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Five years after the end of the worst recession since 1929, Ohio is inching its way back to economic recovery.

The state lost tens of thousands of jobs in manufacturing, services and construction as a result of the 2008 crash. Cuyahoga County, home to the state's largest city, Cleveland, shed 120,000 jobs alone.

As elsewhere, construction was particularly hard hit. Industry unemployment spiked to more than 20 percent in 2010.

Jobs are finally returning, with the construction

industry adding more than 190,000 jobs in 2013, but there is still a long way to go before full recovery sets in.

For the IBEW and the building trades in general, the Great Recession wasn't the beginning of tough times, but the continuation of a challenging environment that had eaten into union market share for decades. Outsourcing had eroded Ohio's industrial base—bread and butter work for the IBEW—while aggressive nonunion competitors dominated the small construction market, as big industrial jobs became scarce.

Nonunion contractors had also been making big strides in other sectors traditionally strong for the IBEW, including large commercial and hospital jobs.

These are the circumstances IBEW's recovery agreements are meant to address: winning work

where the IBEW isn't doing it and taking back market share from the competition.

And in Ohio, these efforts are starting to bear fruit, at last putting the Buckeye State IBEW on the road to recovery.

Steady Growth for Akron Local

A doctor's office here. A strip mall there. None of them are huge projects, but over time they've added up to increased man-hours and market share for Akron Local 306.

The Akron region, once known as the rubber capital of the world, was badly battered by years of outsourcing and downsizing, which wiped out tens of thousands of good manufacturing jobs. The 2008 recession only added to Ohio's economic woes, bringing the construction market to a near standstill.

Enter the Northern Ohio Recovery Agreement.

OHIO ECONOMIC RECOVERY *continued on page 2*

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Buckeye State IBEW on Road to Recovery

“Without it we wouldn’t have many of the jobs we have now,” said Ohio State Organizing Coordinator Ron Ols.

The agreement was adopted by nine locals in 2010 to help the IBEW break into construction sectors it traditionally avoided: retail, small commercial and residential.

Since then, the IBEW has performed more than 800 recovery agreement jobs throughout Northern Ohio—jobs the IBEW would have not won without the use of alternative classifications.

Construction wiremen and construction electricians are electrical workers below journeyman level who are not enrolled in an apprenticeship program. By incorporating CEs and CWs into jobs, contractors can lower their composite rate, making them more competitive with nonunion contractors.

Traditionally dependent on big industrial, commercial and university projects, Local 306 started using CEs and CWs to go after the small jobs that it had all but ceded to the nonunion competition.

“The smaller the job, the harder it is to be competitive,” said Local 306 Business Manager Michael Might. “Alternative classifications gave us the flexibility to win bids. We’re talking drive-ins, gas stations and the like. It’s work and it is helping to put journeymen back on the job.”

Local 306 has also been using Project Tracker, the International Office-developed software that allows business managers and organizers to track upcoming projects in their area, to aggressively bid on jobs.

“When we see a project, we call the contractor and say ‘let’s get on that,’” Might said.

This spring, the local will be building a new hotel in downtown Akron and working on some renovation and expansion projects at Kent State University.

And market share is seeing strong, progressive growth. In 2004, the local had less than 40 percent of the electrical construction market, according to



Ohio construction is putting IBEW members back to work, on projects including Cleveland’s new convention center, left, and the Miami Valley’s first-ever combined gaming facility and horse track.

Might. Last year it neared 50 percent.

“It feels good to drive by a Dollar Store or similar job and know that it has IBEW members on it,” Ols said.

Cleveland Local Back on Track

The Industrial Valley on the Cuyahoga River, just south of downtown Cleveland, was once home to some of the world’s top steel powerhouses, with major steel producers LTV, Republic and US Steel all housing factories in the city.

In addition to employing thousands of manufacturing workers, those plants also guaranteed IBEW electricians steady work, maintaining the massive facilities.

That was then. Today, the steel industry is a shadow of what it once was, which has meant Local 38 needed to get aggressive about breaking into new markets.

Since adopting the Northern Ohio Recovery Agreement in 2010, Local 38 has made notable inroads into the growing small commercial and residential market. “Yogurt shops, gas stations, residential homes, we’re getting the work,” said Business Manager Dennis Meaney.

He says it took some convincing to get signatory contractors to go after



Miami Valley Gaming

these jobs, but today Local 38’s contractors are aggressively bidding work they never thought they could win.

“It really helped keep the work steady—for them and for us,” Meaney said.

The use of alternative classifications has also revived the local’s long moribund residential branch.

“We’ve built a house here and there, and done some renovations and panel changes,” he said.

These small jobs helped Local 38 make it through some tough times in Cuyahoga County, supplementing industrial and commercial work that dried up due to the recession.

Alternative classifications also gave the IBEW a tool to pressure the nonunion competition, even during the downturn.

“We stripped a lot of our competitors’ workforce, which meant they had to

increase pay and benefits if they wanted to keep them,” Meaney said. “Without the CE and CW job classifications, we wouldn’t have been able to do that.”

Construction is picking up in the city, including some large commercial projects. Local 38 worked on the recently completed downtown convention center and is gearing up for a 600-room hotel and new condominium and apartment buildings.

Miami Valley in Full Recovery Mode

Dozens of shiny new slot machines entice visitors to Miami Valley’s first-ever “racino,” which opened its doors late last year. A combination of a slot machine gaming facility and horse track, the 198,000-square-foot gaming attraction is expected to bring more than \$24 million to the region in its first year alone.

When it came to wiring one of southwest Ohio’s most high profile projects, developers turned to the best.

Approximately 130 electricians and teledata technicians—members of Hamilton Local 648—worked on the facility, which was one of the biggest projects the local has done in years.

The IBEW’s top notch work on the racino put it in the running for a massive, \$350 million mixed use retail/residential

project in nearby Liberty Township.

After more than three years of declining market share, Local 648 is in full recovery mode.

“We were sitting on around 35 to 40 percent unemployment when the recession hit,” said Local 648 Business Manager Jeff McGuffey.

McGuffey credits the aggressive use of recovery agreements by the local and signatory contractors for the IBEW’s turnaround in this part of Ohio. In 2010, Local 648 got serious about incorporating CEs and CWs into the job mix.

“It has been a vital tool in capturing work we usually struggle to get,” McGuffey said.

After winning contractors over to the idea, Local 648 starting manning jobs that traditionally went to the competition, including a CVS drug store—just the kind of small works projects the IBEW needs to grow its market share.

“That’s the first CVS we’ve done in, what, 12 to 13 years?” McGuffey said. The contractor who did the job has been asked to build two more.

When it was announced that Buffalo, N.Y., general contractor LPCiminelli would be building the racino, McGuffey knew they would have to make their bid as competitive as possible.

“They didn’t use union labor all that much and we were going to face tough competition,” he said.

Adding alternative classifications to the contractor’s bid gave the IBEW the competitive edge by lowering the composite rate, securing the racino project, said Fourth District Organizing Coordinator Gary Osborne.

The use of CEs/CWs has also given the IBEW a new way to pressure the nonunion competition by stripping workers.

“We have to adapt,” McGuffey said. “If you look at the model on the nonunion side, where they use many workers who don’t qualify as a journeyman or apprentice, we handicap ourselves by sticking to the standard journeyman/apprenticeship composition.”

The majority of the work on the racino was done by journeymen, with approximately 15 CEs/CWs backing up the apprentices.

McGuffey says it is important that alternative classifications not be considered permanent sub-positions, but as a way to help prepare workers for an apprenticeship program.

In 2012, a little under half of the incoming apprenticeship class were CEs or CWs, with a couple more experienced members testing into third year placement.

McGuffey expects even more in 2014.

“We’re getting the work, which means we can recruit even more of our competition’s workforce,” he said. ■

From CE to Journeyman: One Ohio Member’s Story

Hamilton, Ohio, native Justin Rogers remembers the day when he discovered what he wanted to do with his life.

It was career day at his high school and after visiting the electrician booth, he said, “Yep, that’s what I want to do.”

But with a stellar academic record—he graduated second in his class—Rogers was dissuaded by his guidance counselor, who told him he needed to go to college instead.

But his heart wasn’t in it, and after a couple of years at the University of Cincinnati, Rogers dropped out to pursue his dream of becoming an electrician.

But getting into the trade wasn’t easy. He was aware of the IBEW and its apprenticeship program, but said it he didn’t get much help in applying. “To be honest, the people I spoke with weren’t very welcoming,” the 35-year-old said. Plus, he needed to start making money right away. So when a friend let him know about an opening with a nonunion contractor, he took it.

He worked six years in the nonunion sector, working on both small projects like fast-food restaurants and residential construction and larger jobs like hospitals.

Laid off in 2010, he sent applications to different contractors, which gave him

the chance to become reacquainted with the IBEW.

Hamilton Local 648 Business Manager Jeff McGuffey met with Rogers, and told him about the construction electrician/construction wiremen program the local had just implemented.

The alternative classifications allowed Rogers to start working right away as a member of Local 648 in 2010, with better wages and benefits than he made working nonunion.

“I needed to work,” he said. “I already had many years in the trade and this program put me on the job right away as an IBEW member.”

The CE/CW program also put Rogers on the road to full journeyman status.

“The local kept an eye out for the top guys in the program to move them into full apprenticeship,” he said.

Rogers’ experience and some previous trade schooling allowed him to skip a couple years; he will finish the program this year.

“The CW/CE program is the the tool we needed to recruit qualified electricians like Justin away from the competition,” said Business Manager McGuffey. ■

Community Engagement Wins Rebirth of N.Y. Power Plant

New York State's substantial hunger for energy has historically been quenched by big servings of coal-fired steam generation. And, since 1950, one of the largest plants was Dunkirk Station, on the shore of Lake Erie, 55 miles southwest of Buffalo, employing members of Syracuse Local 97.

Just a few months ago, with falling prices for natural gas and intensified government efforts to control fossil fuel emissions, Dunkirk and its workers looked doomed.

Four coal-fired units that had once produced 600 megawatts of power had been backed down to only 75 megawatts. Only a long shot bettor would put their money on NRG, the plant's operator, keeping the facility up and running. But today, Dunkirk Station is back.

On Dec. 7, Gov. Andrew Cuomo announced that NRG would invest \$150 million to rebuild Dunkirk into a 435-megawatt natural gas facility. Cuomo said the agreement would keep the plant running with cleaner energy for at least 10 years, improve electrical reliability and save ratepayers money. National Grid has agreed to purchase power from the upgraded facility.

Cuomo's announcement crowned a long shot campaign to save the plant that united a broad cross-section of the community—labor unions and the Chamber of Commerce, Republicans and Democrats. And the IBEW was at the center of the coalition.

Seventy IBEW members will retain their jobs at Dunkirk and dozens of building trades members will be assigned to the conversion project, with completion expected in 2015.

"I looked out into the audience [where Cuomo made his announcement] and people had tears in their eyes," says Jamestown Local 106 Business Manager David Wilkinson, who had previously joined unionists in Chautauqua County packing public hearings of the Public Service Commission considering the plant's future.

"We were mobilizing and shooting for the moon, but we still thought the plant would probably be shut down," says Wilkinson. "I am proud to be a part of the support group that worked toward this common goal, regardless of political or personal differences," he added.

Local 106 journeyman wiremen and apprentices had worked at Dunkirk for years and stood to lose precious maintenance hours, but—with 30 percent of Dunkirk's tax base dependent upon the plant—the jobs of teachers, police personnel and firefighters were also at risk.

The plant paid more than

\$20 million in salaries and benefits and contributed over \$60 million to the regional economy, including \$7 million in property taxes.

"We put 2,500 people, including our members, teachers and other public employees in a hearing on one of the hottest days in July," says Wilkinson. Labor and community activists used social media tools to promote a letter-writing campaign to elected leaders asking for support for keeping Dunkirk open.

A website, Power Up WNY, prominently displayed several labor organizations as its sponsors. Chautauqua County Executive Greg Edwards promoted the campaign. IBEW retirees lent their time to the mobilization. Local 97 retiree Gus Popovich accompanied Wilkinson to the county fair and collected signatures.

"He and other retirees put their heart and soul into keeping Dunkirk open," Wilkinson said.

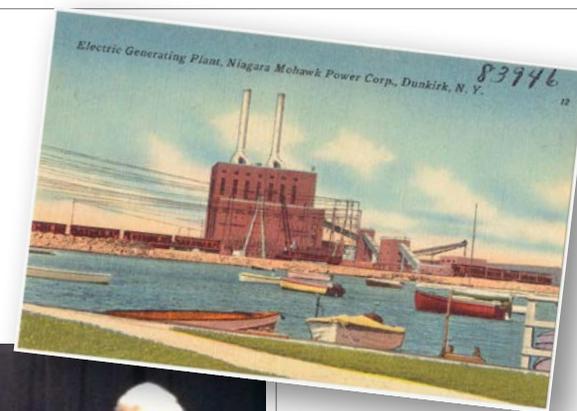


At the time of Cuomo's announcement, the coalition to save Dunkirk was planning to transport four busloads of supporters to Albany for a rally.

"Public opinion in Dunkirk was as lopsided in favor of keeping the plant open as one could imagine," says Local 97 Business Representative Phil Wilcox. Outside of concern about schools and

public safety, he says, there were also fears about reduced reliability in the wake of so much generation going offline.

The bipartisan character of support for keeping Dunkirk open was best expressed by State Sen. Catharine Young, a Republican, who successfully pushed for new factors, including the economic stability of communities, to be included in



IBEW's grassroots mobilization helped convince N.Y. Gov. Cuomo to support conversion of historic Dunkirk Station power plant from coal to natural gas.

Photo above used under a Creative Commons license from Flickr user Boston Public Library.

the decision-making process of the Public Service Commission on power plants.

Young—who sponsored the letter-writing campaign to save Dunkirk—told the Buffalo News, "We couldn't let it [the shutdown] happen. We would lose our tax base. We would lose our jobs. We would lose our future. This agreement saves us. It gives a foundation on which to build our economy. It gives us hope. This is our community's Christmas miracle." ■

L.A. Local Builds Dreams for Military Veterans

Bridging differences between members is often difficult enough for local unions. Deciding how apprenticeships will be filled can sometimes be particularly controversial.

But, if recent posts on Los Angeles Local 11's Facebook page are any indication, members are fully behind Business Manager Marvin Kropke's goal to recruit at least 50 percent of future apprentices from among the ranks of military veterans.

"When America's heroes, who bravely wear the uniform of the United States, return home from wars abroad, they should not have to struggle to find a job," Kropke, a Purple Heart-decorated Vietnam veteran, told the San Fernando Valley Sun.

Local 11 and the National Electrical Contractors Association brought 23 veterans into the L.A. Electrical Training Institute's inside wireman apprenticeship program to kick the program off.

The five-year program is offered free and pays students \$15.44 per hour with full benefits. By the end of their apprenticeships, the parties will have invested \$40,000 in each graduate.

"I was at a dead-end job, pretty much, just paycheck to paycheck. I'd rather have a career than a job—and this [electrical training institute] really seemed the place for me," says Joseph Velasquez, 30, formerly a motor transport mechanic with the U.S. Marine Corps who served two combat deployments in Iraq and was introduced to the electrical trade through his brother-in-law, a Local 11 journeyman.

"I worked in the construction trade before, and what I found is that electricians use more of their brains than brawn. Of course there is manual labor involved, but there's a lot of thought process that has to go in ... That absolutely appeals to me," adds Velasquez.

A story on the training program posted on the campaign blog of Bob Hertzberg, a former speaker of the California House, reports on a 2012 study conducted by the United Way of Greater Los Angeles showing the unemployment rate among post-9/11 veterans in Los Angeles County rising to 18 percent. "Even worse, 35 percent of this same group of veterans doesn't have employment with sustainable income," he says.



L.A. Local 11 aims to recruit at least 50 percent of future apprentices from among the ranks of military veterans.

"Veterans shouldn't be living on the streets," says Kropke. By partnering with L.A. County NECA, he says, "We give veterans the tools they need to succeed and to excel in our economy." NECA employers are also offering direct-hire staff support.

As a special inducement, the ETI adopted new NJATC standards that waive pre-interview testing for all veterans who have been honorably discharged over the last five years. As long as they meet the algebra requirements and have a high school diploma or GED, they move straight to an interview.

In November, Local 11 sponsored an outreach event for women veterans that welcomed 150 participants with collaborative efforts from veteran service organizations and political constituents.

Mabel Miller, a veteran who assisted Rennie Wilson, Local 11 community outreach staff, in planning the program says, "We have had the honor to serve our country. It is now our honor to service our fellow soldiers, the least of which is to advocate for women veterans who need a hand up, not a handout."

"These types of programs are a win for all involved," says Lt. Col. Patricia Jackson Kelly, a 28-year Army veteran and keynote speaker at the women's event. "I commend the leadership and staff of Local 11 for being so dedicated to the cause. So many others just give lip service, but I can see and feel the commitment of the IBEW."

On Dec. 7, ETI hosted a veteran apprenticeship interviewing and application day. Sixty-one veterans attended. Many went straight to interviews and 31 were tested.

"I'm excited to be part of a new Brotherhood," says Adam Elder, a 10-year U.S. Air Force veteran and ETI student who served in Qatar, Kuwait and Afghanistan as a C-130 crew chief.

Local 11's efforts are part of the city's leading role taking a comprehensive approach to veterans, including dealing with post-traumatic stress syndrome, housing and employment, says Uyen Le, Local 11 compliance and outreach representative.

A member's post on Local 11's Facebook page says, "Local 11 should set the standard ... Just let 'em in ... They have all done what most of us won't ... Took an oath to defend our freedom ... Even if it means losing life and limb." ■

Court Cases Threaten Unions and Working Families

One of the main arguments in favor of voting and engaging in the political process is the importance of electing politicians who will appoint fair-minded judges. When we fail, important gains won at the bargaining table or in legislation can be negated by the courts.

Progressives who follow the courts are warning that recent and upcoming decisions have the potential to mark major setbacks for workers across the U.S.

U.S. Supreme Court Considers Challenge to Obama NLRB Appointments

In mid- to late January, the U.S. Supreme Court heard two labor cases. The first, *Noel Canning v. NLRB*, could overturn hundreds of NLRB rulings favorable to workers. The second, *Harris v. Quinn*, tests whether employees who choose not to join a union can be required to pay “fair share” fees for representation.

“Noel Canning goes to the very heart of workers’ rights,” says Mark Gruenberg, Press Associates staff writer in an article, “Big Month for Workers’ Issues at Supreme Court.”



U.S. Supreme Court cases heard in January could set back efforts of unions and others to level the playing field between corporations and workers across the nation.

Photo used under a Creative Commons license from Flickr user peachygreen

Noel Canning, a Washington state firm, sued the NLRB in lower courts and won a decision at the U.S. Circuit Court of Appeals for the District of Columbia that the members of the board were illegally appointed by President Obama.

Republicans had stonewalled on approving new appointees to the five-member NLRB, keeping the agency from hearing cases. So, Obama called upon his power to make “recess appointments” to the board while

Congress was out of regular session.

But Republicans in Congress had called brief sessions, some only lasting a minute, in the interim, claiming Congress was still in session.

If the court overturns Obama’s appointments, it could negate more than 1,000 NLRB decisions.

SCOTUS Weighs Objections to ‘Fair Share Fees’

In *Harris v. Quinn*, the National Right to Work Committee representing Angela Harris and eight other home care workers maintained that Gov. Pat Quinn (D-Ill.) violated their rights to free speech when he signed a bill allowing their employer to deduct “fair share fees” to pay for union representation costs from their paychecks.

Opposing Harris’s argument, attorneys for SEIU and AFSCME, unions that represent home care workers, contend that the First Amendment to the Constitution “permits the government to require both public sector and private sector employees to pay a service fee to the local union that acts as their exclusive bargaining agent.”

“It’s more than ironic that some of the same political players and lobbyists who blame unemployed workers and the impoverished for failing to take ‘personal responsibility’ for their lives are asking the Supreme Court to defend a handful of plaintiffs who want to free-load off the efforts of men and women who sacrificed to win union representation for their peers,” says International President Edwin D. Hill.

Picketing Rights on the Line

The AFL-CIO has filed a friend-of-the-court brief in the U.S. Supreme Court supporting abortion opponents who are challenging a Massachusetts law passed six years ago that restricts protests within 35 feet of abortion clinics.

While the labor federation said it supports the legitimate goal of protecting women who want to use the clinics, the AFL-CIO stated that the law violated the First Amendment guarantee of free speech and could lead to restricting access to workplaces and other venues by unions and other progressive groups attempting to educate and organize their constituents.

to enforce private parties’ lawful agreements to resolve disputes out of court.

Responding to the court’s ruling, Becker—who was a member of the NLRB when D.R. Horton was decided—said, “The Federal Arbitration Act does not say anything about class actions and does not require enforcement of arbitration agreements that violate another law, such as the National Labor Relations Act.

“Do federal judges think a fast-food worker denied wages owed him will dare to pursue arbitration alone against his employer? A female cashier denied promotion based on her sex? Perhaps Congress will ensure that the laws of our land have continued vitality outside the workplace when it takes up

Progressives who follow the courts are warning that recent and upcoming decisions have the potential to mark major setbacks for workers across the U.S.

Ruling Could Derail Employment Class Actions

In an op-ed in Politico, “A Court Just Guttled Your Right to Sue Your Boss,” Craig Becker, general counsel to the AFL-CIO, discusses a December decision by the U.S. Court of Appeals in New Orleans that threatens to undermine class action suits filed by workers against their employers.

Employment class actions have been a critical tool for employees to challenge discrimination, enforce the minimum wage and other standards, like properly classifying workers.

The case involves D.R. Horton, a home-builder operating in 27 states with annual revenue over \$6 billion. The company mandated that all employees sign an agreement upon their hiring requiring that any employment disputes be resolved by binding arbitration and that the arbitrator may hear only individual claims.

The National Labor Relations Board ruled against Horton’s mandate, holding that requiring workers to waive the right to join with co-workers in workplace claims violated federal labor law.

In a 2-1 vote, the New Orleans Court of Appeals reversed the NLRB’s ruling. The court held that the Federal Arbitration Act of 1925 required courts

the Arbitration Fairness Act this year,” writes Becker.

Employers Evade Responsibility to Inform Workers on Labor Rights

Last year, the U.S. Court of Appeals for the D.C. Circuit struck down a rule enacted by the NLRB that required businesses to hang posters in the workplace detailing U.S. workers’ labor rights.

Even though dozens of federal agencies have similar requirements, like the Department of Labor—informing workers of their rights to a minimum wage—powerful employers challenged the NLRB contending that posting the notices was “a government-imposed regulation that would create a hostile work environment while injecting politics into manufacturers’ day-to-day business operations.”

In an article in the Huffington Post, Dave Jamieson explains that the NLRB faced a deadline of Jan. 2 to appeal the court’s ruling to the U.S. Supreme Court but chose to let it pass.

“An official familiar with the decision [to let the deadline pass] told HuffPost that there were concerns at the Justice Department that an adverse decision by the Supreme Court could create problems for other agencies,” says Jamieson. ■

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

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Photo credit: Sue Ekola.

Manchester, Maine, Local 1837 Assistant Business Manager Tom Ryan, left, congratulates member Tom Eaton on his contract victory. Eaton is a shop steward at the Public Service Company of New Hampshire.

N.H. Utility Employees Score First Contract Wins

When workers vote “union yes,” it’s often a hard-won victory. But tougher still can be the path to a first contract, where the skills of newly-minted activists are put to the test against the possibility of continued company resistance and difficult negotiations.

Recently in New Hampshire, workers at two major utilities successfully teamed with IBEW organizers to win their first collective bargaining agreements.

“The negotiations process is where you really see the solidarity of new members come alive,” said Manchester, Maine, Local 1837 organizer Matt Beck, who helped organize employees at Unutil Service Corp. and the Public Service Company of New Hampshire. “The campaign to win a National Labor Relations Board election can have its challenges, but getting that first contract is where the rubber really meets the road in terms of everyone moving forward together.”

Electric system operators at Unutil ratified an agreement in August that locks in higher pay, improved health insurance coverage and a better vacation scheduling policy. The contract covers five employees who run dispatching and help oversee grid operations for customers in the seacoast area near Portsmouth, N.H., and further west toward the state capital in Concord.

“Vacation scheduling in the contract means we can take time off when we want to take it, not just when the company says we can,” said Local 1837 member Mike Pouliot, a system operator at Unutil.

Local 1837 has several dozen members at sister company Unutil Energy, where employees ratified a new contract last year. That familiarity between Local 1837 Assistant Business Manager Tom Ryan and Unutil managers helped the recent effort. “Tom and our Business Manager Dick Rogers sat across the table from the same Unutil representative for this new contract,” Beck said. “Overall, our relationship is going well. As our members continue to do the high-quality work they’ve always done and prove that this is a win-win, our partnership will be even more productive.”

Local 1837 also helped four workers at the Public Service Company of New Hampshire secure their first collective bargaining agreement in November.

Local 1837 already represents about 450 employees at the utility. The negotiating committee petitioned to have an “Armour-Globe election” for the new four-member unit, which effectively grandfathered the members into the larger group’s contract. From there, Beck said, gains for the workers—three building mechanics and a building attendant—came immediately. The members are now locked into a reliable wage schedule and are enjoying a better work/life balance that the contract provides.

“A lot of first contracts are good initial steps because you get your foot in the door,” Beck said. “But by winning an Armour-Globe election, these members are now getting the benefits of a mature contract that has been in place for many years.”

Such an election was established by the NLRB following legislation during the New Deal era. “In many cases, if you are organizing a company where you already have members, you can petition to have them join the larger bargaining unit,” Beck said. Local 1837 leaders did this, and the members voted unanimously in favor of joining. “Petitioning for an Armour-Globe election is a tactic that I think organizers could use to greater success in their campaigns across the U.S.”

PSNH building mechanic and Local 1837 shop steward Tom Eaton said his co-workers have been looking forward to ratifying a contract since voting to organize last June.

“We’re pretty excited to start to enjoy the benefits that our co-workers share,” said Eaton, who served on the negotiating committee. “Working with the guys at the hall made it easy for us. It was smooth and everybody on both sides was very cordial.”

Employees at both Unutil Service Corp. and PSNH expressed thanks to Beck, Ryan and Rogers for their assistance. ■

N.Y. Members Help Fight Lou Gehrig’s Disease with ‘Ride For Life’

DEdlin will never forget his year of kindergarten, when his class got to care for a few unlikely pets. Namely, rabbits, goats and other animals one might see around a small farm.

“It was a great experience to have as a little kid,” the Long Island, N.Y., Local 25 apprentice said about the habitat program at Dickinson Avenue Elementary School.

Even more than the memories of the animals, Edlin connected with the teacher who ran the program—Chris Pendergast. A lifelong union activist with New York State United Teachers and an award-winning educator, Pendergast would go on to form a lifelong bond with Edlin and his family, serving as both a mentor and a friend who helped steer Edlin into his union career.

But tragedy struck the Pendergast family in 1993 when Chris was diagnosed with amyotrophic lateral sclerosis, commonly known as Lou Gehrig’s disease. He was told at the time that he would have only six years to live.

Today, the former teacher is in his 60s after having lived with the disease for two decades. And despite medical setbacks that require Pendergast to use a motorized wheelchair, he has become one of the nation’s more well-known and outspoken voices for ALS awareness and patients’ rights, appearing on national TV with journalists like Tom Brokaw, Matt Lauer and Katie Couric.

“Chris has never lost hope,” Edlin said. “It shows you how much a positive attitude can really affect the quality of your life.”

Today, Edlin and his fellow members are a pivotal part of a popular annual event started by Pendergast in 1998. Called Ride For Life, the event features ALS patients using wheelchairs to ride across Long Island and into the heart of New York City, raising awareness for medical research and promoting visibility of those living with the disease. For 12 days in May, dozens of riders, advocates, caregivers and supporters will stop at local schools, businesses and government offices, returning home to rest at night before hitting the next leg of the journey the following morning.

Accompanied by Local 25 and N.Y. Local 3 volunteers, riders will be cheered on by the thousands of spectators who are expected to line the route as it winds its way into Manhattan.

Last year, Edlin had the chance to help usher the riders through. He said the experience of volunteering alongside his fellow members shows “what this means for us as a union community and family.”

“With all the Local 25 volunteers, it creates a tremendous amount of camaraderie and brotherhood,” Edlin said. “When we finish up, we have a sense of accomplishment. We have a feeling like, ‘We helped make this happen.’ One day, when a cure is found, everyone who has stepped forward can say they had a part.”

Ride For Life has raised more than \$7 million for ALS research and patient



Members of Long Island, N.Y., Local 25 raise money and awareness of amyotrophic lateral sclerosis, or Lou Gehrig’s disease.

services. Local 25 and other organizations in the area assist with fundraising efforts year round before ramping up activity just ahead of the annual ride.

“There’s nothing more loving than to give your life for your fellow man,” Pendergast said to supporters at a stop during 2011’s ride. “So I cannot imagine a better way of spending my life than giving it, so others may someday live.”

Unions like Great Neck, N.Y., Teamsters Local 817 and NYSUT have been strong supporters of the ride since its inception. “Chris has forever been a friend of labor—and in turn, labor has forever been a friend of Chris,” Edlin said.

This year’s ride begins May 5 in eastern Long Island. For more information or to donate to the event, visit www.ride-for-life.org. ■

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Portland Local's History Gleams in Stirring Exhibit

The 100th year anniversary of Portland, Ore., Local 48 was still a year away. But, in 2012—with only a few boxes of memorabilia in their hall—the local's leaders knew they needed help to truly honor the legacy of one of the IBEW's most influential and powerful local unions and their signatory contractor partners.

So the city's IBEW-NECA Barnes-Allison Labor Management Cooperation Committee hired Alan Guggenheim, a local freelance writer and historian, to research the history of Local 48.

Guggenheim's months of research led to a popular, well-publicized exhibit viewed for six months by visitors to the Oregon Historical Society's Museum. Now it's finding a permanent home in the electrical apprenticeship training center.

"We're very proud of our history. The exhibit is important to show apprentices the results of the IBEW's creativity and forward thinking," says Rod Belisle, director of the NECA/IBEW Electrical Training Center, which donated artifacts and tools to the display, including six to eight varieties of voltage testers going back 100 years. "We see how tools and technology have evolved over the years. And we establish a baseline to demonstrate our effectiveness and learn from our mistakes."

Business Manager Gary Young said he relishes the opportunity for visitors to the apprenticeship center—including political leaders and potential customers—to better understand the history of pride in workmanship that is close to the heart of the local's history.

As apprentices enter the building and pass the displays, Young said he hopes they will appreciate the achievement that is expressed in every project.

"Something as simple as a light switch needs to be installed level and square and perfectly-installed, exposed pipe work is an art form," he says.

Seventeen panels illuminate the history of union electricians in Portland. They highlight early critical contributions to economic development from installing elevators in early skyscrapers to taking the vanguard introducing hydropower. One panel shows some of the 21,000 members who labored in six Portland shipyards during World War II. Moving into modern times, other displays focus on community service projects and the construction of massive computer chip fabrication plants in the state's so-called "silicon forest."

The NECA-IBEW sign headlining the display is composed of rigid electrical pipe expertly bent by Local 48 retirees, who also erected a display showing the progression of materials used in

residential electrical construction over the years.

What one sees in the Portland area is emblematic of the history of the Northwest—urbanization, street cars, bridges, transmission lines and the advent of the 1905 Lewis and Clark Exposition, which featured pavilions fully lit by apprentices who went on to become contractors



employing Local 48 electricians, says Guggenheim. "The contractors and electricians were and are very much of a family. It was an uncommonly harmonious relationship," he adds.

"The display of 100 years of partnership was fantastic," says Timothy J. Gauthier, executive manager, Oregon-Columbia NECA, who presented a paper on the history project to the Academy of Electrical Contracting and is commissioning Guggenheim to produce a book from his research. Gauthier says he enjoyed learning about unique people, like the electrician who traveled across the U.S. selling a pair of box cutters he designed out of the back of his Ford.

While surprised by the parties' scarcity of original historical documents, Guggenheim understands the constraints on recovering history from days long before Facebook and Instagram.

"Most union locals and electricians didn't go to work with cameras and notebooks. They didn't note down day-to-day events," says Guggenheim, who knew he couldn't rely upon accounts from the Oregonian, the 163-year-old daily newspaper and today's paper of record, because of its anti-union orientation. He went to the Oregon Historical Society and combed through their files but still came up short.

Then Guggenheim contacted Curtis Bateman, IBEW's archivist and museum curator at the International



IBEW Local 48's rich history is portrayed in an exhibit at its apprenticeship training center. Volunteer efforts by retirees are represented by pipe bending in the exhibit's NECA/IBEW sign.

were tired from working too many hours, but were still required to turn in written excuses. In one, Guggenheim recalled an apprentice who claimed he was run over by a dump truck on his way to class. He was excused.

As Local 48—like the labor movement as a whole—grapples with changing demographics, the 100th year display speaks to a time when many workplaces and local unions were more inclusive and sleeves were rolled up in a

Office. Bateman suggested that the Portlander review past volumes of *The Electrical Worker*, the IBEW's first periodical, which launched in 1893.

"I looked at a picture in volume 1, number 1 of *The Electrical Worker* and I said, 'This is where we start,'" says Guggenheim. In time, he reviewed all 100 years of the union's publications, observing how Local 48 press secretaries would come and go, but in their "chatty and conversational" styles, relate important kernels of their local's history. Sometimes references were embedded in the history of other local unions, like Portland's outside construction Local 125. "The *Electrical Worker*," says Guggenheim, "gave me the first cut, the first draft of Local 48's history."

As luck would have it, Guggenheim found a centerfold photo in the 1914 issue that became the starting point for the exhibit. The photo portrayed a crew from W.A. Kraner, a signatory contractor, erecting illuminated arches over Third Street in downtown Portland. To his delight, the names of the crew, all members of Local 48, were listed under the photo, valuable clues to begin a wider history.

Guggenheim has uncovered humorous stories. In the 1920s and early 1930s, he says, the Portland public schools encouraged students to enter apprenticeships. Students sometimes missed classes because they

common cause.

One of the panels shows a photo of 29 wartime shipyard workers that included several women. Fully one-third of the IBEW members in the yards, who worked 60-hour weeks and paid their dues at windows that were open 24/7, were women and minorities.

"Employment in the shipyards, where apprentices making \$.95 per hour could advance to journeyman status and make \$1.20 an hour was a signal event, a door of opportunity for tens of thousands that would change Portland forever," Guggenheim said.

The National Brotherhood of Electrical Worker's first woman organizer was Local 48's Mary Honzik, hired in 1896.

Journeyman Mark Smith was a wartime shipyard electrician who, in 1952, was appointed deputy state labor commissioner—the highest such position ever achieved by an African-American at the time. Another shipyard electrician, Marie Gleason, retired in 1982 to become the first woman in the nation among 17,000 men to earn full IBEW pension benefits.

"The exhibit will continually impart a sense of IBEW culture to young workers whose world is so visual and close," says Clif Davis, a former Local 48 business manager, now an International Representative, who helped plan the local's 100th anniversary gala. "It's all about a heritage and an educational opportunity that few apprentices will realize through other means." ■

IBEW's Archives Assist Local Union Anniversaries

Not every local union marks that big 100-year anniversary by hiring a professional historian for a deep look into their local union's roots. Luckily, they don't have to.

"Anniversaries, whether celebrating 50, 75 or 100 years, mark a local union's success, longevity and its clear significance to the community," says IBEW archivist and museum curator Curtis Bateman, who has assisted many locals—including Portland Local 48—seeking to rediscover their own histories.

First, local unionists are directed to the IBEW website, which contains digital directories and International Convention roll calls. These tools help them research their local officers, meeting places, classifications, convention delegates and membership numbers at the time of each convention.

Next, Bateman searches the file of each local and scans articles from IBEW publications that have been preserved, sending a computer file to the local union.

Finally, local unions are encouraged to speak with some of their most senior members for stories and to research the area's newspapers at municipal libraries.

Anniversary celebrations often include brochures promoting the local's history. And many local unions have developed small exhibits, mostly comprising a few display cases at their union halls. Some, like Local 48, have produced more extensive displays.

However others choose to preserve their history, says Bateman, they can learn from Local 48. "The exhibit is very professional, educational, and engaging for members and the community. The displays, artifacts and installation are focused and pertinent to the story it tells." ■

New York Local 3 Member Rises to Bass Fishing Elite

Tens of thousands of people enjoy bass fishing. When they are not on their favorite lakes, many watch fishing tournaments on TV.

Most dedicated sportsmen are enthralled by experienced, competitive anglers, a good number of whom are world-class characters and all of whom are students of fish habitat, water currents and temperatures and other factors that tell them whether they have a shot of landing a big one.

One New Yorker has risen to the elite level of competitive bass fishing, self-admitted “character” Joe Sancho. And the big guy with the braided goatee who never takes himself too seriously, even when he appears on TV, is a 15-year journeyman wireman member of New York Local 3.

“Being an excellent fisherman requires a lot of the same attention to detail that it takes to be an excellent electrician,” says Sancho, who grew up on the western shore of the Hudson River about an hour north of the city. “If you see the birds gathering [above a section of water], you pay attention, just like you always pay attention to what wires you’re working with.”

Bass fishing combines solitary, quiet time with the loudness of other competitive sports. Individual fishermen can choose either or both. Some small clubs of 15 or 20 join the sport’s national federation and members compete outside their area. Most have little success beyond their home lake and region. They stick with bass for the challenge and the tranquility of trolling a quiet corner of a lake, taking in the foliage and rock formations on the banks.

At the top rung, bass fishing is as different from those contemplative moments as flag football is from the NFL. Guys like Sancho who collect enough points in local and regional tournaments to move to the elite level can put some real money in their pockets. Winning usually requires significant investment in boats, electronic gear, fishing apparatus, tournament entry fees and the cost of covering time away from a regular job.

The paybacks can be huge. Bass Madness, a book by Ken Schultz, details how cable sports channel ESPN bought rights to the 36-year-old Bassmaster Classic tournament in 2001, building the winner’s purse up to \$500,000, making it what one reviewer calls a “NASCAR-like phenomenon.”

Some tournaments last three days, says Sancho, who is also a member of the Union Sportsman’s Alliance. First, there’s practice to scope out the fish habitats, water depth and temperature, other



New York Local 3 member Joe Sancho is an elite bass fishing tournament competitor.

hidden and submerged features and plan a strategy. Then fishermen go to work to find the sweet spot where the bass are hiding. All fish are kept in a live well on board, a place cool enough to maintain sufficient oxygen to keep them alive. Each angler takes the five largest live fish to the weighing station. Competition is stiff, but when anglers converge on the same spot, we are “gentlemanly,” says Sancho.

Away from the water, Sancho says, “everybody wants me to fish [competitively] and are 100 percent behind me” including his wife, Evelyn, his co-workers and his employer, Konsker Electric. The National Labor Management Cooperation Committee of the electrical industry is one of his sponsors.

Sancho also secured sponsorship from some local businesses in and around his hometown in New Windsor. He is soliciting prospective sponsors, including fishing equipment manufacturers. And, since he’s the only New Yorker in the Elite Series, he is even touching base with N.Y. Gov. Andrew Cuomo for help.

A post on the JoeSanchoBASS Facebook page displays the IBEW colors with the words: “A huge THANK YOU to my fellow Union Brothers and Sisters at Local #3 IBEW for their support of my dream.”

Underscoring the link between hobby and union, Bassmaster joins the AFL-CIO and the Union Sportsman’s Alliance as part of the Theodore Roosevelt Conservation Partnership, helping win legislation to protect lakes and tidal areas from environmental damage.

Sancho fishes from a Ranger 520, with a 250-horsepower engine. Like all tournament fishermen, he gets quickly to

his spot and then uses a small electric motor to maneuver. He is aided by electronic “fish finders,” but says years of experience, reading, viewing videos and speaking to other successful anglers, including hotshots like Mike Iaconelli, are just as important as the help he gets from instruments.

“I’ve learned from guys who are really good and also from trial and error and the

school of hard knocks,” says Sancho, who, like all optimistic anglers, is always looking to locate his lure in the thermocline layer or above, usually a lake’s most hospitable zone for bass. But even the thermocline changes with the seasons and one has to adapt, he says.

A November story in the online blog Bass Fan recounts how Sancho and a buddy approached a local bass fishing club when he was only 15 and asked for membership.

“I was the only one in my family with a bug for fishing,” says Sancho, who speculates that the club’s leaders hesitated to admit him because “guys didn’t want a couple kids tagging along with them because part of their routine was going to the local tavern together after a day of fishing.” After debating the issue, the club’s president, Frank Ceriello, won agreement to admit Sancho and his friend.

Ceriello is now “Uncle Frank,” a close friend who takes care of Sancho’s pets when he is away at tournaments.

“I don’t know how to explain it, but Joe has something special, he’s a natural who always finds fish. His success isn’t luck. It’s skill like in golf or any other sport,” says Ceriello, who sometimes fishes a quiet reservoir with Sancho, away from the competition. “It’s just me and him and the eagles and deer and wild turkeys. We use a rowboat. But Joe can still catch 150 to 200 bass.”

“I fish as much as I possibly can when I’m not working,” says Sancho, who has seen the sport change completely since he started. Nowadays, there’s even college and high school competition, more multi-media cover-

age and magazines.

Sancho has fished tournaments in Texas and Canada and several on the Potomac and is a five-time qualifier for the EverStart Series championship, one of the sport’s most-respected levels.

He sharpens his skills by fishing in tidal waters. Unlike on lakes, the water, he says, is constantly moving; only slowing down for an hour of black tide where currents are relatively stable. “You have to keep following the fish around,” says Sancho, whose wife, son and grandson have accompanied him on fishing trips to Canada, Lake Champlain and Lake Erie.

In his appearance on TV’s Lunkerville, Sancho participates in the Lake George (New York) Challenge for the Wounded Warrior Project. The confident Sancho is interviewed while fishing for small mouth bass, baiting his hook with live smelts, dropping them into the grasses 40 feet down. He told BassFan, “Everything in life comes down to timing, even in fishing.”

“Fishing full-time would be a dream come true,” says Sancho, who never forgets that a good union job is indispensable to his success.

Sancho told BassFan: “At the end of the day, I still have my job. When I’m fishing, I’ll be fishing, but when I’m done fishing, I can come back and go straight back to work,” says Sancho. “That was another hugely important factor in this for me—that I’m not unemployed. I do have a job to fall back on and that takes a lot of pressure off. I wasn’t going to take a second mortgage out to do this. I’m going to do it based on sponsorship.”

Asked why he stands by a journeyman who misses work to go fishing, Dave Konsker says the company, founded by his grandfather in 1924 and signatory with the IBEW since 1979, is a small shop. Unlike some of the larger businesses where the owners may not know the identity of “electrician number 92”, says Konsker, “We’re one of 175 shops [signatory to Local 3] with 20 or fewer electricians and we have a give and take relationship with our crews.”

Alongside his appreciation for his union and his employer, Sancho reserves gratitude for Ceriello.

“I owe everything to Frank,” he told BassFan. “Nowadays you see all of these high school clubs and college teams. It’s awesome. It’s because somebody realized you have to take a kid fishing.”

While he says he’s proud of his accomplishments, Sancho welcomes any help he can get, modifying Ceriello’s take on luck. “The competition is intense and I’d always rather be lucky than unlucky,” he says. ■

IBEW MEDIA WORLD

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HourPower

Right now on Hour Power, President Hill talks about the new year and what the IBEW has planned for 2014. Check it out today on IBEWHourPower.com.



ElectricTV

Data centers are of vital importance to the commerce of America, and we examine the work NECA and the IBEW did on one such center in Seattle. Check it out on ElectricTV.net!





Utility Workers Return to Work after Lockout

The lockout that forced the 225 members of Vancouver, British Columbia, Local 213 out of their jobs at FortisBC is over after nearly six months.

On Dec. 16, the privately-owned utility and Local 213 agreed to enter binding arbitration. The agreement ends the lockout. The workers began returning to their jobs in generation, transmission and distribution within hours of the deal. Under the terms of the agreement, they had up to 10 days to return to work.

“This is more a relief than good news,” said Local 213 Business Manager Mike Flynn. “We’re happy to have them back at work. We’re not happy with how it came about, not being a negotiated settlement, but it’s all we had left.”

Proposals that kept wages flat and gave sole control of job classification to the subsidiary of Fortis, Inc., the largest investor-owned utility in Canada, were twice rejected by the membership. There was little common ground to be found during negotiations and talks stalled completely in October when a second attempt at mediation broke down on the first day.

Under the terms of the deal, each side proposes language on the nine outstanding issues to an arbitrator who will write a new five-year collective agreement contract that automatically goes into effect. Flynn doesn’t expect the decision before March. Until then, work will continue under the terms of the expired contract.

Flynn said the lockout has been devastating. Locked out workers are ineligible for unemployment benefits in British Columbia, but he said the local was able to support picketers from a strike fund for the full six months.

“It doesn’t replace a paycheck, but it made a difference,” he said. “I couldn’t be prouder of how they did.”

Local 213 Business Representative Rod Russell said conditions on the picket were difficult. Managers often harassed the workers, telling them that they are easily replaceable and, in one incident, a manager physically assaulted a picketing worker.

But Russell said community support was phenomenal, with regular deliveries of coffee and doughnuts buoying spirits on the picket lines.

There was also tremendous solidarity from other unions, Flynn said, most notably the 25 members of the Canadian Office and Professional Employees Local 378 who work at FortisBC. In six months, no one from either COPE or the IBEW crossed the picket line, there were no

arrests and there wasn’t even a citation for property damage.

“No one wins a labor dispute but their resolve has been inspiring. Despite some extraordinary provocations from management during the lockout, they were as professional as anyone could ask,” Russell said of Local 213 members.

Negotiations were contentious from the beginning. Despite clearing a \$48 million (Canadian) profit in 2012 providing electricity to B.C.’s Southern

Interior, FortisBC rejected the union’s proposal for a 3 percent wage increase and demanded exclusive control over job descriptions. Nevertheless, Flynn said he thought a deal was a reachable.

Then FortisBC walked away and refused to negotiate a deal. When members of Local 213 began strictly following the terms of an essential service order issued by the provincial labor board—which committed the union and the utility to maintain basic

essential services, but allowed them to refuse work that didn’t endanger the safety of the community like disconnections or capital projects—FortisBC locked them out.

The utility also demanded greater control of the system control center, the nerve center of the grid, requiring union members to train management to do their jobs. They said it was to ensure continuity of service in case of future labor disputes.

But Flynn said Canadian law

already requires workers to stay on the job when they are essential to maintaining the electricity delivery. The demand seemed designed merely to provoke the workers.

“There is a lot of work to be done and emotions must be checked by all parties,” Russell said. “We are committed to building productive working relationships that work for the benefit of the customers. If we have a partner, the proof will be in the pudding.” ■

Retour au travail pour les travailleurs des services publics qui étaient en lock-out

Le lock-out décrété par l’entreprise FortisBC, qui avait forcé les 225 membres de la Section locale 213 de Vancouver, en Colombie-Britannique à quitter leur emploi, a pris fin après presque six mois.

Le 16 décembre dernier, l’entreprise privée de services publics et la Section locale 213 ont décidé d’avoir recours à l’arbitrage. Cette entente a mis fin au lock-out et les travailleurs qui occupaient un emploi dans la production, le transport et la distribution ont commencé à retourner au travail dans les heures qui ont suivi. Selon les termes de l’accord, les employés ont jusqu’à 10 jours pour retourner au travail.

« C’est plus un soulagement qu’une bonne nouvelle. Nous sommes contents qu’ils soient de retour au travail. Nous ne sommes pas satisfaits du développement de la situation, ce n’est pas un accord négocié mais nous n’avions pas d’autre choix » dit Mike Flynn, Gérant d’affaires de la S.L. 213.

Les propositions de la compagnie à l’effet de laisser les salaires inchangés et de donner le contrôle exclusif des classifications d’emploi à la filiale de Fortis Inc., la plus importante entreprise privée de services publics au Canada appartenant à des investisseurs, ont été rejetées par les membres à deux reprises. Peu de points communs se sont dégagés lors des négociations et les discussions en sont arrivées à un point mort au mois d’octobre, après qu’une deuxième tentative de médiation ait été rompue la première journée.

Selon les termes de l’accord, chaque partie doit soumettre à un arbitre, au cours du mois de janvier, un texte pour les neuf items en suspens. L’arbitre rédigera la nouvelle convention collective

d’une durée de cinq ans qui entrera automatiquement en vigueur. D’après le confrère Flynn, on peut s’attendre à ce que ce nouveau contrat soit présenté au cours du mois de mars. D’ici là, les membres seront régis par les dispositions de la convention collective expirée.

Selon le confrère Flynn, le lock-out a eu des effets dévastateurs. Les travailleurs de la Colombie-Britannique touchés par ce lock-out ne sont pas admissibles à l’assurance-emploi. Heureusement que grâce au fonds de grève, la section locale a pu soutenir les piqueteurs durant les six mois.

« Ça ne remplace pas un salaire, mais cela a fait une différence. Je ne saurais être plus fier d’eux » poursuit-il.

L’agent d’affaires Rod Russell de la S.L. 213 soulignait que les membres ont dû faire face à des conditions difficiles sur les lignes de piquetage. Les travailleurs étaient souvent harcelés par les dirigeants de la compagnie qui leur répétaient qu’ils n’auraient pas de difficulté à les remplacer et lors d’un incident, un travailleur a même été agressé physiquement par un de ces dirigeants.

Heureusement, ils ont reçu un appui extraordinaire de la collectivité qui s’est assurée de soutenir le moral des grévistes en leur livrant cafés et beignes régulièrement.

« D’autres syndicats ont fait preuve d’une grande solidarité, notamment les 25 membres de la section locale 378 du Syndicat canadien des employés professionnels et de bureau (SEPB-COPE) à l’emploi de FortisBC. Au cours des six mois, aucun membre du SEPB ou de la FIOE n’a traversé la ligne de piquetage. Il n’y a eu aucune arrestation ni d’amende pour dommages causés » affirme le confrère Flynn.

« Personne ne sort gagnant du conflit de travail mais la détermination des grévistes est digne d’éloges. Ces membres de la S.L. 213 ont su agir de façon aussi professionnelle que l’on puisse souhaiter, malgré les nombreuses provocations de la part des dirigeants » affirme le confrère Russell.

Les négociations ont été laborieuses depuis le tout début. Malgré le profit de 48 millions de dollars réalisé en 2012 par FortisBC, qui fournit l’électricité à la Colombie-Britannique-Southern Interior, l’entreprise a rejeté la proposition du syndicat demandant une augmentation de salaire de 3% et a demandé le contrôle exclusif des descriptions d’emploi. Mais le confrère Flynn savait qu’un accord était quand même envisageable.

Puis l’entreprise FortisBC s’est retirée et a refusé de négocier un accord. Lorsque les membres de la Section locale 213 ont commencé à suivre de façon rigoureuse les dispositions de l’ordonnance rendue par le Conseil provincial des services essentiels, laquelle stipule que le syndicat et l’entreprise doivent maintenir les services essentiels de base, mais qu’ils ont le droit de refuser d’effectuer certains travaux qui ne mettent pas en danger la santé et la sécurité du public, tels que débranchements ou projets capitaux, l’entreprise FortisBC les a mis en lock-out.

Après le déclenchement du lock-out, FortisBC a fait des demandes de concessions additionnelles, incluant le pouvoir unilatéral d’imposer des semaines de travail comprimées, ce qui aurait eu pour effet d’obliger certains membres, tout particulièrement les chefs de famille monoparentale, à choisir entre leurs responsabilités liées à l’éducation des enfants et le maintien

de leur emploi. L’entreprise a rejeté les contre-offres pour le travail à horaire comprimé volontaire ou pour prévoir des exceptions pour les travailleurs ayant des responsabilités familiales.

L’entreprise a aussi demandé une plus grande maîtrise du centre des systèmes de contrôle, le point névralgique de la grille, qui imposerait aux membres du syndicat de fournir la formation aux membres de la direction afin que ces derniers puissent effectuer leur travail. FortisBC a prétendu que c’était dans le but d’assurer la continuité des services en cas de futurs conflits de travail.

Mais comme le spécifie le confrère Flynn, il est déjà prévu dans la loi canadienne que les travailleurs doivent demeurer au travail lorsqu’ils sont essentiels au maintien de la distribution électrique. Cette demande visait peut-être simplement à provoquer les travailleurs.

« Cela n’avait aucun sens mais il n’a jamais été question des salaires. Il s’agissait d’un employeur insensible et autoritaire voulant contraindre des travailleurs non respectés et intimidés à accepter ses concessions » déclare-t-il.

Maintenant que le conflit de travail est terminé, le confrère Russell s’attend à ce que les membres fassent preuve du même niveau de professionnalisme au travail comme ils l’ont démontré sur les lignes de piquetage.

« Il y a beaucoup de travail à faire et les deux parties doivent surveiller leurs émotions. Nous sommes engagés à établir des relations de travail productives qui seront aussi dans l’intérêt des clients. Si nous avons un partenaire, les faits et les actes parleront d’eux-mêmes » conclut le confrère Russell. ■

Transitions

RETIRED Paul Simon III



Third District International Representative Paul Simon III retired effective Jan. 1 after more than four decades of

service to the IBEW.

Brother Simon was initiated into Wilmington, Del., Local 1238 in 1972 while working as a meter reader for Delmarva Power and Light. Quickly becoming active in the local, he served as an assistant steward, steward, then was elected to the executive board where he became secretary and then chairman. Simon was part of each contract negotiating committee with utilities in the local's jurisdiction between 1984 and 1997.

After being elected business manager in 1987, Simon helped sharpen the focus of the local stewards training program, and spearheaded the successful organizing campaign that brought all employees of the City of Dover Electrical Department into the IBEW fold in 1991.

That knack for teambuilding and negotiating was an asset that led to then-International President J. J. Barry appointing Simon to the Third District staff in 1997. "Paul was strong at the table, and he always promoted the IBEW's excellence," said International Representative Mike Welsh, who worked closely with Simon at the Third District office. "You have to be able to challenge a company if they try to tell you, 'This is how it's going to be.' Paul always knew how to respond, knew all the facts, and was a very hard worker."

Brother Simon began his work for the district by working in the Third District office as well as servicing utility locals in western Pennsylvania, including Pittsburgh Locals 29 and 1956 and Beaver Local 272.

By 2002, Simon was assigned to the field to cover utility locals across central and eastern Pennsylvania, as well as in New Jersey and his home state of Delaware. He was key in helping organize and negotiate major first contract victories for employees at PECO Generation, Electric, Gas, and the company's call center; AES Generation; Veolia Power; and the Met-Ed call center in Pennsylvania. Simon also spent 11 years as the IBEW's state political coordinator in Democratic-leaning Delaware.

"Whether in organizing or politics—or any project—Paul would pull out all the stops," Welsh said. "He was always out there, and always gave 110 percent."

Brother Simon served in many roles with the Delaware State AFL-CIO and served on many committees, including as Chairman of the Political Education and a member of the Legislative committee. He attended the University of Delaware and the National Labor College.

In retirement, Simon said he looks forward to travel, golfing and spending more time with his wife, Holly, their two children, Paul and Jennifer, and four grandchildren, Olivia, Zoe, Jacob and Zac.

"With a stocked fishing pond 60 feet from my back door, I'll be enjoying my days fishing with the grandkids," Simon said.

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

DECEASED Tony Buccella



We regret to report that retired Fourth District International Representative Tony Buccella died on Dec. 22. He was 87.

A World War II veteran of the Army Air Corps, Brother Buccella retired in 1989 after a 43-year IBEW career.

Paul Witte—who became Fourth District Vice President a year after Buccella's retirement—remembers him as a solid representative who was very well liked by the members of the manufacturing locals he serviced all along the I-75 corridor.

Born in Warren, Ohio, Brother Buccella moved to Richmond, Ind., with his parents at an early age and worked

at the Richmond plant of Avco Manufacturing as a member of now defunct Local 1127. He was elected business manager in 1956.

"He deeply cared about his people. They were his life and priority and the members were nuts about him."

—Gary Snyder

When the Avco plant shut down, Buccella transferred his membership to Newark, Ohio, Local 1985, representing workers at the Hoover vacuum cleaner manufacturing plant.

"Tony was one of the most devoted international representatives I ever knew and I knew many," says Gary Snyder, an attorney who represented building and construction trades unions for over 40 years. "He deeply cared about his

people. They were his life and priority and the members were nuts about him."

"In negotiations and arbitrations and confrontations with management, Tony was always cool and didn't raise his temper, but he was highly effective," says Snyder, a close personal friend. Witte adds, "Tony was very reliable, took care of problems in his local unions and didn't require much attention or direct intervention from the district or the International Office."

Witte and Snyder recall Buccella as a flashy dresser and a "health nut" who took dozens of vitamins every day and remained fit and healthy into his later years, during which he stayed active as a member of the American Legion, his church and community-based organizations.

On behalf of the members and staff, the officers send our condolences to Brother Buccella's son, Tom, his four grandchildren and great grandson. ■

Organizing Wire

Maine Verizon Business Techs Join IBEW

Verizon Business technicians in Andover, Maine, voted overwhelmingly to join Augusta Local 2327 in a National Labor Board-administered election on Dec. 11.

The six-person unit is the last group of Verizon Business technicians to choose a voice on the job with the IBEW in New England.

"Now they will finally have the right to negotiate their terms and conditions of employment," said IBEW Lead Organizer Steve Smith.

Verizon Business is subsidiary of Verizon Communications Inc., formed after the company purchased the remnants of MCI/WorldCom in 2006.

While most Verizon technicians are represented by a union, the majority of the VZB workforce was nonunion, with the company fighting to keep it that way.

"Verizon had built a wall separating its unrepresented employees in its Verizon Business and Wireless divisions from workers in the older 'core' company as part of a union avoidance strategy," wrote labor activist Rand Wilson in an online blog post.

But after an organizing drive led by the IBEW and the Communication Workers of America, more than 600 techs in Massachusetts, Maine, Vermont, Rhode Island, New Hampshire and Connecticut voted for union representation in 2008.



IBEW Lead Organizer Steve Smith introduces Verizon Business technicians at a Verizon contract rally in Boston in 2008

Verizon tried carving out workers from the new bargaining unit, denying union representation to small groups of engineers and technicians throughout New England. But IBEW organizers successfully brought these groups into the union.

Local 2327 Business Manager Peter McLaughlin is negotiating with Verizon Business, and is pushing for the new members to be slotted in under the existing contract.

"We're focused on making sure they get a good contract," he said.

Thousands of Verizon Business employees outside New England are still without collective bargaining rights, however.

"Hopefully the other VZB techs in Virginia and Washington State will follow a similar path," Smith said. ■

Workers' Rights Victory in Saskatchewan

Supporters of workers' rights won an important legal victory Nov. 21, after the Saskatchewan Labour Relations Board found contractor Magna Electric Corp. guilty of unfairly terminating pro-union employees.

The four workers had been hired in early 2013 to work on the multi-billion-dollar Boundary Dam Power Station project in southern Saskatchewan.

Nonunion Magna Electric tried getting away with recruiting temporary immigrants, but after Local 2038 found out the company was hiring electricians, it contacted locals with members sitting on the bench.

Saint John, New Brunswick, Local 502 sent four of its out-of-work members to Saskatchewan, who went to work for Magna.

The employer never inquired about

their union status, but the new hires didn't hide the fact they were IBEW members either, talking with their co-workers about the benefits of working union.

"I met with them a couple times after they got some interest from other employees in the IBEW," Local 2038 Membership Development Coordinator Jeff Sweet said.

At one meeting at a restaurant in May, the Local 502 members spotted some of their co-workers at the bar, and went over to talk to them.

"Most were interested in what they had to say, but one guy was real anti-union and got angry," Sweet said.

The irate worker threatened to physically harm the IBEW members and to get them fired, Sweet said.

The next working day, the boss did just that, firing three of the workers over their union affiliation. The fourth resigned before being fired. The anti-union employee was never disciplined.

Terminating workers over their views on unions is illegal under provincial law, and the local brought the case before the labour board.

"We would draw a conclusion from the employer's conduct that the terminations were the result of an anti-union animus on the part of the employers," said labour board Chair Kenneth Love in the ruling against Magna.

Sweet said the board found Magna's defense neither "credible nor coherent."

The Local 502 members are seeking a monetary settlement. ■

Local Lines

IBEW Community Service

L.U. 6 (c,i,st&u), SAN FRANCISCO, CA—On Nov. 27 last year, our motorcycle enthusiasts joined forces with other volunteers at St. Anthony's to assist with the preparation of a Thanksgiving feast for homeless and needy San Franciscans. We received many compliments and found this to be a rewarding experience.

Our Day of Holiday Spirit was full of excitement—Santa, kids, fire engines, barbeque, a bounce house, a poker tournament, and presents that Local 6 members donated for the San Francisco Fire Department Toy Program. Thanks to all who volunteered their assistance for this event, we raised money and put a smile on many children's faces.

Tom O'Rourke, A.B.M.

'Thanks to Volunteers'

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Hello, brothers and sisters. With 2014 under way, we hope the number of our work hours will significantly improve. Our economic slump has lasted almost a year and a half, but it appears change is on the horizon. Shutdown projects at the two nuclear facilities in our jurisdiction are well under way and other breaking projects are expected to allow us to catch up to the long awaited economic turnaround.

I thank all those who worked so hard on the November general elections. Your hard work paid off—anti-union and "right-to-work for less" supporter Mayor Mike Bell was defeated by Mike Collins, a proponent of labor and collective bargaining. Labor can look forward to working with Mayor Collins in the future. Although Bro. Shaun Enright was not re-elected to the Toledo City Council, he put up a good fight and he should be proud of all his hard work on the council. Thanks to all who volunteered on Shaun's campaign.

This past fall, a Habitat for Humanity house in Oak Harbor, Ohio, was completed for a mother and two small children. A big thank-you goes to the 16 volunteers, primarily third- and fifth-year residential apprentices, who logged 272 hours on this project. That totals nearly 4,000 volunteer hours since 2008, just from Toledo JATC apprentices alone. Let's all continue to recognize and raise the bar with these and other acts of good will.

Mike Brubaker, F.S., P.S.

Training Center Dedication

L.U. 12 (i,o&se), PUEBLO, CO—The forecast for Oct. 5 last year was cold and windy, but when you pick a day for the picnic two months in advance, you never know what you will get. It turned out to be a beautiful fall day. We began with a dedication ceremony for the Tracy L. DeFusco Memorial Training Center. Along with honoring our late Brother Tracy, we also acknowledged several other brothers for their longtime contributions to our apprenticeship program: Pete Montera, Larry Tatinski, Ron Scott, Loius DeNiro and Ken Griffin. After the festivities, we all gathered at The Pueblo Nature and Raptor Center for a day of music, bounce house fun and good eats.

On Oct. 26, the Ladies Auxiliary put together a Halloween Party for the kids with spooky games and a costume contest. It was a haunting good time.

We will be planning the Local 12 Awards Ceremony by the time this article prints. We'll have details on that next issue. Reminder: Everyone work proud, work safe.

Susan J. Johnson, P.S.



Attendees enjoy Local 12 Annual Picnic.

Fantasy of Lights Benefit

L.U. 16 (i), EVANSVILLE, IN—The 20th Ritzzy's Fantasy of Lights had a great start by being blessed with beautiful weather and a dedicated crew of experienced IBEW Local 16 hands, as well as hard-working rookies.

Proceeds from this annual holiday event help fund rehabilitation services for needy children and adults in the tri-state area. Since 1994, more than \$2,535,500 has been raised and approximately 82,536 therapy sessions partially or fully paid for. The crowd was reminded by this year's youth

advocate just what the Easter Seals Rehabilitation Center does, as she described developmental challenges she has had to overcome. Thanks again to all who make this endeavor possible.

The retirees breakfast is held the second Friday of every month at 8:30 a.m. Scheduled locations are as follows: Jan. 10 at Harold's; Feb. 14 at Darmstadt Inn; March 14 at Pie Pan; April 11 at Harold's; May 9 at Golden Corral; June 13 at Golden Corral; July 11 at Darmstadt Inn; Aug. 8 at Pie Pan; Sept. 12 at Merry-Go-Round; Oct. 10 at Red Wagon; Nov. 14 at Rick's 718 Bar; and Dec. 12 at Rosie's. Come on out and enjoy the brotherhood.

Donald P. Beavin, P.S.

Industry Night a Success

L.U. 22 (i,rts&spa), OMAHA, NE—IBEW Local 22 held an Industry Night on Oct. 2, 2013. It was a great success with more than 60 people from the nonunion side attending to find out more about joining the union. We were able to organize journeyman electricians, CWs and CEs. We also now have contact information with others who are interested in our industry.

In September, IBEW Local 22 started a new online-based system for referring electricians for employment. When people now sign the book, they create a login which allows them to bid for posted calls. Calls are posted on the system at 4:30 p.m., and bids can be placed on the website at www.ibew22jobcalls.com or through the IBEW 22 Mobile App. The next business day at 8:30 a.m., a program scans through the out-of-work list in book order, pulling out applicants until the call is filled. Selected applicants are sent a message to report to the union hall at 10 a.m. the next business day, to allow for travel time. People who did not catch the call are informed that the call is filled. Messages are automatically sent by e-mail, text message, or by logging into the system. So far we have filled 48 different job calls, sending out more than 340 electricians for projects in our jurisdiction. For more information visit the referral website at www.ibew22jobcalls.com.

Chris Bayer, P.S.

2014 Events Scheduled

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—Greetings and best wishes to all in 2014!

Scholarship Time! Visit the local's website www.ibewlocal26.org for information and to download application forms for this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. Applications may also be obtained by calling the union hall (301-459-2900) and requesting one be mailed to your home. The deadline to submit applications is March 31, 2014.

Please note upcoming 2014 events: Electrical Workers Motorcycle Riding Club will host their 3rd Annual Poker Run—Saturday, May 3 (for more information, contact Jerry Lozupone at 301-459-2900); Annual Dollars Against Diabetes golf outing—Monday, June 2; JATC graduation—Saturday, June 7; Annual Manassas, VA, picnic—Saturday, June 21; Edgewater, MD, picnic—Saturday, Aug. 2; and the Retired Members' Club will host their annual crab feast—Saturday, Oct. 11.

We mourn recently deceased members: James S. Shazer, Theodore F. Moseley Jr., James C. Polk Jr., Joseph E. Wade and Leroy R. Windsor.

Best wishes to new retirees: Roger A. Barnes, David A. Clark, David S. Duarte, Roderick R. George, Joseph M. Haugh Sr., Thomas C. Miller, Martin J. Reedy, Robert M. Wines, Thomas A. Ricker Jr., Don T. O'Sullivan, Aparicio S. Merino, Warren R. Cobean III, Ronald V. Friend, Thomas O. Johns, William B. Clayton, John C. Taugner, Dennis M. Burton, William Flemming, Thomas C. Friedrich and Stephen R. Kight.

Charles E. Graham, B.M.

'Man-hours on the Increase'

L.U. 34 (em,i,rts&spa), PEORIA, IL—We're one month into the new year and our man-hours are steadily increasing. We should have a decent spring in Local 34. It has been several months since my last article and I wish to thank all of the locals



Local 34 Pres. Tim Sprout congratulates Treas. Tina Burd.

Submitting Local Lines Articles

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

Trade Classifications

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

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

that made donations to help our members who lost their homes after an F4 tornado blew through Washington, IL. The generosity of union members always amazes me.

Local 34 congratulates Tina Burd on her appointment. Tina is now the treasurer of Local 34 and our first female officer. She will do a wonderful job and make Local 34 proud.

We have a couple of events coming up this spring. In March, our Peoria Bus. Rep. Dave Lowder will be asking all of our members to pony up a pint of blood for our annual blood drive. According to the Red Cross, each donation can help save the lives of up to three people.

The next event will be the spring golf outing organized by member Dave Ramsay. For further details about these events please contact the hall.

Marc Burnap, P.S.

Work Picture Update

L.U. 38 (i), CLEVELAND, OH—Work has currently slowed down here with the completion of the Blast Furnace Reline job at Mittal Steel; however, at the time of this writing it was just announced that the Browns Stadium upgrade job will start immediately after the season. The \$130 million upgrade will include new scoreboards and a new sound system.

The financing just got completed as of press time for the new 600-room Hilton Hotel to be built next to the convention center. Demolition will start on the old building on that site early in 2014 and the new building should start going up this spring.

Several buildings are being remodeled for apartments and because of high demand developers are looking at several other sites for more apartments in downtown Cleveland. Note photo below.

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

Work Outlook is Promising

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—The photo accompanying this month's article features Local 42 "BA" members doing extensive line clearance tree trimming for miles along the utility distribution rights-of-way in Connecticut.

As of this writing, the work picture was holding steady for the "A" members of Local 42 for the month of December 2013. The outlook for the new year is very promising. We have two Highline projects that will be starting up and some more work on the railroad as well. With CL&P, the "BA" member tree crews are now able to perform much-needed tree trimming and removal of trees.

We congratulate Mickey Carmiggelt for

catching the biggest fish during our fall Chartered Fishing Trip held Oct. 5 last year.

Just a reminder—2014 upcoming events for Local 42 are scheduled as follows:

We are proud to be celebrating our 45th Year Anniversary at our Dinner/Apprentice Graduation festivities on April 26, 2014. Also scheduled for 2014 are the: Trap Shoot—May 3; Motorcycle Run—May 17; Dinner Cruise—June 14; Chartered Fishing Trip—July 12; "BA" Picnic—July 26; "A" members Picnic—Aug. 23; and fall Chartered Fishing Trip—Sept. 27.

Have a safe and happy new year!

Jacquelyn Moffitt, P.S.



Local 42 "BA" members perform tree clearing along distribution rights-of-way.

'Security of Health Care'

L.U. 48 (c,em,i,rtb,rts&st), PORTLAND, OR—President Obama's hard work is finally paying off. Millions of working American families will finally enjoy the security of health care under the Affordable Care Act.

Fortunately, Local 48 members will continue to enjoy our excellent Harrison Health Insurance Trust coverage. But what about family members and friends not qualified under your umbrella?

The ACA requires all citizens to enroll in a medical insurance plan. Which plan to choose, and how to navigate the process, is daunting. Oregonians without insurance can use Cover Oregon, the new health insurance marketplace, to apply for and choose a plan. Then, by selecting WorkingAmericaHealthcare.org, they can join the labor movement and more than 3 million Americans enjoying affordable health care.

Working America is the community affiliate of the AFL-CIO. Their goal is to facilitate millions of people as they purchase medical coverage. They provide tools, research and assistance. Their brokers guarantee competitive rates and comprehensive plans.

Through their partnership with the AFL-CIO and Union Plus, Working America can offer special service benefits to members. Call: 800-560-7114 or visit WorkingAmericaHealthcare.org.

Look for the IBEW Local 48/Working America sponsored Insurance Fair, coming January 2014. It's the perfect opportunity to shop coverage. Family members and friends welcome.

Robert Blair, P.S.

Local 58 Shines at Michigan Advanced Lighting Conference

L.U. 58 (em,i,rtb,spa&t), DETROIT, MI—The Detroit JATC hosted 300-plus guests for the Michigan Advanced Lighting Conference held Dec. 3, 2013. The conference included representation from utilities, advanced lighting manufacturers, the design community, contractors, energy stakeholders, customers and more. More than 36 exhibitors displayed the latest lighting technologies and products that improve lighting and energy efficiency.

The conference covered topics including the future of LED technology, and rebates & incentives for commercial facilities. Topics discussed also included: case studies from a variety of southeast Michigan locations; and the Michigan Advanced Lighting Controls Training Program (MALCTP).

Local 58 and its partners at NECA were sponsors and organizers of the event through the LMCC Business Development program. Other sponsors included DTE Energy, Consumers Energy, Michigan Solid State Lighting Assoc., and Energy United.

Also on-site for the conference was Local 58's own Kevin Niezurawski, also known as Detroit Kryo. If you haven't seen the amazing 2,400+ LED suit Kevin has put together, check it out at www.detroitkryo.com.

Conferences like the Michigan Advanced Lighting Conference bring potential and existing customers through the doors of our Training Center, which helps them get to know us and understand the depth of our training and expertise.

Andy E. Dunbar, Pres.

Stewards Class

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters. September rains last year were fast and furious here in Colorado. The flooding was as bad as you saw in the news. Although it made work for some of our contractors, it was at terrible expense to some members and hundreds of others. Say a prayer for those still trying to dig out and rebuild. Say an extra prayer for those who lost everything.

Local 68 had a turnout dinner for the class of 2013 apprenticeship graduates on Oct. 4 last year; the local welcomed and extended congratulations to the 11 new journeyman wiremen.

On Nov. 12, Guy Runco held a Stewards Class at the hall. We had 24 journeymen participate to

learn the responsibilities and duties of an IBEW steward in our ever-changing workplace.

Hope everyone had a safe and happy holiday season.

We extend our deepest sympathy to the families of our recently deceased brother Howard N. Jones.

Jack Cox, Pres.



Denver Local 68 congratulates 2013 JATC apprenticeship graduates.

Third Generation Union Family

L.U. 70 (lctt&o), WASHINGTON, DC—Local 70's general meeting on Oct. 22, 2013, was a very special one. We welcomed a third generation of a proud union family to our membership.

Grandfather James "Jim" Taylor, former president of Local 70, was at the meeting to receive his 40-year pin and swear in his grandson Hunter Taylor. Also in attendance was Hunter's father, Local 70 member Robert "Whistle" Taylor.

William M. Drabic Sr., R.S.



Former Local 70 president James "Jim" Taylor (left) swears in grandson Hunter Taylor (right), as son Robert "Whistle" Taylor (center) looks on.

Membership Activity Grows

L.U. 80 (i&o), NORFOLK, VA—Our membership activity continues to grow as several more members have joined the Volunteer Organizing Committee. The VOC recently held sessions for "member to member" and "member to future member" training on how to engage others to become active in the local and how to reach out to unrepresented workers. After the member-to-future-member training, the VOC made house calls to nonunion electricians targeted by the local. The VOC will continue to meet the second Tuesday of each month at the union hall.

Local 80 also started a Young Workers Group with approximately 10 members. Their goal is to energize the younger workers in the trade in an effort to grow our industry to include a younger workforce. The group meets the second Thursday of each



Local 38 members from Lake Erie Electric working on new Case Western Reserve University Student Center. From left: Jeff Kalista, Doug Morris, Eric Cloud, steward Doug Behringer, Aaron Donelan, Jamie Miller, Tony Perez, foreman Marty Jones and Nick Kotantoulas.

Local Lines

month at the hall. If anyone is interested in joining either of these groups, please contact the hall.

Local 80 will no longer mail out its quarterly newsletter. Instead, the newsletter will be available electronically via our website www.ibew80.com, or it can be e-mailed to you if you contact the hall and provide an e-mail address.

W. Dennis Floyd, A.B.M.

Awareness & Involvement

L.U. 86 (ees,em,es,i,rts&spa), ROCHESTER, NY—As I drove past the ball field at dusk, I noticed them. Members of my community were three innings deep into another night game. I looked above the field, high on the pole, to the giant lights overhead and smiled knowingly. My hands put those lights there. It's a small impression on a big landscape but it offered me a true connection to the community I call home. And in small ways, in public and private spaces we are building our city. We are helping to improve it—we are making it just a little bit better than the day before.

And just as we do at work for the city in which we live, I urge you to do the same for the local from which you work. Get involved, be aware, help to build it, fine-tune it, and grow it. Be proud to associate yourself with it. Just like the city that benefits from our laborious endeavors, so too will our organization benefit when we all stand as one. Please attend your union meetings!

Anthony Palermo, P.S.

Building Better Communities

L.U. 110 (em,i,rts,spa&u), ST. PAUL, MN—The work picture continues to improve in our jurisdiction. Our large projects from the American Recovery Act are all near completion, but development around those projects is increasing. The refineries in our jurisdiction will be solid employers for the next few years.

We are only as good as our training. Please continue to get the latest certifications and training to ensure that you can take calls for any location.

The annual IBEW Holiday Lights in the Park display in Saint Paul was installed and the setup went well. We had over 115 IBEW Local 110 members volunteer to help set up for this great holiday event that helps five charities. We raised over \$80,000 last year for families in need. Just one more way that IBEW Local 110 is building better communities every day!

Please take the time to support companies that make union-made products in the U.S. Support those that support you!

Brian Winkelaar, P.S.



St. Paul, MN, Local 110 volunteers raise a 30-foot tall Christmas tree for IBEW Holiday Lights in the Park display.

Election Time is Here

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—March 18 is the primary election date in Illinois for state, county and local offices. Local 134 will continue its role as a force in helping elect labor-friendly candidates to office. All but one Local 134 endorsed candidates won in the 2012 elections.

Keeping with tradition, Local 134 will host its 3rd Annual PAC Party in conjunction with the downtown St. Patrick's Day parade on March 15. Rain or shine—the PAC Party is always a well-attended event for members and their families, along with numerous politicians. There will be plenty of food and drink, music and conversation. Keep an eye on our website for further details.

Frank Cunningham, B.R.

'Thanks to Sister Locals'

L.U. 146 (ei,i&rts), DECATUR, IL—The work picture is very slow in Decatur and we would like to thank our sister locals for the opportunity to put our members to work. We are still waiting on the Cronus fertilizer plant project to select a site for its construction. We are still very optimistic that our proposed site and incentives offered in the Local 146 jurisdiction will be the favored selection.

Congratulations to the following members, who made application for retirement in 2013: Alan Eaton, Bart Lowery, Terry Clark, Neil Marshall, John Arnold, Norm Clem, Galen Garrett, Ernie Dworak, Mike Hall and Warren Elder.

Have a safe and healthy spring.

Rich Underwood, R.S.

Service Pins Awarded

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL—Service pins were awarded to many longtime members at our Christmas meeting. Recipients are as follows: 50-year pins were presented to Richard Lahey, Larry Laycock, George Pasquesi and Dan Swan; 55-year pins were presented to Bill Bock, John Brieden, Joe Gerald, Bob Kiesgen, Bud Otterness, Domenic Rivi, Tulio Servi and Richard Smith; 60-year pins were presented to John Foli, Gil Glader, Ray Holst, Dick Klemp, Leathel McDaniel, Chuck Skinner and Eugene Temple. Jim Holst was presented with a 65-year pin.

Local 150 will celebrate its 100th anniversary in 2014. I am still looking for photos and other memorabilia. Please see me at any union meeting or leave items at the hall in my name. Thanks for any and all contributions and just to clarify: all items will be returned to the owners.

In solidarity,

Wendy J. Cordts, P.S.

New Members Sworn In

L.U. 160 (lctt,o&u), MINNEAPOLIS, MN—On Oct. 29, 2013, at our Missouri Valley union meeting in St. Anthony, MN, we swore in new members to Local 160. They include Missouri Valley apprentice linemen Danny

Isaacson, Sam Billmeier, Ben Drexler and Jason Manning; Chris Gohr, groundman; Christopher Mikulak, truck driver/groundman; and Jordan Heikkila, groundman. Congratulations to all our new IBEW members. We look forward to many years of solidarity with them.

Our 30th Annual Pig Roast went off without a hitch last year. It was held Sept. 26 at our hall in St. Anthony, MN. The weather was beautiful and we had a great turnout. Thanks to our behind-the-scenes staff—Rose Eiden, Shari Johnson and Jenny Olson—who start preparing early for this event every year. Thanks to our Executive Board, who help staff the event. A very special thanks also to our wonderful cooks, Dan Gardas, Steve Adams and John Harris; to all those who donate to this special event each year; and to everyone who took time out of their busy schedule to join us for good food, good conversation and solidarity. Hope to see you all next year.

Charlie Sable, B.R.



Local 160 members enjoy the 30th Annual Pig Roast.

2013 Election of Officers

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ—On June 6 last year, IBEW Local 164 held its election of officers. The election was the culmination of a very healthy and spirited campaign that saw much interest and participation by the membership and good campaigns run by the nominees for office.

Following are the election results for Local 164: Bus. Mgr./Fin. Sec. Dan Gumble, Pres. Tom Sullivan, Vice Pres. Warren Becker, Rec. Sec. Todd Heuer, Treas. John Dalessio III; Executive Board members Harold Bender, John Callari, Jim Flaherty, D.J. Heal, Christopher Larson, Dennis Milazzo and Jason Reiser; and Examining Board members Joseph Caporale, Chris Cunningham, Rich Davies, Victor Docherty and Steve Fritsch.

Bus. Mgr. Gumble and Pres. Sullivan, on behalf of the local, would like to congratulate the new officers and wish them luck and success in their efforts to continue and advance the great tradition of Local 164. They also wish to thank all of the members who heard the call, stepped up to the plate and ran for office when their local needed them. We as a local thank all of the outgoing officers who served our local with pride. Congratulations to all.

Warren Becker, V.P.

Strong Membership Growth

L.U. 196 (govt,mt,o,t&u), ROCKFORD, IL—As we begin 2014, our membership continues to grow.

Through legislative channels and activism, the largest utility in our jurisdiction has secured the ability to recoup its investment in a very

necessary upgrade to its system through minimal rate increases over multiple years.

Great news for our local and our members. Our membership has increased more than 30 percent in the past three years and our membership is as large as it has been in the last 40 years.

Our membership development representative, Greg "Porkchop" Doss, has been beating the street to sign up new contractors and help them understand the true benefits of being involved with a labor organization that wants to help them be successful. If certain contractors opt not to develop that partnership, they are starting to figure out that their workers are willing to make the jump to the union side without them. Good for us, not so good for a nonunion contractor.

We are also involved in an organizing campaign at the City of Geneva Street Dept., where we have won 14 new members through card check and recently participated in a State Labor Board hearing for two other "contested" positions.

We will continue to grow in numbers and strength through the efforts of the one and only "Porkchop."

Best of 2014 to the entire IBEW.

Eric Patrick, B.M.

Full Employment at Year's End

L.U. 222 (o), ORLANDO, FL—Greetings and happy new year from Local 222. We hope everyone had a happy New Year's and a good start to 2014. Local 222 had a very busy end to 2013; we have enjoyed full employment with quite a

few transmission jobs that had to be finished by year's end.

The third Saturday of November found Local 222 members Ross Daigle, Angel Fundora, Omar Sanchez and South End Asst. Willy Dezayas teaming up with some Local 349 officers and members to help the Dade County Parks system. The county had an area just outside of the library that needed electrical service so they could put up Christmas lights and a tree for the holidays. To accomplish the task, the members had to tackle 200-plus feet of coral rock trench, set a 75kv pad mounted transformer, then trench the secondary to a meter rack—all within a 12-hour window. It was a very busy day and a job well done. Dade County had the ceremonial lighting of the tree on Nov. 21 at the Olympic library branch.



Members of Locals 222 and 349 install underground electrical service to supply power for Christmas decorations and a tree lighting ceremony at library.

The Local 222 holiday party was Dec. 21 and by now there should be plenty of pictures on our Website: www.ibew222.org.

William "Bill" Hitt, Pres.

'BIM' Class Well-Attended

L.U. 234 (i&mt), CASTROVILLE, CA—We had a good turnout of members and contractor representatives on Saturday, Nov. 23, 2013, when our LMCC sponsored an all-day class on Building Information Modeling, BIM, as it is commonly known, is already being utilized on projects in our local. It is an effective tool used by contractors to facilitate preliminary layout of projects, thereby reducing later costly field conflict resolutions between various systems. It was beneficial to have Local 234 members Jose Munoz and Ryan Porter attend, as they generously shared their current experiences with BIM.

Our local proudly supports advances in our industry whenever and wherever possible.

Stephen Slovacek, P.S.

IBEW Volunteers Install Solar Array at Area Shelter

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—On a cold and blustery day this past October, Local 236 volunteers were called upon and stepped up once again. Volunteers from both Local 236 and General Electric showed up and were greeted with warm coffee and a cold wind that did not discourage anyone from climbing up on the roof to install a new solar array for the Bethesda House, a local shelter that provides food and shelter for those in need.

Teams of volunteers worked all day installing solar modules, conduit, cable and the inverter that allows energy from the sun to be converted into AC energy, which can be used by the shelter to reduce its future utility bills. Before the sun set that evening, the system was up and running and already producing free electricity for the shelter. The residents and staff at the Bethesda House were extremely grateful for their new system and they are looking forward to many bright, sunny days in the forecast.

Thank you to Bros. Ed Knott, Jason Hayden, Dennis O'Brien, David James, Charles Rickson, Garrett McCluskey, Sal Genovesi and Richard Cataldo for their hard work. I also wish to thank James Ruggiero, of Justin Electrical, for his assistance with the permitting process.

Michael Torres, P.S.



Local 236 volunteers at the Bethesda House: Ed Knott (left), Dennis "Otis" O'Brien, Garrett McCluskey, Charles Rickson, Jason Hayden, Sal Genovesi and Rick Cataldo. Not pictured: David James.

Local 258 presents donation. Among attendees are: standing, third from left, Local 258 Pres. Tony Brand, Asst. Bus. Mgr. Dan Klassen, Unit 1 Chair Klaus Kraft, Unit 3 Chair Colin Kenney, Organizer Rick Gerrard, Bus. Mgr. Doug McKay, Unit 4 Chair Tom Greenwell and Unit 2 Chair Gerry Pope. Seated: Unit 6 Chair Chris Carter and Unit 5 Chair Cathy Tagseth.



IBEW Members Recognized for Support of Medical Research

L.U. 258 (ees,em,lctt,o&u), VANCOUVER, BRITISH COLUMBIA, CANADA—IBEW Local 258 members voted last spring to support a financial donation to further medical research at the BC Professional Fire Fighters Burn & Wound Healing Lab at Vancouver General Hospital.

On Oct. 1, the union's Executive Board, led by Bus. Mgr. Doug McKay and Pres. Tony Brand, attended a reception and tour of the lab facilities as Local 258 members were recognized for their support.

Bros. McKay and Brand presented a cheque for \$100,000 on behalf of IBEW Local 258 members.

"Our members realize the important work being done by [the lab research team] here in British Columbia," said Bro. McKay. "We are grateful these professionals are making such significant medical breakthroughs ... that can ultimately support our members who unfortunately suffer electrical burn injuries."

Local 258 officers were welcomed to the research lab where they were greeted by hospital officials. A slideshow detailed important lab discoveries made in recent years. The team's findings are being published in prestigious medical journals that include credit to IBEW Local 258 as a major sponsor of the research.

"We are very proud to be part of such groundbreaking medical advances," said McKay.

Local 258 IBEW members have supported almost \$400,000 toward research in burn and wound healing over the past six years and continue to benefit from research being done at the lab.

Michelle Boudreau, P.S.

Education is Key in Organizing

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR—We here at Local 280 hope everyone enjoyed the holiday season. As we begin the new year, the work picture in Local 280 has begun to pick up.

Contractors on both sides of the mountains have received projects that are putting our members back to work. With many more public and private jobs on the horizon coming out for bid, 2014 is shaping up to be a good year in Local 280.

We recently wrapped up inside negotiations, and on Nov. 25 our new three-year contract was ratified by the membership on both

sides of the mountains using our new teleconferencing system. Bus. Mgr. Tim Frew has put forth much effort to unify our membership and make communication within the jurisdiction more efficient, allowing all members to partake in important decisions within the local.

We are putting more emphasis on organizing efforts and education; Organizers Bill Kisselburgh and Nate Albertson recently attended a COMET train-the-trainer course hosted by Local 110. These classes will be put on several times a year for both apprentices and journeymen. The classes teach what a critical role organizing plays when it comes to bargaining strength and more opportunities for employment. COMET classes are a very important tool in the effort to expand union market share.

Until next time, work safe.

Nate Albertson, P.S.

Minnesota Vikings Stadium



JATC Instructor Derek Vigstol, Local 292.

L.U. 292 (em,govt,i,rtb, rts&spa), MINNEAPOLIS, MN—On Dec. 3, the official groundbreaking was held for the new Minnesota Vikings stadium, and at this writing the construction was quickly ramping up toward February 2014 when the dome will be deflated

and the building systematically replaced with the new People's Stadium. Build 23, a combined effort of Parsons and Gephart Electric, is signatory with IBEW Local 292 and the entire job has a project-labor agreement. You can see more information on our website's news page: www.ibew292.org/News.

Other new work in Minneapolis includes two towers near the stadium site for Wells Fargo and a new 240,000-square-foot National Marrow Donor Program building across from the Minnesota Twins baseball stadium.

In March, members of IBEW Local 292 will participate in the 2014 Day on the Hill, our chance to meet our elected representatives at the Minnesota State Capitol. Members can bring building trade issues to the representatives in face-to-face meetings.

Derek Vigstol (pictured above) won a NFPA Code Challenge at the 2013 NTI in Ann Arbor, MI, last summer. As a result he competed in the 1st Annual NFPA/NEC Challenge Championship held in January in Boston, MA, competing against two other individuals in a television type game show for a grand prize of \$5,000. Results were not yet available at press time. Derek is a full-time day school instructor at the Minneapolis JATC.

Carl Madsen, B.R.

Horrific Ice Storm—IBEW Linemen Respond

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Hello, brothers and sisters. At the time this article is being penned here in Vermont, we are in the midst of a horrific ice storm. The positive to be taken from this situation is that there is possibly the largest IBEW presence in the state since 1998. You can't look out your window without seeing an IBEW lineman. Social media is alive with praise for all their efforts. I would like to personally thank them for all their hard work and professionalism.

The Inside Unit is also making things happen. We have crews pushing themselves through sub-zero temperatures and many other adverse weather conditions to ensure that several solar projects will be completed on time and under budget. These brothers and sisters deserve our respect.

It's the performance of members like these that makes it clear to me that we will retake and surpass the ground we have lost.

Tim LaBombard, Mbr. Dev. Dir.



Local 300 Asst. Bus. Mgr. Tim Watkins (left) and Peck Solar General Foreman Vince Bent (second from left) thank IBEW members for giving their all on a cold Saturday.

Service Awards Presentation

L.U. 306 (i), AKRON, OH—On Dec. 7 our Annual Christmas Party was held at Todaro's Party Center. A wonderful time was enjoyed by all of the children, parents and grandparents. Thanks go out to our hard-working Social Committee, to Santa, and to all of the "elves" who helped.

Service awards were presented at the December union meeting. Receiving awards for 65 years were—Richard Donley, James Ess, Donald Kromer, John Webb; for 60 years—Richard Knepp, David Westland; for 55 years—Harry Bryner, Kenneth Dias, Jack Dutton, Leonard Eddy, Richard Glatz, Daniel Gourley, Ross Hammel, Donald Heffner, Charles House, Rodney Hubbard, Thomas Kempel, Robert Martz, Robert McMullen, Russell Pease, Eugene Puglia, Alfred Sander, Jerry Seals, Charles Stoltz, George Umbower; for 50 years—Jack Difiore, Donald Faught, Robert Masters, Marvin McEndree, George Peters, William Rankin, F.W. Raymond, Carlos Shorter, James Sich; and for 25 years—David Bedard, Jeffrey Cockrell, John Conley, Kevin Dugan, Joseph Fazzini, Shane Fisk, John D. Hornacek, Chris Morgan and Dan Snyder. We congratulate all and thank them for their longtime service to the IBEW and Local 306.

With sadness we report the loss of Sister Miroslawa "Mirka" Klisz. We send our deepest condolences to her family.

Thomas Wright, P.S.

Local Lines

'Member Helping Member'

L.U. 340 (i, rts&spa), SACRAMENTO, CA—In early December a Local 340 brother called to add his family to the list of members who needed help at the holidays with food and toy donations from our annual IBEW/NECA Operation Christmas Basket fundraiser. This brother hadn't worked in months and was about to lose his home but was only asking for food and toys for his children. Immediately following that phone call, another brother stopped in the office and was doing so well financially that he wanted to anonymously give a "hand up" to a brother or sister who might need it. Sound familiar? I am sure this goes on in IBEW offices all across the nation. "Members helping Members" is the true meaning of IBEW brotherhood, not just at the holidays but all year 'round.

Our 32nd Annual IBEW/NECA Operation Christmas Basket Fundraiser in December was a huge success. Over the years, a total of more than \$227,000 has been donated to local charities that focus on helping union workers and their families during the holidays and throughout the year. The incredible generosity of IBEW employers, affiliates and members makes this possible.

Rest in peace, Brothers Fred Allred, Merle "Slim" Herndon, Walter Kough and Glen Van Muyden.

Tom Okumura, B.M.



Bro. Marvin Ganske receives his \$1,000 Operation Christmas Basket cash winnings presented by Local 340's own "Santa Claus" (JATC Instructor Ken Irwin).

2013 Apprentice Graduates

L.U. 380 (ei,es,i&it), NORRISTOWN, PA—Local 380 JATC held its 2013 Graduation Banquet at the Crowne Plaza in King of Prussia, PA. We celebrated the accomplishments of the graduates, who just five years ago entered the electrical field with little or no electrical background. The first lesson that most of the new apprentices learned was that they had signed up for was a true apprenticeship. First they would work on the job 40 hours a week learning the craft from highly skilled journeymen. Next they would attend school two evenings a week, maintain the required grade average, study and complete all homework assignments. Add to their busy schedule some Saturday



Local 380's class of 2013 JATC graduates: front row, Joseph Wanczyk, Peter Addalli, Dustin Manero, Brian Dixon, Brent Thomas, Jasen Lewis, Daniel O'Brien; back row, Brian Santangelo, Eric Blundin, Mike Robideau, Conor McAleer, Christopher Gallagher, Alexander Moreira, Todd Thomas, Raymond Shields, Kyle Lomas and Maurice Brewington. Graduates not pictured: Michael Ball and Kevin Landis.

classes such as CPR/First Aid and Comet, throw in some community service projects, and it's been quite a ride. They made it with the support of their families, friends, spouses and the dedicated staff and instructors at the JATC.

Each year the graduating class votes for one of their own classmates to receive the leadership award. This year the Stephen Malinowski Leadership Award went to Raymond J. Shields.

Awards for perfect attendance in all five years of apprenticeship went to Dustin T. Manero and Alexander P. Moreira. Overall achievement awards went to Kyle F. Lomas for third place, Alexander P. Moreira for second place, and for first place the James W. Mayall Award went to Dustin T. Manero.

Scott R. Sheldon, P.S.



Local 412 congratulates 2013 apprenticeship graduates.

KCP&L Contract Ratified

L.U. 412 (u), KANSAS CITY, MO—On Aug. 14 last year, Local 412 and KCP&L came to a settlement agreement after six months of contract extensions. On Aug. 23, 2013, ratification was voted on and passed for a five-year agreement between Local 412 and KCP&L, retroactive to March 1, 2013.

After three long years, our apprentices have successfully turned out! We are very proud of the graduates. On Sept. 6, 2013, the following electricians and welders were honored with a turnout lunch at the Ameristar Casino: Casey Lathrop, Pat Lampkin, Kevin Jones, David Howard, Mike Elpers, Bob Bybee, Geoff Johnson, Shawn Brownsberger and Mark Heckadon. Congratulations, guys!

Local 412 and KCP&L have been working together to honor our veterans at various generating locations. Those honored are retired and current employees.

Debi Kidwiler, P.S.

Members Appreciation Banquet

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA—We recently held our annual Members Appreciation Night banquet and dance to honor members with 20 or more years of service. With a large membership, space limitations preclude naming all the recipients, but several awards must be noted.



Local 424 Bus. Mgr. Kevin Levy (back row, left) and Pres. Dan Smith (back row, right) with local union retirees at Members Appreciation Night 2013.

After Bus. Mgr. Kevin Levy presented welcoming greetings, Bro. Doug Sorenson, a 60-year award recipient, offered the blessing to start the evening.

Bros. Norm Kiernan, Henry Peters and Ron Sanford received 50-year service awards. Recognized in absentia were: Bros. Terry Sargent (60 years of service); Alex Copan and Ken Derby (55 years); and Volker Bahr, Don Erickson and William Magnus (50 years). Because of a prior commitment, Bus. Mgr. Bob Lamont was not present to receive his 65-year award, but he and Bro. Sorenson were each given standing ovations.

IBEW gold watches and I.O. Retirement Certificates were presented to: Donald Baron, Don Deagle, Leo Diedrichs, Doug Drummond, Harry Eberhardt, Maurice Giguere, Art Goodman, Don Lammie, Frank Leach, Larry Lemmon, Ken Mastaler, Jeff McGee, Jean-Pierre Page, Bob Prokopchuk, Alf Richards, Gordon Ross, Richard Sadownyk, Paul Schneider, Charlie Virtue and Stephen Walker.

Congratulations and thank you to all the recipients for helping to make 424 a "class" local.

A salute to the retirees, who are welcomed into the ranks of the "vets" and invited to attend Unit 1 or Unit 2 Retirees meetings.

Dave Anderson, P.S.

Community Outreach Program

L.U. 494 (em,i,mt,rts,spa&t), MILWAUKEE, WI—During the holiday season it's important to give special thanks to our veterans. Local 494 partnered with the Milwaukee Homeless Veterans Initiative



Local 494 members Robert Schwab (left), Patrick Cain and John Danek volunteer on MHVI project.

by upgrading the MHVI facility's electrical services. The MHVI is an organization that helps at-risk veterans reach their highest levels of independence.

Since 2008, the MHVI has assisted over 1,000 veterans/families get needed food, health care and housing. Tracey Sperko, chief executive and founder of the MHVI as well as a veteran herself, kept true to her mission statement: "We Don't Leave Our Wounded Behind." She expressed gratitude for Local 494, Veterans Electric, and the Milwaukee Building Trades.

Sperko asked Milwaukee Building Trades Pres. Lyle Balistreri, a Local 494 member, for help. Balistreri, a veteran, knew that Local 494's Community Outreach Program (COP) was the help she needed.

Through COP, Local 494 retirees Pat Cain and John Danek (both veterans) along with active member Bob Schwab (whose son is active military) volunteered their time and expertise.

Local 494 contractor Scott Flaughter, who is owner of Veterans Electric and also a veteran himself, supplied the necessary tools and permits to: upgrade building to code; provide electric heat for volunteers; bring power/lights to warehouse; and repair security/perimeter lighting.

Without the help of all involved, this success story wouldn't be possible.

Kurt Jante, B.R.



Local 520 retired Bros. Max Ladusch (left) and Granville Lyckman enjoy annual picnic.

2013 a 'Year of Community'

L.U. 520 (i&spa), AUSTIN, TX—Local 20 held its annual picnic at Camp Ben McCulloch near Dripping Springs, TX, on Oct. 26 last year. The band, Shop Dawgs, provided the entertainment. Bros. Michael Moore and Frank McCracken are members of the band. A great time of fellowship and reminiscing about old times was enjoyed by all who attended.

December marked the end of the Year of Community we launched in January 2013. It was marked by community activism in politics and serving the central Texas area. 2014 will be a year that we focus on how to build a stronger union. May 2014 will be a prosperous and successful new year for all.

Lane Price, Pres./P.S.

Dinner Dance Banquet

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—On Nov. 15 last year, Local 530 held our 72nd annual Dinner Dance Banquet. Every year at this event, years-of-service pins are presented. A great meal was followed by dancing and social times.

Once again last year our local collected nonperishable food items for our Inn of the Good Shepherd food bank. Even through our economic downturn, we collected a large quantity of goods for the less fortunate.

On Dec. 8 we held our annual Children's Christmas Party. This event saw skating for all members and their children, followed by Santa arriving with gifts for all the boys and girls.

Local 530 thanks Locals 1687, 402 and 586 for helping employ our members in these difficult times.

Local 530 is saddened by the recent passing of Bro. Dick Robinson.

We wish everyone a happy and successful new year!

Al Byers, P.S.

Service Pins Presentation

L.U. 558 (cat,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—Greetings, brothers and sisters. We hope everyone enjoyed a great holiday season and is ready to take on a new year. Local 558 held our Service Pins Presentation on Sept. 9, 2013. This event is looked forward to by all and allows us to honor those who have given so much back to the IBEW. This is one of our most exciting nights and it's very encouraging to fellowship with those who have fought for the benefits we have here locally. Forty members were awarded 25-year pins; five members received 30-year pins; 63 members received 35-year pins; 22 members received 40-year pins; 46 members received 45-year pins; 23 received 50-year pins; 17 received 55-year pins; 10 received 60-year pins; and four members received 65-year pins.

This past year has been very steady in regard to our construction sector. We are in the final stages of a Toyota Motor Manufacturing Engine Plant project in Huntsville, AL, and we are still in the process of constructing the Jack Daniels facility in Trinity, AL. Members are slowly getting calls for our upcoming spring outage at Browns Ferry Nuclear Plant in Athens, AL.

We wish you all the best, and may 2014 bring new horizons that will continue to grow our great organization.

Tony Quillen, Pres./A.B.M.



At the Local 558 Service Pins Presentation event of 2013.



IBEW Local 570 team at Tour de Tucson: Brian Grusenmeyer (left), Elizabeth Valdez, Francisco Campista, Pete Sabin, Mike Pugh, Thomas Cramer, Thad Amado, Michael Taylor, Pablo Sierra Jr., and Jon Stevens with daughter Nora.

Wrapping Up 2013

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Local 570 continued its annual tradition of hosting the 85-mile start for the 31st Tour de Tucson on Saturday, Nov. 23. Later that day members joined other unions at the Firefighters Union Hall to assemble and deliver more than 650 food boxes for members in need during Thanksgiving. Deliveries were made again in December for Christmas. Also in December, volunteers from Local 570 worked together with the City of Tucson to hang Christmas lights in the downtown area.

Scott W. Toot, Pres./Org.



Local 606 Bus. Mgr. Bob Carr (right) greets retiree Charlie Durrance.

Local Hosts Retiree Luncheon

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—Local 606 recently hosted a 2013 retirees lunch and get-together at the union hall. More than 30 retirees attended and everyone had a good time. Many stories were shared and friendships renewed. Several retired members stayed afterward long into the afternoon to reminisce about old times. Another luncheon is planned sometime this year. Notifications will be sent out as plans are finalized.

A special thank-you goes out to Bro. Dave Donat for volunteering his time and generosity in smoking turkeys for the holiday season.

Local 606 reaffirms its commitment to organizing new members into the IBEW. These new journeymen, construction electricians and construction wiremen are an asset to the IBEW and deserve our respect and our help in becoming strong union members. Only through solidarity and brotherhood with these new members will we win back market share and grow the membership of the IBEW. I encourage all IBEW inside members to reach out to CE/CW members and instruct them in union values and union craftsmanship.

Fernando Rendon, R.S./P.S.



Local 640 volunteers at memorial site: Stephan Cole (left), Desmond Aponte, Jason Weichart, Bob Laparko, Melchezedequ, Jesse Cisero, Roy Hamilton, Jake Erickson and Roy Hamilton Jr.

Memorial Dedicated in Phoenix

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ—We are proud of all our members and NECA contractors who volunteered their time in the completion of the Guns for the Fallen Memorial. The World War II memorial is dedicated to all the brave men and women who gave their lives on Dec. 7, 1941, in the Pearl Harbor attack. The USS Arizona was destroyed in the attack and has always been a large part of Arizona history.

The memorial is located at Wesley Bolin Plaza directly in front of the Arizona State Capitol, where the anchor and signal mast from the USS Arizona are already on display. The memorial consists of two gun barrels surrounding steel structures with the names of the fallen Arizona soldiers killed in the war. It was dedicated on Dec. 7 last year and will forever show Arizona's gratitude to those brave

men and women who sacrificed everything to preserve freedom for our great nation.

Special thanks to our very own 39-year member Business Agent Roy Hamilton, who coordinated the schedule and all the volunteers to get this project done on time for our veterans. Thanks to our contractors and all the volunteers who helped out.

Jeff Sears, Mbr. Dev. Dir./P.S.

Promising New Year

L.U. 654 (i), CHESTER, PA—2014 looks to be a very promising year for Local 654, with many projects planned, including the Marcellus Shale Mariner East Project located at the old Sunoco Refinery, the Enbridge Tar Sands project at Eddystone Powerhouse, a new data center at SAP, along with multiple hotels and school projects planned.

Our annual Crab Feast was held Friday, Oct. 4

last year. We had a good turnout with members enjoying crabs, clams and burgers as well as activities including horseshoes and card games. At this writing, upcoming events included our annual Christmas Party and our 75th Anniversary celebration.

The November 2013 elections were a big success with nearly all of Local 654's endorsed candidates winning their respective campaigns in Delaware County. We look forward to

the upcoming general election this year so we can send our current governor, Tom Corbett, and his anti-union, "right-to-work" state, buddies packing. Please get involved, vote and buy American.

James Thompson Jr., P.S.

'Electrical Team' Volunteers

L.U. 666 (i,mt&o), RICHMOND, VA—Work is still slow in our jurisdiction as of press time. We send a big thanks to all the locals that are working our members as travelers.

We had a good turnout for the October "Making Strides" against breast cancer event; the NECA/IBEW "Electrical Team" is a longtime sponsor of that event in our area. Also, thanks to those who came out to support our fall blood drive.

Our Volunteer Organizing Committee meets



Local 666 members and fellow participants on the IBEW/NECA electrical team gather for Making Strides against breast cancer event.

Local Lines

monthly, and we have actions planned to take place soon. Come sit in on a meeting and see what we are working on for OUR future. There is an informal shooting club starting up, and we expect to negotiate a discount for a range membership for members; please call Charles at the hall to sign up!

As we know, Virginia is a closely watched state in politics. Ken Cuccinelli, who ran for governor last year, had come out and said he would not support collective bargaining in the state. Fortunately, Terry McAuliffe won the 2013 election, so we have a labor-friendly governor.

Congratulations to recent retirees: John W. Williams, Dallas C. Faires, Larry E. Southward, Charles E. Hall and Vincent P. Poh.

Charles Skelly, P.S.

'Get Involved'

L.U. 692 (i,mt&spa), BAY CITY, MI—Our picture this month is from a retirees informational meeting about health care changes regarding Medicare and Blue Cross PPO Advantage. We had a nice turnout, with retirees and their spouses attending.

The Retirees Club hopes to have a lunch monthly. Please come to monthly meetings for more details.

The Volunteer Organizing Committee will be meeting at 6 p.m. before all of our regular monthly meetings. Our regular monthly meetings, which are held the first Monday of each month (unless the first Monday is a holiday), begin at 7 p.m. If you are interested in organizing, please plan to attend.

We thank all of the U.S. active military and veterans for their service to our country!

Tammy Gottleber, P.S.



Local 692 holds a retirees meeting on health care.

A Victory for Workers

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—On Nov. 19, regarding the National Labor Relations Board trial involving Consolidated Communications (ICTC), we received word that the board had ruled in our favor on all issues. Two members who had been terminated were reinstated and two additional 2-day suspensions were rescinded, with all members being made whole. This situation has been a trying time for our affected members, but this battle has proven that the resolve of Local 702 and its members can and will prevail over time. Many thanks to our members across all three states who donated to and supported this effort; it was a great victory, not only for our members and our local, but also a win that should be celebrated in honor of all working men and women.

The Inside work outlook remains slow, while our Outside work picture remains strong with full employment anticipated through 2014. As of this writing, our referral books are as follows: Inside Construction—111, Outside Construction—8, Line

Clearance—8. We are currently in negotiations over the Trimming Agreements and will be going to CIR in February 2014.

To stay up on the latest Local 702 news and information, please visit us at www.ibewlocal702.org.

Mark Baker, B.R./P.S.

'Happy New Year'

L.U. 756 (es&i), DAYTONA BEACH, FL—The 2013 work picture was an improvement from recent years. Our local contractors believe future work opportunities look bright.

Our apprenticeship director and committee are interviewing and placing CWs with signatory employers and plan to seat at least 25 of them as first-year apprentices for the upcoming class in August.

Big commercial projects are ongoing in our jurisdiction and new ones are on the drawing board.

The 2½-year renovation of Daytona International Speedway is ongoing. The bulk of that project's electrical work was awarded to an "open shop" contractor but many smaller packages will be awarded and local signatories are bidding on them.

The Hard Rock Hotel/Casino plans a major project on A1A in Daytona. Daytona Beach and Volusia County welcome the economic development.

Work in our industrial sector at the space center (NASA, CCAFS, PAFB) should pick up in coming years. NASA announced plans to utilize the moth-balled Launch Complex 39A (the shuttle's old stomping ground). That rocket pad will be the site of future commercial lifts to space. Whether it's military, commercial, or even flying tourists into space, we must ensure that the IBEW and

fellow building trades are involved with construction and repair. Since NASA owns the property and is footing part or all of the construction and maintenance expense, we will expect federal laws and the Davis-Bacon Act to be adhered to. The recent ruling from the Department of Labor reminding the Air Force

and NASA that federal laws still apply on government-funded projects was a breath of fresh air.

Daniel P. Hunt, B.M.

Bus. Mgr. Accepts Appointment

L.U. 910 (ees,i&t), WATERTOWN, NY—IBEW Local 910 former Bus. Mgr. Dennis Affinati has accepted an appointment with the Third District staff as International Representative, effective Jan. 1, 2014. Dennis was initiated into Local 910 as a residential trainee in December 1985 and attained journeyman wireman status in May 1990. Bro. Affinati has been active in our local for many years. He was elected to the Examining Board in 1993, appointed treasurer in 1995, became organizer and assistant business manager in 2000 and served as business manager/financial secretary since 2004. Dennis was training director for several years and has served as a trustee on the Pension, Health & Welfare Funds and the Apprenticeship. He also served on the Council for Industrial Relations (CIR) and was financial secretary for the Syracuse & Northern

New York Building Trades Council. The Local 910 Executive Board appointed John O'Driscoll to fill out the remaining term as business manager.

Bro. Affinati has served Local 910 and the North Country very well and we wish him the best of luck as he continues to serve the IBEW.

John O'Driscoll, B.M.



2013 Apprenticeship Graduates

Congratulations go to the Kingsport, TN, IBEW Local 934 Apprenticeship Graduating Class of 2013. From left are graduates Edward Hutchins, Tyler Miller, Shawn Woodburn, Wesley Calloway and James Jessie. Instructor Larry Lawson is at far right.

Annual Picnic & Service Awards

L.U. 968 (catv,i,mt,o,rts,spa&t), PARKERSBURG, WV—IBEW Local 968 held its annual picnic Sept. 7, 2013. Attendance at last year's event was one of the best we've had.

Boy Scout Troop 129 and their leader Alan Lloyd, a Local 968 member, did an excellent job with the kids games and cakewalk.

The picnic began with the presentation of service awards to eligible retired members. Award recipients included 55-year members Bruce Goodno, Max Rebholz, John Zoller and Jack Blue; and 50-year members Skip Ballengee and Ted Weaver. The picnic is a place to reminisce and share stories about the old days. Good food followed by bingo made for a wonderful time. (See group photo below of retirees attending the 2013 picnic.)

With regret we report the passing of Bros. Joseph "Joe" Farra and Donald "Donnie" Lemon. Joe had received his 65-year service award in 2012. Donnie was a 35-year member of Local 968. Both of these guys will be greatly missed.

Lyndon C. Lovell, B.M.

Contract Negotiations

L.U. 1466 (u), COLUMBUS, OH—We hope everyone had a safe and joyous holiday season. It's nice to be able to take some time away from work to enjoy the fruits of your labor.



Local 968 retirees at 2013 picnic, from left: Jess Blair, Bob Lockhart, John Sarver, Clervan Parsons, Bob Patton, Bruce Goodno, Bob Hammond, John Zoller, Jack Blue, Max Rebholz, Clayton "Tater" Griffin, Ted Weaver and Skip Ballengee.

Local 1466, along with the rest of System Council U-9, has entered into our yearly wage negotiations with American Electric Power, as of this writing. Please try to attend your monthly union meetings to stay up to date on where things stand.

In other news, at press time the Distribution Dispatch Center (DDC) contract negotiations with

AEP are still ongoing.

The fight to allow these employees to join the IBEW has been a long process, and it looks as though the first contract negotiations could be drawn out as well. We will keep everyone updated as this process plays out.

Everyone stay safe this year, and continue to look out for one another.

Jimi Jette, P.S.

Tribute to Lives of Service

L.U. 2150 (em,govt,lctt,o&u) MILWAUKEE, WI—With great sadness Local 2150 reports the loss of two of its dedicated former business managers, Timm Driscoll and Dan Sherman.

On Sept. 25, 2013, Timm Driscoll passed away after battling lung disease. Timm spent over 35 years as a Local 2150 member. He served as business manager/financial secretary from 1991 until his retirement in 2004. During his tenure, he played a central role in doubling the local's membership. In his retirement, Timm was a member of the Executive Board of the Wisconsin Alliance for Retired Americans. Timm was a "doer," not a "talker" for Wisconsin working families for most of his life.

On July 31, 2013, Dan Sherman passed away after courageously battling ALS (Lou Gehrig's disease) for nearly seven years. Dan spent 22 years working in the Local 2150 office. He worked as business rep prior to being appointed assistant business manager by then-business manager Driscoll. When Timm retired in 2004, the Executive Board unanimously appointed Dan as business manager/financial secretary. During his career, Dan dedicated his heart and soul to the well-being of Local 2150 members and workers in the labor movement.

The commitment and dedication Timm and Dan demonstrated to Local 2150 and the labor movement will be felt for years to come. They both are missed and our thoughts are with their families.

Nancy Wagner, P.S.

In Memoriam

Members for Whom PBF Death Claims were Approved in November 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	Jones, T.	10/18/13	47	Hammond, A. S.	9/14/13	134	Phipps, R. B.	9/28/13	332	Pawl, V. J.	9/7/13	569	Preece, R. D.	10/16/13	1186	Kamimoto, K.	7/30/13
1	O'Toole, C. P.	7/26/11	48	Cook, H. L.	7/16/13	134	Pietryga, R. F.	9/26/13	340	Deti, R. F.	10/6/13	569	Sklar, J.	8/18/13	1186	Rego, R. P.	9/2/13
1	Sandrock, W. B.	9/1/13	48	Dobin, F. G.	10/15/13	134	Ramauskas, A. J.	7/3/13	343	Higgins, D. M.	9/11/13	573	Seekins, W. W.	9/25/13	1200	Bader, B. H.	6/30/13
1	Struckmeyer, L. E.	9/25/13	51	Ralston, J. R.	4/24/13	134	Roche, G. J.	9/21/13	343	Thiel, N. M.	9/2/13	583	Nakovic, F. F.	8/1/13	1204	Lindsey, R. L.	11/20/12
1	Viero, L. L.	10/9/13	53	Mooneyham, J. L.	9/24/13	134	Ruane, J. J.	9/8/13	343	Zummach, J. E.	9/30/13	586	Craig, T. L.	1/20/13	1245	French, W. W.	9/27/13
1	Voges, R. E.	10/10/13	58	Ballard, R. A.	9/17/13	134	Schultz, R.	9/15/13	347	Merten, N. L.	8/21/13	586	Vandesande, P.	9/25/13	1249	Rathburn, D. W.	6/29/11
2	Dwinell, E. G.	9/24/13	58	Davis, J. E.	9/28/13	134	Sebek, D. J.	9/7/13	347	Spencer, J. E.	9/27/13	595	Schlenker, S. J.	6/23/13	1253	Drapala, S.	5/6/13
2	Harris, J. B.	10/9/13	58	Girard, P. B.	10/8/13	134	Tierney, N.	9/20/13	349	Roberts, K. L.	9/20/13	595	Thornton, W. J.	9/18/13	1253	Gats, J. E.	10/8/13
2	Williams, S. D.	9/26/13	58	Mueller, E. G.	9/30/13	134	Toppel, C. W.	7/22/13	351	Farmer, J. P.	5/26/13	596	Henderson, M. T.	3/17/13	1316	Evans, H. F.	10/2/13
3	Adelung, B. K.	12/21/12	58	Plotkowski, J. E.	9/2/13	134	Wiedeman, R. R.	10/15/13	351	Preston, W. J.	10/4/13	601	Francis, L. J.	9/17/13	1316	Wynn, T. E.	5/16/12
3	Armenio, A. J.	9/27/13	58	Taylor, I. S.	10/16/13	134	Wolke, R. C.	10/5/13	351	Trivelli, P. E.	9/14/12	601	Kindred, J. E.	9/30/13	1340	McKeel, J. R.	8/3/13
3	Clark, R.	10/5/13	60	Corliss, J. G.	10/6/13	136	Dudney, C. W.	9/6/13	353	George, H.	6/21/13	611	Cook, P. M.	8/26/13	1439	Broccard, A. P.	9/10/13
3	Gallagher, C. F.	10/11/13	60	Wachtendorf, H.	9/7/13	139	Fitzsimmons, R. A.	9/14/13	353	Pleau, R. I.	9/27/13	613	Allen, R. B.	8/1/13	1464	Carpenter, L. B.	4/17/13
3	Gatton, H. H.	8/18/13	66	Hooper, J. E.	4/18/12	141	Curley, D. A.	8/31/13	353	Rye, T. K.	9/26/13	613	Branch, G. W.	10/6/13	1516	Wynn, C. L.	9/26/13
3	Gerardi, M. A.	10/13/13	66	Johnson, J. D.	9/19/13	141	Orth, H. T.	8/28/13	353	Saban, G.	10/22/13	613	Hambrick, J. H.	8/21/11	1547	Cole, J. R.	7/28/13
3	Haselton, R. F.	10/15/13	68	Clem, W. W.	8/22/13	146	Trummel, E. M.	9/21/13	353	Sylborne, M. W.	3/31/13	613	Harrell, D. R.	8/9/13	1547	Higgins, P. L.	9/30/13
3	Lombardo, J. E.	9/19/13	68	Ritz, M. P.	8/24/13	150	Burger, W. L.	9/16/13	353	Whitfield, J. K.	10/17/13	613	Ledbetter, W. M.	7/1/13	1547	Thelander, R. H.	9/8/13
3	Loris, W.	6/24/13	68	Schrock, L. R.	9/7/13	150	Peschman, R.	9/26/13	354	Pace, G. L.	9/21/13	613	Reece, H. O.	10/19/13	1547	Thompson, D. R.	8/26/13
3	Mancuso, C.	10/3/13	70	George, C. L.	7/18/13	158	Schroeder, H. C.	8/26/13	357	Bell, C.	10/10/13	624	Rodgers, H. L.	5/14/13	1547	Woodin, S.	9/12/13
3	Mayors, R. J.	9/25/13	70	Morsell, S.	10/21/13	164	Allan, P. F.	7/16/13	357	Ellis, W. D.	9/30/13	633	Burgee, R. E.	9/17/13	1553	Lawrence, C. C.	10/5/13
3	McVeety, T. R.	9/15/13	71	Rulong, C. P.	8/29/13	164	Davis, W.	9/23/13	357	Hubbell, J. E.	10/9/13	640	Oakes, S. I.	4/25/13	1579	Perry, C. L.	9/28/13
3	Pastore, S. A.	7/15/13	76	Nordlund, A. M.	10/8/13	164	Dituro, J. J.	9/11/13	357	Wiggins, C. F.	8/13/13	647	Donnell, R. L.	9/17/13	1579	Rodgers, A. D.	10/20/13
3	Schlichting, L. W.	9/13/13	77	Deane, G. C.	8/20/13	164	Moskwa, J. A.	9/26/13	357	Wylie, H. H.	5/26/13	647	Leffrich, A. D.	8/19/13	1579	Roton, D.	7/14/13
3	Signorino, T. F.	9/21/13	77	Mellom, G. O.	10/9/13	164	Murray, F. J.	9/12/13	363	Bailey, S. E.	9/15/13	649	Bellitto, J. A.	7/10/13	1701	Rouse, L. G.	9/17/13
3	Steinberg, A.	8/22/13	77	Trussell, G. R.	6/3/13	164	Tighe, T. L.	9/15/13	363	Murphy, W. E.	8/3/13	659	Crouch, F. W.	5/30/13	1925	Smith, J. L.	8/23/13
3	Terry, C. M.	9/26/13	81	McIntyre, R. T.	9/10/13	175	Sanders, C. F.	6/21/13	369	Friess, R. J.	9/23/13	665	Cary, E. D.	10/16/13	2150	Strunk, S. R.	8/17/13
3	Walker, G. F.	8/17/13	82	Lyons, R. V.	9/23/13	176	Mahalik, D. H.	10/7/13	375	Long, E. S.	8/7/13	681	Stubbs, R. B.	8/22/13	2330	Costello, K. J.	8/30/13
6	Candido, J. J.	9/24/13	82	Milbry, W.	10/8/13	177	Higginbotham, R. V.	9/13/13	379	Bryant, M. D.	10/21/13	682	Sapp, W. A.	8/18/13	I.O. (5)	Jones, M. G.	9/19/13
6	Mathews, M. R.	9/26/13	84	Charles, W. T.	10/5/13	177	Oswalt, M. D.	9/29/13	388	Berens, J. E.	8/22/13	683	Harris, D. E.	6/29/13	I.O. (51)	Klitz, D. G.	9/26/13
7	Graves, W. H.	9/21/13	86	Pedulla, X. P.	7/26/13	177	Reeves, R. R.	9/22/13	402	Salo, E.	6/6/13	683	Myers, D. O.	10/10/13	I.O. (395)	Sticka, D.	10/4/13
7	O'Connor, W. E.	10/5/13	90	Alvarez, J. L.	5/13/13	180	Kleifgen, D. A.	7/24/13	424	Coombe, H. M.	9/24/13	688	Guthrie, D. E.	8/26/13	I.O. (441)	Vining, R. M.	3/18/13
8	Franks, E. R.	8/28/13	90	Pyrkol, K. F.	8/22/13	191	Ackerman, D. M.	5/14/13	424	Cowan, T. A.	10/12/13	692	Spaulding, C. M.	9/22/13	I.O. (1147)	Barden, R.	9/27/13
8	Malcom, D. E.	9/16/13	95	Emerson, G. E.	9/2/13	191	Deam, R. N.	10/22/13	424	Jacina, L.	9/14/13	697	Stone, O. L.	8/24/13	I.O. (1937)	Harr, C. E.	9/28/13
9	Glazebrook, J. W.	6/18/13	95	McClain, J. E.	9/13/13	191	Hillstead, R. M.	8/28/13	424	Salahub, D. R.	10/1/13	700	Doss, G. R.	9/19/13	Pens. (99)	Callanan, W. M.	8/25/13
9	Haines, P. H.	10/9/13	96	Tiberii, P.	9/29/13	191	Romerdahl, K. W.	2/5/13	429	McCord, R. C.	9/25/13	700	Rust, L. W.	9/27/13	Pens. (276)	Johnson, R.	7/9/13
11	Carlin, J.	8/12/13	98	Foster, W. F.	10/16/13	191	Struchen, D. R.	9/9/13	429	Singleton, B. L.	10/2/13	702	Kinkade, N. P.	9/26/13	Pens. (323)	Wilson, J. W.	10/17/13
11	Deberry, R. G.	9/10/13	99	Colucci, A. A.	7/14/13	193	Kelly, J. A.	8/3/13	429	Smith, B. D.	6/22/13	714	Glass, R.	8/15/13	Pens. (467)	Wilson, C. E.	10/1/13
11	Lohman, K. E.	9/10/13	99	Leonardo, J. D.	6/15/13	194	Tyler, J. R.	9/16/13	440	Willsey, J. R.	10/6/13	716	Bischoff, B. A.	9/17/13	Pens. (637)	Vaught, M. A.	6/11/13
11	McConnell, R. T.	9/2/13	100	Howard, R.	2/10/13	210	Bitter, J.	9/3/13	441	Beasley, T.	7/26/13	716	Brooker, A. E.	11/17/13	Pens. (686)	Burkhardt, K. I.	5/23/13
11	Palmer, A. M.	10/4/13	100	Miller, W. J.	9/3/13	210	Fennal, D. J.	8/1/13	441	Brown, A. J.	9/5/13	716	Husband, C. T.	10/21/13	Pens. (814)	Thomas, C. F.	10/10/13
11	Smith, C. O.	8/12/13	100	Reilly, P. J.	9/19/13	213	Rasmussen, O.	8/31/12	441	Cooper, J. C.	9/27/13	721	Askew, V. S.	9/11/13	Pens. (1788)	Humphries, J. R.	5/13/11
11	Wetherwax, A. R.	9/23/13	102	Barber, J. N.	10/12/13	222	Jordan, C. E.	10/20/13	441	Stafford, R. J.	4/17/13	723	Hey, H. E.	7/18/13	Pens. (I.O.)	Bell, R. M.	4/5/13
17	Bruce, C. E.	10/24/13	102	Brunck, K. W.	7/19/13	226	Cumpton, V. R.	9/29/13	444	Schatz, W. L.	10/4/13	725	Pugh, R. O.	12/30/12	Pens. (I.O.)	Beyke, M. B.	9/4/13
17	Laramee, R.	9/25/13	102	Lombardi, M. D.	10/3/13	230	Hope, W. M.	9/19/13	453	Cotton, D.	8/27/13	728	Coleman, J. B.	9/19/13	Pens. (I.O.)	Bruno, F. L.	2/19/13
17	Shubel, I. E.	5/27/13	102	Stys, K. J.	9/24/13	231	Barker, R.	10/2/13	456	Billemeier, J.	9/21/13	728	Harvey, D. K.	9/18/13	Pens. (I.O.)	Campbell, S. A.	7/27/13
18	Mathias, C. L.	9/23/13	103	Lindsay, S. C.	8/26/13	231	Cummings, J. E.	7/27/13	456	Meyer, J.	9/13/13	728	Huff, M. J.	9/21/13	Pens. (I.O.)	Caza, G. I.	9/15/13
20	Green, O. E.	9/17/13	103	Seymour, R. A.	8/23/13	231	Noecker, M. G.	8/23/13	456	Smith, G.	9/25/13	728	Shea, D. L.	8/22/13	Pens. (I.O.)	Childers, J. R.	5/22/13
20	Williams, L. A.	10/3/13	103	Wood, L. E.	9/29/13	234	Paige, J. W.	4/25/13	465	Durbin, M. C.	6/17/13	733	McGill, W. D.	9/26/13	Pens. (I.O.)	Dudeck, M. P.	8/31/13
24	Bush, M. R.	10/3/13	105	Ambridge, S.	9/23/13	236	Mango, C. A.	7/5/13	474	Anderton, R. L.	8/14/13	738	York, R. E.	8/8/13	Pens. (I.O.)	Forman, B.	10/5/13
24	Miller, P. I.	10/21/13	110	Dittrich, R. C.	10/8/13	237	Patterson, S. E.	8/27/13	474	Burgess, G. C.	8/25/13	743	Rothenberger, J. H.	10/18/13	Pens. (I.O.)	Gerstenberger, R. J.	
25	Dulin, R.	9/25/13	110	Karel, R. C.	10/6/13	245	Delker, H. C.	9/19/13	474	McPherson, S. J.	9/23/13	753	Cross, L. T.	1/14/13			10/4/13
25	Fuchs, T. E.	6/25/13	111	Montoya, S.	9/15/13	252	Grimston, G. S.	10/14/13	477	Aldredge, D. J.	7/19/13	776	Cockcroft, E. V.	6/12/13	Pens. (I.O.)	Goode, T. W.	6/27/13
25	Perry, W. J.	10/3/13	112	Birge, C. L.	9/21/13	258	Gammie, D. J.	7/18/13	479	Villemez, J. H.	8/16/13	796	Harbert, C.	9/25/13	Pens. (I.O.)	Hoover, J. B.	9/26/13
26	Gregg, A. C.	7/17/13	112	Johnson, W. A.	12/25/11	258	Jenkins, O. J.	8/14/13	479	Wood, B. R.	8/31/13	804	Hardman, M.	8/18/13	Pens. (I.O.)	Kailey, M. C.	2/17/12
26	Imlay, D. E.	10/13/13	113	Gile, R. L.	9/2/13	258	Leel, T. S.	3/28/13	481	Austin, L. W.	10/9/13	804	Harnock, J. E.	4/7/13	Pens. (I.O.)	Kinney, R. W.	9/22/13
26	Myers, B. J.	9/19/13	120	Tarney, J. E.	1/24/13	258	Melnchuk, T. A.	7/6/13	481	Jackson, J. D.	10/23/13	816	Adair, R. T.	9/22/13	Pens. (I.O.)	Liznick, W. C.	10/21/13
26	Reilly, R. J.	9/24/13	124	Jarnevic, J. J.	9/16/13	258	Sobchak, E.	3/10/13	481	Ledbetter, M. R.	8/30/13	816	Nichols, G. A.	9/12/13	Pens. (I.O.)	Long, C. W.	9/26/13
26	Stitt, W. H.	1/29/12	124	Pitts, F. D.	10/4/13	266	Hasledalen, H. A.	10/4/13	481	Shelburne, J. F.	10/23/13	816	Pirtle, K. E.	10/22/13	Pens. (I.O.)	Mapes, D. L.	10/3/13
26	Weatherwax, J. M.	8/14/13	124	Trester, P. J.	10/12/13	269	Powell, P. C.	10/6/13	481	Shrader, T. W.	10/24/13	855	Denney, J. I.	9/25/13	Pens. (I.O.)	McDonough, J. E.	5/16/13
32	Johnson, W. R.	10/15/13	125	Dettloff, R. R.	9/9/13	292	Anderson, E. R.	7/3/13	481	Stevens, H. W.	9/16/13	885	Toland, F. H.	8/22/13	Pens. (I.O.)	Nielsen, K. G.	9/24/13
34	Burdette, E. W.	9/28/13	125	Weander, J.	5/14/13	292	Hendrickson, A. P.	4/17/12	490	Lavoie, B. R.	10/15/13	898	Harris, T. C.	8/6/13	Pens. (I.O.)	Okamura, K.	9/22/13
34	Day, H. H.	9/21/13	126	Jerzerick, L. E.	9/28/13	295	Tuttle, A. V.	9/29/13	494	Cameron, D. K.	9/20/13	910	Cousins, E. L.	9/12/13	Pens. (I.O.)	Ramsey, J. L.	5/21/12
35	Amenta, S. V.	7/8/13	126	Penn, C.	9/16/13	302	Lyon, J. S.	5/8/11	494	Hoppe, R. E.	9/16/13	910	Galarneau, C.	8/17/13	Pens. (I.O.)	Rowand, W. M.	7/1/13
37	Basque, L.	9/14/13	130	Caire, E. J.	8/4/13	304	Burnett, W. C.	10/7/13	494	Plewa, G. J.	8/30/13	917	Gist, J. C.	6/28/13	Pens. (I.O.)	Rykkeli, R. H.	9/23/13
38	Gannon, J. E.</																



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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International
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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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**FROM THE OFFICERS**

The Debate We Need to Have



Edwin D. Hill
International President

As I write this, the U.S. Senate—with just 6 Republican “ayes”—voted for a three-month extension of long-term unemployment benefits. They expired at the end of last year for 1.3 million workers who have been unemployed for 26 weeks or longer. Unemployment continues to hover at around 7 percent—a historical high for a purported recovery.

Whether the House of Representatives will kill the extension is unclear, but the majority of Republican legislators and right-wing special interest groups like Americans for Prosperity and Heritage Action—along with conservative talking heads—are lobbying hard against it, saying unemployment insurance encourages the jobless to avoid work.

Until recently, extending unemployment insurance enjoyed full bipartisan support. President Ronald Reagan and both Bushes supported extensions in times of high unemployment knowing that is vital to keeping millions of jobless Americans from falling deeper into the hole. That was then.

Long-term unemployment is still at its highest level since World War II. And if you have been out of work for 27 weeks or longer, you have only a 12 percent chance of finding a job. And we're talking workers from all walks of life: blue- and white-collar; those with high school diplomas and graduate degrees, baby boomers and millennials alike.

To eliminate the only program keeping these Americans afloat, when it seems clear that the private sector isn't hiring the long-term unemployed, is beyond cruel.

Even more infuriating is what the opposition isn't talking about: how to create an economy that provides every American ready and able to work with a job.

And while we appreciate House Speaker John Boehner's support of the Keystone pipeline—the only infrastructure project he supports—that isn't a jobs plan.

Economists both right and left have offered good ideas, from investing in renovating our industrial infrastructure, to offering tax incentives to companies that hire the long-term unemployed to a new Works Progress Administration that could put millions on the job right away.

But with a few honorable exceptions, Congress has been missing in action.

2014 is here and the one question we must ask every congressional candidate is this: what's your comprehensive plan to get us to full employment? ■

Diverse Pathways to Community Engagement

In Los Angeles, men and women who served in Iraq and Afghanistan, but arrived home to find jobs scarce come together at Local 11's hall to hear IBEW members testify about the opportunities that come with a union card. Three thousand miles away, apprentice electricians from Long Island, N.Y., Local 25 accompany a caravan of citizens in wheelchairs through the streets of New York City to raise funds to fight the dreadful disease named after baseball hero Lou Gehrig. And up north, members of Syracuse Local 97 and Jamestown Local 106 mobilize thousands of members and citizens to win the retrofitting of a historic coal-fired power plant that was scheduled to close, saving the jobs of IBEW utility members and helping prevent the devastation of their communities.

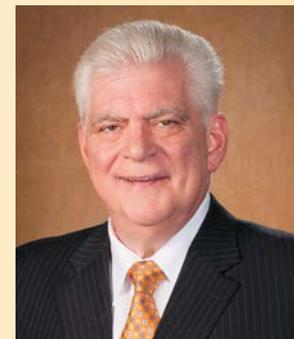
The dramatic stories in this issue of the *Electrical Worker* validate many pathways to community engagement, multiple routes to an identical goal—building the IBEW's respect and influence—a major theme of the 38th International Convention in Vancouver.

President Hill and I are always excited to hear about so many other examples of local unions that tap the initiative and pride of members and retirees to reach out to their neighbors.

Brothers and sisters, whatever our individual politics, cultural tastes or geography, there is no better time than now to call upon our creativity to defeat a poisonous narrative that brands all union members as selfish and concerned only about our own wages, our own benefits and our own jobs.

When you hear about some exemplary community engagement effort by a sister local—one just down the road or a thousand miles away—pick up the phone or send an e-mail, give them some praise and get some new ideas. And when you replicate their success in your own backyard, pass the lessons on.

We've received many favorable responses to the IBEW's efforts to tell our union's story through a national advertising campaign. Great images on TV are even more powerful when they are reinforced by our solid acts in our own cities and towns. ■



Salvatore J. Chilia
International Secretary-Treasurer

Letters to the Editor

A Winning Play

I was a 40-year member and the business manager of Syracuse, N.Y., Local 1249, prior to my retirement in 1985. I would like to congratulate President Hill for his advertising on NFL football games. It certainly reaches millions of viewers. Great job!

*Andy Mihok, Local 1249 retiree
Syracuse, N.Y.*

IBEW Family Tree

During the recent pin award party at Atlanta Local 613 in November, the Stewart family celebrated 200+ years of service. First you will see the name Tom Stewart on the charter and from left to right are Frank, David, Harold and Lee. Years of service for Tom: approximately 25; Frank, 40; David, 65; Harold, 35; and Lee, 43; for a total of 208 years. We are most fortunate and blessed to have our dad with us at age 88 and to enjoy the company of three brothers who all have successful careers which began with a JATC and jobsite training. I issue a challenge to other families who have a long collective tenure with IBEW to share your story with all.



*Lee Stewart, Local 613 member
Atlanta*

Shout-out to Standout 'Brothers'

It was great to read Brenda Altman's letter ('Missed Opportunities,' November 2013) pointing out the disparities of being a woman in a historically male profession. Hard work and a good job done should be the only considerations when evaluating a worker.

I would like to point out two woman members I have had the pleasure of working with. Member Debbie Nass moved through the ranks at the City of Chicago to the position of traffic signal repairs. As the senior traffic repairman, I worked with Debbie in 2012. A quick study as well as a prepared repairman, she was most importantly an enthusiastic worker. She undoubtedly will serve the city and her fellow union workers well. This is no easy task, working alone in some of the toughest Chicago neighborhoods.

Occasionally I would have to meet a repair crew and my day was always made great when the crew of Vicki Gibbons would show up. Vicki is one of the finest lineman foremen I have had the pleasure of working with in my 32 years as an IBEW member. Vicki is as knowledgeable and hardworking as any man.

I wanted to recognize these remarkable women of the IBEW, members we can all be proud to call 'brother.'

*William E. Nelson, Local 9 member
Chicago*



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

IBEW members are the greatest. I sent a request in July that some of you send to me your local sticker so I could decorate my son's safety helmet for his son. Wow, did you all come through. Every day I opened the mailbox I got a surprise from you. I still am getting one a day. I have received over 300 answers to my request. I am thankful to all of you! I will do something special with the extras after we do two safety helmets for his son and his daughter. RIP James Shukait.

*Cathy Lovelace Shukait, Belleville, Mich.
Mother of Ann Arbor Local 252 member James Shukait*

Who We Are

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

Local 3 Member Beats Cancer with Help from Friends and Strangers

New York Local 3 member Kenny Young went in for his annual physical in September 2012: blood pressure, breathe in, breathe out, give a little blood and then back to work on the electrical maintenance crew at NBC headquarters at 30 Rockefeller Center. A few days later, however, Young's doctor called him and said he needed to come back. Immediately.

"That was the worst part of the whole thing: making that drive to the doctor not knowing," Young said. "I'm sweating. I'm thinking, 'What could it be?'"

Young, 41 years old at the time, had more tests and the news was bad: leukemia, a cancer of the blood. Young's bone marrow was furiously pumping out half-formed white blood cells that couldn't protect him from disease and, over time, would overwhelm and kill whatever healthy marrow was left.

"I was shocked. He looked fine," said Greg Rodman, who started working with Young at the World Trade Center in 1993. "But he was totally upbeat. Once he knew what it was, he was totally confident."

Every year, more than 48,000 people are diagnosed with leukemia. Medical advances in recent decades have quadrupled the overall five-year survival rate, from 14 percent in 1960 to nearly 60 percent now. But each year, according to the American Cancer Society, more than 13,000 people die from the disease.

Young had a particularly aggressive form—acute myeloid leukemia—which has a much bleaker outlook: fewer than 25 percent survive five years. Two weeks after that routine checkup, he started chemotherapy.

Unlike many cancers, there is a treatment for leukemia that promises much more than just a remission. If a suitable donor could be found and the patient is strong enough to tolerate the intense chemotherapy, a bone marrow transplant has the potential to cure the disease.

For a successful transplant, donor and patient must have a short stretch of identical genetic code. A perfect match is like a secret handshake that allows the new cells to quietly slip into place and get to work. If they aren't identical, the patient's immune system will attack the transplanted cells.

Biological family members are the first place doctor's look for a donor. But 70 percent of patients don't find a match in their family. That was the case for Young.

A national registry of the HLA types from volunteer bone marrow



New York Local 3 member Kenny Young on the day he received a life-saving bone marrow transplant, thanking the anonymous donor who saved his life.

donors was established in 1986. The registry now holds the names and profiles of more than 10 million Americans. It is part of an international network that lets doctors search donor registries containing the HLA types of more than 25 million volunteers worldwide.

Young's doctors found a match: a 29-year-old man in Germany. The transplant was set for March.

In preparation, all the bone marrow in Young's body, healthy and sick, had to be killed. But after four months of an experimental chemotherapy, it wasn't enough. A month before the procedure, Young was admitted to the hospital to begin a more aggressive chemotherapy. "That was rough chemo. Hard chemo. That was tough," Young said. He lost his hair, was exhausted, weak and vulnerable to infections. And it didn't work.

The transplant was rescheduled for June. Again he entered the hospital a month early. Again he was given daily doses of chemo. But this time, it worked.

One June 5th, the cells landed at Newark airport, made their way through customs, arriving at New York Presbyterian Weill Cornell in Manhattan four hours later. "It's amazing. A little

plastic bag with 30 million cells saves your life," Young said.

After the procedure, walking 100 feet left Young exhausted. But within weeks, the new marrow was producing new cells. Within a few months, his blood counts were normal and he was getting stronger every day. Today, there is no sign of leukemia.

"Am I cured? I don't know but did I beat cancer? Yes. That's good enough for me," Young said.

Despite an 11-month disability leave, one thing Young never had to worry about was paying his medical bills, which he said were more than \$2 million. Young says most of the people he met in the hospital lost their coverage and their jobs.

When Young's disability insurance lapsed after six months he continued to be covered by the local's hospitalization plan, said Local 3 Business Manager Christopher Erikson. "Kenny was a hard worker and an active member," Erikson said. He's a union guy who held up his side of the deal. He was able to get the help when he needed it the most." ■

See www.ibew.org for an extended version of this article.

How to volunteer to be a bone marrow donor

The American donor registry is called **Be the Match**. Potential donors may go to <http://join.bethematch.org/IBEW> to answer some simple questions about health history. Everyone eligible after an online screening test is sent a kit containing four cotton swabs to collect cells from the inside of the cheek for DNA testing. The registry contacts potential donors if there is a patient match.

People of all backgrounds die each year without finding a match and people of all backgrounds are needed and encouraged to join the list, but there is a particular need for volunteers with African-American, Latino and Asian ancestries. There is no cost to donate and all medical expenses are covered. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in December 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	Cummings, H. C.	10/25/13	46	Kerr, L.	5/27/13	134	Dematteo, A.	10/10/13	349	Turner, L. B.	10/27/13	575	Mills, B.	11/2/13	953	Tomsovic, J. C.	10/15/13
1	Koch, A. E.	11/24/13	46	Kirkpatrick, M. D.	11/9/13	134	Fregeau, O. E.	10/31/13	351	Camp, W. O.	8/5/13	602	Hicks, M. L.	10/13/13	965	Tindall, R. A.	9/14/13
1	Maynard, J. L.	7/19/13	46	Koehler, J. R.	10/27/13	134	Frisone, J.	11/4/13	351	Fontaine, J. F.	11/11/13	606	Thom, D. W.	11/8/13	968	Lemon, D. A.	9/18/13
1	Napier, L. L.	11/3/13	46	McCurter, T. G.	10/20/13	134	Fuhrman, E. A.	10/31/13	351	Houde, N. J.	11/3/13	611	Atencio, R.	11/1/13	993	Oakey, G.	9/17/13
1	Stoff, M. J.	10/31/13	46	Peterson, L. C.	10/19/13	134	Holm, M. F.	11/12/13	353	Breuls, J. H.	10/23/13	611	Brown, C. H.	10/16/13	995	Gibson, J. W.	10/31/13
1	Wright, E. E.	10/2/13	46	Reynolds, L. B.	10/1/13	134	Korcyl, M. S.	4/7/11	353	Hamilton, B.	10/27/13	611	Cook, P. M.	8/26/13	1003	Hamilton, L. H.	8/18/13
2	Forsythe, F. O.	10/19/13	48	Bramlett, B. J.	9/15/13	134	Laushot, A. K.	10/24/13	353	Lupyniak, A.	8/10/13	611	Epperson, M. S.	9/26/13	1141	Lindsey, F. D.	9/1/13
3	Appelbaum, E.	11/5/13	48	Foster, G. L.	10/15/13	134	Lazaric, M. G.	10/9/13	353	Mead, E. B.	11/18/13	613	McCullum, J. H.	10/11/13	1151	Nutt, E. W.	9/22/13
3	Barbot, F.	10/26/13	48	Spieker, S. A.	10/4/13	134	Luciano, A. S.	11/1/13	353	Morrow, W. N.	7/30/13	613	Pair, H. L.	10/17/13	1186	Kamaura, H. K.	6/5/13
3	Boucarut, K.	10/12/13	55	Alibasic, M. J.	8/19/13	134	Meakim, F. T.	10/11/13	353	Pojawis, K.	8/31/10	613	Stanton, A. J.	10/13/13	1186	Kochi, H.	10/1/13
3	Brinkmann, A. J.	11/13/13	57	Newman, B. S.	8/30/13	134	Nordstrom, D. D.	8/22/13	353	Pyrgos, X.	11/9/13	617	Chalk, K. L.	10/19/13	1186	Nakai, N. I.	9/15/13
3	Clagett, T. E.	9/6/13	57	Spendlove, F. B.	10/17/13	134	Tuleja, H. J.	2/27/13	353	Skerath, W.	10/23/13	639	Vize, A. J.	8/28/13	1205	Dean, L. W.	4/10/13
3	Didonato, A.	4/9/12	58	Alsbury, F. A.	10/12/13	134	Turilli, J. P.	8/19/13	353	Winkfein, R.	10/8/13	647	Pankey, R. T.	9/30/13	1225	Hull, C. E.	9/25/13
3	Fiacco, T. M.	10/30/13	58	Appling, P. F.	11/4/13	134	Yeates, R. K.	10/25/13	354	Bateman, M. L.	10/23/13	648	Lowry, G.	10/24/13	1245	Blackmore, C. M.	11/6/13
3	Gaidatzis, M.	10/7/13	58	Bellenir, J. R.	10/18/13	141	Raab, J. C.	5/6/13	354	Kilpatrick, C. E.	10/31/13	648	Vonstein, R.	10/12/13	1249	King, P. J.	10/13/13
3	Hoffman, E.	9/11/13	58	Ferguson, W.	10/18/13	145	Holland, C. C.	6/25/13	354	Williams, C. L.	11/7/13	659	Laumeyer, R. D.	9/26/13	1253	Shirley, D. E.	11/1/13
3	Izzo, C. A.	11/19/13	58	Hirsch, D. R.	11/20/13	150	Corcoran, J. E.	11/8/13	354	Williams, C. L.	11/7/13	665	Baldino, F. E.	10/1/13	1319	Chimock, R. W.	11/28/13
3	Kimmel, J.	9/18/13	58	Jonik, J. S.	11/9/13	150	Miller, M. A.	7/20/13	357	Walton, E.	11/5/13	666	Davis, I. H.	10/26/13	1340	Tomlin, H. J.	11/20/13
3	Kramer, G.	10/22/13	58	Karkoski, R. A.	10/25/13	158	Frederick, E. W.	9/28/13	364	LaCoursiere, D. A.	10/24/13	667	Sisneros, R.	11/9/13	1426	Wenner, A. V.	5/11/13
3	Mulrain, J. E.	11/5/13	58	Ketchum, M. L.	7/27/13	159	Shepard, F. W.	9/9/13	369	Johnston, J.	11/7/13	673	Adams, R. E.	10/29/13	1516	Bell, J. L.	9/13/13
3	Raneri, P. A.	9/14/13	58	McCaffery, G. R.	11/5/13	160	Gustafson, A. E.	3/11/13	369	Ware, K. L.	8/29/13	676	Motley, G. W.	10/9/13	1579	Roton, J. H.	11/13/13
3	Regan, R. F.	3/14/13	58	Towell, C. B.	10/8/13	163	Becker, M. F.	10/20/13	379	McManus, D. C.	10/22/13	683	Cook, P. D.	11/14/13	1687	Steinke, T. G.	10/3/13
3	Reid, F. P.	7/23/13	58	Vorce, L. L.	11/9/13	164	Debouter, M. T.	6/27/13	379	Mileham, R. R.	9/5/13	684	Kloberdanz, J. J.	8/17/13	1701	Risley, G. L.	11/7/13
4	Warren, R. L.	11/17/13	68	Jones, H. N.	10/14/13	164	Hennessey, G. F.	11/6/13	386	Clay, C. R.	10/12/13	688	Leibolt, R. L.	10/24/13	1749	Hallum, W. L.	10/30/13
5	Black, H. E.	10/27/13	68	Williams, J. R.	9/17/13	175	Bearfield, W. H.	10/23/13	388	Stuttgen, N. A.	11/10/13	697	Spiccia, J. C.	11/20/13	1924	Sheppard, J. H.	10/18/13
5	Grate, J. H.	11/20/13	73	Cameron, R. T.	11/6/13	177	Carter, R. V.	9/8/13	401	Redeaux, A. C.	10/23/13	701	Cumberland, T. G.	11/10/13	1928	MacKenzie, D. C.	11/7/13
5	Hinkle, H. C.	11/1/13	73	Nelson, M. S.	10/23/13	196	Favre, J. N.	11/19/13	405	Farmer, N.	7/16/11	702	Dailey, F. M.	8/13/13	1947	Stewart, J. J.	12/13/12
5	Lorenz, J. C.	10/28/13	76	Pasic, C. W.	11/18/13	197	Tucker, R. G.	8/29/13	415	Miller, B. M.	10/18/13	702	Suver, J. A.	11/6/13	2085	Custer, D. M.	6/25/13
6	Beatty, R.	9/6/13	77	Bridges, J. D.	6/25/13	199	Patrick, F. J.	11/5/13	424	Datt, P. S.	8/11/13	712	Murcko, P. V.	9/27/13	2337	Metcalfe, J. F.	10/19/13
6	Bonici, N. J.	10/29/13	77	Hilliard, J. W.	10/17/13	210	Hogan, H.	6/22/13	429	Singleton, B. L.	10/2/13	712	Thompson, A. C.	11/22/13	Pens. (3)	Criscuolo, V. P.	11/8/13
6	Owens, J. W.	10/11/13	77	Meredith, C. F.	9/19/13	212	Everett, W. M.	11/11/13	429	Walker, T. E.	11/24/13	714	Glass, R.	8/15/13	Pens. (637)	Karwowski, R. M.	3/23/13
6	Raye, G. F.	10/15/13	80	Miller, E. F.	8/8/13	212	Kenkel, H. J.	9/24/13	430	Prochaska, M.	9/7/13	716	Bethune, J. D.	11/6/13	Pens. (814)	Brown, E.	10/10/13
8	McKinniss, M. O.	10/10/13	82	Sherrill, D. J.	10/19/13	212	Ramey, W. E.	10/18/13	440	Quiroz, M.	3/4/13	716	Christie, L. K.	11/5/13	Pens. (2022)	Martin, J. L.	11/5/13
8	Miller, D. R.	11/13/13	86	Fisher, K.	9/11/13	212	Warman, R. G.	10/19/13	440	Waddell, R. H.	8/24/13	716	Flannery, C. W.	10/14/13	Pens. (I.O.)	Ackerman, J.	3/30/13
8	Sampsell, P. R.	9/16/13	90	Seaman, H. R.	11/13/13	219	Carlson, F. W.	10/15/13	441	Jones, K. C.	10/4/13	716	Foley, C. W.	10/27/13	Pens. (I.O.)	Albertson, N. J.	6/16/13
8	Strausbaugh, L.	11/19/13	97	Anderson, A. C.	10/30/13	223	Viveiros, E. J.	8/30/13	443	Bailey, T. D.	10/4/13	716	Meisner, L. J.	11/7/13	Pens. (I.O.)	Altersberger, T. H.	9/21/13
9	Foster, P. E.	10/11/13	97	Hanley, R. A.	9/21/13	233	Sage, G. C.	10/20/13	445	Brayton, M. R.	10/11/13	716	Wiggins, R. L.	11/8/13	Pens. (I.O.)	Bieze, H. W.	10/15/13
9	Sanders, L. E.	10/24/13	98	Desoto, L. A.	9/13/13	236	Liggett, L. J.	11/12/13	445	Lewis, F. J.	10/15/13	725	Ison, G. D.	9/12/13	Pens. (I.O.)	Bontzos, J.	10/18/13
9	Steigerwald, R.	11/12/13	98	Noble, R.	8/23/13	236	Mango, C. A.	7/5/13	446	Copeland, B. C.	4/30/11	725	Summitt, J. W.	8/25/13	Pens. (I.O.)	Calvin, S.	10/24/13
11	Barton, J. E.	10/29/13	98	Worthington, L.	11/11/13	242	Chesney, M. A.	11/25/13	449	Smith, W. C.	10/24/13	728	Higgins, D. K.	10/27/13	Pens. (I.O.)	Cox, L. J.	11/13/13
11	Boyle, A.	7/25/13	102	Salvatore, J. P.	8/12/13	252	Henry, R. B.	10/3/13	449	Weaver, A. D.	11/7/13	728	Parsons, T. L.	10/3/13	Pens. (I.O.)	Dennis, R. E.	11/13/13
17	Darnell, J. O.	10/9/13	102	Sena, L. B.	10/4/13	257	Rowland, T. J.	7/22/13	456	Baker, J. H.	10/26/13	728	Somers, W. C.	11/14/13	Pens. (I.O.)	Glassford, S. J.	10/15/13
18	Berry, E. G.	9/30/13	103	Ginsberg, H. W.	10/26/13	269	Gensamer, R. G.	9/25/13	461	Haas, J. L.	10/22/13	733	McGill, W. D.	9/26/13	Pens. (I.O.)	Hagaman, C. L.	9/20/13
18	Lopez, F. M.	11/2/13	103	Hamelin, P. A.	10/22/13	269	Powell, P. C.	10/6/13	465	Wegand, B. N.	10/9/13	756	Gauthier, L. M.	11/12/13	Pens. (I.O.)	Hanes, E. P.	7/1/13
20	Clark, T. W.	10/24/13	103	McGrath, W. J.	10/22/13	278	Langbecker, J. L.	10/24/13	474	McElwrath, J. L.	9/25/13	760	Melton, S. D.	6/24/13	Pens. (I.O.)	Hargis, B. W.	11/5/13
20	Waw, H. L.	10/20/13	103	Nugent, R. H.	10/26/13	291	Stewart, P. D.	10/26/13	474	Poag, K. W.	10/22/13	769	Cargill, E. W.	10/15/13	Pens. (I.O.)	Hull, C. E.	10/7/13
22	Elsasser, H. R.	9/26/13	103	Robinson, W. J.	8/7/13	292	Callaway, D. L.	3/15/13	479	Johnson, W. H.	10/22/13	776	Threatt, H.	10/27/13	Pens. (I.O.)	Ingels, H. T.	10/22/13
22	Senteny, R. W.	10/7/13	103	Samuels, R. F.	11/18/13	292	Kramer, J. E.	10/24/13	479	Sachitano, T. S.	11/4/13	801	Barrett, C. W.	9/23/13	Pens. (I.O.)	Juell, A.	9/19/13
25	Clark, S. T.	10/11/13	105	Yallup, B.	11/7/13	295	Barkley, N. T.	11/9/13	481	Dalton, W. R.	2/10/13	804	Hardman, M.	8/18/13	Pens. (I.O.)	Kubes, E. J.	11/1/13
25	Hellmer, D. W.	10/11/13	110	Pegler, L.	8/12/13	300	Ferris, M. G.	10/14/13	481	Moreland, C. B.	9/6/13	812	Bryan, G. E.	10/30/13	Pens. (I.O.)	Low, J. K.	11/11/13
25	Seibold, W. A.	10/6/13	110	Steely, R. A.	9/20/13	302	McCause, D. E.	9/15/13	481	Rodgers, B. W.	2/22/12	816	Howard, R. E.	10/12/13	Pens. (I.O.)	Peck, H. F.	10/2/13
25	Welsch, R. G.	7/16/13	112	Johnson, D. E.	11/8/13	303	Meleskie, E. A.	11/6/13	488	O'Brien, J. J.	10/3/13	852	Andrews, R. W.	11/4/13	Pens. (I.O.)	Pieczara, J. E.	11/9/13
26	Moseley, T. F.	10/20/13	115	McArthur, S. B.	10/28/13	303	Willick, D. O.	9/13/13	494	Beaudin, A. P.	10/23/13	876	Bobay, J. R.	10/28/13	Pens. (I.O.)	Pillion, G. J.	10/14/13
32	Shobe, R. H.	11/25/13	120	Ferreira, J. M.	11/8/13	304	Burnett, W. C.	10/7/13	494	Steinbach, J. L.	10/26/13	890	Hauns, H. A.	10/19/13	Pens. (I.O.)	Rettkowski, H. A.	8/28/13
38	Coneglio, T. C.	11/17/13	124	Altis, C. E.	11/21/13	309	Hayes, E. E.	9/18/11	498	Lick, R. R.	10/18/13	898	Barnes, J. A.	10/5/13	Pens. (I.O.)	Savage, W.	10/13/13
38	Schwind, C. R.	10/30/13	124	Hartsock, R. L.	10/26/13	317	McDaniel, W. O.	10/26/13	502	Duffley, M.	10/3/13	910	Smith, H. J.	10/27/13	Pens. (I.O.)	Shelton, C. R.	8/30/12
41	Bosch, R.	11/4/13	124	Hensley, R. Q.	10/25/13	317	Morgan, W. R.	8/7/13	529	Eckdahl, E. W.	10/19/13	910	Welk, J. A.	9/29/13	Pens. (I.O.)	Stivers, W. J.	10/9/13
41	Riederer, C. E.	11/13/13	124	Laney, D. L.	10/10/13	317	Smith, A. K.	10/14/13	531	Wright, S. D.	10/12/13	917	Doughty, B. E.	6/7/13	Pens. (I.O.)	Strowbridge, M. W.	7/5/13
42	White, L. F.	9/7/13	124	Shaw, G. M.	9/13/13	332	Krohmer, H.	9/5/13	543	Ayala, S. J.	10/6/13	917	Twilliey, U. D.	10/7/13	Pens. (I.O.)	Sutton, W. E.	12/15/11
45	Yuen, H. A.	9/22/13	131	Yager, G. N.	8/1/13	332	Pennington, W. H.	10/21/13	551	Wetjen, M. C.	10/31/13	948	Allen, J. T.	10/9/13	Pens. (I.O.)	Tsafos, J. M.	7/13/13
46	Bolles, S. L.	11/16/13	134	Arunno, M. A.	10/16/13	332	Senzatimore, A. J.	10/23/13	558	Emmons, G. T.	11/20/13	948	Lindsay, A. M.	10/13/13	Pens. (I.O.)	Usaitis, J.	11/15/13
46	Denache, P. D.	5/3/13	134	Averkiou, T. E.	11/14/13	343	McKeown, T. E.	9/9/10	558	Lang, R. E.	10/27/13	948	Ruggles, R. L.	10/3/13	Pens. (I.O.)	White, J. E.	10/2/13
46	Foster, R. T.	11/13/13	134	Czarnecki, A. V.	10/23/13	349	Harrod, A. S.	11/14/13	558	Price, C. R.	10/14/13	953	Noller, D. C.	11/14/13	Pens. (I.O.)	Williams, D.	9/18/13