from Locals 204, 265, 288, 405, 704 and 1362.

The conference began with registration and a trivia contest on Friday night followed by a full day on Saturday. Jennifer Sherer, from the University of Iowa Labor Center, presented a labor history class, followed by a RENEW program led by IBEW Int. Rep. C.J. King. To wrap up the day, Iowa Federation of Labor State Political Dir. Betty Hunter led a session on "Why Politics Matter."

Reviews by attendees were overwhelmingly positive and it is our hope that these young members go back to their home locals and start a RENEW program there. It was refreshing to listen to the questions and to hear the ideas and conversations that took place at the event. I thank the locals that sent delegates, as well as local leaders who attended, for making the conference a success.

Bill Hanes, B.M./F.S.



At Local 405 RENEW Conference are delegates from six Iowa and Nebraska locals along with IBEW Int. Rep. C.J. King (back row, right); Betty Hunter (front row, far left), Iowa Federation of Labor; and Jennifer Sherer (middle row, far right), University of Iowa Labor Center.

Three New Contractors Signed

L.U. 449 (catv,em,i,o,rtb,rts,spa&u) POCATELLO, ID—I wish to thank all our members for their help in signing up our two new union contractors on the western side of Local 449, Eagle Mountain Electric and Larry's Electric & Heating. We have been working hard to organize new contractors and it is an honor to say that Local 449 now has three new contractors, including one in the eastern counties, Evans Electric.

James Smith, membership development rep, and I recently attended the IBEW Membership Development Conference in Las Vegas. We look forward to bringing what we learned back home to the local to be even more successful for our members.

We had our second Local 449/Central Labor Council Picnic in Twin Falls. There were six different unions at the picnic and about 200 people. Ryan Van Leuven, Idaho AFL-CIO president, told attendees that we need to look at what is coming up on the ballots this year, including the "Sandwich Bill," and learn what these measures are about, get behind such bills that are good for workers and make a stand together.

With deep regret we report the deaths of Bros. Richard Henry, Armando Archuleta and James Harrington. The local sends condolences to their families.

To all of our hunting brothers and sisters of Local 449, good luck this year and be safe.

Joe Maloney, Mbr. Dev. Rep.

Union Brother Recognized

L.U. 459 (ees,em,govt,so&u), JOHNSTOWN, PA—Bus. Mgr. Paul Cameron presented Ronald Itell with a plaque in gratitude for his nearly 20 years of dedicated service to the Executive Board of Local 459. Ron served as recording secretary and set a great example as an Executive Board officer.

Ron kept a keen eye on the treasury and



Local 477 apprenticeship graduating class of 2013.

asked tough but sincere and relevant questions while serving on the board. He may have ruffled a few feathers along the way but always with the best interests of the membership in mind. Thank you, Bro. Itell!

Keith G. Kinsman, Pres./A.B.M.



Local 459 Bus. Mgr. Paul Cameron (right) presents Ronald Itell with plaque.

2013 Apprentice Graduates

L.U. 477 (i&rts), SAN BERNARDINO, CA—On June 8, the 2013 Apprenticeship Graduation Ceremony was held at the Double Tree Hotel in Ontario, CA. IBEW Local 477 graduated 18 apprentices. (Photo, at top.)

Those newly minted journeymen are: Christopher Abbey, Jose Baez, Joseph Espino, Jose Gamez, Kelley Gardner, Craig Gildart III, Karen Haberman, Ryan Livingston, Erick Mejia, Christopher Miller, Daniel Mitchell, Johnny Nguyen, Steven Otondo, Ian Pollard, Richard Thomas, Casey White, Benjamin Pratt and Edward Schmid II. Congratulations to all of these fine graduates on their accomplishments in becoming IBEW wiremen.

Our program continues to grow thanks to all of our fine contractors, who continue to bid aggressively in our area.

Rick Purper, Tr. Dir.

75th Anniversary Banquet

L.U. 531 (i), LAPORTE, IN—Local 531 celebrated our 75th Anniversary on Aug. 17 at the Blue Chip Casino and Spa, which was built 100 percent union and has provided our members with continued employment over the years.

Awards for years of service were also distributed at the banquet. Congratulations to two members who were honored for 65 years of service: Chester Matuszak, who was accompanied by his wife, Lorraine (see photo below); and Norbert Borzych, who was not able to attend. It is hard to imagine the many ways our trade has changed from the time these members started work to the present day, with the largest changes coming since their retirement.

Our local grieved the death of former business manager and local union activist Tom Hunt in August. Our condolences go out to the family along with heartfelt thanks for Bro. Hunt's longtime service to the local.

Dean F. Harmon, P.S.



Local 531 honoree Chester Matuszak and wife Lorraine.

Labor Day & Union Activism

L.U. 551 (c,i&st), SANTA ROSA, CA—We had a great turnout for our annual Central Labor Council Labor Day Pancake Breakfast with 500 union members!

We also had many area politicians in attendance, ranging from school board members all the way to Congress. One Board of Supervisors member exclaimed to me, "Wow! This is a fantastic turnout!" We care about politics in our counties and the momentum is growing. Thank you to all our IBEW members who attended this fun and delicious event! Labor Day is the kickoff for everyone to get our labor

Local Lines

candidates in office and to also hit the phones and the pavement for labor initiatives. Please call the hall and lend a hand and make your voice heard. Thanks for all you do for the labor movement! Yes on Measure F Marin General Hospital.

We welcome and congratulate Hannah Dolan, our new Executive Board officer. We know she will do a great job for the union.

Denise D. Soza, B.R.



Local 551 Bus. Mgr. Jack Buckhorn speaks at Labor Day Pancake Breakfast.

Community Service

L.U. 577 (em&i), APPLETON, WI—Local 577 Bus. Mgr. Greg Young accepted a plaque on behalf of the Local 577 membership for their 25 years of partnering with the Paperfest Celebration in Kimberly, WI. (See photo, below.)

Commemorating 25 years, the annual three-day celebration is a fun, family oriented festival that raises money for nonprofit and civic organizations in the Fox Valley. Local 577 has been a sponsor of the event since its inception and has donated countless man-hours by supplying the event with temporary electrical power as needed. A special thank-you to all the IBEW Local 577 members who have donated their time to help make this event a success over the past 25 years!

Daniel Rickel, B.R.



Local 577 Bus. Mgr. Greg Young (third from left) accepts plaque on behalf of local membership.

Kudos to Graduates

L.U. 589 (rr), JAMAICA, NY—Our local had a busy summer. Congratulations to all the Local 589 officers re-elected to their positions. Thank you to all our members who took the time to vote; we are only as strong as our membership.

At press time, contract negotiations are underway and everyone is working hard on that.

We had a recent M of E (maintenance of equipment) electrician class graduation. We wish the graduates a safe and productive career with the



Local 589 congratulates the class of 2013 "M of E" (maintenance of equipment) electrician graduates.

Long Island Railroad. Congratulations to the graduates on their success—all the hard work paid off.

We hope to see many of our members at our next general meeting. And we remind everyone to be careful and work safely.

Augie Maccarone, R.S.

Celebrations & Union Service

L.U. 595 (c,govt,i&st) DUBLIN, CA—Local 595's annual summer picnic was at Rowell Ranch with some 1,100 members and their families attending. This amazing carnival style event was a great success thanks to the hard work of our picnic committee and volunteers.

Congratulations to Local 595's softball team, who once again brought home the Ninth District trophy. They represented our local "with great class and humility." Kudos to team manager Gary Damele, Ashley Abate, Al Brady, Jacob Brahmst, John Small, Jason Kaneko, Anthony Martinez, Jesse Martinez, Rick Mayer, J.D. Taylor, Rob Ericson, Anthony Locicero, Mark Davis, Herman Tovar, Kevin Ward, Scott Roeder and Travis McIntyre.

Our departed business manager Thomas J. Sweeney will be memorialized through the scholarship named in his honor. This year, 17 young men and women received the Thomas J. Sweeney Scholarship Award.

Former business representative and 40-year IBEW member Tom Mullarkey celebrated his retirement with family, friends, assemblymen and a state senator at his retirement party.

Hour Power's first Instructor of the Year, our beloved Mel Switzer, also retired. Mel inspired countless apprentices and journeymen throughout his career; the only facility large enough to accommodate the celebration was the Oakland Coliseum during an A's game. IBEW 595 members took over the entire right field section and cheered Mel as he threw out the opening pitch Sept. 21.

Bob Tieman, B.R.

100 Year Anniversary in 2014

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM—As of this writing we are in the middle of negotiations with the NECA contractors. Hopefully by the time this goes to print we will have ratified a decent contract.

February 2014 will mark the 100th year of IBEW Local 611. We received our charter Feb. 17, 1914, so



Local 611 Pres. Carl Condit (left) swears in newly elected Bus. Mgr. Mark Trujillo (middle) and Rec. Sec. Cliff Trujillo.

the local is planning a 100 year anniversary party; mark your calendar for the last weekend in February.

Remember to attend local union meetings the third Saturday of each month at 10 a.m.

Local 611 extends condolences to family and friends of recently deceased members: Otis L. Davis, Phillip M. Cook and Hugo V. Schulte.

Darrell J. Blair, P.S.

System Council Election

L.U. 627 (u), FORT PIERCE, FL—Utility System Council U-4 recently held an election of council officers. Gary Aleknavich was re-elected SC U-4 business manager. Local 627 is represented on the council by: Mark MacNichol as SC U-4 vice president, Kevin Mueller as SC U-4 recording secretary, and Mark Pierce as system committeeman on the negotiation committee.

Local 627 is pleased to report that the "Adopt a Street" program has been officially recognized by the city of Port St. Lucie. An IBEW Local 627-sponsored "Adopt a Street" sign is posted prominently for area residents to view as they travel this main artery of the city. This effort that we have undertaken projects to the residents in a very visible way our commitment to the community. Let us keep up the great work.

Our annual fundraising event took place in July. "The Ironman" event held true to its name. A day of golf, dart throwing and billiard shooting tested all participants. The work done behind the



Local 627 "Adopt a Street" sign.

scenes by our volunteers made the fundraiser a great success. Proceeds greatly benefit the area programs for children as always.

Ray Vos, P.S.

Retiree Breakfast

L.U. 673 (catv,i,rts,spa,t&u), PAINESVILLE, OH—One of the longstanding union functions that truly is a treasure of this local is the Retiree Breakfast. This is a great opportunity for our retirees to get together and catch up on what is going on with each other and with the local. The lineup changes from month to month as members return from winter homes and sometimes just return for a visit.

Retiree Bob Southall writes an article for our newsletter highlighting a different retiree each issue. The breakfast is usually where he gets a photo and does a quick interview. It is always great to hear about their adventures as they enjoy retirement.

Our retirees are a valuable asset to our local as they call in with information on work, volunteer for political functions, help out around the hall, and attend local union meetings and social events. They continue to have quite an influence on our membership.

Jim Braunlich, P.S.



Local 673 retirees Ken Lipovich (left), Steve Barrickman, Don Digiovine and Bill Renshaw.

Work Picture Improving

L.U. 773 (as,em,i,mo&o), WINDSOR, ONTARIO, CANADA—Our 95th Anniversary Banquet on April 13 was a great success. This event gave us a chance to reacquire and reminisce, and enjoy a nice dinner dance afterward. Many members received their years-of-service pins, ranging from 15-year pins to 60-year pins. Thank you to the volunteers who worked hard to make the evening a successful event.

The work picture is slowly improving with projects including: the Herb Gray International Parkway, Schlegel Village, the new Canada Border Services Agency (CBSA) Tunnel building, and the QSS (Quality Safety Systems) project.

As of this writing, Bro. Barry Heeney was initiating plans to start a retirees club, so please contact the hall for details.

We welcome the new members from Great Lakes Electric and A&K Electric into Local 773. This is a great success; thanks to our new organizer, Bro. Joe Logan. Keep up the good work.

We had favorable weather for this year's Labour Day parade. After the parade we had a

barbeque at our union hall; this gathering will become our newest annual event.

David Spencer, P.S.

Work Outlook is Strong

L.U. 861 (i), LAKE CHARLES, LA—Local 861 elections were held in June. Bus. Mgr. Jeff Sanders was re-elected with 77 percent of the vote. Also elected were Pres. Butch Brown, Rec. Sec. Dwayne “Tink” Reeves, Treas. Carlos Perez and Vice Pres. Arnold Hinton. Elected to the Executive Board: Lance Corner, Jesse Fontenot, Greg Hulin, Kris Hemker and Terry Mudd. Also elected were Maintenance Board member Jesse Coltrin and Homeowner Board members Steve Gatlin, Steve Gatlin Jr., Alvin LeDoux and Hubert Rasch. Congratulations to all!

The local also congratulates the 2013 Apprentice of the Year, Jared Lejeune.

The work outlook for Local 861 is very good over the next five to seven years. The Sasol project alone is estimated at \$25 billion and is scheduled to start in October 2014 and run through 2019.

As always, Local 861 remains focused on organizing and increasing market share.

Dwayne “Tink” Reeves, R.S.

Annual Clambake a Success

L.U. 1249 (catv,lctt,o,t&u), SYRACUSE, NY—In August Local 1249 held its annual Clambake at Hinerwadel’s in Syracuse. It was a perfect day with sunshine, food and drinks flowing. We had an excellent turnout with more than 600 in attendance. We were thrilled to see everyone, from retirees to young apprentices and all those in between.

We take pride in being able to put together an event that our members can take their families to for a day of fun. It is a great way for our members to reminisce with longtime friends or meet new ones! Thanks go to our Executive Board and all others who donated great prizes. Even those who had to “work” at the event enjoyed themselves. We thank everyone who helped to plan the clambake and make sure everything ran smoothly. Local 1249 looks forward to seeing everyone again next summer!

Jennifer Schneider, P.S.

Service to Community

L.U. 1253 (i), AUGUSTA, ME—While we continue to struggle with a slow construction market in Maine, we’ve stayed active and engaged.

We recently assisted in construction of the New Hope Women’s Shelter in Solon, Maine (www.newhopeshelter.com). This 26-bed facility will help house women in the second poorest county in Maine. Sadly, there is great need for this kind of service.

Local 1253’s JATC graduated nine apprentices on June 21. The Inside Wireman program graduated: Mary Milliken, Travis Williams, Chris Dunlop, Tim Dyer, Nick Kelley, Kemp Lybrook, Nate Shaw and Mark Reynolds. Mark Reynolds was Outstanding Apprentice for the year. From the Teledata program, Alinda “Sonny” Stevens graduated.

Scott Cuddy, P.S.

Delmarva Power Contract

L.U. 1307 (u), SALISBURY, MD—A new four-year contract with Delmarva Power was ratified on July 11. Through the long negotiations, there were issues that got resolved, a lot of language changes and wage increases. A job well done by the Negotiating Committee including: Pres./Bus. Mgr. Vaughn Horner, Asst. Bus. Mgr. Heather Adkins, Rec. Sec. Vanessa Cuffee, Executive Board members Chris Wheatley and Charles Harris, and Bros. Mike Wallace, Robert Wigfall and Craig Pusey. Special thanks to Fourth District Int. Rep. Charles W. “Chuck” Tippie for all the help and support.

Congratulations to Bro. Gene Collins and Donald Cecil on their recent retirement. Bro. Collins retired from NRG as a qualified control specialist and Bro. Cecil retired from Delmarva Power as a journeyman lineman.

As we encounter more hazards on the jobsite, keep in mind there is no such thing as a routine job. Even the smallest and easiest jobs can go wrong. Stay focused on the tasks involved and watch out for your brothers and sisters.

Save jobs, limit imports.

Charles T. Harris Jr., P.S.

Leadership Conference

L.U. 1357 (t), HONOLULU, HI—Newly elected Bus. Mgr. Kimi Koge recently completed a two-day training conference for shop stewards, Executive Board members, and Unit chairmen and recorders.

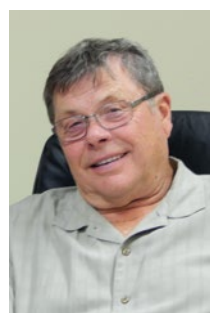
Int. Rep. Harold J. Dias Jr. provided valuable Code of Excellence training for our union leaders. And in keeping with COE values, Bus. Mgr. Koge partnered with Hawaiian Telcom CEO Eric Yeaman to have the employer provide paid time off for our union team to attend the conference, as both leaders work toward fostering a greater spirit of cooperation. With a five-year collective bargaining agreement in place, there is plenty of opportunity to start working on the next Hawaiian Telcom contract.

Bus. Mgr. Koge and Pres. Ted Furukado head to Saipan to put recent training to use, as they and Unit 10 leaders Cherlyn Obichang and Gwen Mariur help deal with IT&E issues, as well as prepare for next year’s bargaining.

Finally, as our sisters and brothers in the armed services fight to defend our country, we pray for their safety and quick return. God bless our union and God bless America.

Scot Long, P.S. Pro Tem

Longtime Service Recognized



Local 1393 retired Bus. Agent Fred Jones.

L.U. 1393 (catv,lctt,o,t&u), INDIANAPOLIS, IN—During the August Executive Board meeting, Bus. Agent Fred Jones was recognized for his longtime dedication to the Brotherhood. He served as business agent for 24 years. Bro. Jones retired from Local 1393 effective Sept. 20, 2013.

He was initiated in September 1976 and worked at Public Service of Indiana. He topped

out as a journeyman lineman in August 1980. His experience and knowledge will be greatly missed. Local 1393 congratulates Bro. Jones and thanks him for his longtime service. We wish him the best in retirement.

The local now accepts VISA/MasterCard for dues and purchasing merchandise.

Numerous members walked in the 127th Labor Day parade in Boonville, IN. Some 60 labor unions participated in the march through the city with several thousand union members and supporters.

Robert C. Fox, B.M./F.S.

Dinner Get-Together

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD—Bea Harris, a secretary at the Metropolitan Baltimore Council of AFL-CIO Unions, initiated a get-together of the office secretaries who work at the unions affiliated with the Metropolitan Baltimore Council.

As part of their work, the secretaries take many office phone calls but rarely get a chance to meet the person on the other end of the conversation. The get-together was an opportunity to put a face with the name. Those attending enjoyed getting to know one another and discussing their many years working for the union. Although not everyone was able to attend, there are plans to meet again.

Margo Milliken, P.S. Pro Tem



IBEW Local 1501 office secretary Margo Milliken (standing, left) attends get-together. Fellow trade union secretaries attending represent 100-plus years of service.

‘Thank a Retiree’

L.U. 1579 (i&o), AUGUSTA, GA—Recently, Local 1579 held a pinning ceremony for retired members. The longest serving member of 65 years was present to receive his pin. Numerous 60-, 55-, 50- and 45-year members were also in attendance.

We often forget what our retired members have done for us as well as other locals across the country. If not for the retired members who did a quality IBEW job in recent decades, we might not have a job today. Retired members (over the years) put a part of their annual raise into pension and health insurance. In return, they are enjoying a great pension today and have paved the way for us to have an even better pension in the future.

When you see a retired member, thank him or her for the hard work they’ve done and let them know you are working hard to grow our union in order to preserve future jobs.

We must continue to fight to keep our work and increase our market share. Although we have

made progress, until we get 100 percent of the market, our fight is not over. Key to our success is to go to work and do a great job. If everyone does his part, our market share will grow significantly.

Local 1579 officers and staff wish all IBEW members and their families a happy Thanksgiving.

Will Salters, A.B.M.



Local 1579 member Lee Thompson (left) receives 65-year pin presented by Bus. Mgr. Ken Ward.

Unitil Contract Ratified

L.U. 1837 (rtb&u), MANCHESTER, ME—The electric system operators at Unitil Service Corp.’s Centralized Electric Dispatch (CED) in Portsmouth, NH, ratified their first collective bargaining agreement. A majority of the workers voted last year to be represented by IBEW Local 1837.

“We’re pleased that the system operators have ratified their first contract,” Local 1837 Bus. Mgr. Dick Rogers said. “Our union negotiating team all thought it was a good agreement and had recommended its passage.”

The Unitil electric system operators will enjoy improvements in their pay, health insurance coverage and vacation selection as a result of the new agreement.

“Vacation scheduling in the contract means we can take time off when we want to take it instead of when the company says we can,” System Operator Mike Pouliot said. “That will mean a big improvement in our quality of life.”

Matthew Beck, Org.



IBEW Local 1837 negotiating team included: Asst. Bus. Mgr. Tom Ryan (left), Unitil System Operator Mike Pouliot and Bus. Mgr. Dick Rogers.



International Brotherhood of Electrical Workers

The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

EXECUTIVE OFFICERS

Edwin D. Hill
International President

Salvatore J. Chilia
International
Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
Robert W. Pierson

First District
Joseph P. Calabro

Second District
Myles J. Calvey

Third District
John R. Clarke

Fourth District
William W. Riley

Fifth District
Michael Walter

Sixth District
Joe P. Smith

Seventh District
Patrick Lavin

Eighth District
Ross Galbraith

INTERNATIONAL VICE PRESIDENTS

First District
William F. Daniels

Second District
Frank J. Carroll

Third District
Donald C. Siegel

Fourth District
Kenneth Cooper

Fifth District
Joe S. Davis

Sixth District
Lonnie R. Stephenson

Seventh District
Steven Speer

Eighth District
Ted C. Jensen

Ninth District
Michael S. Mowrey

Tenth District
Robert P. Klein

Eleventh District
Curtis E. Henke

THE ELECTRICAL WORKER

Editor
Edwin D. Hill

C. James Spellane
Mark
Brueggenjohann

Malinda Brent

Len Shindel

Carol Fisher

Alex Hogan

Lucas Oswald

James H. Jones

Curtis D. Bateman

John Sellman

Erin Sutherland

Asifa Haniff

Ben Temchine

Sean Bartel

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 Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by e-mail to: media@ibew.org

©2013 International Brotherhood of Electrical Workers.

All rights reserved. Printed in the U.S.A. on Union-made paper.

POSTMASTER: Send address changes to *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001.

The *Electrical Worker* 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:

2835 Kew Drive
Windsor, ON Canada N8T 3B7

**FROM THE OFFICERS**

Progress Amid Chaos



Edwin D. Hill
International President



Salvatore J. Chilia
International Secretary-Treasurer

At this writing, the federal government is shut down and speculation is rampant about how the impasse will affect the U.S. economy and working families.

We all have our opinions about how Washington, D.C., ended up in this sorry situation. But a majority of Americans seem to pin the blame on a minority of extremists, the tea party wing of the Republican Party, exemplified by freshman Sen. Ted Cruz (R-Texas), and Rep. Marlin Stutzman (R-Ind.). Stutzman's the guy who said, "We're not going to be disrespected. We have to get something out of this [shutdown]. And I don't know what that even is."

How ironic that Stutzman speaks of lacking "respect" even as he, Cruz and their cronies work to undermine the right of workers to organize on the job or have their health and safety and wage standards protected.

Political opportunists like Cruz and Stutzman are best identified when compared to their opposite—true public servants and average people who put the needs of their neighbors, their communities and their country first.

In late September, as Congress wrangled a few blocks away, we were proud to host a few hundred of just these kinds of folks at the 2013 Political/Legislative Conference and the first conference of young IBEW members. They included genuine leaders like Rep. Tammy Duckworth (D-Ill.), one of the nation's leading advocates for wounded warriors, and Rep. John Lewis, (D-Ga.), a celebrated leader of the struggle for civil rights.

In 2004, Duckworth, one of the first Army women to fly combat missions in Iraq, lost her legs and partial use of her right arm when her Blackhawk helicopter was hit by a rocket-propelled grenade.

She talked about her 18-year-old door gunner who, instead of running to safety from the burning wreckage of their helicopter, advanced toward the enemy, weapon in hand. She asked him later why he didn't run. He said, "I was just doing my job, protecting the perimeter."

Duckworth said it's time to elect leaders who understand that their job is guarding the perimeter of our nation's working families from being overrun by the corporate greed that has dangerously widened the gap of income and opportunity

between those at the top and the 99 percent. Her call for political courage merged with the theme of the conference, "Stand Up and Speak Out."

Experienced grassroots political organizers from a wide diversity of locals united with newer activists to recommit themselves to engaging in the legislative and political battles, not just to guard our perimeter, but to advance an agenda of progress for working families.

We have had our differences with Democrats and have not shied away from public criticism of President Obama and others. Our loyalty lies not with any political party but with the men and women of the IBEW—and their families—and their communities.

As frustrated as we get with some of our friends at times, we will never be in league with extremists who may wear the disguise of populism, but fight for an agenda that serves wealth and economic power.

Delegates agreed it's time for the IBEW to stand out in the places we live and work. We are not a fringe element in society like the tea party. We speak for the commonsense, mainstream values that built this country and that are our only hope for keeping it strong.

Just as our political conference's delegates and friends painted a stark contrast to the tea party crowd up on Capitol Hill, our young activists in RENEW (Reach Out and Energize Next-Gen Electrical Workers) showed how they stand out among their peers.

At a time when so many young workers have scant knowledge of unions and are facing unprecedented unemployment, IBEW's young activists are part of building a new, more inclusive labor movement. At the RENEW Conference, they led and participated in workshops. They balanced training in the nuts and bolts of local union leadership with brainstorming sessions to discuss how to build solid unity across the IBEW's generational lines.

Our generation made a lot of mistakes, but we're doing what we can to right the situation—which includes helping to build RENEW. The opportunity is ripe.

A recent Gallup Poll found that while 51 percent of all Americans had a favorable view of unions, the percentage goes up to 61 percent for those under age 30. That's more than any other age bracket.

In fact, those under 30 are the only age group that rates unions more highly than big corporations. Young workers want to hear what we have to offer.

So it was rewarding to see, amid the polarization and animosity a few blocks away, a group of young leaders calmly discussing how to help their young friends, neighbors and family members deal with the problems and challenges that face an entire generation.

The road forward for the IBEW and working families is never certain. But our conferences underscore that progress can and will be made when we fully grasp the reality that we advocate for the needs, not of a privileged few, but of America's great majority, the ones without the agenda that corporate millions can buy.

Let our adversaries grandstand and fight one another. We will look for more allies and let our actions speak for themselves. ■

Letters to the Editor

Sounding the Alarm

I have been a union member most of my life, as was my father and one of my sons, and I cannot tell you how appreciative I am for what unions have done for me and my family. I have tried to repay that with being an active, supporting member.

However, I have grave concerns about our future. If unions are to survive, they are going to have to reach out beyond their own memberships and educate people as to who and what we are. The Republicans seem to do all the talking as to why folks shouldn't belong and obviously the decline in membership demonstrates that they are winning in that respect. We can attempt all the organizing we want but we need the support of the greater population and we aren't getting it and will not get it if we don't invest in our future by educating the populace at large.

I live in Illinois and I believe schools are supposed to include labor history as part of their curriculum but I haven't seen us try to provide an accurate depiction. Unions aren't perfect but they are much better than letting the local capitalist make all the decisions and we need to admit to our shortcomings when we do our educating.

The Democrats have (by and large) turned their backs on us, except for our checks, and they look like the Republicans of the '60s and it seems we do little to hold their feet to the fire for labor-friendly legislation. I also believe we should form a third party, a working people's party, to represent us in Congress.

I'm sure all my comments will fall on deaf ears, as they have for the past 25 years. If we had started then, we wouldn't be where we are now. And if we don't start now, we won't be here in another 25.

*Ron Erickson, Local 364 retiree
Rockford, Ill.*

Missed Opportunities

I am a recently retired IBEW member who worked as an inside wireman in Alaska and California. I always believed that hard work pays off and that everyone gets recognized equally. After years of trying to break the concrete ceiling, I look at my smaller pension and realize that I was mistaken.

There are different institutionalized standards applied to women and men. For the most part I do not think the actions were deliberate, but I am sure that every working woman out there can tell of incidences where it was direct and deliberate.

When the guys got the overtime (because they had families to feed) or got the less arduous jobs, I was a team player. For the good of the union and the unity of the job, I stuck it out hoping that the next day and or next job would be better.

Because usually there are few women on the jobs, a woman can feel isolated. In those instances when there are problems, you feel that you have to be tough and not show weakness by complaining. I often held my tongue so I would not be labeled a troublemaker.

With the economy starting to pick up, I often get the urge to go back to work. Sure I enjoyed the work and how I built things and trouble-shot items and figured out problems but the everyday hassle wore me down. Why would I want my abilities questioned every day?

To all men working as wiremen, don't dismiss your fellow women workers. Don't hold a grudge against them and think they are holding a job reserved for a guy. They got that job because they met certain standards. Don't leave them out on training. Include them in work issues, make them part of your team. If we have skills and experience and put in the time, consider us as potential fore-persons. Numerous times when layoffs were announced, I was the first one on the list while others who had either missed a lot of work or who I had out-performed were the last ones to leave the job.

Today with the threats of nonunion and foreign competition, our union cannot afford to lose out on the contributions of all its members.

*Brenda M. Altman, Local 1547 retiree
San Francisco*



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

Union Proud

I am proud wife of a Kitchener, Ontario, Local 804 member. My husband, Peter Goodall, his father, Jim Goodall and his uncle, John Goodall, are all brothers. They wouldn't have it any other way. The union has been amazing to my husband when I was sick in the hospital. Thank you for the brotherhood.

*Katelyn Goodall, wife of Local 804 member Peter Goodall
Kitchener, Ontario*

Who We Are

If you have a story to tell about your IBEW experience, please send it to media@ibew.org.

RENEW Conference Energizes Young Workers



More than 100 young IBEW members from across the United States and Canada came to Washington, D.C., Sept. 27-29 for the first ever Reach out and Energize Next-gen Electrical Workers conference.

A union-wide effort, RENEW first came together at the 38th International Convention in 2011. Its mission: to inspire the next generation of IBEW workers to become active in their local union by focusing on issues important to younger workers.

RENEW committees have since sprouted up in dozens of locals, introducing newer IBEW members to labor activism, said Civic and Community Engagement Department International Representative Rateeluck "Tarn" Puvapiromquan.

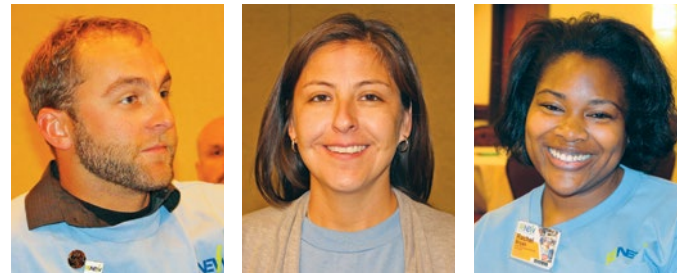
"I was really encouraged by the number of young people present and how engaged they were," Dublin, Calif., Local 595 member Rachel Bryan said. The 33-year-old journeyman wireman serves as the local's community liaison and head of government relations. "As someone who cares about the direction of the labor movement, I feel I'm not alone," she said.

Since its founding, RENEW has provided young IBEW members a space to network and organize to advance the interests of younger workers in their locals, while helping bridge the gap between generations to strengthen the union. Local groups have sponsored educational meetings, social outings and set up Facebook groups to facilitate communications.

Spokane, Wash., Local 73 member Graham Brown says that his local doesn't have a RENEW group, but young IBEW activists in the area, including fellow RENEW attendee Katie Grimnes out of Seattle Local 77, have been active in the Young Emerging Labor Leaders group sponsored by the Spokane Labor Council.

RENEW is part of a broader labor effort to invest in the future of the movement. AFL-CIO Secretary-Treasurer (and Portland, Ore., Local 125 member) Liz Shuler has helped spearhead the labor federation's Next Up effort to connect young workers with unions.

"Being involved with the group inspired me to go back and talk to the business manager about getting the local to do more things to get younger members involved," said Brown, a 29-year-old wireman.



The first-ever RENEW conference brought more than more than 100 young IBEW members from across North America. From left, Spokane, Wash., Local 73 member Graham Brown; San Francisco Local 6 Business Representative Luz Maria Rodriguez; and Dublin, Calif., Local 595 Community Liaison and Government Relations Representative Rachel Bryan.

This has included fundraisers for charitable events and sponsoring a float in the city's St. Patrick's Day parade. Brown has also helped organize social events for young workers.

"Some people think union meetings can be a little boring sometimes," he said. So, the local has put on barbecues, outings to music festivals and poker nights. "It's a more relaxed setting."

RENEW workshops covered everything from understanding parliamentary procedure and fighting workplace discrimination to help planning your career on the job and in the union.

"The event is run by young workers and directed to young workers," Puvapiromquan said. "We want attendees to know that this is about collectively envisioning our future as IBEW members."

Organizers discussed ways to bridge the gaps between generations, including finding mentors—an issue of particular importance for San Francisco Local 6 Business Representative Luz Maria Rodriguez. Rodriguez, a 37-year-old daughter of Mexican immigrants, studied at the University of Notre Dame, working as a social worker before coming back to the Bay Area to help out with her family's factory.

Her father had fallen ill, and she had to preside over renovations to the factory. "I became really interested in construction and the trades," she said.

Former Local 6 Business Manager (now Ninth District International Representative) John O' Rourke convinced her to become an electrician.

"It's important to listen to what the more seasoned members can teach us," she says. "There is always someone willing to teach you something if you are willing to listen."

Attendees also said young workers

must continue to press upon the older generation the importance of supporting RENEW at every level of the organization and giving newer members a stake in the IBEW.

"It's vital to the survival of the IBEW," Local 595's Bryan said. For older members who feel threatened by younger ones, Bryan always breaks it down to dollars and cents.

"Our pension, our ability to grow and provide real benefits for retired, current and future members is dependent on bringing new workers forward," she said.

Bryan helped lead a workshop on combatting discrimination at work, and says creating a culture of inclusiveness is vital to growing the IBEW among the millennial generation.

For 39-year-old Jon Jensen, the IBEW is a family tradition. The Portland Local 48 member is the son of Eighth District Vice President Ted Jensen, so he's used to talking union across generations. But the workshop on the subject was one of the weekend's most valuable offerings, he says.

"Twenty-somethings process information and communicate in different ways than those in their 30s or 40s," he said. "I always kind of knew that, but the workshop really put it into place for me and gave me the tools to start conversations."

As important as social media tools like Facebook and Twitter are to reaching younger members, one-on-one conversations are vital to building RENEW and the IBEW, said Local 595's Bryan.

"We can get young people involved simply by asking. And not just once. Everything starts by having conversations, finding what their goals and interests are," she said.

Go to www.facebook.com/RENEW. IBEW to learn more about RENEW. ■



picturethis:

YOUR PHOTO winning IBEW's 2013 Photo Contest!

DEADLINE EXTENDED!

Our yearly photography contest is a chance for members to connect their powerful skills with a camera to the often unsung and underappreciated work that they do every day.

For more than 15 years of competition, the IBEW Journal and The Electrical Worker have been honored to print hundreds of photos of and by IBEW members at work—restoring the power after storms, helping build their era's architectural masterpieces, driving the development of new energy sources—and performing hundreds of other jobs that contribute so much to communities across North America and even beyond.

We invite all IBEW members to enter the 2013 IBEW Photography Contest. It's your chance to not only match your skills with brothers and sisters across our union's landscape, but to help chronicle—for posterity—the shining achievements of a union that is prepared and equipped for its future.

[Deadline: **Nov. 30**]

1 **\$200** ST PLACE 2 **\$150** ND PLACE 3 **\$100** RD PLACE 4 **\$50** ONORABLE

Photo Contest Rules:

- The contest is open to active or retired IBEW members only. The person submitting the photo must be the person who took the photograph. Members may enter more than one photo.
- International Officers and staff are not eligible.
- Photos can be submitted as digital files of at least 300 dpi, in color or black and white, on slides or prints. The preferred print size is 8"x10".
- All submissions become the property of the IBEW Media Department.
- Photo entries must have an IBEW theme of some sort, with IBEW members at work, engaged in a union-related activity or subjects conveying images of the electrical industry or the union.
- If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or the purpose of the gathering (e.g. a safety committee, a linemen's rodeo, a union meeting) can be submitted in place of individual names.
- Photos previously published in IBEW publications or the Web site are not eligible for submission.
- All entries must include a completed contest entry form. Please note that photo entries may be submitted through the IBEW Web site at www.ibew.org.
- Please fill out the contest entry form and affix it to each photo you submit for the contest and mail it to the IBEW Photo Contest, **900 Seventh Street NW, Washington, DC, 20001**.
- Fifteen finalists will be selected and posted on www.ibew.org for final judging by the public. The winners will be featured in the January 2014 issue of the Electrical Worker.

Contest Entry Form

Name _____

Address _____

City and state _____

Zip code _____

Phone number _____

E-mail address _____

Local union number _____ IBEW card number _____

Photo description _____

www.ibew.org

Union Member Rights and Officer Responsibilities Under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court. For more information contact the nearest OLMS field office.

Union Members Rights

Bill of Rights—Union members have:

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

Copies of Collective Bargaining Agreements—Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

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

Trusteeships—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Violence—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Report—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Election—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and by laws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers.
- allow candidates to inspect the union's membership list once within 30 days prior to the election.

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

Fines—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29, U.S. Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Avenue, N.W., Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov. ■