

## More than a Credit Card

Union Plus Credit Card Scholarships have been awarded to eight students who are IBEW members or the children of IBEW members. These recipients were chosen from over 5,700 applicants and were among 120 award winners from 32 AFL-CIO unions, with scholarship awards totaling \$200,000.

Each year the Union Plus Credit Card program awards scholarships to deserving members and offspring of union members. The credit card is part of the Union Privilege program which utilizes the combined purchasing power of union members to obtain numerous benefits.

Those receiving scholarships represent a diverse group, ranging from high school valedictorians to union members who are retraining for new careers to students with disabilities. The 1999 scholarship recipients from the IBEW include Allision Clancy of Paramus, New Jersey, daughter of John Clancy, Local 1212, New York, New York; Beau Gillow of Long Eddy, New York, son of Paul Gillow, Local 363, New City; Steve Guadarrama of Cedar Park, Texas, son of Alfred Guadarrama, Local 520, Austin; twins Kevin and Kurt Peters of Seymour, Wisconsin, sons of Ann Kloehn, member of Local 2150, Milwaukee; Megan Marshall of Chicago, Illinois, daughter of Roberta Wood, Local 9, Chicago; Poly Papadopoulos of the Bronx, New York, daughter of Antonio Papadopoulos, a member of Local 3, New York; and Lindsay Rock of West Pittsdon, Pennsylvania, daughter of



David Rock, a member of Local 1319, Wilkes-Barre.

Clancy received the program's top \$4,000; Gillow and Marshall received \$2,000; Papadopoulos \$1,500; Rock \$1,000; Guadarrama \$750; and the Peters twins \$500 each.

The scholarship program, part of the union-endorsed Union Plus Credit Card Program, is funded and administered by Union Privilege and Household Credit Services. Currently in its eighth year, the Union Plus Credit Card Scholarship Program has awarded more than \$1.1 million to deserving students. The program is open to members of participating unions and their spouses, as well as to their dependent sons and daughters, regardless of whether they carry a Union Plus Credit Card.

Applications for the May 2000 awards are now available. To receive an application, please send a postcard, with return address, telephone and contact information and international union name clearly printed on it, to **Union Plus Credit Card Scholarship, P.O. Box 9389, Minneapolis, Minnesota, 55440-9389**. The deadline to apply for next year's program is January 31, 2000; award recipients will be announced May 31, 2000.

### NEW PROGRAM FOR ELECTRICIANS AND LINEMEN EASES CANADIAN WORKER ENTRY

At a time of labor shortages in the U.S. construction industry, the IBEW and NECA (along with five other building trades unions) have endorsed implementation of a new program called Construction Workers Inc. (CWI) to facilitate the U.S. entry of Canadian brothers and sisters to help fill unmet labor union manpower requirements in the U.S. CWI will act as an agent to secure temporary U.S. work authorization for Canadian members, who currently are facing high unemployment in construction.



The CWI process will be initiated by requests from contractors, and IBEW local unions will be asked for written support for the application procedure. The success of this effort will help provide incentives for organizing and retaining IBEW members in Canada and the United States. In correspondence detailing the program mailed to all IBEW construction locals in May, International President J. J. Barry urged all local unions to "seize this opportunity to organize... and to express internal international union solidarity by supporting this program...."

Questions about the CWI program may be directed to Mark Ayers, director of the IBEW Construction and Maintenance Department, at (202) 728-6075. IBEW Canadian members may register to participate in the program through the IBEW First District Office, at (416) 226-5155. You can also visit our website [www.ibew.org](http://www.ibew.org).

# IBEW Contractor Wins Sears, Roebuck Award

At an awards banquet in Chicago on April 13, IBEW contractor Klipphahn Electronics was presented by Sears, Roebuck and Co. with a Partner in Progress Award and honored as a top-quality Sears supplier of products and services.

Co-owned by IBEW Local 102, Paterson, New Jersey, members Christine and Michael Klipphahn, the company designs and installs antenna and satellite systems. Klipphahn was one of 150 contractors chosen from a field of 10,000 Sears suppliers who competed to receive the award.

A small business, Klipphahn employs eight to 20 Local 102 members. The company was founded in 1991 and became union in June 1997. Christine Klipphahn said she and her husband approached Local 102 about joining the union because the company had experienced great difficulty hiring qualified electricians. She said, "We were unable to find experienced labor for our jobs. It was horrible—we would put an employment ad in the paper and get a call from every guy who knew how to hook up his stereo at home." She noted that Klipphahn found its operations manager through the union and now, with IBEW

employees, has grown and "gone nationwide with the work we do—East Coast to West Coast and Puerto Rico."

Klipphahn installs antenna/cable systems in Sears home electronics departments as the stores are remodeled. Local 102 organizer Lou Baram said that Klipphahn "has the account for Sears stores throughout the country. They go to the stores and enhance the pictures for the TV and VCR displays, so each screen has a clear picture."

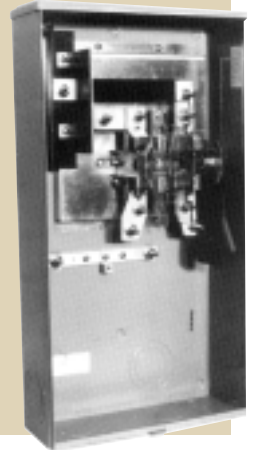
Sears Northeast Director of Construction Patrick Duffy noted that "Sears-commissioned sales associates in home electronics departments consistently compliment Klipphahn, and these are tough critics!" He added that Klipphahn "stands behind their work... and has an excellent work ethic and operates with a high degree of integrity." The commitment of IBEW members to providing quality and excellence shows up bright and clear. ■



**IBEW Local 102 members and co-owners of Klipphahn Electronics, Michael Klipphahn (second from left) and Christine Klipphahn, receive a Partners in Progress Award from Sears, Roebuck and Company. Sears representatives pictured are, from left: Northeast Director of Construction Patrick Duffy; Vice President of Facilities Planning Fred Rosenberg; and Vice President of Construction Russ Arnold.**

## C O R R E C T I O N

**The Meter Socket photo which appeared on page 13 of the July/August issue of the IBEW Journal, was improperly positioned. This is the correct way it should have appeared.**



## Analysis Defies Davis-Bacon Critics

Davis-Bacon Act critics, take note: A recent study of the Virginia construction industry deflates an oft-repeated theory that community wage standards set by the Act result in inflated wages and costs on federally funded construction projects.

The new analysis, conducted by the Building and Construction Trades Department, AFL-CIO, reveals that in the Virginia construction markets examined (Richmond, Fairfax, Charlottesville, Norfolk-Virginia Beach, Roanoke, Prince William and Danville), wage rates under the Davis-Bacon Act nearly always result in annual incomes that are lower than average community incomes for all workers, and 31 percent of the wage rates leave a family of four below the poverty line. Also, hourly Davis-Bacon wage rates are usually lower than hourly wages for manufacturing workers.

"In light of this new data, Davis-Bacon has to be seen as a surprisingly modest approach to protecting community wage standards," said Building and Construction Trades Department President Robert A. Georgine. Other recent academic studies show that prevailing wage laws do not increase costs, and that repealing these laws would cause large tax revenue losses, higher injury rates, declining apprenticeship training and reduced minority access to training. ■

## New Contract Ends Strike

Striking members of IBEW Local 733, Pascagoula, Mississippi, approved a new contract with Ingalls Shipbuilding, a major shipbuilder for the Navy and Mississippi's largest private employer. The contract was approved by more than 50 votes. Local 733 represents about 1,200 of Ingalls' 11,500 workers and is the first of 11 striking unions to ratify the deal.

The new contract offers improvements to pay scales and insurance costs that had doomed a previous deal. "It's a good package," said Local 733 Business Manager Chico McGill. He said wages and benefits total a 16.3 percent increase over the 45-month life of the contract. Journeyman wages increase \$1 per hour for the first 14 months; 60 cents per hour for 15 months and 70 cents per hour for 16 months. Insurance rates will increase by \$5 in each of the three years. An attendance bonus is also extended into the new contract, McGill said. Workers will receive 37 cents per hour if they work the 40-day period (40 hours a week) without missing time. ■

### PROGRESS TOWARD MANUFACTURING STANDARDS

The Manufacturing Skill Standards Council (MSSC) has announced plans to institute skill standards by the end of 1999. Bob Stander, Director of the IBEW Manufacturing Department, is the co-chair from the labor group working on the MSSC and is chair of the MSSC labor caucus. "By conducting these panels, the MSSC will ensure that the skill standards are technically sound and applicable to the high performance/best practice manufacturing worksites in each of the manufacturing industries," he said.

The MSSC will hold a series of Expert Panels in an effort to solve the skills gap in the manufacturing industry. The panels will be made up of manufacturing workers employed in high performance manufacturing workplaces across the nation. The MSSC has trained facilitators throughout the country to conduct these panel sessions.

The MSSC is the first National Skill Standards Board (NSSB) voluntary partnership. It was established by NSSB in March 1998 to identify and implement skill standards in the manufacturing, installation and repair industries. The NSSB is building a voluntary national system of skill standards, assessment and certification that will enhance the ability of the United States to compete effectively in a global economy. For further information on this topic, see the May 1999 issue of the *IBEW Journal*, "Manufacturing: The Way to Go," page 12 or visit the NSSB website, [www.nssb.org](http://www.nssb.org). ■

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## T R A N S I T I O N S

**I**nternational President J.J. Barry announced the appointment of Ronald G. Burke as director of Construction Organizing at the International Office, effective June 1, 1999.

### APPOINTED



**Ronald G. Burke**

Brother Burke has been a member of Local 532, Billings, Montana, since 1983. From 1989 to 1996, he served Local 532 as a local union organizer and as assistant business manager. He was a member of both the Executive Board and the Examining Board. He served on several Local 532 committees including Apprenticeship, Trial Board and Journeyman Upgrade. Brother Burke also

was assigned as a Local 532 lobbyist to the Montana Legislature and served as a delegate to the Yellowstone Central Labor Council, AFL-CIO.

In 1996 he was put on staff as a temporary International organizing representative

assigned to the Eighth District and for six months was involved with the Las Vegas Building Trades organizing campaign. On June 1, 1997, he was appointed as an International Representative assigned to the I.O. Construction and Maintenance Dept.

The IBEW extends its best wishes to Brother Burke in his new position. ■

**T**enth District International Representative Ernest "Han" Massey, Jr. announces his retirement from the Brotherhood effective August 1, 1999, following 35 years of service.

### RETIRED



**Ernest H. Massey, Jr.**

On August 1, 1964, he was initiated into Local 1902, Charlotte, North Carolina, where he served as local union president from May 1969 to February 1976. He also served on the Negotiation Committee and as shop steward.

Prior to joining the IBEW, Brother Massey served in the

North Carolina National Guard from August 1962 to August 1965. He attended the Wisconsin School for Workers in Madison. In 1977 he transferred his IBEW membership to Local 248, Georgetown, South Carolina.

On February 1, 1976, Brother Massey was appointed as an International Representative assigned to the then-12th District staff (now the 10th District), where he served until his retirement. Brother Massey is a strong believer in the IBEW and has always felt privileged to be a

part of the Brotherhood. His number one cause has been to bring a better life to workers, and he has never backed away from the fight to help people.

Brother Massey looks forward to his retirement as an opportunity to spend more

time with his family, including, especially, his young granddaughters. The IBEW extends its congratulations to Brother Massey and his wife, Karen, with best wishes for long years of health and happiness in his well-deserved retirement. ☞

The IBEW is saddened to announce the death of retired International Representative Yvonne L. Coleman on June 12, 1999. Born in Boston, Massachusetts, on October 21, 1925, Sister Coleman was initiated into IBEW Local 1505, Waltham, Massachusetts, in September 1955. Following an honorary withdrawal, she was reinitiated into the IBEW in September 1967 as a member of then-Local 2237, Needham, Massachusetts. She later transferred her IBEW membership to Local 1499, Chelsea, Massachusetts.

Very active in her local, Sister Coleman served as Local 2237 financial secretary and shop steward and sat on several local union committees. In 1972 she was the first woman awarded the IBEW Founders' Scholarship.

On September 18, 1972, she was appointed International Representative and assigned to the International Office, where she was assistant to International Representative Ed France and helped achieve the IBEW'S conversion from manual journal posting to computer posting. She was assigned to the

#### DECEASED



Yvonne L. Coleman

Research and Education Department in April 1974 and became head of the Education Section in April 1976. In that capacity she administered the IBEW Founders' Scholarship program. Sister Coleman attended the IBEW'S 30th, 31st, 32nd and 33rd International Conventions and served on the Guest Credentials Committee for three of those Conventions.

In addition to her work with the IBEW, she served with dedication on many labor-related committees and conferences, including: Labor Research Advisory Council, Federal Statistics Users Conference, Industrial Relations Research Association, AFL-CIO National Education Conference, Washington Union Women, and the Coalition of Labor Union Women (CLUW).

Her many civic associations included the National Capital Labor History Society, American Legion Auxiliary, Brookline PTA, Massachusetts State Police Women's Association and the Brookline Police Women's Association.

She attended Endicott College and Northeastern University in Massachusetts and studied at the George Meany

Center for Labor Studies (including the Antioch Degree Program) and at Federal City College (now the University

of the District of Columbia).

The IBEW extends sincere sympathy to Sister Coleman's family and friends. ☞

With regret the IBEW announces the death of First District International Representative Keith A. Morrison, who passed away July 1, 1999. Brother Morrison was born in Sydney, Nova Scotia, on October 30, 1944. He was initiated

#### DECEASED



Keith A. Morrison

into Local 213, Vancouver, British Columbia, in 1974, after having helped to gain IBEW representation for employees at his workplace. He served his local as shop steward and Unit Chairman and was a member of the Executive Board, the CATV Negotiating Committee and the CATV Joint Training Committee. In 1980 he was appointed assistant business manager for Local 213 and served in that position until 1989.

On June 1, 1989, he was appointed International Representative and assigned to the First District staff. In that capacity he served as coordinator for organizing in eastern Canada, prior to his appointment as executive assistant to International Vice President Donald Lounds, the position he held at the time of his death.

Brother Morrison served in the Canadian armed forces with the Royal Canadian Signal Corps as a member of the Airborne Signal Squadron

from 1961 to 1965. He also served with the United Nations in Cyprus. He studied electronics at the Vancouver Technical Institute.

In 1973 he entered the cable television industry as an apprentice, graduated as a journeyman CATV

technician and worked in the industry until 1980, when he was appointed Local 213 assistant business manager. He served as an elected delegate to the IBEW International Convention in 1978 and 1986.

As a dedicated trade unionist, Brother Morrison's other labor-related activities included membership on the Trade Advisory Committee to the Provincial Ministry for the cable television and electronic trades. He sat as a labor representative on the United Way's Labour Committee and served in other capacities with the United Way Review Committee. He was the first vice president of the Electrical and Utilities Safety Association in Ontario and a member of the Political Action Committee for the Canadian Labour Congress.

The IBEW extends heartfelt condolences to Brother Morrison's wife, Jean, their daughters, Cathleen, Elizabeth, Jill and Mary, family and friends. ☞

## Cooperating for Kids

The AFL-CIO Union Label and Service Trades Department presented its 1999 Labor- Management Award to American Electric Power's Conesville, Ohio, Power Plant, in recognition of its labor-management partnership with IBEW Local 1466, Columbus, for a school outreach program. The award was given in May at the annual Union Industries Show held in Atlantic City, New Jersey.

The AEP and Local 1466 team collaborated on a program to help Conesville Elementary School enhance its science and technology curriculum. The power plant team helped the school obtain \$130,000 in federal, state and local grants to develop a state-of-the art Science Exploration Center and Mobile Computer Lab; assisted with the design of the center; purchased new textbooks to replace

outdated ones; conducted student field trips; and tutored students at AEP's electrical, chemical and computer labs.

The Local 1466/AEP effort has resulted in a new, dynamic science curriculum for the school's 460 students, whose science proficiency test scores have since improved, and the project will be featured as a model program on Ohio's School to Work website. ■



**International Secretary-Treasurer Edwin D. Hill (right) and Fourth District International Representative Nicholas Greco (second from right) congratulate the Local 1466/American Electric Power labor-management team on winning the AFL-CIO Union Label and Service Trades Department's 1999 Labor-Management Award. Pictured from left are: AEP Executive Vice President Bill Lhota; AEP Control Technician Dave Shepler; Local 1466 Business Manager Richard Taylor; and AEP Conesville Plant Manager Dan Lambert.**

# 100 Years

## Unity Equals Strength

*(Continued from page 13)*

from Europe, factory and sanitary legislation, and employer liability when employees are injured by unprotected machinery. They agreed that working people needed to have representatives from their ranks in the legislature.

Further progress toward a national organization was achieved in 1886 when more than 100 delegates attended a meeting to create a new central body called the Canadian Trades and Labour Congress. This organization focused on legislative action, deeming organizing a subordinate priority. Its "Platform of Principles" contained 15 goals reflecting the temper of the times as seen through the eyes of the working class: free education; the eight-hour day; a locally based, living minimum wage; public ownership of utility-type franchises (railways, waterworks, lighting, etc.); abolition of the appointed Senate; tax reform; use of the union label; no child labour under age 14; compulsory arbitration of disputes; and more.

The name of the CTLC changed several times, eventually becoming the Trades and Labour Congress of Canada. In 1956 the TLCC merged with the Canadian Congress of Labour to form the Canadian Labour Congress. ■