

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. 4 | April 2013

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Super Storms Demand More IBEW First Responders



▲ *Communities depended upon IBEW members from other companies to safely restore power after Hurricane Sandy. Will more frequent storms and staffing issues jeopardize future restoration efforts?*

When they hear the words “first responders,” most people probably draw upon images of uniformed public safety officers and firefighters rescuing citizens in trouble.

But when trouble comes in the gales of frequent and freakish storms, the first responders are often tree trimmers wielding chainsaws or utility linemen hanging out of bucket trucks to clear toppled trees and lift lines to let the

ambulances and fire trucks in.

Thousands of these seasoned workers carry IBEW cards. And all of them are concerned that, as their numbers dwindle due to rolling waves of retirements, they and the communities they serve—sometimes hundreds of miles away from home—could be left in peril.

Sandy's Waves Test Gas Workers

After Hurricane Sandy struck the New Jersey coast

HURRICANE SANDY *continued on page 2*

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Super Storms Demand More IBEW First Responders

Continued from page 1

last October, CNN aired video footage of soaring flames engulfing bungalows on the New Jersey Shore's beaches and shooting skyward in plumes from ruptured gas pipes that might be routine at nearby oil refineries but had no place in a summer vacation spot.

"Before the firefighters could come in, we had to cap the natural gas pipes and find valves that were covered by four feet of sand," says Tom Curtis, president, Neptune, N.J., Local 1820.

Curtis, a 33-year IBEW member, and his crew of Jersey Natural Gas workers readied to drive to the peninsula to cap the lines, then realized the roadway from the mainland had been completely washed away.

"We loaded six workers and their supervisor in a boat so we could get to the fires. We put out the biggest ones we could, but couldn't get to them all," says Curtis. "We had never experienced anything like that storm before, but most of our members worked 16-hour days for a full month and every classification, including meter readers and customer service representatives, pitched in."

Ed Stroup, business manager of

Lakewood, N.J., Local 1289, representing workers at Jersey Central Power and Light, a subsidiary of First Energy, says, "All my guys did was work for 90 straight days, with only a few days off, after Sandy hit."

Alabama Linemen Help Rescue Northern Neighbors

While Stroup says local news media coverage of Sandy missed some of the heroic challenges faced by utility crews and others, local communities welcomed hundreds of workers who came from the Midwest, the South and other regions as part of mutual-assistance pacts between utility companies.

Three hundred IBEW members from Alabama Power traveled north to work on underground lines in New York City and spread out to Atlantic City, Colts Neck and Freehold on the Jersey Coast. They were greeted by residents who held community-wide cookouts to feed them. After they returned home, they received thank you notes from New Jersey schoolchildren. One wrote, "You are the best



Ruptured lines kept members of Neptune, N.J., Local 1820 on 16-hour days for a month.

because you give us power. You guys are hard-working and I like it."

"These guys quickly developed a bond with the communities they worked in. Living in the South, they told me what they experienced was reminiscent of what they see as Southern hospitality," says Casey Shelton, business manager of System Council U-19, representing workers at Southern Company, "and they came home with zero accidents."

Midwest Members: 'We Love Our Jobs'

Mike Tackett, a 21-year member of Toledo, Ohio, Local 245, drove 600 miles with his cousin and union brother, Steven Herman, to assist members of Long Island, N.Y., Local 1049.

"We love our jobs," says Tackett. He and Herman were gone nearly eight

weeks, returning home on Dec. 1. "By helping restore power, we made it possible for people along the Jersey coast to celebrate Thanksgiving and Christmas. We just do the jobs that we were trained for. We took time away from our families, but we helped others and so many came up and thanked us." After returning home, Tackett left again, three days before Christmas, for a two-day storm restoration stint in Michigan.

Replenishing Experience and Knowledge

Tackett, 43, who began his career as a line clearance tree trimmer and entered his local's lineman apprenticeship program in 2000, is concerned that depleted forces could leave communities vulnerable in future emergencies as companies lag on hiring a new genera-

tion of linemen who thrive on their role as first responders. "We're losing a lot of the old knowledge," he says.

There seems to be no shortage of knowledge in the science community where researchers warn that climate change will trigger more powerful, unprecedented storms.

Winter Storm Nemo—Another Warning on Staffing

In February, while communities to the south were recovering from Sandy, winter storm Nemo pounded New England and New York, leaving 650,000 homes and businesses without power.

In Vermont, Kurt Staudter, a 24-year substation operator for National Grid and member of Worcester, Mass., Local 486, joined his co-workers on a schedule of 16 hours on and 8 hours off to help restore power.

In a column he writes for the Vermont Standard, Staudter, 55, recounted, "Somehow, somewhere, when I wasn't really paying attention, I turned into one of the old guys at the electric company."

Describing how downsizing has spiraled through attrition, Staudter wrote, "The work has been outsourced to contractors ... One of the problems with this approach is that we aren't as good at responding to emergencies. It's cheaper for the company to pay millions in fines to state regulators than it is to have an adequate work force."

'Gray-haired Tsunami' Unites Unions, Communities

Linking the concerns of union members over understaffing with the anger and alarm of customers has turned Waterbury, Conn., Local 420 Business Manager Frank Cirillo into a celebrity of sorts in the local news media.

In 2011, after an autumn ice storm hit his region, dropping 150-year-old trees—still bearing leaves—on power lines, Cirillo and his members attended hearings to expose Connecticut Light and Power's poor response to power outages as a byproduct of profit-seeking by job-slashing.

"We're facing a gray-haired tsunami," said Cirillo, who, along with Meriden Local 457 Business Manager John Fernandes, worked to make staffing an issue in their latest contract negotiations.

Comparing recent storm restoration efforts to those of the past, Cirillo says,



Crews plan for a long day of storm repair.

NJATC Curriculum—A Winner for Linemen Training

The IBEW has been sounding the alarm on the need to ramp up training linemen and other utility workers for several years.

In 2007, when IBEW leaders began meeting with four companies as part of a joint training trust for the utility industry, two goals of the partnership were developing a standardized curriculum and a certification program.

"We couldn't reach agreement on either goal," says IBEW Utility Department Director Jim Hunter.

As a co-chairman of the training trust and a former business manager of an inside construction local, International Secretary-Treasurer Sam Chilia drew upon his own experience with the National Joint Apprenticeship Training Committee.

While mostly seen as providing training for inside electricians, the NJATC had—for 50 years—been training linemen and substation technicians for the outside construction branch. Enrollment of apprentices in both disciplines today stands at 4,500.

Over the past few years, the NJATC has modernized training, moving from workbooks to a blended learning platform that combines face-to-face contact between instructors and students with the use of computer tools.

Two state-of-the-art, multi-million dollar simulators help students learn how to safely make transformer connections and use protective equipment to prevent elec-

trocutions. Through online testing of students, the NJATC is able to continuously increase the program's effectiveness, focusing on areas where students are exhibiting difficulty grasping concepts. And the courses lead to certification.

Chilia proposed that IBEW locals ask signatory utility companies, including cooperatives and municipal entities, to adopt the NJATC program as their standardized curriculum. While linemen who troubleshoot problems for utility companies are not part of the construction industry, the basic skills and safety training needed to succeed in both sectors are identical.

Last fall, Chilia's proposal was adopted as the National Utility Industry Training Fund, through a new partnership with the NJATC, began marketing the NJATC outside and substation programs to signatory utilities across the country.

"The NJATC has been enormously helpful in working with the IBEW Utility Department to help provide a common baseline for training all linemen wherever they work in our industry, from outside construction to answering trouble calls," says Bill Neiles, executive director of the National Utility Industry Training Fund.

The IBEW Media Department is producing a video to introduce utility companies to the NUIITF and the National Joint Apprenticeship Training Committee. More discussion of the training innovations was held during the IBEW Utility Conference April 3-5 in San Diego. ■



Before firefighters could come in to quell flames from ruptured gas pipes, New Jersey Gas workers had to cap them and find valves that were covered by four feet of sand.

“Last year we had 2,000 crews come into Connecticut from outside and it took two weeks to restore power. But when Hurricane Gloria hit us dead on in 1985, only 800 outside workers in total were needed and we restored power in nine days. And we didn’t have cell phones back then or central dispatch centers.”

The difference, Cirillo says, was having competent managers who came up from the ranks and enough full-time workers who kept trees trimmed during the year, knew the circuits, changed wires and “could get cooking [when the work needed to be done] like Julia Childs.”

Under pressure from the local unions, citizens and the state’s public service commission, CL&P, a subsidiary of Northeast Utilities, has agreed to hire additional linemen and begin a class for new helpers. CL&P’s appointment of a new president and COO has improved the union-company relationship.

“Mutual assistance is a wonderful thing, but it isn’t any way to run a utility,” says IBEW International Representative Bill Neiles, executive director of the National Utility Industry Training Fund, a partnership between the IBEW and four utility companies.

While the support programs began as pacts between neighboring utilities, he says, they are now so expansive that the Air Force Reserves are flying equipment and people from coast to coast to restore power after storms.

“Linemen and tree trimmers don’t complain because they are happy to help,” says Neiles. But the logistical challenges of housing and feeding incoming workers are immense. Utilities need to step up permanent hiring, he says. And public utility commissions—under pressure to improve recovery times while simultaneously keeping bills low—should allow companies to recover costs for train-

ing and hiring new workers by granting reasonable rate increase requests.

Boot Camps Turn Out Fresh Recruits

In 2008, in an effort to spread that knowledge, the IBEW and a consortium of utility companies established a training trust fund to launch regional training centers to offer refresher courses for existing linemen and boot camps where prospective linemen could get a taste for the work and employers could look them over.

But the recession hit and many utilities slowed down plans to hire replacements for retiring linemen. The economy and a lack of consensus on its direction halted progress on the trust.

Last year, the IBEW and partners Tucson Electric Power, Detroit Edison, Alabama Power and Kansas City Power and Light began utilizing the resources of the National Utility Industry Training Fund. Already boot camps have been set up in Alabama, Kansas City and Michigan and more are now being considered.

In the past, applicants for lineman and high-voltage jobs may have per-

formed well on tests and theory, but balked when faced with the potential physical dangers of their work. Exposing new applicants to climbing and other physical requirements has proven to be a truer test of aptitude. And early safety training has boosted their effectiveness.

“During my first storm duty assignment, I was able to bounce around from different crews and help without being told what to do each time,” says Jacob Little, a recent camp graduate employed by Alabama Power. “I could just step right in, get my safety briefing and start working with the knowledge I gained at boot camp.”

Sixty-two lineman schools are in operation across the U.S., including many offered by community colleges. But they graduate only about 2,000 trainees per year. More boot camps can help fill the gap.

Michael Neighbors, a training manager for Southern Company, says, “Our field supervisors rave about the knowledge of our boot camp graduates compared to yesterday’s new hires, especially from a safety standpoint where they come in already knowing the right safety rules and procedures.” ■

Key Findings on the Energy Workforce

Over the next decade, almost 52 percent of the industry is likely to retire or leave for other reasons.

By 2015, 36 percent of the energy work force may need to be replaced due to potential retirement or attrition, with an additional 16 percent to be replaced by 2020—almost 110,000 employees in positions identified as the most critical by industry.

The number of employees age 53 and above has increased by 5 percent since 2006.

The number of employees with more than 30 years of service has increased by more than 5 percent since 2006. ■

Source: Center for Energy Workforce Development, a nonprofit consortium of electric natural gas and nuclear utilities and their associations. CEWD maintains an active partnership with IBEW.

Hill: Safe Jobs Take Vigilance and Organizing

On April 28, workers around the world will pause to remember those who have been injured or killed on the job as Workers Memorial Day is commemorated with vigils and ceremonies held under the slogan, “Remember the Dead—Fight Like Hell for the Living.”

In February, International President Edwin D. Hill addressed that long fight for the living in a keynote address to the Pennsylvania AFL-CIO Safety Conference, attended by union members, health care professionals and political leaders.

Hill discussed the grave danger of being a lineman in turn-of-the-century America, epitomized by the on-the-job fatality of the union’s first president, Henry Miller. Hill went on to discuss the hazards still faced by utility workers as they battle to restore power as climate change wreaks stronger, more frequent storms. Ironically, the February conference was originally scheduled earlier, but was sidelined by Hurricane Sandy.

“Safety on the job is achieved only through vigilance, hard work and the proper training, much of which is provided through joint apprenticeship training committees made up of union and management participants,” Hill said.

Major gains have been won in reducing worker exposure to toxic substances

“Safety on the job is achieved only through vigilance, hard work and the proper training...”

— International President Edwin D. Hill

and other dangers by action on the job or in state and federal legislatures, Hill said. But budget cuts are threatening to slow down or block further progress in industrial health and safety. Just as important a challenge, he said, is declining union density.

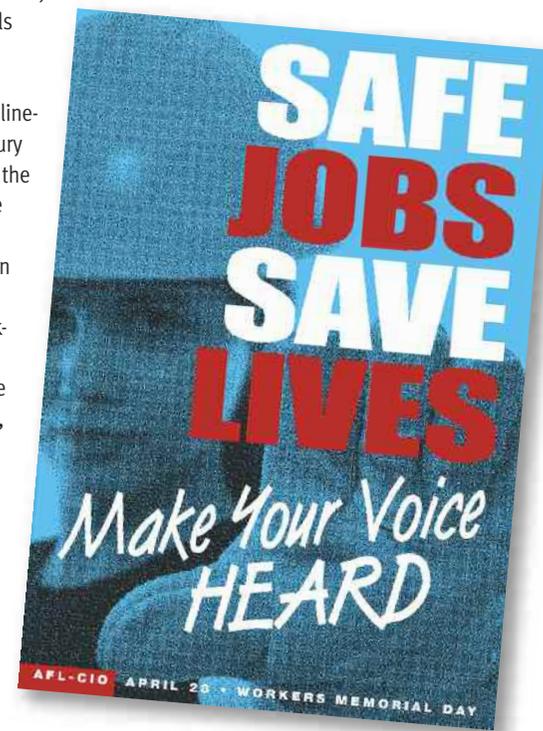
Using the example of high accident rates among the mostly nonunion workers who erect and maintain cell towers, Hill told conferees that a combination of organizing and governmental action is essential to keep workers safe on the job.

More than 100 cell tower climbers have died in falls between 2003 and 2011. The death rate for tower climbers is about 10 times that of construction workers. The vast majority of these workers are employed by nonunion subcontractors that erect towers for large telecom companies like AT&T.

Deaths of climbers have increased as consumer demand has climbed. The worst carnage was between 2006 and 2008 when the iPhone rollout caused a spike in phone traffic that AT&T had not anticipated and a major overhaul of the system was required.

“Where workers lack organizational protection or any collective power, government needs to be there for them,” Hill said. “The labor movement slogan, ‘An Injury to One is an Injury to All,’ addresses the plight of all workers, whatever their pay grade, whatever the work they do, whatever their level of organization, whatever their citizenship status.

“This Workers Memorial Day,” says Hill, IBEW members at all levels need to make a commitment to “fight for the living by intensifying our organizing efforts so that more workers—like the cell phone tower climbers whose labor we benefit from daily—are not sacrificed for the profits of industry.” ■



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Vimeo

Our new commercial — “Who Is The IBEW?” — is running on major networks nationwide. Check it out in crystal-clear high-definition at our Vimeo page. www.vimeo.com/58548127



HourPower

In our latest edition of President's Message, President Hill talks about the importance of training and the National Training Institute for IBEW members. www.IBEWHourPower.com



ElectricTV

The newest buildings in Milwaukee are being done union — because their owner now considers himself a union developer! The story is on [electricTV.net!](http://electricTV.net)



Union-Busting ‘Onslaught’ Snares Organizing Campaign

Downers Grove, Ill.—Most weekday mornings and weekends, “Stan” is in his company truck before sunrise prepping for a demanding day of work for United States Infrastructure Corp. Over the next 12 to 14 hours, he will expertly locate and mark where underground utilities for companies like AT&T, ComEd and Comcast are buried throughout the northeastern corner of Illinois.

It’s tricky work that requires technical know-how and keen attention to detail. After he and other so-called “locators” leave a site, digging crews will arrive and use their paint markings and orange flags as guides before breaking ground and making tweaks to their companies’ electrical, cable or gas infrastructure—which can be dangerous tasks.

“I take great pride in my work,” said Stan, who declined to give his real name fearing management retaliation. “I know I have to do my best so no one gets hurt while digging. Lives are at stake.”

But Stan—like hundreds of his co-workers across Illinois and beyond—hasn’t seen a raise in years. As management has tightened its belt since the recession, Stan’s merit pay has evaporated while he has seen his and his fellow workers’ health insurance costs more than double. Scheduling has become erratic, making Stan’s family time scarce.

“We have to work long hours just to survive,” he said. “A 40-hour pay period is not enough to pay the bills and feed our families. I feel like USIC is saving a lot of money off the backs of their workers. Every time we turn around, they are taking something away.”

Searching for Support

Last year, Stan and his co-workers reached out to the IBEW for help. From the get-go, Stan says, the group’s organizing campaign—led by Downers Grove Local 21—made an impression.

“When my co-workers first found out that we were organizing, they got on board quickly and easily,” he said. “Very few locators were actually happy with our working conditions.”

Once IBEW organizers started sending letters and information to the workers, Stan saw the opportunity for a teachable moment for his children—a way to explain why he was potentially risking his job in the hopes of winning better pay for his family. He put every piece of literature that came from the organizers in separate frames and hung them on his living room wall.

“My kids first asked me, ‘What is a union?’” he said. “I told them a union is an organized group of workers who use



USIC workers face extreme company opposition to organizing.

Photo used under a Creative Commons License from Flickr user stevendamron.

their strength to have a voice in their workplace. They were proud of me for standing up for what’s right. I framed the letters so I could educate my kids on the importance of forming a union so when they grow up they can better understand what I was trying to accomplish.”

Despite skilled tactics from IBEW organizers in his state and a rousing initial push from workers at the shop, Stan said that management’s intimidation and scare tactics were too strong. His co-workers narrowly voted against IBEW representation last December.

“USIC hired a union-busting lawyer and spread so much misinformation and lies about becoming union, the IBEW and Local 21, that workers were confused and didn’t know what to believe,” he said. “Once [USIC] made it clear that they did not want us to organize, they scared workers into believing that they would be fired if caught even talking about the union.”

Which means for Stan, there’s a bare space on that living room wall where another framed letter—one congratulating him on his win—could have hung. And that’s potentially another year on the job with no raise, higher medical costs and long, solitary hours.

Antiunion Assault

Stan isn’t alone. IBEW organizers say they have heard similar stories for more than a year from USIC workers in Florida, Iowa and Illinois. Early last year, organizers launched a national campaign to bring union wages and benefits to the employees. Six elections have been held so far.

“The good thing was that the locators already had some experience with IBEW members,” said organizer Brian Heins. “They often work very closely with utility members who are in the union and have contracts. When you know someone by name and work side by side with them, you start to learn from them about why forming a union can greatly improve your life and workplace.”

But while interest has been high, management pushback has been swift and crippling to the campaigns.

Last December, the union lost a handful of elections—a pattern that Heins described as the result of an “antiunion onslaught.”

“USIC has refined tactics,” Heins said. “They were big on making promises. And they pulled the good-cop, bad-cop routine to try to confuse and break trust among the workers.”

Heins also said the company offered employees raises if they voted against organizing, and sowed doubt by telling workers that a “yes” vote could mean no raise at all.

Organizer Lynn Arwood said that further points of pressure—holding captive audience meetings, awarding bonuses to outspoken workers in exchange for their silence and the questionable firings of two strong supporters—produced a “chilling effect” on the employees.

“They divided the workers and manipulated them,” Arwood said. “The tipping point was when the majority of supporters became very scared they

becomes difficult,” Heins said. “This is where the Web site was helpful—for a national campaign, we have to tie the workers together so that they know they’re not alone. They need to feel some form of cohesion. A worker in Florida is in the same fight as someone in Joliet (Ill.)

“The company this time has fired on all barrels to stop the workers from having a voice—but they can’t do that again,” he said. “We’re already hearing that some of the promises the company made are being taken back. And when the company doesn’t follow through on their word, the workers will know who was telling them the truth. This isn’t over. Sometimes there is a light at the end of the tunnel, even with a loss.”

For workers like Stan, the “no” vote signaled a grim reality in the way many companies nationwide treat the work force that helps make them successful.

“We all know that the majority of locators really do want to have a union at USIC,” he said. “But with all of their

“They divided the workers and manipulated them. The tipping point was when the majority of supporters became very scared they would lose their jobs. With the amount of money USIC spent on suppressing the employees, these workers could have gotten decent wage increases instead.”

— Lynn Arwood, Organizer

would lose their jobs. With the amount of money USIC spent on suppressing the employees, these workers could have gotten decent wage increases instead.”

Taking Stock

Heins said one of the campaign’s key features—and one that will be a part of future efforts—was a Web site developed in conjunction with USIC workers and IBEW activists to foster community among employees across great distances. A welcome message on the site—www.USICYes.com—“encourage[s] all USIC workers to participate, voice concerns and become involved in the campaign to gain a voice at work.”

Since employees get assignments from home and then spend much of the day in the field, “communication

union-busting tactics, the company intimidated or tricked people into believing that they were better off to continue being abused by management. It just doesn’t seem that we can really exercise our legal rights without the company putting on a campaign of fear and intimidation.”

Yet he remains optimistic.

“I would like to see a change in the way we are treated so this can be a career that I can enjoy a modest retirement from,” he said.

Regardless of the outcome now, and for whatever follows, Arwood says that her fellow IBEW organizers are eager to help workers like Stan get the treatment they deserve.

“I would have loved for him to have been able to put his ‘win’ letter in a frame,” Arwood said. “I hope someday soon, he can.” ■

Cheap Gas a Threat to Nuclear Power

Bill Ergen is a licensed nuclear reactor operator who has never really worried about losing his job.

Ergen has been a member of Minneapolis, Minn., Local 160 since the '80s when he started working at the Monticello nuclear power plant. Monticello opened 10 years before he started his career and its operating license extends until 2030, long after he expects to retire.

"When I started I was told we were making energy that was basically free," Ergen said. "Getting a plant built is the hard part, but once they are up and running, they make megawatts like nothing else."

About six months ago, Ergen started to worry.

Last October, Dominion Energy said it was closing the Kewaunee nuclear plant just across the border in Wisconsin. To Ergen, Kewaunee looks a lot like Monticello. They are both highly efficient with excellent maintenance and safety records. They were also older than average, have a single reactor and lack long-term contracts with electricity purchasers.

Dominion said Kewaunee was losing millions of dollars in an energy market driven to historic lows by the recession and a flood of natural gas produced by hydraulic fracturing or "fracking."

It was an unprecedented announcement. Fewer than 15 percent of commercial reactors have been shut down, and never because they were losing money. Some were closed because regulation changes required expensive modifications. The rest were closed because repairs or upgrades were prohibitively expensive. (Duke Energy announced in February that the Crystal River nuclear plant in Florida, which has been mothballed since a 2009 repair was botched, would not reopen.)

Neither was the case with Kewaunee.

"It was a decent power plant for decades and the price of natural gas wipes them out in a few years?" Ergen said. "I have seven years until I retire. I don't know now. Will we be next?"

Ergen is not alone. After the announcement, the IBEW identified 11 nuclear generation stations—including Monticello—that are at risk of being closed (see sidebar). Some of them, like Kewaunee, are not represented by the IBEW, but most of them are. More than 15,000 members work in the nuclear industry including approximately 2,400 at the at-risk plants.

"The closure announcement was stunning," said Jim Hunter, Director of the Utility Department. "If you had said three years ago that Kewaunee would close, people would've said you are out



Dominion Energy announced it will close the single-reactor Kewaunee Nuclear Power Station in Carlton, Wis., this year because it was losing money.

Photo credit: Nuclear Regulatory Commission

of your mind. But now that it is happening, we have to take this very seriously."

The Nuclear Boom and then the Bust

As recently as three years ago, new nuclear plants were under construction. That hadn't happened in more than a generation. With natural gas prices at record highs and pollution regulation threatening to close hundreds of coal-fired power plants, power companies submitted 28 proposals for new construction to the U.S. Nuclear Regulatory Commission.

"When our operating license was extended in 2010, we all felt secure," Ergen said.

This was great news for the IBEW as well, Hunter said, because nuclear employs many more people than other kinds of generation. For the same power production, nuclear employs double the number of people in coal plants and nearly five times more people than in natural gas plants.

In the last five years, however, the industry has suffered a succession of shocks. Most dramatically perhaps was the tidal wave that struck the Fukushima Daiichi nuclear plant in March 2011, causing a meltdown and radiation leaks. Although a recent report from the World Health Organization found only slightly increased health risks for the closest neighbors and no impact for the rest of Japan, public opinion turned and nuclear facilities are closing across the globe.

In the U.S., smaller nuclear generators have been hit at least as hard by a dramatic change in the energy market. Production of natural gas from shale oil deposits has jumped 800 percent since 2008, driving down the wholesale price 66 percent. Nationwide, wholesale electricity prices are near record lows. In

2012, prices in California fell 15 percent and in Texas they were down 47 percent.

As a result, nearly all of the new nuclear construction has been postponed or canceled.

Yet there are signs that the market for natural gas is changing. Wholesale gas prices have risen slightly since the summer of 2012. The U.S. Energy Information Administration reported that fewer new gas wells are being drilled. Dozens of new electric gas turbines are coming online, increasing demand; new pipelines are bringing gas to international markets, reducing supply. Fracking regulations under consideration across the country are also expected to increase production costs.

"Is it good business to shut down Kewaunee today? It's not for me to say," Hunter said. "What I want to know is what happens to the electrical grid if they do."

No Viable Alternatives

When Kewaunee ceases production, 600 megawatts will disappear from the grid. Dominion officials said they plan to make up for it by buying it on the open market. If all 11 plants the IBEW is concerned about do close, nearly 1 percent of national energy production would be lost.

Utility Department International Representative Dave Mullen said it might not seem like much, but all energy is not created equal.

"Nuclear energy is the foundation of our electrical system because it is predictable," Mullen said. "It can't just be replaced by the same amount of solar and wind because they aren't as consistent."

Solar and wind respond to the weather, not demand for electricity. To avoid blackouts, electrical grids today need sufficient "base-load" generation from nuclear, hydropower, natural gas and biggest of all, coal. Yet because of old age and new regulation, coal-fueled energy production is expected to fall by nearly 20 percent in the next seven years.

"If you only look at base-load generating facilities that don't emit any greenhouse gases, these few smaller nuclear plants are 75 percent of everything we have," Mullen said.

"Energy demand is expected to go up 12 percent by 2020," Hunter said. "The reality is, if the smaller nuclear plants disappear, no one knows how they would be replaced."

The Future of Smaller Nuclear

Mullen said regional bodies called regional transmission organizations have

the power to keep plants open if they determine a closure would lead to power disruptions. Mullen says it is impossible to know if regulators might intervene.

Whether the market or regulators do, these aren't just company decisions. They are also political ones.

Hunter pointed to the Duane Arnold nuclear plant in Palo, Iowa, as an example. It had been high on the at-risk list, but at the end of January, with the help of local politicians, the single-reactor plant secured a 12-year contract to sell nearly three-quarters of its output to a local utility company.

"The deal was great news for the members of Local 204 in Cedar Rapids and for consumers, but it could also be a model that other plants can follow," Hunter said. "Informed citizens can help legislators understand the importance of these plants to our communities and the reliability of the grid."

Hunter said state and local governments could help find potential long-term partners or even sign long-term deals themselves. Regulators could follow Maryland's lead and authorize long-term agreements like the 30-year deal recently signed by the Calvert Cliffs nuclear station. States with at-risk nuclear plants could even purchase them outright or help publicly-owned utilities make the purchase.

Finally, there might even be some good news for Kewaunee. A state legislator has proposed amending the renewable energy mandate to include nuclear power generation. The Republican lawmaker said he hoped the revision would change Dominion's economic calculation or attract potential purchasers.

"This is a free market, but we are not powerless," Hunter said. ■

Nuclear Plants Most Endangered by Cheap Gas

Plant Name	Union	State	Output (in megawatts)	Owner
Clinton	Local 51	Illinois	1,065	Exelon Corp.
Crystal River	Local 433	Florida	838	Duke Energy Florida (closing)
Davis Besse	Local 245 & Local 1413	Ohio	894	Cleveland Electric Illuminating Toledo Edison
Fort Calhoun	Local 763 & Local 1483	Nebraska	478	Omaha Public Power District
James Fitzpatrick	Local 97	New York	855	Entergy Corp.
Monticello	Local 160	Minnesota	554	Xcel Energy, Inc.
Oyster Creek	Local 1289	New Jersey	619	Exelon Corp.
Vermont Yankee	Local 300	Vermont	510	Entergy Nuclear Operations, Inc.
Ginna	Not Organized	New York	498	Constellation Energy Nuclear Group, LLC
Kewaunee	IUOE 310	Wisconsin	566	Dominion Generation
Pilgrim	UWUA 369	Massachusetts	685	Entergy Nuclear Generation Inc.

IBEW FOUNDERS' SCHOLARSHIP

The IBEW Founders' Scholarship honors the dedicated wiremen and linemen who, on November 28, 1891, organized the International Brotherhood of Electrical Workers. Each year the officers of the IBEW are pleased to offer its working members scholarships on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members but also steward the electrical industry that our founders envisioned.

This award is for \$200 per semester credit hour at any accredited college or university toward an associate's, bachelor's or postgraduate degree in a field that will further the electrical industry overall (as determined by the Founders' Scholarship Administrator). The maximum distribution is \$24,000 per person over a period not to exceed eight years.

RULES FOR ENTRY

Eligibility Checklist

The Founders' Scholarship competition is an adult program, to be used solely by IBEW members. It is NOT for the children of members.

- Applicants must have been in continuous good standing and have paid dues without an honorary withdrawal for four years preceding May 1 of the scholarship year, or be charter members of a local union.
- Each applicant must be recommended in writing by the local union business manager. If there is no business manager, then the recommendation must come from the local union president, system council chairman or general chairman.
- At least two additional letters of recommendation must be sent by individuals who are familiar with the applicant's achievements and abilities.
- Copies of all academic transcripts from high school, college, apprenticeship or other educational and developmental programs must be submitted.
- A complete résumé is required. The résumé should outline the applicant's education and work history; military service; special honors or awards; and involvement in union, civic, community or religious affairs.
- Applicants are required to submit a 250-500 word essay (typed and double spaced). The title and topic must be: "How I Will Use My Founders' Scholarship to Benefit the International Brotherhood of Electrical Workers and the Electrical Industry."
- Materials need not be sent at the same time but all must be postmarked prior to May 1 of the scholarship year.

Selection of Winners

Awards will be based on academic achievement and potential, character, leadership, social awareness and career goals.

The independent Founders' Scholarship Selection Committee will be composed of academic, professional and community representatives. They will examine the complete record of each scholarship applicant to choose the winners. All applicants will be notified, and the scholarship winners will be featured in *The Electrical Worker*.

Responsibility of Each Founders' Scholar

Scholarship winners must begin their studies in the term immediately following receipt of the award or in January of the following year. Each term's earned grades must be sent to the Founders' Scholarship Administrator together with a Founders' Scholarship Progress Sheet. After the first calendar year in the program, and by each August 1 thereafter, the annual Founders' Scholarship paper is due. The paper must be at least 1,000 words on a labor-related topic, covering any aspect affecting the current labor movement or labor history. Scholarships are not transferable and are forfeited if the student withdraws or fails to meet the requirements for graduation from the school. If a serious life situation arises to prevent continuation of studies, the scholarship winner may request that the scholarship be held in abeyance for a maximum of one academic year.

APPLICATION

Please print clearly or type

Name _____

Address _____

Telephone # (____) _____

Email: _____

Birthdate _____

Member of local # _____

Card # _____
On IBEW Membership Card or Dues Receipt

Initiated into IBEW _____
Month/Year

Most recent employer _____

Job classification _____

Work telephone # (____) _____

Proposed field of study _____

Degree expected _____

School (list your first and second choices)
First _____

Second _____

Did you complete high school or receive a GED? Yes No
Send transcripts or other evidence to the Scholarship Committee.

Did you take apprenticeship or skill-improvement training? Yes No
Send transcripts to the Scholarship Committee.

Do you have any education certificates or professional licenses? Yes No
Send evidence to the Scholarship Committee.

Have you taken any college courses? Yes No
Send transcripts to the Scholarship Committee.

Name used on class records _____

The creation of this scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel or halt the IBEW Founders' Scholarship Program at any time and without giving any reason, provided that each scholarship winner already in school under the program will continue to receive the stipends until graduation or the receipt of \$24,000 for undergraduate study under his/her IBEW Founders' Scholarship (whichever comes first).

My signature is evidence that I understand and agree to all the rules governing the scholarship as listed on this application.

Signature _____

Date _____



Mail application materials postmarked prior to **May 1** to:
IBEW FOUNDERS' SCHOLARSHIP COMMITTEE
900 Seventh Street, NW
WASHINGTON, DC 20001

Form 172
Revised 09/12

Facing Opposition, Ill. Sears Techs Ratify First Contract



Sears technician Pierre Powell says his new contract ensures "more fairness now" on the job as a member of Chicago Local 134.

Years of management favoritism, lack of respect on the job and the threat of declining wages had been wearing on hundreds of Sears service technicians in the upper Midwest.

But times are changing. Following a dynamic organizing campaign that tapped the courage of employees and the know-how of seven IBEW locals in and near Illinois, 345 skilled workers are now covered by their first union-negotiated contract.

The new IBEW members—who voted to join Chicago Local 134 in September 2011—ratified the two-year agreement Jan. 20 by a large majority.

"For me personally, it means I can now work with a little more security," said Local 134 member Pierre Powell, who has 33 years on the job. "There's more fairness now."

At the bargaining table, IBEW leaders said that Sears initially put forth a proposal that could have slashed members' pay by as much as 40 percent.

"They played hardball," said Local 134's Rich Murphy, who serves as special assistant to the local's business manager. "It was contentious. But we were able to keep wages at a fair level, introduce the opportunity for bonuses, get a grievance procedure in place and establish seniority. It's a starting point for these employees."

Powell, who was part of the negotiating committee, agreed. "We had a good strategy and showed perseverance," he said. "We spent more than a year working on the contract. As time went on, there was less hostility, and now we have something we can build on."

Both parties agreed to go back to bargain over wages in a year, with rates remaining steady for now. All other tenets of the contract run until Jan. 20, 2015.

Maintaining momentum throughout the negotiation process proved challenging, as the employees are spread out across the top quarter of the state.

But a creative fusion of tried-and-true methods and cutting-edge technology bridged the gap and helped build community and foster dialogue between employees, who perform maintenance and service on everything from dishwashers and home appliances to heavy-duty tractor equipment and more.

Members communicated through online forums, chat rooms and over conference calls—meeting when they could at IBEW locals across the region for strategy sessions.

"The most important factor in our success was the way we used modern technology," Murphy said. "Despite the challenges, it was one of the finest campaigns and bargaining sessions I've ever had the fortune to be a part of."

Murphy said special help from Sixth District International Organizing Coordinator Jeff Radjewski, Region 3 Lead Organizers Mike Green and Steve Fosness and Indiana State Organizing Coordinator Jim Dotson was instrumental.

"From the very beginning, they were involved in this and helped make it a success," Murphy said.

Cooperation and communication among the IBEW locals was crucial, too. Organizer Abe Rodriguez said that numerous locals in Illinois offered space for workers to meet on weekends. "It was a team effort all around," he said.

Read more about the Sears workers' organizing win in the December 2011 issue of *The Electrical Worker*, and watch video testimonies from members at www.YouTube.com/TheElectricalWorker. ■



Anti-Union Forces Gaining Strength in Canada

Late last year, Michigan Gov. Rick Snyder stunned voters by ramming right-to-work legislation through the lame duck legislature, bringing the anti-worker law historically found in the Deep South to a state many consider the historic center of the labour movement.

Now Conservative politicians across the Detroit River are looking to follow in Snyder's footsteps, hoping to deliver a so-called right-to-work law to Canada's largest province.

Tory leader Tim Hudak has signed on to right-to-work legislation aimed at crippling employees' ability to collectively bargain.

"Hudak calls it 'labour market flexibility,' but it's really just right-to-work-for-less," says First District Political Action/Media Strategist Matt Wayland. "And it's a serious threat."

The Tories had been gaining in the polls since Liberal Premier Dalton McGuinty's resignation last fall. His successor, Kathleen Wynne, helped stop the Liberals' free fall and she is now leading Hudak in approval ratings, but right-to-work still remains a real threat to Ontario working families.

Many expect an election as early as spring.

Wayland says the success of organized labour in turning out votes for pro-worker candidates in the 2011 general election has made it a target for Conservatives.

The 1946 Rand formula—authored by former Supreme Court Justice Ivan Rand to help end the historic Windsor Ford strike—provides for automatic dues-check across Canada. Workers are not required to join a union, but they do need to pay dues if covered by a collective bargaining agreement.

Ontario Federation of Labour President Sid Ryan writes on the Huffington Post that under the formula: "Membership is not mandatory, but dues are. Mandatory dues are reasonable given that the union is responsible for negotiating on behalf of all employees. Since everyone in the workplace benefits, everyone must contribute."

The Supreme Court of Canada has upheld the Rand formula, ruling that it does not violate Canadians' constitutional right of freedom of association.

Behind the right-wing's talk of workers' choice, says First District International Vice President Phil Flemming, is the Conservatives' real goal: turning Ontario into a low-wage haven.

"You only have to look at the U.S. to see that whenever a state passes right-to-work, low wages are sure to follow," he says. "We want to raise living standards

for working families, not lower them."

Based on U.S. statistics, workers in states with right-to-work laws earn on average approximately \$5,500 (U.S. currency) less a year than workers in states without these laws.

Federal Tories are also jumping on the right-to-work bandwagon. Last December, Ontario MP Pierre Poilievre became the first politician to raise national right-to-work in decades. He says it is one of his top legislative goals.

Prime Minister Stephen Harper has stated that right-to-work is not on the government's agenda, but with Poilievre

considered one of the most influential legislators in Ottawa, union activists aren't taking anything for granted.

"We're educating our members on the grassroots level, reminding them of the value of a union contract and how right-to-work threatens all that," says Wayland. "Without a strong labour movement there is no countervailing pressure to big business."

Regina, Saskatchewan, Local 2067 Business Manager Neil Collins says the ruling right-wing Saskatchewan Party is waiting to see what happens on the federal level before opening up discussion

of provincial right-to-work legislation.

"Right-to-work is still too extreme here at the moment, but they are definitely looking to see what happens in the rest of Canada," he says.

Meanwhile, another anti-labour bill, C-377, has moved one step closer to becoming federal law. The legislation would force unions to publically disclose all financial transactions—from office supply purchases to salaries—creating onerous reporting requirements for labour.

All information will be posted to a government Web site.

Excluded from the legislation are

other dues-paying membership organizations, including C-377 supporters Merit Canada and the Canadian Federation of Independent Businesses. Vice President Flemming says it is not a coincidence.

"Merit Canada is an anti-union group ... which employs about 60,000 workers," he wrote on the Huffington Post. "Don't they stand to benefit from the government forcing unionized work forces to open their books for everyone to scrutinize under the guise of transparency?"

More information on Bill C-377 is available at www.workersbuildcanada.ca. ■

Les forces anti-ouvrières prennent de l'ampleur au Canada

Le gouverneur du Michigan, Rick Snyder, a étonné les électeurs à la fin de l'année dernière, en faisant adopter le projet de loi baptisé « droit au travail » durant la session de fin de mandat; cette législation anti-ouvrière, que l'on retrouvait historiquement dans le Sud, est maintenant instaurée dans l'État que plusieurs considèrent comme le centre historique du mouvement syndical.

Maintenant, des politiciens conservateurs de l'autre côté de la rivière Détroit, veulent suivre l'exemple de Snyder, en amenant cette législation dite « droit au travail » dans la principale province du Canada.

Le chef conservateur ontarien Tim Hudak appuie la législation du « droit au travail » qui porte atteinte à la capacité des travailleurs de négocier collectivement.

« Hudak prétend que cela créera plus de flexibilité dans le marché du travail, mais ce que cela signifie vraiment, c'est que les individus auront [le droit au travail à un salaire moins élevé]. C'est une menace très sérieuse » déclare Matt Wayland, stratège médiatique/action politique pour le Premier District.

Les conservateurs avaient fait des gains dans les sondages depuis la démission de Dalton McGuinty, chef du parti libéral et premier ministre de l'Ontario, l'automne dernier. L'arrivée de Madame Kathleen Wynne, qui lui a succédé, a contribué à freiner la chute libre des libéraux et elle a devancé Hudak dans les cotes de popularité, mais la législation du droit au travail demeure toujours une menace pour les familles de travailleurs de l'Ontario.

Plusieurs s'attendent à des élections dès ce printemps.

Selon le confrère Wayland, c'est suite au succès remporté par les syndicats qui avaient incité leurs membres à aller voter pour les candidats favorables aux travailleurs, lors de l'élection de 2011, que les conservateurs ont décidé de cibler les syndicats.

En 1946, le juge Ivan Rand de la Cour Suprême, qui agissait comme arbitre, a tranché le litige historique entre le patron et les travailleurs de Ford à Windsor dans une décision qui rendait le précompte des cotisations obligatoire dans l'ensemble du Canada. Les travailleurs n'ont pas l'obligation d'adhérer au syndicat mais doivent payer les cotisations s'ils sont régis par une convention collective.

Le président de la Fédération du travail de l'Ontario, Sid Ryan, écrivait dans le *Huffington Post* que dans le cadre de la formule, « l'adhésion syndicale n'est pas obligatoire, mais tous les travailleurs doivent payer des cotisations. Le fait que le syndicat négocie une convention collective pour tous les employés constitue une bonne raison pour une cotisation obligatoire. Étant donné que tout le monde au travail bénéficie de ces avantages, tout le monde doit contribuer ».

La Cour Suprême du Canada a reconnu la validité de la formule Rand, considérant qu'elle n'enfreint pas le droit constitutionnel à la liberté d'association des Canadiens.

« Derrière les propos de la droite pour le choix des travailleurs se cache le véritable objectif des conservateurs : transformer la province en une zone à bas salaires » affirme Phil Flemming, Vice-président international du Premier District.

« Vous n'avez qu'à regarder aux États-Unis pour constater que chaque

fois qu'un État adopte la législation du droit au travail, les travailleurs sont confrontés peu de temps après, à une baisse des salaires. Ce n'est pas ce que nous voulons. Nous cherchons plutôt à accroître le niveau de vie des familles de travailleurs » ajoute-t-il.

Selon des statistiques américaines, les travailleurs oeuvrant dans les états ayant adopté le droit au travail, gagnent en moyenne près de 5,500 \$ de moins par année que les travailleurs des autres états où ces lois n'ont pas été instaurées.

Les conservateurs fédéraux ont aussi décidé d'emboîter le pas dans cette direction. Au mois de décembre, le député fédéral Pierre Poilievre est devenu le premier politicien à parler ouvertement du droit au travail depuis des décennies. Il a déclaré que c'était un de ses principaux objectifs législatifs.

Le premier ministre Stephen Harper a affirmé que la question du droit au travail n'était pas sur le programme du gouvernement, mais avec la sortie de Poilievre, qui compte parmi les législateurs les plus efficaces à Ottawa, les activistes syndicaux ne tiennent rien pour acquis.

« Nous éduquons nos membres au niveau local, en leur rappelant la valeur d'une convention collective et comment la législation du droit au travail pourrait menacer tous les avantages qu'elle contient. Si le mouvement ouvrier n'est pas assez fort, qui pourra mettre de la pression sur les grandes entreprises ? » précise le confrère Wayland.

Le gérant d'affaires de la section locale 2067 de Regina, Neil Collins, mentionnait que « le Parti saskatchewanaï (Saskatchewan Party), le parti de droite présentement au pouvoir, attend les

résultats des démarches au niveau fédéral avant d'ouvrir un débat sur la législation provinciale du droit au travail ».

« La loi du droit au travail est encore trop extrême ici actuellement, ils attendent certainement de voir ce qui se passera dans le reste du pays », poursuit-il.

En attendant, un autre projet de loi anti-ouvrière, appelé C-377, a franchi une autre des étapes requises dans le processus pour devenir une loi fédérale. Cette législation obligera les syndicats à rendre publiques toutes leurs transactions financières, de l'achat de fournitures de bureau aux salaires, ce qui leur créera une obligation très coûteuse.

Toute l'information sera affichée sur un site internet du gouvernement.

« D'autres organisations dont les membres paient des cotisations ne sont pas visées par cette législation, notamment les entrepreneurs appartenant aux associations d'entrepreneurs Merit Canada et la Fédération canadienne de l'entreprise indépendante, des partisans du projet de loi C-377. Ce n'est pas une coïncidence », souligne le Vice-président Flemming.

Il écrivait ce qui suit dans le *Huffington Post* : « Merit Canada est un regroupement anti-syndicaliste qui représente des associations de construction provinciales à ateliers ouverts qui emploient plus de 60,000 travailleurs. N'ont-ils pas intérêt à ce que le gouvernement oblige les syndicats à ouvrir leurs livres, ce qui permettra à tout le monde de les examiner attentivement sous le couvert de la transparence ? »

Consultez le site www.workersbuildcanada.ca pour obtenir plus de renseignements sur le Projet de loi C-377. ■

Transitions

Circuits

RETIRED
Rick Tira

Fifth District International Representative Rick Tira retired March 1 after more than three decades of service to the IBEW.

A California native, Brother Tira moved to the Mississippi Gulf Coast in 1970. Looking for work after being discharged from the U.S. Navy, where he was trained as a nuclear power electrician, his stepfather suggested he check out the IBEW union hall at the Pascagoula Shipyards. "He was a union tradesman at the shipyard and told me the IBEW was the way to go," he says.

Tira was initiated into Pascagoula Local 733 in 1974. An outspoken activist at work, he was asked by the chief steward to serve as one of his assistants. "I got a badge and a 'How to be a Steward' pamphlet and got to work," he says.

Politically active, he served as chairman of his local's COPE committee. In 1987, he was elected business manager.

"Pascagoula is a busy place, and there was always something going on," he says. As business manager, Tira was responsible for jointly bargaining with the 13 other shipyard unions that made up the Metal Trades Council, AFL-CIO.

In 1997 he was appointed International Representative by then International President J.J. Barry. His primary task was organizing—internal and external. "We're in the middle of the right-to-work Deep South, so we always have to keep an eye on making sure we organize members at places with contracts," Tira says.

His main focus was on professional and industrial organizing, helping to win representation for more than 300 workers at Howard Industries, a lighting plant in Laurel, Miss.

"Being a labor activist in the South, you are faced by political opponents every direction you turn," Tira said. "But it's worth it for the good things unions bring workers."

Tira says he looks forward to getting back into some of his hobbies, which include amateur astronomy. A life-long science buff, he says he is considering returning to school for a degree in physics or astrophysics.

He and his wife, Wanda, have one daughter, Michelle Tira, who is also a Local 733 member, and four grandchildren.

On behalf of the union membership, the officers and staff wish Brother Tira a happy, healthy and enjoyable retirement. ■

Knoxville Leaders Honor
IBEW with Street Naming

Generations of community service to Knoxville and surrounding Knox County were recognized in December when mayors of both jurisdictions named streets in honor of IBEW Local 760.

For men and women whose bread and butter depends upon taxpayer-funded electrical construction projects at the Tennessee Valley Authority, the University of Tennessee and maintaining municipal utilities, practicing solidarity has always extended far beyond their own ranks.

"We don't just write checks when groups in our community and our leaders ask for help, we put boots on the ground," says George Bove, business manager of Knoxville Local 760.

It was out of respect for his local's 85-year tradition—including helping to construct the 1982 World's Fair—that Bove asked Knoxville Mayor Madeline Rogero and Knox County Mayor Tim Burchett and their legislative bodies to rename streets in honor of Local 760.

The Knoxville City Council approved the renaming of Rosemond Drive as "Honorary IBEW 760 Drive" in December. A permanent name change is in the works. And a street in Knox County is also being renamed.

"Both mayors are friends of Local 760 and were happy to show it," says Bove, whose local members stay visible on projects from ringing bells for the Salvation Army to wiring houses for Habitat for Humanity—more than 20 to date—and dozens of other civic endeavors.

"We have a very active and giving group that belongs to organized labor," says Rogero. IBEW and other unions, she says, are major contributors to the city's United Way campaign and they encourage their members to be involved in



Knoxville Local 760's service to the city and surrounding Knox County were honored by street signs in both locales.

schools, PTAs and other institutions.

While the naming of streets is all about symbolism, Bove says the relationship between the mayors, the IBEW and local labor unions has contributed to building a consensus that is productive and durable. That, he says, is not easy in a right-to-work state where anti-union politicians hold a lot of sway.

Rogero agrees. However, the Florida-born daughter of a union plumber who started his own business but kept paying his dues, says, "One of the things I love about city government is that it's nonpartisan. Potholes and economic development are not partisan. We need common-sense solutions to problems."

Local newspapers praised Rogero, an urban planner by training, for negotiating an innovative fix to the city's pension liabilities for public workers, including firefighters, police officers and general government employees.

"It was important to have the trust of employee representatives and to be totally honest about the realities of the situation we were in and the role of public opinion in coming up with solutions," says Rogero, who brought together unions, managers and local business leaders.

Rogero faced down pressure during the pension negotiations from other political leaders and citizens who wanted to gut public pensions and weaken unions.

Bove says Knoxville was once a "union town, tried and true," but things have changed. "Mayor Rogero had heat on her like nobody. She sleeps on a bed of nails and the firefighters and other unions love her for it." Rogero participated in seven city council workshops to sharpen the dialogue over the city's fiscal future. Then, she says, "We had to go out and sell our solution to the public."

A frequent guest at functions sponsored by IBEW and signatory contractors, Rogero says, "It's great to see labor and management working well together and continuing to invest in Knoxville." She praises the labor-management partnership for installing electric vehicle charging stations at nine locations in the city and supporting her efforts to replace blighted properties with new development.

As Knoxville residents get used to traveling on IBEW 760 Drive, Bove, a member of the United Way's board of directors, says he will always be looking for more opportunities to do the right thing in Knoxville.

"Our members go to church or see their neighbors in the grocery store. We are part of this community, part of a family," Bove said.

Rogero, who successfully lobbied to extend the city's nondiscrimination ordinance to cover sexual orientation and gen-

Hawaii's First-Ever
Lineman Rodeo

More than 300 linemen took part in this year's Lineman's Rodeo in February, in Kona, Hawaii. This marked the first time the annual contest was held in the Aloha State. Honolulu Local 1260, along with Hawaiian Electric Company, Hawaii Electric Light Company and Maui Electric Company served as sponsors.

der identity, still draws inspiration from her early 20s when she volunteered to work with Cesar Chavez's United Farmworkers. She says, "It was a truly wonderful experience for someone [that age] to be aware of other cultures and have the opportunity to help workers have a dignified life and support their families." ■

Michigan Training Center
Recognized by County
Officials

It's no secret: the best training in the electrical industry can be found at your local IBEW-NECA training center.

Business leaders and local officials in Metro Detroit agree. In February, the Southeastern Michigan IBEW-NECA Electrical Industry Training Center was recognized with the Macomb County Business Award for Workforce Development.

"We are humbled and honored to receive the award that acknowledges our contribution to world-class training of the finest electricians in the region," says Training Center Director Gary Polulak.

The award was presented by Macomb County Executive Mark Hackel. He says the awards celebrate organizations and businesses that improve life in the county.



The Southeastern Michigan IBEW-NECA Electrical Industry Training Center was this year's winner of the Macomb County Business Award for Workforce Development. Center staff, from left, are Gary Polulak, training director; Andy Dueweke, Marty McLean, Jodi Sheppard, Beau Burton; Kathy Devlin, Tom Bowes, Barry Brunke and Kathy Price.

The center beat out more than 40 other nominees.

"We know the training at our facility sets our members apart and provides our customers with the best experience and productivity on the job," says Detroit Local 58 Business Manager Michael Richard.

Like most IBEW training centers, the Macomb County facility boasts programs in nearly every aspect of the electric industry, including offerings in renewables like solar and wind and energy conservation technologies such as advanced lighting controls.

With the domestic auto industry making a comeback and Southeast Michigan increasingly a center for advanced manufacturing, the IBEW and NECA play a vital role in supplying skilled electricians to keep the industry moving forward. Macomb County, the third-biggest in the state, borders Detroit and is the historic home to the tool and die industry.

"We are committed to training to meet industry demand and to give our members and contractors an ongoing edge in the market," Richard said.

More information on Local 58 is available on www.poweringmichigansfuture.com. ■

ANNUAL FUNDING NOTICE for National Electrical Benefit Fund

Introduction

This notice includes important information about the funding status of the National Electrical Benefit Fund (“the plan” or “NEBF”) and general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the plan is terminating. In fact, despite the difficult economic times and the market losses in 2008, the plan has substantially rebounded. As a result, the plan is in sound financial condition and is considered a “green zone” plan (rather than a plan in endangered or critical status). This notice is provided for informational purposes and you are not required to respond in any way. This notice is for the plan year beginning January 1, 2012 and ending December 31, 2012 (“plan year”).

How Well Funded Is the NEBF?

Under federal law, the plan must report how well it is funded by using a measure called the “funded percentage.” This percentage is obtained by dividing the plan’s assets by its liabilities on the Valuation Date for the plan year. In general, the higher the percentage, the better funded the plan. Your plan’s funded percentage for the plan year and each of the two preceding plan years is set forth in the chart below, along with a statement of the value of the plan’s assets and liabilities for the same period.

Funded Percentage			
	2012 Plan Year	2011 Plan Year	2010 Plan Year
Valuation Date	January 1, 2012	January 1, 2011	January 1, 2010
Funded Percentage	84.87%	87.56%	86.05%
Value of Assets	\$12,055,503,524	\$12,081,071,780	\$11,647,332,263
Value of Liabilities	\$14,204,941,551	\$13,797,816,770	\$13,534,912,452

The funded percentage and value of assets shown above reflect the election of funding relief under the Preservation of Access to Care of Medicare Beneficiaries and Pension Relief Act of 2010.

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date for the plan year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values that are designed to smooth out those fluctuations for funding purposes. The asset values below are market values and are measured as of the last day of the plan year, rather than as of the Valuation Date. Substituting the market value of assets for the actuarial value used in the above chart would show a clearer picture of a plan’s funded status as of the Valuation Date. The fair market value of the plan’s assets as of the last day of the plan year and each of the two preceding plan years (to match the Valuation Dates) is shown in the following table:

	December 31, 2012	December 31, 2011	December 31, 2010
Fair Market Value of Assets	\$11,000,924,477	\$10,046,252,937	\$10,345,846,338

Critical or Endangered Status

Under federal pension law a plan generally will be considered to be in “endangered” status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in “critical” status if the percentage is less than 65 percent (other factors may also apply). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the trustees of the plan are required to adopt a rehabilitation plan. Rehabilitation and funding improvement plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time.

NEBF was not in endangered or critical status in the plan year.

Participant Information

The total number of participants in the plan as of the plan’s Valuation Date, January 1, 2012, was 491,919. Of this number, 214,279 were active participants, 119,028 were retired or separated from service and receiving benefits, and 158,612 were retired or separated from service and entitled to future benefits.

Funding and Investment Policies

Every pension plan must have a procedure for establishing a funding policy to carry out plan objectives. A funding policy relates to the level of assets needed to pay for benefits promised under the plan currently and over the years. The funding policy of the plan is to ensure that the employer contributions to the plan, coupled with long-term investment returns, will keep the plan financially secure and permit the plan to meet all current and future liabilities. The Trustees have determined that the 3% of gross labor payroll contribution rate will continue to satisfy this funding policy.

Once money is contributed to the plan, the money is invested by plan officials called fiduciaries, who make specific investments in accordance with the plan’s investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning investment management decisions. The investment policy of the plan is to select a diversified investment portfolio designed to balance risk and return, and to hire or contract with professional investment staff and advisers to ensure that the allocation of investments are prudent and that the individual investment funds and managers are achieving the goals established by the plan.

Under the plan’s investment policy, the plan’s assets were allocated among the following categories of investments, as of the end of the plan year. These allocations are percentages of total assets:

Asset Allocations	Percentage
Cash (Interest bearing and non-interest bearing)	0.38%
U.S. Government securities	7.82
Corporate debt instruments (other than employer securities):	
Preferred	–
All other	9.38
Corporate stocks (other than employer securities):	
Preferred	0.55
Common	22.12
Partnership/joint venture interests	19.39
Real estate (other than employer real property)	0.01
Loans (other than to participants)	0.68
Participant loans	–
Value of interest in common/collective trusts	28.99
Value of interest in pooled separate accounts	0.73
Value of interest in master trust investment accounts	–
Value of interest in 103-12 investment entities	–
Value of interest in registered investment companies (e.g., mutual funds)	2.92
Value of funds held in insurance co. general account (unallocated contracts)	–
Employer-related investments:	
Employer securities	–
Employer real property	–
Buildings and other property used in plan operation	–
Other	7.03

For information about the plan’s investment in any of the following types of investments as described in the chart above—common / collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities—contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300.

Right to Request a Copy of the Annual Report

A pension plan is required to file with the U.S. Department of Labor an annual report called the Form 5500 that contains financial and other information about the plan. Copies of the annual report are available from the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. For 2009 and subsequent plan years, you may obtain an electronic copy of the plan’s annual report by going to www.efast.dol.gov and using the Form 5500 search function. Or you may obtain a copy of the plan’s annual report by making a written request to the plan administrator. Individual information, such as the amount of your accrued benefit under the plan, is not contained in the annual report. If you are seeking information regarding your benefits under the plan, contact the plan administrator identified below under “Where to Get More Information.”

NATIONAL ELECTRICAL BENEFIT FUND FUNDING NOTICE *continued on page 20*

Local Lines

Photos Reminder

We want to print the photos you submit. Sometimes we can't—usually because they do not have a high enough resolution or pixel size. Due to deadline pressures and the volume of articles and photos processed each month, we may be unable to alert you in time for you to resubmit another photo. To ensure your photographs are publishable, please remember the following:

- The best way to tell if your photograph is of a high enough quality to print is by looking at the pixel width and resolution. Generally, photos should not be less than 2,200 pixels wide at 300 dpi. Most computer programs have a "Properties" tab you can use to check pixel width and file size.
- Another good indication of image quality is file size. Typically the file size should be listed in megabytes (MB). A file size listed in kilobytes (kb) is generally too small.
- Just because a photo looks good on screen doesn't necessarily mean it will be large enough for print publication.
- If the image is too big, we can reduce the size. If it's too small, we can't enlarge it without pixilation, which compromises clarity. Err on the side of sending a larger photo.
- Cameras also have adjustable settings for photo resolution. For print quality, camera settings should be set to an image size of 5 M (megapixels) or higher. If you're unsure about the settings, a good rule of thumb is to set the camera to the highest quality setting it allows.
- Cellphone photos may be acceptable, depending on the phone model. Smartphones (iPhone, Android and Windows) usually produce files that are high enough in quality as long as the original file is sent. Blackberry and other non-smartphone photographs are too low in quality to be printed.
- We still accept print photos. If you send in a print, please note on the back of the photo if you'd like us to return it and include a self-addressed, stamped envelope.

We don't want you to be disappointed if your image appears blurry or if your photo is not usable. If you have any specific questions about your images, please call (202) 728-6291 or e-mail us at locallines@ibew.org.

Several Projects Ramping Up

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Hello, brothers and sisters. As usual, work in our area declined during the winter months. However, a few projects will be ramping up in the spring, which should decrease the numbers on our book. Monroe Power House, Davis Besse, and Fermi are all expected to be putting members to work.

The annual Local 8 Dinner Dance will be April 6. All members and their guests are encouraged to spend an enjoyable evening with fellow brothers and sisters.

It is with great sadness that I report the passing of retired Local 8 business agent Bill Benner. Bill passed away Saturday, Feb. 2, surrounded by his family. He will be deeply missed.

While we have a proactive staff at the union hall, they need our help. Please be aware of any and all construction work taking place in our jurisdiction. If you see construction or electrical work going on, please contact the union hall. A simple phone call could lead to more work opportunities for our contractors and members.

Remember to work safe.

Bryan Emerick, P.S.

Union Skills Aid Community

L.U. 16 (i), EVANSVILLE, IN—IBEW Local 16 once again took the lead in serving the disabled of the tri-state by using its skills at the Ritzzy's Fantasy of Lights. This premiere seasonal event will fund 3,280 rehabilitation therapy sessions for handicapped children and adults in the coming year. A total of 12,493 vehicles paid admission to drive the loop through the picturesque light show. That allowed Easter Seals to have its second best year ever (\$157,466 for 2012), and brought the total raised to over \$2.53 million since 1994. Thanks to all those who supported their union and the community by helping this worthy cause.

Contractors and union leadership have been meeting on a regular basis through the Labor-Management Cooperative Committee. Hopefully this will build a stronger relationship between the partners and allow IBEW-NECA to expand its message to a larger customer base.

Local 16's Political Action Committee gets together at 6 p.m. on the second Tuesday of each month. By holding a golf scramble, a corn hole tournament, and selling meals before regular union meetings, they have been able to raise funds for

candidates who value working people. Come to the hall and help them help you.

Donald P. Beavin, P.S.

Fundraiser a Success

L.U. 22 (i,rts&spa), OMAHA, NE—Local 22 held a fundraiser in early January for the survivors and victims of the Sandy Hook, CT, shootings. A chili feed and shirt sale raised \$4,000, which was deposited into the United Way account to be used by people of the town for their needs. Thanks go to Bob Sidzyk, Stan Elsassner, Gary Kelly, Tony Sidzyk, Greg Cismoski and Tim Heavey for their time and work. Tickets and shirts were sold at our Data Center project and everyone put in a solid effort.

Our residential agreement was opened for negotiations this past winter. Negotiations took place in January and an agreement was ratified and approved by our residential members. As always, there was some give and take, but our negotiating team did solid work and it is a good contract. At this writing, inside wireman negotiations were scheduled to start soon. Hopefully the economy will be strong enough to support raises.

We had a good turnout from our labor force in the November 2012 elections. As a result, labor-supported candidates gained or held on to seats in the Nebraska Legislature. This is helpful to us in the ever-so-important political arena.

Chris Bayer, P.S.

Market Recovery Program

L.U. 24 (es,i&spa), BALTIMORE, MD—At this writing Local 24 and all other area Baltimore building trades are experiencing very high unemployment. The Great Recession has been as real here as anywhere else in the Brotherhood. Our inside construction contractors continue to bid in a very difficult environment. One bright spot has been the success of the Regional Market Recovery Program, which our nonunion competition has no answer for. Those contractors utilizing this agreement have been successful on those construction projects whose square footage is less than 200,000 square feet. We have granted all variances of this agreement requested by our employers to date.



Local 24's team of volunteers included, from left: Richard Michael, Larry Broadwater, Rick Wall, Norman Bage, Michael Berg, Steve O'Brien and Russell Mills.

The National Junior Olympics fencing competition was held at the Baltimore Convention Center Feb. 15-18. This is an event for high school and college athletes and is a recruiting event for the U.S. Olympic Development Program. Local 24 member Mike Oles has been very active in this association and requested Local 24 volunteers to help facilitate the event this year. I thank Bros. Richard Michael, Rick Wall, Russell Mills, Roland Broadfoot, Charles Uzzell, Brian Lash, Larry Broadwater and Sister Connie Williams for their help over the three-day event.

Roger M. Lash Jr., B.M.

Union Golf Outing & Picnics

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—It's finally springtime in Washington, D.C.! Preparations have begun for our golf outing, and our picnics are on the horizon as well! The golf outing will be Monday, June 3. Be sure to send in your registration form before May 13. The registration forms can be found in the quarterly magazine or online at www.ibewlocal26.org.

The Manassas, VA, picnic will be Saturday, June 8; and the Edgewater, MD, picnic will be Saturday, Aug. 3. Mark your calendars for these wonderful, fun-filled events!

With regret we report that several members passed away recently: Nicholas M. Holder, Bernard J. Casey, Jeffrey W. Barham, David M. Leesnitzer, Michael D. Grady, Boris Petrow, Paul E. White, Robert L. Myers and William R. Cleland. Our condolences go out to their families.

Trade Classifications

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

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.

Congratulations and best wishes to new retirees: John M. Brown, Russell A. Curry Sr., James J. Quinn, Michael B. Loan, Anthony B. Long, James D. Purdy, Thomas A. Seitz, William S. Trapp, Blandin Mozon, Roger White, Stephen C. Baker, Richard E. Daniels, Hudson L. Lancaster, Cary W. Lemons, Joseph H. Virtue, Harold A. Brooks, Daniel J. Bowman, John A. Daniels Jr., Earl Greenberg, Joseph A. Kellington, Lloyd L. Roberts, Stephen F. Rottmann, Morris Safa, Robert B. Smith, John Honigsberg, Fred Hudson Jr., Charles H. Veney and Anthony Zancan Jr.

Charles E. Graham, B.M.

Career of Union Service

L.U. 34 (em,i,rts&spa), PEORIA, IL—Longtime Bus. Mgr. Michael T. Everett, a relentless advocate for labor, will retire his post effective June 2013. Since 1998, Mike's good judgment has led Local 34 through the minefield upon which organized labor is forced to operate. Additionally, Mike has led our regional Building Trades Council and Labor Council for years of unprecedented cooperation and effectiveness. He continues to lead the effort to renovate the historic Peoria Labor Temple. The labor movement in central Illinois owes much to him. But the labor movement is not done with him yet. Mike will remain active in Local 34 and central Illinois labor for years to come. Thank you, Bro. Everett!

Elections will be held in June for: business manager, president, vice president, recording secretary, treasurer, five Executive Board seats and three Exam Board seats. The exact Saturday will be determined by the election judges. There will be polling places in Peoria and Quincy. Take time to get to know the brothers and sisters running for office. For the most part these jobs can be thankless and are done as a service to the membership. Please support your candidates of choice with your very important vote.

Mark McArthy, Sec.-Treas.



Bus. Mgr. Mike Everett,
Local 34

Work Picture is Steady: Multiple Projects Underway

L.U. 38 (j), CLEVELAND, OH—Work has remained steady with our bigger projects such as the Medical Mart/Convention Center, the East Bank Flats project, Thistledown Racino and Fairview Hospital still employing many members. The Eaton and Southerly jobs, which have also employed many of our members, are nearing completion and are slowing down—but they have been offset with hiring from several other contractors including Summit Electric at the new Giant Eagle store, Arrow Electric at the Hanna Apartment complex, and Walker Electric at GM. (See photo below taken at Int'l. Airport project.)

Ullman Electric has the Target store's remodel. Members are reminded to patronize Target stores because they use union labor along with Giant Eagle and Heinen's grocery stores. Also remember that all Burlington Coat Factory projects in our area have been built with union labor.

Reminder: The Wiremen's Credit Union meeting/dinner dance will be April 20 and all members are encouraged to attend. Reservations are necessary and can be made by calling the credit union.

Dennis Meaney, B.M./F.S.

Safety Training & Certification Course

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—Local 42's work picture is still very slow for the distribution sector. Substation, transmission and railroad work are steady. The 2012 storm recovery efforts provided work, but we still are in need of steady work. We hope work picks back up in early spring. After a long hard battle, our brothers and sisters from Locals 420 and 457 settled contract negotiations with Connecticut Light & Power. At this writing, we are waiting for CL&P to release new work for this year.

Local 42 Membership Development representatives have been busy with "BA" contract negotiations with Lewis Tree Service Inc. They also filed a NLRB petition for election with Lucas Tree in an effort to secure a "BA" contract with that company.

The Occupational Safety & Health Education Department holds Safety Training classes most weekends. The NorthEastern Joint Apprenticeship & Training requires all apprentices to have a CIC Certification; this is a crane certification course. Apprentices need this in order to top out and

become an official journeyman lineman. CIC Certification is recognized in some states although not all. States that recognize this certification include New Jersey, New York, Pennsylvania and Connecticut (which accepts CIC for 5-ton crane operation and under). All Local 42 members can sign up for this course through N.E.A.T. For more information call the OSHE Dept. at 860-643-4048.

Local 42 events for 2013 include: the Apprentice Graduation/Dinner Dance—April 13; the Annual Motorcycle Run—May 18; a Dinner Cruise—June 15; and the Annual Family Picnic—Aug. 24.

Jacquelyn Moffitt, P.S.

Organizing Through Education

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA—Local 46 has adopted an innovative organizing tool, using education as an outreach to unrepresented electricians. We began a continuing education program at our union hall more than three years ago by offering free classes for members and reduced-cost classes for unrepresented electricians. This allowed us to initiate contact with potential future members throughout our jurisdiction. These class opportunities result in earned trust of unrepresented workers through the demonstrated value that IBEW places on education and training as well as the formation of classroom relationships with fellow union electricians.

This outreach proved so successful that in spring 2012 we introduced an Associate Membership program to further expand our contact with unrepresented electricians. For \$25 per year, associate members receive free CEU classes, a newsletter, and free legal representation if they have any wage or benefit issues with their employer. Currently Local 46 has approximately 200 associate members and the program continues to grow!

This Associate Member program, among other organizing activities, should place Local 46 in an excellent position to increase union density and market share. The work picture is forecast to continue improving through the rest of 2013 with more projects expected to start manning up in 2014.

Angela Marshall, Rep.

Celebrating 100 Years of Solidarity

L.U. 48 (c,em,i,rtb,rts&st), PORTLAND, OR—Since being chartered on May 21, 1913, IBEW Local 48 has grown to more than 4,000 members within our jurisdiction of northwest Oregon and southwest Washington.

We invite you to our 100th Anniversary Gala, with keynote speaker Int. Pres. Edwin D. Hill, at the Portland Ballroom of the Oregon Convention Center for dinner, entertainment and dancing on Friday, May 17. We are honored to host this once-in-a-lifetime celebration and lead our amazing local into a future that is limitless. Visit www.IBEW48GALA.com for details. We hope you will join us in "Celebrating the Past and Empowering the Future."

Also this May, you and your family will be able to visit the Oregon Historical Society exhibit "100 Years of a Powerful Partnership," featuring IBEW Local 48 and Oregon-Columbia Chapter of NECA. The exhibit will be an excellent experience for your family. Visit www.OHS.org for details. Exhibit dates are May 13 – Aug. 5, 2013.

Robert Blair, P.S.

Local Union Election

L.U. 68 (i), DENVER, CO—Brothers and sisters, I am sad to report that as of Feb. 22, Labor's Community Agency has closed. If you have been donating on a regular basis through your banking institution or through payroll deductions, please issue a "stop order."

Local union elections are just ahead! Please watch your mailbox for incoming mail from your local union. You should have recently received a copy of our new bylaws. If not, please contact the local union office to assure that we have your correct address on file. (See Article XV, Section 5, of the bylaws.) Also, note that there is a completely changed Article III, regarding officer elections. In accordance with that article, the officer elections will be accomplished by 100 percent mail-in balloting. Notifications and timeline information will be in your mailbox soon!

Please take time to read your ABCs: the agreement, the bylaws and the constitution!

We look forward to seeing you at your general membership meetings!

We extend deepest sympathy to the families of recently deceased members: William W. Carr Sr., Lanny J. McIntyre, Russell J. Cram, Dennis O. Selby, Franklin O. Weddig, James D. Pierce Sr., Richard L. Dahlberg, Ray A. Pacheco, Joseph A. Benenate Jr., Albert K. Farnham, L. Douglas Spitzer, James O. Jeltema, Robert D. Choury, James D. Jeanelle, Harold S. Pranger, Robert E. Shelton, James E. Thompson, Hilmer "Gus" E. Swanstrom, James E. Massaro and Jacob M. McPhie.

Ed Knox, Pres.

'Super Bowl, Super City'

L.U. 130 (i), NEW ORLEANS, LA—The business manager and officers of Local 130 thank all the brothers and sisters who helped make the 2013 Super Bowl and Mardi Gras a success. Thanks to all of those who worked at the Superdome, the streetcar line, the convention center and the casino, and those who did set work and all of the remodel work at the hotels—you made our city shine. When the lights went out in the Superdome, at no fault of ours, it was the IBEW that got the lights and equipment back on for one of the best games in Super Bowl history. Congratulations to Baltimore Local 24 and the Ravens on their championship.

Work has slowed some with the nuclear plant and Super Bowl work ending. At this writing, we are still waiting for word on the VA Hospital, which will be one of the largest construction projects ever in New Orleans. As many of you know, if you have had a VA facility in your jurisdiction, not many have gone our way. We have spent much time with our political allies and contractors, and will continue to try everything we can to make VA work a reality for our union brothers and sisters.

Chad Lauga, P.S.

Training Curriculum Updates

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—Our Training Center is updating its curriculum to meet our current and future needs. Nineteen new welding booths are being added to prepare our members for welding certification for refinery and photovoltaic array work—in particular, a 60-acre facility slated for O'Hare Field. Other classes include: training in wireless lighting controls; instruction in computerized



Local 38 members working for Fisk Electric at Cleveland Hopkins International Airport on the new FAA air traffic control tower job: Nathan Hannaford (left), Rick Harrison, Jack Kuhl, Tim Ponting and Dan Skinner.

Local Lines

building control systems for commercial work; and lighting, audio/visual and stage rigging certification for the exhibition industry at McCormick Place.

Additional plans include: a stand-alone building that will house the power for an outdoor 25 KW ground mounted photovoltaic welding lab, and store power from an on-site 80 foot 5 KW tilt-up wind turbine; a 15 KW roof mounted working photovoltaic lab; a 15 KW solar carport; a 100 foot cell phone tower for training and certification; plus an addition to our existing facility.

In other news—we ratified a first contract with Sears representing over 300 appliance technicians. [To read more online, see “Facing Opposition, Illinois Sears Techs Ratify First Contract,” IBEW Web site www.ibew.org.] Congratulations to Bus. Reps. Rich Murphy and Organizer Abe Rodriguez for their efforts.

At press time, our 2nd Annual PAC Party was scheduled for March 16. And we look forward to our Helping Hand Fundraiser on April 28. [For more about the Helping Hand Fund, see “Who We Are—Fund Helps Struggling Chicago Members,” *The Electrical Worker*, January 2013, pg. 19.]

Frank Cunningham, R.S.

Work Picture Update

L.U. 158 (i, it, mar, mt&spa), GREEN BAY, WI—Local 158, like many locals in the state, has been quiet in terms of the work picture. There should be some good news in turning that around.

At the time of this writing, a four-week outage at Point Beach Nuclear Plant was scheduled for mid-March. Also, there will be some work at: Schreiber headquarters downtown; the Lambeau Field expansion; Associated Bank’s new headquarters; and at Bayship and Marinette Marine shipyards. Hopefully our contractors will be flush with work.

Once again during the recent holiday season our local members, staff, retirees, contractors and

families were in the giving spirit. Many items were donated to two worthy causes, The Golden House and The Freedom House of Green Bay. These two nonprofits provide lodging, food and support to those who are less fortunate or have nowhere else to turn for help. The generosity of all those who gave was very much appreciated.

Donald C. Allen, B.M.

Minnesota: A Progressive State

L.U. 160 (lctt, o&u), MINNEAPOLIS, MN—The 2012 federal and state elections are finally behind us. Minnesota and the DFL (Democratic-Farmer-Labor Party) fared very well. The Minnesota state House, state Senate and governor’s office are now in DFL control. There were also two ballot amendments that were defeated in Minnesota. Hopefully the Legislature can now get to the business of creating jobs and improving our health-care system. Any talk about Minnesota “right to work” will be off the table for at least two more years. There is also talk among state legislators to amend the state’s constitution to require a “super majority” before making future constitutional amendments.

Local 160 has a great deal of work now and for the foreseeable future. Transmission system and infrastructure upgrades are focused all over Minnesota. Central corridor light rail between Minneapolis and St. Paul is also well under way with other light rail projects coming in the next few years.

In 2012, Bro. Linnie Martin retired as one of Local 160’s outside representatives. Linnie has been an outside representative for nearly 33 years. Thank you, Bro. Martin, for your many years of dedicated service to Local 160 and the IBEW.

Local 160 welcomes Bro. Jon Michels as the newest outside representative. We wish Jon good luck in his new role.

Remember to keep safety an integral part of

any work you do on and off the job.

James P. Brereton, P.S.

Work Outlook is Good

L.U. 222 (o), ORLANDO, FL—Local 222 and the state of Florida enjoyed an extremely mild winter. The good work picture and the nice weather have given us the opportunity to work some travelers and for that we are thankful. The work outlook for the rest of the year looks good. I am sure that when the weather breaks up North, some of the traveling brothers will head home, but we hope to have plenty of local folks to handle the work load.

Local 222 is proud to be sponsoring the first annual Labor Day Bike Ride this year, a two-day ride that will cover quite a bit of the state and various union halls. It is scheduled for Saturday, Aug. 31 and Sunday, Sept. 1. There will be an end-of-ride get-together and celebration both days. If you are interested in riding or just celebrating the brotherhood, contact Willy Dezayas at 305-219-8234.



Baby Colton David Harrell gets a Local 222 welcome.

and wife Brandi, and Colton David Harrell, born Jan. 17 to John Harrell and wife Jaclyn. Congratulations to both families.

William “Bill” Hitt, Pres.

Membership Meeting

L.U. 234 (i&mt), CASTROVILLE, CA—On March 1, Local 234—which covers Santa Cruz, San Benito, and Monterey County in California—celebrated its 43rd anniversary. Happy 43rd, Local 234 members! Local 234 was chartered on March 1, 1970.

At our January general membership meeting, Local 234 was fortunate and honored to have Ninth District Int. Vice Pres. Michael S. Mowrey in attendance. Vice Pres. Mowrey shared some of his insight under “Good of the Union.” The Inside Agreement also had a wage allocation that evening and the membership voted to put \$0.30 to wages and \$0.45 to pension. All in all, it was an impressive start to the New Year.

Andy Hartmann, B.M.

Advanced Training Classes

L.U. 236 (catv, ees, govt, i, mo, rtb&t), ALBANY, NY—Thank you to all of our members who helped out with the 2012 Children’s Christmas Party. This event grows every year, and on this day we had more than 80 children spend the afternoon with us and enjoy a visit from Santa. This has been a great way to bring our members and their

families together for the day to celebrate the holiday season, and we look forward to its continued success.

Employment was rather slow through the winter—but with the announcement of several large projects being planned in our jurisdiction, we hope spring and summer will bring us full employment. Many of our journeymen took advantage of this slow time by attending some of our continuing training courses that were held at the JATC. This winter our JATC offered the Advanced Lighting Controls Course, Teledata Training and OSHA 30 Safety Training. As safety is such an important part of our industry, it was great to see so many of our members take the time to attend the OSHA 30 class. Keep up the good work and we hope everyone enjoys a safe summer.

Michael Torres, P.S.

Organizing the Work

L.U. 280 (c, ees, em, es, i, mo, mt, rts&st), SALEM, OR—The future work picture for our local and for Oregon looks very good. Large projects in Local 48 (Portland, OR), Local 112 (Kennewick, WA) and Local 280 should put local members and many traveling members to work this summer. Also, we cannot forget the smaller work and projects that need to be manned with quality IBEW electricians.

Organizers Bill Kisselburgh and Nate Albertson along with Bus. Mgr. Tim Frew are constantly working with our NECA contractors to compete and capture this important market share. Networking with general contractors, political leaders and grassroots members of the community has paid off with Local 280 prevailing in union percentage throughout our jurisdiction.

As we have taken this work away from the nonunion, we have also taken some of the top nonunion electricians and proved to them that the IBEW is the right choice. With our “Member-to-Member” and other education programs, we have welcomed these fine brothers/sisters and they have rewarded us with trying to organize the open shops in our area.

Remember to attend your union meetings, as discussions for our next contract and bylaws will be the focus by Pres. John Close. Your input is necessary and important for our future.

Work safe and have a great spring!

Jerry Fletcher, P.S.

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\$6.00



Motorcycle Tag Frame

Chrome frame with black IBEW initials. Fits most standard sized license plates.

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



Local 280 new Organizer Nate Albertson works on a “Member-to-Member” project to help educate new brothers and sisters.

Precinct Caucuses & Union History Movie Nights

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—On Jan. 23, Local 292 members voted on and passed changes to our Inside Agreement. The ratified agreement is effective through April 30, 2015, and includes back wages to Jan. 1, 2013.

Work is picking up in our jurisdiction, but we still have more than 400 on our out-of-work book. Thank you to the locals that are providing employment for our traveling brothers and sisters.

The IBEW Local 292 History Committee was recently established, and Union History Movie Nights are at 7 p.m. on the first Tuesday of each month in our new Guy Alexander Conference Room.

Elections for mayors and city council members will be held in November this year; this includes the city of Minneapolis, where all city council members and the office of mayor are up for election.

Precinct caucuses will be held in Minneapolis on Tuesday, April 16. This step is a critical part of the political process. Delegates elected out of the precinct caucuses will advance to the ward and city-wide conventions. Please attend your precinct caucus to do your part to endorse candidates who best represent working men and women and their families. Go to www.ibew292.org/political for more information.

Carl Madsen, P.S.

'Unified Agreement' Ratified

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—In January, 300 IBEW members voted to ratify a single unified agreement with Green Mountain Power and Central Vermont Public Service. The complete process was 10 months in the making. Congratulations go out to members of the committee who sacrificed their time and energy to negotiate a respectable agreement between the IBEW members and the company. The unification of the agreement is just one step toward creating a unified work force. We must understand that we will always be faced with obstacles in the road that must be overcome, and then overcome them. We must always adjust our sights on trying to make the workplace safer.

The Affordable Care Act continues to present uncertainties when it comes to negotiating our collective bargaining agreements with members and employers. The unknowns of where our state and federal government bodies are heading is both frustrating and irresponsible behavior. We will continue to argue our point with politicians and legal advisors to ensure union members are taken care of.

Never be afraid of sharing your knowledge with the person beside you—you never know what they could accomplish with a little educational wealth. I wish all members of the IBEW a safe and prosperous 2013 season. Keep the faith.

Jeffrey C. Wimette, B.M./F.S.

Training Center Classes

L.U. 302 (i,rtb&spa), MARTINEZ, CA—Dec. 1 last year marked the 53rd annual Christmas Dinner and Dance. Fine food, fellowship and entertainment were shared by all in attendance.

December 8 was Santa Day and the union hall was supercharged by kids visiting Santa, getting tattoos, making keepsakes to take home, taking care of 144 dozen cookies and making room for more

cookies by playing in the bounce house.

Applications for the Inside Apprenticeship were taken in January, with 360 applicants. Of those, 160 of the applicants came on the last day of applications!

Work in the Bay Area as a whole is getting back on track and we are expecting our fair share this summer.

Our Training Center continues to offer classes to increase our members' knowledge and continue to provide a well-trained work force. Along with the typical Code Review and OSHA Safety classes is an Electrical Vehicle Residential Charging Station Installation class. This illustrates our commitment to our industry and the future as well.

Our Annual Local 302 Picnic will be July 13, so mark your calendars now. It may seem a long way off but will be here before you know it. See you there!

Bob Lilly, P.S.

Workers Stand Prepared

L.U. 306 (i), AKRON, OH—Local 306 thanks retiring Sister Cyndy Colley for her many years of service as Examining Board member and chair of our Social Committee. Everyone has always appreciated Cyndy's enthusiasm and thoughtful planning of social events for our members and their families. Best wishes to her in the years to come. On a related note Bro. Bob Latham was appointed chair of the Social Committee and Bro. Steve Peterman was appointed to the Examining Board. Congratulations and good luck to Bob and Steve.

In 2012 organized labor made the difference in the national elections. But in Ohio, where President Obama carried the state by approximately 3 percentage points, Republicans expanded their majorities over Democrats in the state Legislature. Republicans now have a 23-10 majority in the state Senate and a supermajority of 60-39 in the state House. A party with a supermajority can put measures on the ballot, such as "right-to-work" legislation, without the need of collecting hundreds of thousands of signatures. We should all keep a close watch for any upcoming anti-worker legislation and be prepared to fight once again for our right to exist.

With sadness we report the loss of retired Bro. John "Shorty" Webb and Bro. Mark Terranova. We send our condolences to their families.

Thomas Wright, P.S.

Local EWMC Members Honored

L.U. 340 (i,rtb&spa), SACRAMENTO, CA—Four Local 340 EWMC members were honored when they received a standing ovation at the Electrical Workers Minority Caucus held in January in Houston, TX. When presented with the charter for the newly established EWMC Capitol Sierra Chapter, more than 350 members stood and cheered. This wonderful, emotional display of brotherhood and unity was very humbling to our members.

Establishing this charter was a labor of love for our members. Every time they attend the caucus, they come away newly charged with ideas on how to grow the chapter and emphasize the importance of IBEW members volunteering in the communities where they live. While in Houston, our EWMC members volunteered at a baseball park that has a reputation of not turning any child away, regardless of whether their family can afford the fees.

I am sorry to again report that work in Local

340's jurisdiction is very slow as of this early February writing. I am very grateful to other locals for putting our members to work.

The following members have passed away: Bro. Roger M. Carroll, Bro. Harry I. Wikston and former Local 340 presidents Bro. Winfred "Lee" Bunch and Bro. Clint Walker. All were good electricians and proud union members. Rest in peace, my brothers, and thank you for your dedicated service to IBEW Local 340.

A.C. Steelman, B.M.

Annual Golf Tournament Benefit

L.U. 420 (u), WATERBURY, CT—Utility workers from Waterbury, CT, Local 420 and Meriden, CT, Local 457 will pair up and face off at the upcoming 7th Annual Golf Tournament sponsored by their two locals to benefit the Connecticut Children's Medical Center.

Over the last six tournaments, the three co-chairs—Bros. Al McConnell and Mario Bacchiocchi of Local 420 and Bro. Mike Granger of Local 457—have helped raise over \$85,000 for this noble cause.

This year's tournament is scheduled for July 12 and we expect that it will put the total donations well over \$100,000.

Joseph Malcame, R.S.



IBEW Local 420/Local 457 golf tournament co-chairs Mike Granger (left), Mario Bacchiocchi (right) and Al McConnell (second from right), with a Connecticut Children's Medical Center representative.

Kudos to 'Renew' Committee

L.U. 494 (em,i,mt,rtb,spa&t), MILWAUKEE, WI—The "RENEW" Committee brightened the 2012 holiday season with their first organized event open to all members and their families. The committee arranged for Santa to visit Local 494 on Saturday, Dec. 8 last year. Families entered the building to the sounds of bells, whistles and the chugging of Thomas the Tank Engine, James the Train, and a classic model railroad display presented by the Milwaukee Lionel Railroad Club. The tracks were set up so that members' children and grandchildren controlled the train sets with oversight by members of the club. A professional photographer was on hand and Santa posed for instant pictures that were presented to the parents, while gift bags were given to the children. Coffee, juice and cookies were served for all visitors. The Local 494 RENEW Committee looks forward to hosting this event again for the 2013 holiday season.

Our RENEW committee was formed in 2012. It is made up of a group of our young members who are interested in taking our local forward and hope to get other young members and their families

involved in union activities. Congratulations, RENEW Committee, on your first event being such a success!

John W. Bzdawka, B.M./F.S.

'Year of Community'

L.U. 520 (i&spa), AUSTIN, TX—2013 will be the "year of community" at Local 520.

Using Object #11 of the IBEW Constitution as our guide, we will bring to our membership's attention the responsibility we have to each other as well as to our families and our communities. We hope to see a stronger and more interactive local union at the end of 2013. Our new logo also reflects this as well, with the image of a guitar accenting the logo.

Lane Price, Pres.



Local 520's new logo.

Thanks to Fellow Locals

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—With still little construction work happening and little on the horizon, Local 530 would like to thank several locals for employing our members during these rough times, including: Regina, SK, Local 2038; Sudbury, ON, Local 1687; and Kingston, ON, Local 115.

Al Byers, P.S.

Recent Retirees

L.U. 540 (i), CANTON, OH—Congratulations from Local 540 officers and members to each of our retired brothers and sisters. Thank you all for helping make Local 540 the great

brotherhood it is.

Local 540's most recent retirees are: Dale Miller, Brad Petricola, Jeffery Williams, Mark Kindel, Gary Sieber, Don Colaner, Thomas Thompson, Kenneth Sander, John Zucal, James J. Smith, George Trumpeter, Jack Schneider, Joseph Martin, Matthew Stephens, Jeffrey Miller, David LeBeau and Rodney West. Enjoy your retirement and thank you!

Brothers and sisters, please remember our brave military personnel and local members who are fighting and working for our freedom throughout the world—especially the families of our military personnel who gave the ultimate sacrifice to preserve our enduring freedom.

Jerry Bennett, P.S.

Work Picture Picking Up

L.U. 558 (catv,em,i,mt,o,rtb,rtb,spa&u), SHEFFIELD, AL—Work in our jurisdiction is picking up as of this writing. Browns Ferry Nuclear Plant has manned up for the spring outage that started March 1. The expansion at Toyota Motor Manufacturing of North

Local Lines

Alabama in Huntsville has been a slow go due to inclement weather. The manning up for this project has been pushed out to sometime around mid-May or later.

Local 558 hosted an Advanced Stewards Training Seminar on Jan. 29 for Tennessee Valley Authority stewards. Stewards from Locals 558, 765 and 852 were in attendance.

We extend our gratitude to Int. Rep. Carmella Cruise from the IBEW Education Department and 10th District Int. Rep. Keith Craig for their expertise and commitment in educating IBEW's job stewards and union representatives.

In other news, the 4th Annual Local 558 Spring Picnic is scheduled for May 4 at Spring Park in Tuscumbia, AL. All members and their families are welcome. We look forward to seeing everyone come out for a day of brotherhood and family fun.

Mac Sloan, Mbr. Dev.

Volunteers Serve Community

L.U. 596 (i,o&u), CLARKSBURG, WV—A journey of compassion and volunteerism began for nearly 50 members of Local 596 in June 2012. When they heard about the Chestnut Mountain Ranch home for troubled youth, their hearts were stirred to help however they could.

After speaking with CMR Executive Dir. Steve Finn, Local 596 members decided to volunteer their professional talents as IBEW trained journeymen and assist with the electrical installation for the first boy's home at the ranch.

From June 2012 to Jan. 2013, our union members volunteered hundreds of hours, including innumerable Saturdays, to complete the project on time. Volunteers displayed highest quality craftsmanship, kindness and courtesy. This effort reflects the IBEW's ideals and hopefully has touched the lives of young people at the ranch, some of whom may one day choose the IBEW as a career.

Through this volunteer project, we have shown our communities that we not only live and work here, but that we also invest by volunteering our time and resources to make our communities a better, safer place to live.

Our deepest thanks to members who donated so much to those who needed to see that someone cares about them. A special thanks to member Randy Stiles, who opened our eyes to the need, and to Pres. Rick Marsh, who helped get workers together for this outreach. If you are interested in this outreach, please visit Web site www.ChestnutMountainRanch.org.

Joe Yeager, P.S.



Local 596 members volunteer on Chestnut Mountain Range project.



IBEW Local 654 bannering against destruction of wages and standards on Springfield Marriott Hotel project.

2013 Projects Planned

L.U. 654 (i), CHESTER, PA—The work picture remains optimistic for 2013 with both commercial and industrial projects planned. As the energy industry continues to change in our area, we see both oil and natural gas distribution terminals becoming prevalent. IBEW Local 654 continues to bring community awareness to destruction of wages and standards through bannering and pickets on various projects when necessary. We are committed to political action with our elected county and state officials through meetings, Election Day support, and education.

Our membership continues to benefit from participation in the IBEW 654 Wellness Program. The program serves to promote a healthier membership and save our costs with the health-care provider. Wishing all of our brothers and sisters a happy and healthy 2013!

James Thompson, P.S./R.S.

Advocacy for Working Families

L.U. 666 (i,mt&o), RICHMOND, VA—As of press time, work has started on the new Washington Redskins practice facility. One of our local contractors was awarded the job.

Members of the COPE committee lobbied the General Assembly for bills favorable to working families and unions. There has been some action from the assembly in our favor in the days since.

Congratulations to our recent retirees: Jerry W. McGuinn, Herman S. Booth III, Horace N. Tower, W. Barry Clark, Roger I. Gill, Richard W. Stopf, William Frank Gifford, Paul B. Dunlavy, Robert L. Gary and Clyde M. Roberts Jr.

Charles Skelly, P.S.

Success with Large Projects

L.U. 684 (c,i,rts&st), MODESTO, CA—In the last year, Local 684 has seen a large increase in work available to our members. Several large projects were manned and completed, and we hope to have more on the horizon.

Our annual picnic in May 2012 went off without a hitch, although many members were unable to attend, as we had three contractors working overtime shifts at



Local 684 member Antonio Samaniego, winner at 2012 Western States Electrical Competition.

the local Gallo Livingston crusher expansion project. However, we were able to bring food from the picnic out to the working crews so they could enjoy it even though they were working.

We have a new organizer on board—welcome to Bobby Stutzman in that role. We have seen and expect to continue to see great things from him.

Local 684 member Antonio Samaniego recently competed in and won the Western States Electrical Contest in Mount Vernon, WA. This makes our fourth winner in the last seven years. Congratulations, Antonio!

We have negotiations and elections coming up this spring and we hope for smooth sailing in both areas.

I hope this year proves to be as work laden as last, and that all members are healthy and happy.

Jeromy Myers, Pres.

Apprentices Graduate

L.U. 692 (i,mt&spa), BAY CITY, MI—We congratulate the following apprentice graduates who recently graduated from our apprenticeship program: David Emeott, Carl Overly, Donald Horner Jr., Gabriel Grandsden, Derek Ingle, Matthew Ewald, Michael Haskin, Christopher Burgett and Adrian Kennard. They were recognized at our December 2012 meeting.

Our union hall has COPE stickers available to those who contribute to the Local 692 COPE Fund. COPE, our political action fund, is very important for our survival in the

political arena. IBEW COPE supports local, state and federal candidates who support our causes and philosophies. If you do not donate to this worthy cause, please seriously consider it.

Our sympathy goes out to the families of the following members who recently passed away: Bro. Joseph Protasiewicz, who was an active member; and retired Bros. Leo V. Bauer, Michael J. Nuttall and Joseph Bower.

With the December 2012 passage of so-called "right-to-work" legislation by a lame duck session of the state legislature, it is especially critical that all members and their families get involved in our union.

Tammy Gottleber, R.S./P.S.

Contract Negotiations

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL—We currently have 138 on Book I for journeyman wiremen. Please check our Web site for all the latest information we have regarding job opportunities for our members traveling into other locals for work.

As of this writing, negotiations continue for our members with Consolidated Communications. We had several members disciplined in the unfair labor strike with Consolidated. The NLRB agent came in January and began taking statements from our members. We look forward to the board's decision and are confident we will reach a tentative agreement with Consolidated. We thank all of our members who contributed to our struggling brothers and sisters at Consolidated Communications during the strike.

Although the 2012 elections are behind us and labor's efforts were successful, we want to continue to be involved in all elections at every level.

Marsha Steele, P.S.

Class of 2012 Graduates

L.U. 776 (i,o,rts&spa), CHARLESTON, SC—Congratulations to our newest apprenticeship graduates on their five years of hard work and successful completion of the apprenticeship program. [See photo on pg. 15, top left.]

Our annual Food & Toy Drive was a huge success again last year. The Florence Crittenton Home and My Sisters House are both very appreciative of the donations our members provide. Thank you, Local 776 members, for your generosity.

Chuck Moore, B.M.



Local 692 apprentice graduates include: Derek Ingle (left), Gabriel Grandsden, Donald Horner, Christopher Burgett and Carl Overly.



Local 776 class of 2012 apprentice graduates: Troy Thieszen (left), Breion Medlock, Shawn Johnson, Keith Isbell, Michieka Ferguson and Donald Brockington.

Annual Picnic & Service Awards

L.U. 968 (catv,i,mt,o,rts,spa&t), PARKERSBURG, WV—IBEW Local 968 held its annual picnic Oct. 6, 2012. We served approximately 110 members and family at the West Virginia Interstate Fairgrounds in Mineral Wells, WV. Children enjoyed the inflatable obstacle course, and some of the adults had fun racing each other. The local Boy Scout troop conducted games for the children while the adults played bingo.

Receiving IBEW Service Awards were: Robert “Bob” Parker, a 70-year member who formerly served 22 years as an I.O. rep for the IBEW; Joseph “Joe” Farra, a 65-year member; and Donald “Don” Marks, a 60-year member.

Also receiving IBEW Service Awards at last year’s Local 968 Christmas luncheon for retirees were: Gerald Holbert and Jim Wigal, who received 50-year awards; and Don Coutu, who received his 65-year award. The local union delivered 116 holiday baskets and turkeys to the retirees and widows.

With regret we announce the passing of our retired Bros. Ralph DeLong, Wilmer “Curly” Duerr, Joseph R. Farra and Sonny Gorrell; and active member Keith Joachim.

Lynford C. Lovell, B.M.

Community Service Outreach

L.U. 1066 (u), DAYTONA BEACH, FL—The union brothers and sisters showed their generosity and contributed money and time to help underprivileged children in Volusia and Flagler counties. During the Christmas break in 2011 and 2012, they made lunch and dinners for kids who are on lunch programs. Without this action some of those children would have gone to bed hungry.

The local, under the coordination of Bro. Lester Lyles, donated to a “No Warrior Left Behind” special event—the 1st annual American Vets trash fishing tournament on Lake Okeechobee.

Crystal Simmons, daughter of Local 1066 member Steven Simmons, won our annual scholarship contest.

Also in 2012 we bid a happy retirement to Bros. Brian Bohan, Gerry Tumblin, Bob Turner, Jim Tinsley and Tony Everett. We extend a special thanks to retirement investment planner Rick Tonkison, who helps us with donations for our food drives and scholarship fund.

As president/business manager, I thank all the members of the local for working safely.

Mario Menir, B.M./Pres.

‘Keep on Organizing’

L.U. 1116 (em,lctt&u), TUCSON, AZ—After the negotiation of six labor agreements in 2012, it saddens the

local to focus on withdrawal letters the union has received in recent months. In a so-called “right-to-work” state, unions have to keep a high focus on: organizing, representation, educating new hires and, yes, the withdrawal of members. We’ve all heard the excuses, such as—“I don’t like who the IBEW supported politically...”; or “I didn’t get the wage increase I deserve...”; or “the union is not doing enough for me...”; or “I can’t afford the dues,” etc.

Our union leadership has fought hard to represent every member, but not every issue will be settled in our favor. So, for every complaint the “quitter” has, there is a positive counter—our union workers enjoy better wages, working conditions, paid holidays, vacations and benefits provided through the collective bargaining agreement. As members of IBEW Local 1116, we will continue to support what we have built over the last 75 years of existence! Support your union!

Someday the person who left the union will need help, and we all know where he will turn. Keep on organizing; it’s the right thing to do!

R. Cavaletto, P.S.



Local 1194 Bro. John “Ed” Zelenak (right) receives 55-year award. He is joined by his son David Zelenak.

Contract Negotiated

L.U. 1194 (u), SANDUSKY, OH—IBEW Local 1194 Bro. John “Ed” Zelenak, shown in the photo above with his son David Zelenak, received his 55-year award on Jan. 23. Ed started with Ohio Edison in the Service Dept. in 1956 and retired in 1993 as a substation electrician leader. Congratulations, Ed!

Congratulations are also in order for six revenue collectors from our Lake Erie and Bay areas, who



IBEW Local 1212 veteran cameramen Neil McCaffery (left, foreground) and Sal Augugliaro working at the 2013 Super Bowl held at the Superdome in New Orleans.

voted to become union members in July 2012. IBEW Local 1194 was successful in negotiating a first contract for these new members effective Jan. 1 2013.

As one of the new collectors stated, “This has been a long time coming.” Our thanks go to organizer Lynda Wenzel and Fourth District Int. Rep. Ted D. Robison for helping make this possible.

Dave Childers, B.M.

Super Bowl 2013

L.U. 1212 (rtb), NEW YORK, NY—At the Super Bowl XLVII, hundreds of IBEW technicians worked at the event in the Mercedes-Benz Superdome in New Orleans.

Shown in the photo above are two veteran cameramen, Neil McCaffery and Sal Augugliaro, at work on the outside set during rehearsals. The professionalism of our members produced an excellent show for CBS-TV.

Michael Fosso, Pres.

Retirees Receive Service Awards

L.U. 1316 (i&o), MACON, GA—On Jan. 8, IBEW Local 1316 held its retiree breakfast and membership pin ceremony. We are very proud of our membership’s contributions to the mid-Georgia area and the leadership they have provided to their brothers and sisters during their long careers.

Harry Murray, Pres.



Local 1316 Bus. Mgr. Ralph Snowden (far right) congratulates service award recipients, from left: Robert Looney, for 50 years of service; Bobby Taylor, 50 years; John R. McNeal, 60 years; and Charles Sneed, 55 years.

Mobilizing all Members

L.U. 1466 (u), COLUMBUS, OH—On Friday, Jan. 4, Local 1466 held an officers training class, conducted by Int. Reps. Lawrence F. “Larry” Neidig III and Clarence J. “C.J.” King from the IBEW Education Dept. This class provides useful information to elected officers. Attendees said the training was solid and a lot of good information was discussed.

On Saturday, Jan. 5, Int. Reps. Neidig and King conducted our annual union stewards training. Ninth District Int. Rep. Charles W. “Chuck” Tippie also assisted with the class. We were glad to see both shop stewards and members who just want to be more involved at the class.

The officers can’t always be in every location we serve, so it’s important to educate and mobilize all members. Our union can only be strong if we maintain an active membership, so we appreciate everyone who attended. We also thank Larry, C.J. and Chuck for their effort. We certainly are grateful!

As of press time, our local has entered into wage negotiations with American Electric Power (AEP). Please try to attend your monthly union meetings to stay up to date on negotiations.

Finally, for those members who use Facebook, our local has established a Facebook page to help keep the membership informed and involved. It is a private page that can only be viewed by members and can be found by searching for “IBEW Local Union 1466.” Hope to see you there!

Always be safe and keep looking out for each other!

James Jette, P.S.

In Memoriam

Members for Whom PBF Death Claims were Approved in January 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	Bildner, C. J.	12/3/12	26	Barham, J. W.	12/10/12	103	Sachetta, G.	11/1/12	223	Sylvia, F. J.	11/10/12	369	Shaw, G. W.	11/4/12	586	Sebastian, F. J.	1/1/12
1	Darmody, J. J.	11/22/12	26	Bovello, E. J.	10/8/12	104	Garcia, E. M.	11/10/12	226	Maus, J. E.	10/21/11	379	Bryant, M. A.	10/15/12	595	Larson, J. D.	10/27/12
1	Kargacin, J. N.	11/29/12	26	Donnelly, M. J.	11/27/12	105	Webb, G. H.	12/6/12	233	McLane, W. D.	12/2/12	380	Huminski, H. J.	3/8/12	596	Hildebrand, C.	9/9/12
1	Niewoehner, C. A.	11/26/12	26	Griffin, F. A.	8/2/12	106	Clement, J. C.	6/23/12	236	Van Amburgh, R. F.	4/23/12	380	Kirchner, J. M.	11/25/12	596	Smith, V. J.	11/23/12
1	Skiles, T. O.	2/14/09	26	Hall, W. J.	12/11/12	108	Griffith, H. D.	12/3/12	238	Poston, B. J.	9/28/12	380	Werner, R. N.	10/23/12	606	Omey, A. L.	11/9/12
1	Sliger, R. E.	11/8/12	26	Petrow, B.	12/27/12	110	Tiedman, P. D.	11/13/12	242	Vogt, G. C.	11/14/12	387	Stowers, E. E.	12/3/12	611	Howard, L. E.	12/3/12
2	Bandy, C. F.	11/25/12	29	Hansen, H. J.	9/13/12	110	Wicker, W. J.	10/24/12	245	Henry, C. A.	10/30/12	400	Hvam, K.	11/23/12	613	Cates, L. S.	7/29/12
2	Peebles, G. A.	10/20/12	34	Lucas, G. A.	12/16/12	112	McDowell, E. L.	12/15/12	252	Abentrod, R. J.	10/26/12	401	Overman, G. F.	3/3/12	613	Griffin, W. A.	11/10/12
3	Buttigieg, A.	10/12/12	35	Senkbeil, C.	12/16/12	120	Fewster, R. N.	11/30/12	252	Graf, J. A.	12/5/12	401	Vargas, E. D.	11/16/12	613	Mann, R. A.	11/6/12
3	Costa, J. C.	11/28/12	40	Hayes, P. K.	9/5/12	124	Bauer, R. L.	12/11/12	254	Shepard, G. B.	7/3/12	424	Evans, R. R.	10/16/11	613	Pearson, H. M.	11/29/12
3	Cox, T. F.	5/31/08	40	Heyneman, E. A.	2/16/12	124	Cathcart, W. W.	11/14/12	257	Castleman, C. R.	12/6/12	426	Levien, L. C.	12/2/12	613	Schell, A. L.	7/7/12
3	Dabrowski, J.	10/11/09	41	Banasik, T. S.	10/30/12	124	Garland, G. N.	10/30/12	257	Pauley, M. E.	11/21/12	436	Bearden, G. R.	12/18/12	640	Hampton, D. R.	11/21/12
3	D'Amico, A.	7/6/11	41	Stewart, J. E.	12/10/12	124	Heegn, V. P.	11/6/12	271	Applegate, N. C.	4/11/12	441	Alaniz, G. G.	10/19/12	640	Patrick, A. M.	6/6/11
3	Faber, J. F.	8/22/12	41	Wettlaufer, D. G.	10/8/12	124	Horrell, T. R.	1/5/12	271	Bishop, B. A.	4/30/12	441	Morri, H.	8/18/12	640	Starkel, J. F.	10/30/12
3	Fitzgerald, R. J.	3/26/11	43	Hutcheson, C. R.	7/12/12	124	McVey, L. F.	9/25/12	271	Hiatt, R. L.	10/19/12	441	Temple, R. F.	7/18/12	649	Berry, H. R.	11/25/12
3	Forestier, W. R.	11/21/12	44	Hallsted, A. W.	11/12/12	124	Plesa, F. T.	11/29/12	271	Lash, R. N.	8/17/12	443	Cotton, D. R.	10/21/12	659	Deery, M. F.	11/7/12
3	Grunblatt, J.	6/28/11	45	Tokar, W. G.	10/2/12	124	Taylor, J. B.	7/9/12	271	Peterson, M. C.	9/24/12	445	Hanson, R. F.	12/7/12	665	McKim, P. W.	10/17/12
3	Hecker, E. R.	11/18/12	46	McKenney, G. E.	9/12/12	124	Todd, R. A.	11/22/12	271	Riggs, D. W.	11/19/12	446	Morgan, T. A.	9/23/12	676	Crutchfield, R. M.	12/6/12
3	Klein, A.	11/19/12	46	Pecotte, L. E.	3/8/12	125	Alexander, R. V.	6/1/12	278	Cranfill, K. L.	12/15/12	446	Thorn, G. S.	10/16/12	688	Janes, J.	12/10/12
3	Mayotte, J. J.	5/10/12	46	Waara, T. L.	10/17/12	125	Kroner, L. A.	12/8/12	278	Postert, E. J.	6/4/12	449	Kowitz, R. G.	12/8/12	692	Protasiewicz, J. D.	11/16/12
3	McCormick, G. V.	11/7/12	48	Kellas, E. L.	11/27/12	125	Miller, R. J.	12/20/11	280	Delaney, D. A.	11/8/12	453	Taylor, L. L.	11/27/12	697	Elias, M.	12/11/12
3	Murphy, J. M.	12/10/12	48	Salcedo, G. C.	1/29/12	125	Triperinas, J. G.	6/27/12	280	Holk, R. W.	12/9/12	456	Feltham, D. J.	12/4/12	700	Stricklan, E.	11/18/12
3	Muscat, C. J.	10/31/12	48	Wheeler, S. L.	2/26/12	126	Bish, R. D.	11/20/12	280	Rubesh, E. L.	12/5/12	456	Luszczewski, R. A.	10/27/12	701	Heiden, C. A.	11/1/12
3	Rockford, J. J.	8/20/12	48	White, J. H.	12/18/12	126	Hammack, R. T.	11/5/12	292	Garbers, M. H.	12/4/12	459	Orth, R. W.	12/5/11	701	Kobler, E. R.	12/14/12
3	Severino, M. R.	6/7/12	48	Zesiger, J.	8/12/12	126	Heinbach, H. H.	11/25/12	292	Kilian, M. L.	11/23/12	465	Davis, L. L.	10/28/12	701	Zoellner, D. R.	12/4/12
3	Shea, J. F.	11/16/12	58	Corteville, L. G.	11/6/12	127	Rusecki, S.	9/12/12	292	Saldin, K. M.	9/20/12	466	Griffith, B. D.	11/15/12	712	Wagner, D. L.	11/2/12
3	Shelley, J. J.	11/19/12	58	Fisher, W. I.	12/12/12	130	Davis, E. E.	11/28/12	292	Shostedt, J. E.	12/12/12	479	Martin, R. N.	12/4/12	716	Baiamonte, J.	12/14/12
3	Silverman, M.	11/21/12	58	George, M. P.	12/16/12	134	Bialas, J. J.	1/1/12	294	Collie, B. R.	11/13/12	480	Palmer, E. G.	10/12/12	716	Cheshire, J. M.	9/13/12
3	Simmons, K. N.	11/17/12	58	Gibbs, L. L.	10/30/12	134	Billeck, J. E.	12/11/12	295	Gavin, B. R.	11/6/12	481	Jones, D. L.	12/23/12	716	Hatton, F. E.	12/11/12
3	Szymczak, S.	7/12/12	58	Hunt, H. A.	12/4/12	134	Bluemon, E.	11/18/12	300	Ennis, H. L.	2/22/11	481	Rogers, J. E.	10/3/12	716	Powell, R. T.	12/12/12
5	Collins, D. C.	12/8/12	58	Jaynes, B. J.	11/27/12	134	Brugia, D.	11/28/12	302	Habel, R. O.	9/9/12	483	Anderson, R. J.	11/1/12	716	Thetford, M. W.	11/7/12
5	Colpo, A. M.	10/10/12	58	Newstead, C. D.	11/14/12	134	Cotter, W. R.	11/9/12	304	Dickson, W. A.	12/3/12	483	Arnold, B. E.	11/11/12	725	Cain, J. M.	11/5/12
6	Maddock, J. M.	1/10/12	58	Smalstig, D. H.	11/3/12	134	Doyle, R. O.	10/22/12	306	Ball, M. C.	11/11/12	483	Smink, L.	5/29/09	725	House, R. O.	12/13/12
6	Ranta, C. E.	12/1/12	58	Stolzenfeld, T. J.	11/25/12	134	Ernst, E. A.	11/5/12	316	Duncan, L. R.	11/26/12	488	Finch, J. P.	10/19/12	728	Ljongquist, E. P.	12/5/12
6	Reyna, I. S.	8/21/12	60	Ortega, A.	11/1/12	134	Frank, G. D.	11/18/12	325	McKilligan, P. A.	11/30/12	488	Taylor, E. A.	10/2/12	728	Ramsey, J. H.	10/26/12
6	Sutton, E. H.	7/24/11	66	Albert, A.	10/16/12	134	Marcel, M. A.	12/18/12	332	Cage, G. L.	12/20/11	490	Fitzpatrick, J. J.	10/31/12	738	Cobb, C. F.	10/17/12
8	Barker, C. O.	12/3/12	66	Burke, J. L.	11/10/12	134	Skolmoski, J. E.	11/6/12	332	Mercer, R. D.	11/4/12	494	Esser, R. W.	11/30/12	756	Osweiler, J. F.	11/23/12
8	Lewis, P. P.	11/28/12	68	Pierce, J. D.	10/25/12	134	Suda, R. C.	11/3/12	332	Routhier, M.	11/18/12	494	Tibbitts, B.	1/7/09	769	Lyman, C. M.	11/18/12
9	Doherty, D. B.	11/28/12	71	Davis, W. A.	11/20/12	134	Wilp, M. J.	11/12/12	340	Wikston, H. I.	10/22/12	495	Craven, L. W.	12/5/12	773	Kotevich, P.	11/6/12
9	Marren, R. W.	12/10/12	72	Ashley, S. A.	11/5/12	141	McKelvey, J. K.	9/9/12	343	Hicks, G. C.	11/1/12	499	Binns, G. H.	12/1/12	804	Church, B. C.	10/14/12
9	Myers, D. L.	9/11/12	76	Jacobson, C. R.	7/30/12	143	Wolfe, D. C.	11/3/12	343	Matz, V. J.	10/12/12	499	Savage, B. A.	10/31/12	804	Maltby, R.	10/22/12
9	Neider, F. W.	12/2/12	77	Hinkle, H. W.	11/18/12	145	Starr, W. C.	11/16/12	347	Christianson, B. L.	11/9/12	505	Brantley, W. L.	11/24/12	855	Wisehart, J. R.	10/14/12
9	Ostergaard, M. W.	12/9/12	82	Weber, K. R.	12/10/12	145	Yarolem, M. C.	11/27/12	347	Gates, J. L.	11/17/12	505	Garrett, F. S.	8/14/12	870	Heath, H. F.	11/1/12
11	Branch, R. M.	8/26/12	82	Weidel, R. R.	12/19/12	146	Kite, B. A.	11/30/11	347	Jackson, A. A.	11/26/12	518	Mason, B. F.	11/21/12	876	Mooney, R. C.	12/1/12
11	Bride, W. F.	9/10/12	84	Pulliam, J. R.	12/21/12	146	Proctor, H. S.	12/22/12	349	Bellamy, T. H.	11/18/12	527	Nolan, L.	12/13/12	910	Cuppernell, R.	12/6/12
11	Eckmeder, R. F.	9/26/12	86	Kavanagh, T.	8/14/12	150	Bohat, E. J.	11/19/12	351	Cresson, F. N.	12/2/12	529	Braaten, G.	8/26/12	910	Rankin, J. A.	11/28/12
11	Espinoza, A.	4/28/12	90	Asplund, E. W.	12/10/12	150	Rivas, R.	11/30/12	351	Eyer, W. H.	12/23/12	530	Davison, R. J.	7/13/12	915	LaPierre, R. A.	11/30/12
11	Gutridge, L. O.	11/17/12	98	Christy, D. F.	11/3/12	153	Phelan, E. J.	10/1/12	351	Wachter, E.	12/17/12	530	Franz, E. F.	9/24/12	915	Megginson, C. T.	11/17/12
11	Jones, I. A.	11/28/12	98	Miller, E.	12/17/12	158	Maples, C. H.	10/11/12	353	Berry, E. R.	12/4/12	531	Butler, F. D.	12/11/12	932	Childers, J. A.	12/2/12
11	Morrison, F. A.	11/30/12	98	Rockwell, J. J.	12/17/12	159	Hillebrand, J.	8/15/12	353	Champaigne, E.	11/17/12	531	Stamm, R. E.	3/2/12	952	Stallings, G. W.	11/12/12
11	Myers, L. R.	11/2/12	98	Spain, D. L.	12/14/12	159	Purves, W. W.	10/30/12	353	Genoe, M. D.	10/31/12	532	Wyant, L. J.	12/2/12	993	Martin, W. R.	11/30/12
14	Herbst, C. E.	11/9/12	100	Dukes, V. C.	11/16/12	160	Patrow, K. R.	12/11/12	353	Hossack, A. E.	4/1/12	538	Price, J.	11/1/11	995	Bonaventure, C. R.	11/17/12
16	Bell, J. M.	12/1/12	100	Patrickson, J. F.	3/13/12	164	Havison, S.	10/22/12	353	Macriner, W. R.	10/6/12	553	Yeattes, J. L.	10/24/12	995	Castello, W. T.	11/25/12
16	Bowman, M. W.	8/27/12	102	Daley, J. V.	11/7/12	164	Kominek, A. J.	10/1/12	353	Trowell, R. H.	6/9/11	557	Dezelah, C. L.	12/30/11	995	Dorsey, J. V.	12/1/12
16	Schiff, W. M.	12/16/12	102	Farrell, L. T.	7/5/12	164	Russo, M. R.	5/31/12	354	Anderson, A. W.	10/31/12	558	Roberts, D. R.	12/6/12	995	Gautreau, J. D.	10/30/12
17	Dietiker, L. C.	12/13/12	102	Fiorletti, C.	10/21/12	164	Yaiser, W. F.	11/2/12	354	Doane, C. G.	11/24/12	558	Smithson, E. W.	7/7/12	995	Hitt, A. D.	10/10/12
19	Leinonen, G. E.	3/21/12	102	Helgesen, L. G.	11/8/12	175	Porter, J. W.	11/26/12	354	Wallace, J. J.	12/1/12	558	Watkins, C. C.	12/12/12	1002	Lebow, E. R.	11/21/12
22	Metcalf, C. T.	12/1/12	102	Klosz, R. J.	11/30/12	175	Price, T. A.	10/6/12	357	Allen, C. R.	8/5/12	569	Edwards, N. H.	10/20/11	1049	Smith, N. H.	11/13/12
22	Thompson, M. J.	12/10/12	102	Lubeck, C. F.	10/22/12	175	Riggs, T. C.	11/21/12	357	Buettner, J. A.	12/3/2010	570	Roberts, R. R.	8/6/12	1191	McKeehan, R. D.	10/9/12
24	Courtney, W. M.	11/21/12	102	Maddalone, C. A.	11/27/12	180	Owsley, J. D.	9/24/12	357	Crockett, G. E.	11/4/12	575	Hopkins, F. B.	7/4/12	1205	Jennings, R. E.	11/12/12
24	Kline, R. C.	11/14/12	103	Aldred, R. C.	11/1/2010	191	Peel, J. A.	11/2/12	363	McDevitt, J. A.	10/31/12	575	Spires, E. C.	12/15/12	1205	Spinetta, R. J.	9/23/08
25	Dembrosky, D.	11/20/12	103	Clarkson, H. R.	11/12/12	213	Dennis, D. A.	11/5/12	369	Curry, R. D.	10/9/12	578	Jaynes, T. A.	11/10/12	1212	Rose, E. W.	5/21/11
25	McKenna, J.	12/30/12	103	Kennedy, J. E.	11/25/12	223	Dolan, F. J.	10/11/12	369	Ferguson, R. L.	8/9/12	584	Shields, D. D.	11/17/12	1220	Haake, F. G.	9/12/11
25	Rochester, C.	1/11/12	103	Mackenzie, A. R.	11/9/12	223	Maynard, O.	11/8/12	369	Peterson, C. K.	1/12/2010						

In Memoriam

Members for Whom PBF Death Claims were Approved in February 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
1316	Marquez, G. N.	9/25/12	1	Berry, A.	12/8/12	68	Carr, W. W.	12/25/12	193	Dennison, N. B.	12/24/12	428	Gentry, J. R.	1/5/2013	817	Coons, J. W.	8/17/12
1316	Owens, M. J.	10/4/12	1	Salamon, A. J.	10/25/12	68	Jackson, W. D.	8/14/09	194	Harper, J. E.	1/12/2013	444	Ziegler, K. S.	6/25/12	817	Gilleo, E. D.	10/10/12
1426	Kvande, S. L.	11/10/12	1	Snyder, D. W.	12/16/12	68	Selby, D. O.	11/30/12	204	Sickle, G.	12/2/12	446	Swanson, J. A.	12/25/12	861	Canfield, C. B.	1/4/2013
1464	Davis, R. E.	11/21/12	3	Ambery, N. F.	11/28/12	70	Wheeler, B. E.	12/17/12	212	Kenkel, N. L.	11/20/12	461	Caudill, E.	12/24/12	903	Holloway, K. M.	1/8/2013
1501	Richter, H. L.	10/9/12	3	Burkard, W.	1/6/2013	71	Tomko, J. E.	11/28/12	213	van der Horst, M.	11/13/12	461	Hettinger, G. P.	4/29/12	903	Page, H. C.	11/27/12
1547	Barry, M. N.	11/24/11	3	Enright, K. J.	12/3/12	73	Steele, J. R.	1/9/2013	226	Bagwell, K. W.	1/12/2013	466	Angle, L. J.	3/5/12	915	Beuer, W. E.	11/2/12
1547	Weber, F. J.	12/2/12	3	Fichera, A.	1/11/2013	76	Cassidy, J. F.	1/6/2013	226	Overbey, W. R.	11/2/12	466	Johnson, R. E.	12/16/12	915	Broome, E. L.	12/12/12
1579	Pullen, C. C.	11/24/12	3	Fisher, W. T.	12/23/12	77	Bich, J. D.	12/7/12	229	Saltzgeber, C.	10/8/12	474	Chesteen, B. M.	11/2/12	952	Dell, R. S.	11/26/12
1579	Sammons, B. R.	11/24/12	3	Hibbert, L. L.	11/11/12	77	Samson, E. R.	10/23/12	231	Ferguson, W. R.	12/2/12	479	Hollier, R. A.	12/20/12	952	Hulce, J. P.	10/1/12
1687	Chevalier, N. M.	10/9/12	3	Ingenito, G. F.	1/14/2013	82	Ball, T. A.	12/31/12	231	Zyzda, W. Z.	12/8/12	479	Williams, T. W.	12/24/12	968	Joachim, K. R.	8/17/12
1687	Russell, R. J.	4/9/12	3	Longo, J.	12/3/12	82	Helton, R. E.	12/15/12	236	Haggerty, R. P.	12/14/12	479	Wilson, J. H.	12/4/12	993	Goddyn, J. F.	12/28/12
1701	Himes, P.	11/21/12	3	Marques, R. N.	9/29/12	86	Beeman, R. W.	9/4/12	245	Gustwiller, K. W.	12/19/12	488	Sears, R. L.	6/30/12	993	Mazur, W.	9/24/12
1710	Morales, M. M.	5/29/09	3	Meyer, H. G.	12/15/12	86	Carson, C. H.	12/17/10	246	Dick, T. P.	12/31/12	494	Chernetski, R.	11/23/12	995	Saia, C. J.	3/12/12
1768	Otis, M. L.	7/2/12	3	Paperman, A.	1/8/2013	96	D'Ascanio, A. P.	12/16/12	258	Beadle, A. R.	12/18/12	494	Zavodnik, M. E.	11/14/12	1002	Hollowell, V. A.	1/1/12
2085	Marion, R.	9/17/12	3	See, R.	12/12/12	98	Christy, D. F.	11/3/12	258	Benzer, J. N.	9/5/12	502	Finn, D. R.	1/4/2013	1002	Schuelein, C.	7/29/12
2150	Hoff, M. W.	11/26/12	3	Sillery, C. R.	1/2/2013	98	Davis, N. R.	11/21/12	258	Hyndman, J.	11/1/12	508	August, C. W.	1/3/2013	1042	Campbell, J. S.	12/18/12
2150	Wydra, K. D.	11/22/12	3	Weintraub, M.	12/14/12	98	English, E. J.	10/25/12	258	Johnston, R. B.	1/12/12	520	Taylor, R. S.	11/11/12	1105	Elliott, N. H.	1/5/2013
I.O. (21)	Brown, D. J.	11/17/12	5	Gardill, R. G.	12/16/12	98	Gillen, W. J.	1/12/2013	258	Kallasmaa, M.	9/18/12	527	Vignone, F. J.	12/1/12	1133	Wilson, E. C.	11/19/12
I.O. (134)	Strouzas, K. J.	10/26/12	5	Hallstrom, R. E.	11/5/12	102	Kropewnicki, J. F.	12/27/12	266	Jauregui, J. G.	10/1/12	553	Miller, M.	12/15/12	1158	Calabro, J. A.	12/2/12
Pens. (64)	Davis, G.	11/2/12	5	McBurney, A. E.	12/19/12	103	Hayes, B. G.	5/31/12	269	Chamberlain, W. J.	10/13/12	557	Brown, J. L.	12/18/12	1220	Petty, C. F.	6/12/12
Pens. (260)	Johnson, W. D.	12/14/12	5	Wakefield, F. R.	1/14/2013	103	Malloy, W. A.	12/21/12	269	Walters, R. A.	12/16/12	558	Crowe, W. E.	1/11/2013	1245	Fain, M. W.	11/16/12
Pens. (323)	Dixon, H. C.	11/15/12	8	Hoeffel, P. G.	12/17/12	103	McCormack, J. J.	9/10/12	270	Henegar, L. E.	12/26/12	558	Farris, W. K.	11/22/12	1245	Sheets, D. J.	11/19/12
Pens. (709)	White, H. W.	11/16/12	9	Hubert, M. W.	1/7/2013	105	McCarty, F. J.	12/18/12	278	Gregorczyk, A. J.	1/10/2013	558	Housman, C. L.	12/17/12	1249	Dingman, W. L.	2/15/12
Pens. (I.O.)	Alvarez, L. A.	4/24/12	11	Blankenship, C. D.	12/19/12	109	Hesler, R. L.	12/6/12	278	Snow, A. L.	1/2/2013	558	McClure, E. L.	11/2/12	1249	Gregory, J. T.	12/23/12
Pens. (I.O.)	Brainerd, C. T.	4/16/09	11	Burns, W. G.	11/23/12	110	McCormick, N. P.	7/24/12	280	Brown, R. J.	12/27/12	558	Murphy, J. F.	12/15/12	1253	Perkins, V. A.	1/4/2013
Pens. (I.O.)	Bremmer, C. W.	11/7/12	11	Gutridge, L. O.	11/17/12	110	Wicker, W. J.	10/24/12	291	Irby, G. L.	12/17/12	586	Vinette, C.	5/11/12	1303	Anderson, G. W.	1/4/2013
Pens. (I.O.)	Cooper, J. L.	12/15/12	11	Lloyd, R. W.	12/1/12	111	Boswell, C. L.	12/25/12	291	Lee, F. E.	12/23/12	595	Howard, T. M.	12/6/12	1316	Dunn, R. E.	12/16/12
Pens. (I.O.)	Curtis, N. D.	11/30/12	11	Mallory, S. A.	1/8/2013	124	Fagan, D. D.	10/31/12	292	Carney, P. J.	12/12/12	595	Smith, K. H.	11/9/12	1316	Evans, F. N.	12/21/12
Pens. (I.O.)	Devaney, J. R.	11/25/12	11	Riley, W. H.	12/5/12	124	Fansler, R. W.	12/29/12	292	Lahti, B. B.	12/11/12	606	Fromme, L. P.	12/21/12	1316	Hardy, J. B.	12/2/12
Pens. (I.O.)	Duke, L. B.	11/15/12	11	Sutter, J. P.	1/1/2013	124	Nichols, J. C.	12/17/12	292	Vetsch, K. D.	12/19/12	611	Candelaria, S.	12/25/12	1393	House, I.	12/6/12
Pens. (I.O.)	Ferguson, F. L.	11/12/12	13	Erickson, C. W.	12/2/12	124	Todd, R. A.	11/22/12	294	Gustafson, L. O.	12/17/12	613	Griffin, W. A.	11/10/12	1464	Carrender, T. A.	12/3/11
Pens. (I.O.)	Klann, H.	11/25/12	18	Carney, R. P.	1/1/11	125	Dickeson, J. C.	12/11/10	295	Sherrill, J. C.	1/23/2013	613	Pavuk, N. F.	11/18/11	1501	Kelly, G. D.	12/11/12
Pens. (I.O.)	Labadie, R.	11/15/12	20	McGarity, H. C.	12/26/12	125	Gladen, R. H.	11/9/12	301	McLeod, K. S.	12/20/12	613	Richardson, J. F.	12/20/12	1516	Britton, F.	12/30/12
Pens. (I.O.)	Layman, W. J.	10/21/12	24	Nicholson, D. L.	1/2/2013	129	Gfrell, J. W.	7/13/11	302	DuBois, D. T.	10/14/12	617	Hagen, T. D.	12/17/12	1579	Gresham, W. E.	12/11/12
Pens. (I.O.)	Levy, G.	11/23/12	25	Ceckowski, W. P.	1/16/12	130	Ehrensing, R. C.	10/11/12	325	Barsham, J. H.	12/9/12	640	Cox, G. D.	12/19/12	1710	Solano, G.	12/13/12
Pens. (I.O.)	Longhurst, L. W.	10/10/12	25	Lusardi, N.	11/28/12	130	Zerangue, P.	9/2/12	326	Currier, W.	12/16/12	640	Turner, R. S.	11/19/12	1802	Leach, M. R.	10/31/12
Pens. (I.O.)	Malecha, A. J.	10/23/12	26	Brooks, L. E.	1/5/2013	131	Cipriano, F. J.	5/13/12	332	Caceres, F. M.	9/14/12	647	Crawford, C. L.	12/4/12	2129	Smyth, J. N.	12/27/12
Pens. (I.O.)	Mitchell, C.	11/10/12	26	Meyer, H. M.	12/26/12	134	Boehm, D. S.	12/26/12	332	Harding, G. C.	12/1/12	654	Minnick, D. L.	1/20/12	I.O. (134)	Connolly, R. T.	12/10/12
Pens. (I.O.)	Palashewski, E. L.	12/11/12	26	Peregoy, P. F.	12/14/12	134	Booczko, W. J.	10/26/12	340	Bunch, W. L.	12/19/12	654	Papili, L. A.	12/17/12	I.O. (134)	Maloney, E. K.	11/19/12
Pens. (I.O.)	Parrish, J. J.	1/21/12	26	Stewart, W. R.	11/23/12	134	Christensen, G. W.	11/4/12	340	Carroll, R.	12/23/12	654	Riale, P. T.	12/30/12	I.O. (134)	Sindut, P. J.	10/30/12
Pens. (I.O.)	Pawloski, J.	11/8/12	26	White, P. E.	12/27/12	134	Cimarusti, A. J.	1/21/2013	340	Lowe, J. A.	8/26/11	659	Deery, M. F.	11/7/12	I.O. (134)	Ward, T. S.	12/16/12
Pens. (I.O.)	Ricketts, E. W.	12/5/12	29	Jondeleit, R. V.	1/1/2013	134	Dillon, J. C.	12/19/12	347	Carlton, M. J.	12/27/12	663	Harty, M. A.	1/4/2013	I.O. (308)	Crawford, N. W.	12/23/12
Pens. (I.O.)	Riley, T. E.	9/12/12	34	Blake, W. G.	1/15/2013	134	Doyle, D. J.	12/24/12	347	Newell, R. E.	12/29/12	663	Schmidt, P.	11/20/12	I.O. (424)	Mielke, L. H.	11/16/12
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Pens. (I.O.)	Stimach, A. J.	10/5/12	35	Arnold, J. M.	9/5/12	134	Krieger, R.	12/24/12	349	Kroh, D. H.	12/19/12	676	Lewis, W.	12/22/12	Pens. (613)	Waldrep, J. F.	12/5/12
Pens. (I.O.)	VanBogaert, J. A.	12/3/12	35	Boston, R. L.	1/12/2013	134	McCord, D. L.	8/4/12	349	Martin-Vegue, H.	11/29/12	676	Pitts, L. R.	12/14/12	Pens. (629)	Arsenault, A.	5/11/12
Pens. (I.O.)	VanLandingham, F. A.	11/1/12	38	Barone, A. P.	1/4/2013	134	Meersman, D. T.	12/25/12	349	Medkiff, J. E.	12/23/12	681	LaFon, N. R.	12/17/12	Pens. (840)	Hosking, W. E.	12/9/12
Pens. (I.O.)	Wallace, R. S.	12/9/12	38	Malek, T. W.	12/30/12	134	Meusick, C. E.	9/27/12	349	Rothfeldt, J. P.	1/7/2013	681	Morath, R. F.	12/7/12	Pens. (1788)	Gillespie, M. J.	10/31/12
Pens. (I.O.)	Williams, D. R.	11/27/12	40	Katz, E.	12/15/12	134	Riley, J. J.	12/9/12	351	Cummings, T. R.	1/9/2013	682	Barlow, C. M.	6/21/10	Pens. (I.O.)	Barry, S. N.	10/24/12
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			44	Smith, E. J.	12/24/12	136	Reid, M. D.	8/28/10	351	White, M. J.	12/11/12	692	Nuttall, M. J.	10/29/12	Pens. (I.O.)	Carter, A. L.	12/8/12
			46	Booth, C. R.	12/25/12	136	Richeson, R. L.	12/3/12	353	Craw, D. J.	2/20/12	697	Buikema, R. A.	1/16/2013	Pens. (I.O.)	Cheesman, R. L.	9/11/12
			46	Snyder, K.	12/19/12	141	Cain, R. E.	10/4/12	353	Edwardson, N.	9/25/12	701	Bouras, G.	1/3/2013	Pens. (I.O.)	Coon, E. R.	12/25/12
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			58	Clennan, B. W.	12/6/12	143	Sholtis, M. E.	9/10/12	357	Bradley, B. H.	12/15/12	725	Webb, M. D.	10/12/12	Pens. (I.O.)	Jacobson, R. A.	10/4/12
			58	Fedak, M.	1/16/2013	145	Turner, K. R.	11/24/12	357	Coombes, C. C.	8/31/12	728	Barnes, M. M.	1/1/2013	Pens. (I.O.)	Klein, G. R.	11/2/12
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			58	Harrison, A. H.	11/5/12	146	Jones, J. W.	6/5/12	357	Reinken, A. L.	11/24/12	743	Groh, E. M.	10/29/12	Pens. (I.O.)	Many, R. C.	10/23/12
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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.

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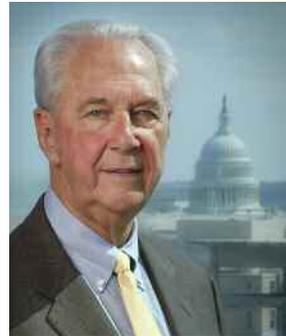
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FROM THE OFFICERS**Who is Pro Business?**

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Speaker of the House John Boehner and his party's followers claim that if the Senate and the nation-at-large supported their policies, businesses would flourish and unemployed Americans would be headed back to work.

But over the past few weeks, those same policies have been strongly rebuked by a highly-respected lifelong Republican and by a businessman celebrated for his profitable entrepreneurship.

Meet Sheila Bair, who served for five years as chairwoman of the Federal Deposit Insurance Corporation, and Craig Jelinek, the CEO of Costco Wholesaler, one of the country's top warehouse retailers, boasting a bigger market share than Sam's Club.

Bair describes herself as "a capitalist and a lifelong Republican." In an op-ed published in the *New York Times*, she slams Republican leaders for supporting policies that "[skew] income toward the upper, upper class." That "hurts our economy," she says "because the rich tend to sit on their money—unlike lower- and middle-income people, who spend a large share of their paychecks, and hence stimulate economic activity."

But Bair doesn't just take shots at her fellow party members. She proposes solutions to rebuild the U.S. economy that make common sense. She dares to talk about taxes. But she doesn't just mindlessly mimic the tea party's call to cut all taxes, leaving worthwhile programs starving.

"It's time to end the practice of taxing income made by wealthy investors in the stock market at a lower rate than income generated by work," Bair says. "Republicans should put fundamental tax reform on the table and make it our priority to end preferential treatment of investment income, which lets managers of hedge funds pay half the tax rate of managers of shoe stores."

Wouldn't it be better, Bair asks, for the Federal Reserve, instead of putting more "cheap money" into banks and the financial sector, to finance construction projects to rebuild the nation's transportation and energy infrastructure? "From Lincoln's transcontinental railroad to Eisenhower's highway system, Republicans have understood that investing in critical infrastructure projects creates jobs and expands commerce," she says.

In 2009, Sheila Bair was named by *Forbes Magazine* as the second most powerful woman in the world after Chancellor Angela Merkel of Germany.

If words are powerful, we would all benefit if Sheila Bair, now a senior advisor at the Pew Charitable Trusts, recovers some of her former influence. Prosperity and growth for America's working families will only happen if Democrats and Republicans both heed her common-sense solutions.

We can expect that some of the folks Bair is criticizing will say that she hasn't had experience running a business. If so, what would they say in response to Craig Jelinek, who shares her concerns about growing wealth inequality in America?

Jelinek has turned upside down the conventional wisdom on Wall Street and among so-called conservatives in Washington that in order to survive in today's global marketplace, businesses must drive down wages as low as they can go.

By their reasoning, Costco should have gone belly up years ago because the company actually pays its workers more than the industry average. A typical Costco employee makes approximately \$45,000 a year; at Sam's Club, it's just \$17,486.

Sam's Club is owned and operated by Wal-Mart Stores Inc., the Arkansas-based company infamous for pioneering the low-wage, minimal benefit workplace model, paying poverty-level wages as a way to offer lower prices and boost shareholders' earnings.

Costco has taken a different approach. Costco's workers have access to quality health care and decent retirement benefits, and the company has resisted pressure to outsource work to other countries, choosing to locate its call-center operations in house—right in the U.S.A.

A decade ago, Costco stock traded for \$32 a share. Today's it is \$100. And just days after Jelinek announced his support for raising the minimum wage, his company reported a profit of \$537 million—up from \$394 million last year.

At one point in our history, Jelinek's and Bair's approach to economics was not all that unique. It was Henry Ford who first realized that paying his employees a decent wage meant more of them could afford to buy his cars, boosting business and allowing him to hire even more workers.

For much of the second half of the 20th century, the idea that a living wage was good for business and America was a key component of the social compact that led to the greatest period of economic growth and prosperity in our history.

But beginning with Ronald Reagan's busting of the air traffic controllers strike in 1981, corporate America and segments of the political class decided to tear up the compact, setting the stage for massive income inequality and a declining middle class that haunts us today.

Big CEOs and corporate traders—who are raking in more profit now than they did before the 2008 recession—may not be worried, but for the vast majority of working Americans who are finding it harder and harder just to make it, the Wal-Mart model is unsustainable.

Costco shows that businesses can make it in America by investing in good jobs that provide a road to the middle class and uplift workers and the broader community. Genuine economic recovery requires that more corporations follow in Jelinek's footsteps and more policy makers listen carefully to Bair's warnings. ■

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

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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:
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Letters to the Editor

A Life Well Spent

I am a 70-year member of Portland, Ore., Local 48. I recently had my 90th birthday. As my days are coming on, I keep telling myself to take some time to tell my brothers about an 18-year-old who simply had to know all about this electrical stuff. After high school, one day I asked a worker how do you start? The guy told me to go to this union hall. So I went to the Local 48 office and was politely told that my chances for a job were very slim.

But being an 18-year-old know-it-all, I went to see the dispatcher once a month. One day I came into the office, the B.A. saw me coming, and told me to be at this contractor at 7:30 a.m. tomorrow. A happy kid got out of there in a hurry, and my life began.

Unfortunately, in less than three months, we were at war with Japan. I knew what I had to do. So I joined the Navy, shipped to the Essex aircraft carrier and spent the next three years on the ship. When the war ended, we came home with 16 battle stars on our chest, for sure the most proud thing I will ever have accomplished in my life.

By the time I left the Navy, I had met and married my wife. I went to see my old dispatcher friend, and my life began again at the age of 23.

My wife and I have been happily married for 63 years, have recently had to move to an assisted living center because of failing health, but thank God and the IBEW for our retirement benefits. Our life is pleasant and after 47 years with the tools, I would be first in line if I could ever do it again.

*John Yeager, Local 48 retiree
Portland, Ore.*

GOP friends or foes?

To those who vote for Republicans and believe that they can be good union brothers and sisters, the handwriting is on the wall. When Republican lawmakers made Michigan right-to-work, all but killing union rights in a state that has been the foundation of union representation for decades, there can be no room for any good union member to believe that any Republican would ever be a friend of labor.

The Republican Party has proven that it intends to wipe out the middle class in the United States. If the brothers and sisters who believe that the Republicans are not hell-bent on destroying and eliminating organized labor, it is incumbent upon them to give up their union membership and go to work for open shop and right-to-work companies. Very few if any of the Republican brothers and sisters would be willing to give up their union membership to support right-to-work legislation.

The time has come for all union members who really believe in the labor movement to band together and to elect people who will represent organized labor fairly. If we form a united front we can take back all that was earned by the labor movement and taken away by the Republican anti-labor force.

*Robert Fritz, Local 35 retiree
Hartford, Conn.*

Flip Feature Fancy

I just want to THANK YOU profusely for the new "page by page" feature this month. It was like reading the paper issue, only on the computer screen. This is a feature that was well worth your time and energy to bring to life. Thank you, thank you, thank you.

*Thomas Sarris, Local 97 retiree
Syracuse, N.Y.*

(Editor's Note: We're glad Brother Sarris enjoys reading his Electrical Worker online using this method, which allows readers to view the print issue of the newspaper on the screen and click on arrows to "turn" the page. We have been offering this feature on the Web site at www.ibew.org since December 2011.)

Tell Us What You Think

We welcome letters from our readers. The writer should include his or her name, address, e-mail address and if applicable, IBEW local union and card number. Family members should include the local union name and number of the IBEW member to whom the Electrical Worker is mailed. The Electrical Worker reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

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Who We Are

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

Topping Out: Tools in One Hand and a Degree in the Other

In 2008, Amy Krug had no savings, no retirement and no patience left. A bartender, she was looking for a change but uncertain about what to do next.

"I had planned to go to college after high school, but did some crazy things and started working in a bar," Krug said. "If you did it for 23 years, you'd leave too."

Her new husband, Jeff Krug, was a journeyman inside wireman with 18 years on the job and, like Amy Krug's mother, a member of Pittsburgh Local 5.

"He told me in five years I would have a good salary, retirement and something to look forward to," Krug said. "And I would have my college degree too. That was a big deal to me."

Krug is now a fourth-year apprentice, working during the day and going to classes three nights a week. Like every other Local 5 apprentice, alongside courses in electrical construction, Krug takes college courses in communications, psychology and English taught at the training center by professors from the nearby Allegheny Community College.

For more than 20 years, every apprentice in Local 5 has been required to pass enough college courses to qualify for an associate degree in construction technology by the time they graduate.

"When you get your journeyman ticket, you also get a college degree," said Paul Reinert, training director for Local 5.

Like Local 5, Joliet, Ill., Local 176, Steubenville, Ohio, Local 246 and several Indiana locals require their apprentices to pass enough college level classes to qualify for a college degree. This fall, those ranks are growing.

New apprentices in Paterson, N.J., Local 102 will be enrolled in Union County College and will have to pass college as well as their training classes. There is no charge for the degree.

Nearly 40 percent of apprenticeship programs have an agreement with a nearby community college that awards credit for completion, said Steve Anderson, a director at the National Joint Apprenticeship and Training Committee, but requiring a degree to graduate from an apprenticeship program is still unusual.

An Academic Boost to a Solid Program

NJATC Executive Director Mike Callanan says the program run jointly by the IBEW and the National Electrical Contractors Association is already the most compre-



Apprentices at work in the Paterson, N.J., Local 102 training center

Photo credit: Bernie Corrigan

hensive electrical apprenticeship program in the world, requiring 8,000 hours of on-the-job training and, on average, over 1,000 hours of classroom instruction.

"This is a rigorous education. These guys are working hard. They go to school at night and study for five years," Callanan said. "It is a clear pathway to the middle class and a great opportunity to combine a craft with skills that cannot be taken away. They provide an incredible asset to the economy and the country."

Construction and Maintenance Department Director Jerry Westerholm said the program for inside and outside electricians "teaches everything they need to know to be ready on their first day."

More than Just Marketing

When Bernie Corrigan became training director at Local 102, his top priority was improving the credentials of the local.

"Our workers are highly educated. I consider this part of continuing to approach ourselves as a business," Corrigan said. "Being able to say, 'You think you know what a construction worker is? All our guys have college degrees,' was part of a marketing strategy."

Corrigan and Business Manager Patrick Delle Cava decided that more college degrees in the membership would win more customers and organize more nonunion electricians.

Steubenville, Ohio, Local 246 Training Director Tony Shreve is expecting a new class of 11 apprentices this fall. Everyone is expected to graduate with an associate degree in electrical construction from Eastern Gateway Community College. Shreve made col-

lege mandatory more than a decade ago and says the best argument for the program is the results.

"We have 88 percent of our industrial market, 60 to 70 percent of commercial and 50 percent or better of residential. Those are National Labor-Management Cooperation Committee numbers, not ours," Shreve said. "I attribute a lot of that to the apprenticeship program. It makes it very easy to sell us."

A Difference of Degree

Damean Hilty, a member of Local 5, continued in school after his apprenticeship ended in 2005, and in 2008 he earned his MBA.

"Nonunion guys talk about the union all the time, mostly that you got paid more," said Hilty, who started out nonunion. "Then I saw that it was a great deal more than earning more money. I knew if I got into the local, not only would I be able to make significantly more money, I would also have a chance to go to college."

After getting his journeyman ticket, Hilty, who said he always wanted to go to college, worked during the day and studied at night. Hilty says he sees the difference the classes make, especially psychology and communication.

"Education helps you open up to something new," Hilty said. "The job site works better when we are all receptive to new ideas."

Corrigan says education was never a hard sell at the local. "It's what has always been the hallmark of the IBEW. We always argue that we have the best. This is about giving our members and our customers more."

An expanded version of this story can be found online at www.ibew.org. ■

Burden of Sequestration Falls on Government Employees

Thousands of IBEW members who work for the federal government or for private government contractors awoke March 1 facing a shaky economic future. The sequestration—the series of draconian federal spending cuts totaling \$1.2 trillion—went into effect last month, meaning that more than 1 million federal workers face unpaid leave or worse unless Congress takes action to rescind the cuts.

Congressional Republicans and President Obama agreed to the sequester in the summer of 2011. Under that agreement, failure to slash the deficit by \$4 trillion by 2013 would result in automatic across-the-board cuts.

Obama and congressional Democrats offered numerous plans to avoid the cuts, but were blocked by the GOP, which rejected any budget plan that did not involve cuts to Social Security, Medicare and Medicaid.

Paul O'Connor, a second-generation tradesman at the Portsmouth Naval Shipyard in New Hampshire, says it will

take months before the damage is fully felt, but when it comes, the cuts will hit workers and the community hard.

Federal employees, like O'Connor's co-workers, get a 30-day notice before they can be furloughed, which means starting this month, approximately 6,000 Portsmouth shipyard workers face a one day a week furlough. That amounts to a 20 percent wage cut.

"I don't know about you, but I don't have an extra 20 percent left over at the end of the month I can just give away," says O'Connor, who heads the Metal Trades Department, AFL-CIO, at the yard.

And it's not just workers who will feel the pain, O'Connor says. "We're a mainstay of the local economy. Who's going to spend money in the community?"

The IBEW represents approximately 65,000 government employees in the United States and Canada. The majority are employed by private companies under contract with the federal government.

Major military contractors like

General Dynamics and Lockheed Martin are expected to lose millions in lost contracts over the next year, potentially costing tens of thousands of jobs.

He says the shipyard has specific deadlines to meet, and every day they aren't working is another day they're behind schedule—which translates into lost dollars.

The sequester will also cut millions in state and local funding, threatening the tentative economic recovery.

"Once this starts trickling down, who knows how it will affect everyone else," says IBEW Government Employees Director Chico McGill. "How will slashing school or law enforcement funding affect construction starts for example?"

O'Connor blames the anti-government rhetoric from tea party activists and many GOP leaders for the congressional stalemate.

"People say the sequestration is only about faceless bureaucrats in Washington, D.C., but it's not," he says. "There are federal workers in every state." ■

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

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Summary of Rules Governing Plans in Reorganization and Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans. The plan administrator is required by law to include a summary of these rules in the annual funding notice. Under so-called "plan reorganization rules," a plan with adverse financial experience may need to increase required contributions and may, under certain circumstances, reduce benefits that are not eligible for the PBGC's guarantee (generally, benefits that have been in effect for less than 60 months). If a plan is in reorganization status, it must provide notification that the plan is in reorganization status and that, if contributions are not increased, accrued benefits under the plan may be reduced or an excise tax may be imposed (or both). The plan is required to furnish this notification to each contributing employer and the labor organization.

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

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

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that can not be forfeited (called vested benefits) are guaranteed. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11.00 of the plan's monthly benefit accrual rate, plus 75 percent of the next \$33.00 of the accrual rate, times each year of

credited service. The PBGC's maximum guarantee, therefore, is \$35.75 per month times a participant's years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$500.00, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ($\$500.00 / 10$), which equals \$50.00. The guaranteed amount for a \$50.00 monthly accrual rate is equal to the sum of \$11.00 plus $\$24.75 (.75 \times \$33.00)$, or \$35.75. Thus, the participant's guaranteed monthly benefit is \$357.50 ($\35.75×10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200.00, the accrual rate for purposes of determining the guarantee would be \$20.00 (or $\$200.00 / 10$). The guaranteed amount for a \$20.00 monthly accrual rate is equal to the sum of \$11.00 plus $\$6.75 (.75 \times \$9.00)$, or \$17.75. Thus, the participant's guaranteed monthly benefit would be \$177.50 ($\17.75×10).

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

Where to Get More Information

For more information about this notice, you may contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300. For identification purposes, the official plan number is 001 and the plan sponsor's name and employer identification number or "EIN" is Trustees of the National Electrical Benefit Fund, 53-0181657. For more information about the PBGC, go to PBGC's website, www.pbgc.gov. ■

Salvatore J. Chilia
NEBF Trustee

D. R. Borden, Jr.
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