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International Brotherhood of Electrical Workers

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IBEW Members Build Navy's New Stealth Destroyer



An artist's depiction of what the U.S. Navy's latest destroyer, the DDG-1000, will look like in action. It is one of the most sophisticated warships ever built by the U.S. military.

The U.S. Navy's newest planned warship will be a 15,000-ton floating fortress, outfitted with 80 Sea Sparrow missiles, two 155 mm naval guns and two helicopter landing pads.

But to enemy radar, it will look more like a peaceful fishing boat.

High-tech stealth technology and a hull design that reduces sound emissions will make the new Zumwalt-class destroyer hard to detect, allowing it to easily sneak up on hostile shores.

"It's like the stealth bomber of the sea," said Pascagoula, Miss., Local 733 Business Manager Jim Couch. More than 200 Local 733 electricians will soon begin construction on the second of the first two destroyers—also known as the DDG-1000—budgeted by the Navy, working out of Northrop Grumman's Ingalls shipyard in Pascagoula.

The contract for the lead ship was awarded to General Dynamics' Bath Iron Works in Maine, whose employees are represented by the International Association of Machinists. Construction began last month.

One of most technologically advanced ships in the naval world, the "Zumwalt gives America a 30-year lead in technology over anyone," said AFL-CIO Metal Trades Department President Ron Ault. The ship will have a "tumblehome" hull, the first ship to have such a design since World War I. Unlike most destroy-

ers, which have a "V" shaped hull, the DDG-1000's hull widens from the deck to the waterline, reducing its wake and making it harder to pick it up on radar.

And advanced on-board computers systems means the Zumwalt will require a crew size of only 150, one-third that of a standard destroyer.

The new destroyers have created a buzz among naval observers, even becoming a plot point for an episode of the hit Navy detective show, "NCIS." It's also raising excitement levels among longtime shipyard workers. "I started at Ingalls in 1974, and these are some of the most amazing ships I've seen the Navy produce," said IBEW Government Employees Department Director Chico McGill.

STEALTH DESTROYER *continued on page 2*

Report: Nuclear Radiation Exposure Drops to Historic Low



A study by the Nuclear Regulatory Commission said average radiation dosage levels at U.S. plants have dropped more than 60 percent in the last decade.

Exposure to radiation is an expected part of the job for the thousands of nuclear plant employees around the nation. But a new report says that radiation absorbed by workers has fallen to its lowest level ever.

The Nuclear Regulatory Commission reported in August that average radiation dosage levels at U.S. plants in 2007 dropped to 97 person-rem per plant, down more than 60 percent over the last decade.

"These results show nuclear power plant operators remain focused on decreasing worker exposure while continuing to maintain and operate the plants safely," said NRC Chairman Dale Klein.

"Our workers are required to always keep the term 'ALARA' at the forefront of their minds while on the job," said International Representative Todd Newkirk, referencing the NRC's acronym for keeping radiation doses "as low as reasonably achievable." "We have a smart work force with many years of experience performing tasks in varying types of radiation fields. Day in and day out, IBEW members affirm our commitment to keeping dose levels minimized."

That commitment is evident at Point Beach Nuclear Power Plant, near Two Rivers, Wis. There, more than 400 Milwaukee Local 2150 members provide power to Wisconsin

and adjacent states. The plant is one of the safest in the country for nuclear workers.

"We are expected to develop and utilize the most efficient methods for monitoring and minimizing exposure," said Local 2150 radiation protection technician Brian "Bucky" Ihlenfeldt.

Such methods include limiting time that employees work inside high concentration fields and keeping appropriate distance from areas with elevated levels. All work performed inside the radiological area at Point Beach requires a radiation work permit, which employees receive only after careful instruction from the technicians. Along with pre-job hazard assessments and more extensive communication between workers, the permits help ensure that all employees fully understand the potential for exposure at the site, Ihlenfeldt said.

Technicians also identify high- and low-radiation areas for workers to help them keep their occupational dosages minimal. Continuous monitoring through surveys, audio and video systems and air tests determines whether conditions warrant additional protective controls—including discontinuing a job if levels are too high.

As plants replace worn-out equipment, better technology contributes to lowering doses. Point Beach recently replaced both

reactor vessel heads with new models that have built-in radiation shields. The upgrade helps streamline work during refueling outages—a time when the majority of a plant's occupational dose is accumulated.

"With new technology, strong teamwork and IBEW employees' dedication to keeping doses low, we can expect the entire industry's occupational doses to be lower each year," Ihlenfeldt said.

The average American is exposed to 360 millirems per year from the natural environment, particular foods and medical procedures such as X-rays. Nuclear plant workers are exposed to about another 160 millirems on the job per year.

Other IBEW-represented nuclear plants that have improved their radiation averages include:

- Prairie Island (Burnsville, Minn., Local 949)
- Farley (Dothan, Ala., Local 796)
- Diablo Canyon (Vacaville, Calif., Local 1245)
- Oyster Creek (Lakewood, N.J., Local 1289)
- Hatch (Atlanta Local 84)
- Susquehanna (Bethlehem, Pa., Local 1600)
- Duane Arnold (Cedar Rapids, Iowa, Local 204)
- FitzPatrick (Syracuse, N.Y., Local 97)
- Clinton (Springfield, Ill., Local 51)
- Hope Creek (Cranbury, N.J., Local 94)
- Monticello (Minneapolis Local 160)
- River Bend (Beaumont, Texas, Local 2286) ■

Navy's New Stealth Destroyer

continued from page 1

"This ship is real high-tech with a lot of electrical work involved, so our guys are looking forward to getting started on it," Couch said.

The construction process is expected to be an educational opportunity for members as they will work side by side with contractors in learning how to install the latest radar and weapons systems.

"Our members also produce many of the systems that will go on the DDG-1000, so we're potentially talking thousands of jobs throughout the country," McGill said.

The first two Zumwalts are expected to take to the sea in 2013 and the IBEW is working closely with elected representatives to make sure more are in the works.

The Navy initially proposed to make more than 30 DDG-1000s when the design was first unveiled in the late 1990s but it reduced it to seven due to budgetary constraints.

In face of pressure by some members of the House of Representatives who were concerned about the ship's estimated \$10 billion price tag, the Navy announced in July that it would build only two, a move that potentially could cost tens of thousands of work hours for IBEW members in Pascagoula.

Some House members support diverting money to the Navy's current class of destroyer, the DDG-51, but since many of the newest on-board weapon and radar systems are incompatible with the 30-year old ship, Zumwalt supporters argue that production of the DDG-51 could end up costing the Navy more money in the long run. "To try to modify new systems in order to fit them on an aging ship will cost us much more time and money than building the Zumwalt," McGill said.

Grassroots activism on the part of the IBEW, working in coalition with other shipbuilders' unions, helped convince members of the Senate to reverse the decision in August.

"The future of our national security, a skilled work force and American jobs depends on the Congress fully funding the budget request for the DDG-1000," wrote International President Edwin D. Hill in a letter Rep. John Murtha (D-Pa.), chair of the House Appropriations Defense Subcommittee.

A third ship, which would be built at Bath Iron Works, still has to be approved by the House, but supporters of the DDG-1000 are hopeful that the Senate's decision is a sign that more are in the works.

"It's a victory in that it puts us back on the road to building the full seven," McGill said. "A fourth ship would be built in Pascagoula."

Couch says he looks forward to the day when the first Zumwalt built with IBEW labor hits the water.

"Once Congress sees what it can do, I think Washington will come around to funding more of them," Couch said. ■

IBEW Urges Electrical Safety at U.S. Bases

Following revelations that faulty electrical work at U.S. bases in Iraq led to electrocutions of more than 16 people, the IBEW is mobilizing for drastic policy changes to ensure troop safety.

IBEW members testified at a July Senate Democratic Policy Committee hearing about hazardous conditions at U.S. bases in Iraq and Afghanistan maintained by KBR, a company that has come under fire for its substandard work. (See “Troops Endangered by Shoddy Electrical Work,” *Electrical Worker*, August 2008.)

“Time and time again we heard, ‘OSHA doesn’t apply here,’ and, ‘If you don’t like it, you can go home,’” Portland, Ore., Local 48 member Debbie Crawford told the committee, which included Chairman Sen. Byron L. Dorgan (D-N.D.) and five Democratic senators. “It was very common to threaten an employee with a transfer to a more hostile camp as a deterrent to raising concerns.”

Also testifying was Cheryl Harris—mother of deceased Army Staff Sgt. Ryan

“It was very common to threaten an employee with a transfer to a more hostile camp as a deterrent to raising concerns.”

— Debbie Crawford
Local 48, Portland, Ore.

Maseth, who was electrocuted in his Baghdad base’s shower in January. A former IBEW member and trade unionist of eight years, Harris lambasted the company for not following National Electrical Code guidelines and for poor treatment of workers.

“I don’t understand why we don’t have

more well-trained union electricians over there who are allowed to do a good job to provide safety for the troops,” Harris said. “There’s no excuse for KBR’s negligence.”

Since then, the IBEW has been working with Dorgan’s office to help spur legislation to remedy the widespread problems. International Representative Dan Gardner said at the IBEW’s urging, Dorgan’s office has written to Gen. David Petraeus—chief of U.S. Central Command—and Defense Secretary Robert Gates asking for third-party inspectors to examine KBR-run facilities in the Mideast.

Other changes are already taking shape. On the heels of the Senate inquiries, KBR issued new job postings in August seeking electricians to work in Iraq. The updated requirements are more stringent and the salary is nearly double the former annual rate—about \$80,000—for an electrician working in the war zone.

Both Gardner and Crawford see that as a sign that KBR is stepping up its efforts to attract and retain qualified, licensed electri-

cians. But none of that matters, Gardner said, unless legislation is passed to enforce OSHA rules, NEC guidelines and other basic ingredients for quality electrical work at bases in the Mideast.

“Right now, there are no standards over there,” Gardner said. “The only real way to have protections for workers and troops is for Congress to place strict requirements on contractors like KBR. That’s what we’re pushing for.”

Harris and Crawford are also boosting their activism. Crawford publishes a blog documenting electrical situations at U.S. bases in Iraq at www.mssparky.com. Harris has launched a wrongful death lawsuit against KBR and is taking a leave of absence from her job to focus on the case.

“The goal of our testimony was to expose the problem,” Harris said. “Now people are learning more about it and working to make changes, but we need to help keep pressure on Congress to take the necessary steps so our troops stay safe.” ■

FairPoint Victories Set Stage for Future Growth

This year’s sale of Verizon’s Northern New England landlines to the North Carolina-based FairPoint Communications instantly transformed a small rural carrier into the eighth largest telecommunications company in the country, winning it not only a new business but a group of workers who were used to good benefits and wages.

In negotiations after the sale, the IBEW was able to maintain the same high standards for its members under FairPoint. The sale also opened the door to unrepresented workers at small FairPoint-owned units across the country whose employees are looking to match the high standards the IBEW had set.

After initially opposing the deal, the IBEW and the Communications Workers of America ultimately negotiated neutrality agreements with the company at worksites in New England and New York. Even more importantly, the year-long “Stop the Sale” campaign exposed the largely nonunion work force at the telecom to the benefits of union membership, leading to new IBEW victories at what is now one of the fastest growing companies in the industry.

The 2,200 former Verizon workers now with FairPoint approved their first contract with the company last summer, and negotiations at small independent telephone carriers acquired in recent years by FairPoint are ongoing.

Nearly 75 workers in the collection, dispatch and repair departments at FairPoint in Maine voted to join Augusta Local 2327 in May due to the card check neutrality agreement that was part of the Verizon deal. The local began contract negotiations in early August, said Telecommunications Department International Representative Bob Erickson.

More than 50 FairPoint workers in Washington state and Virginia gained IBEW representation after winning National Labor Relations Board-supervised elections this year.

In Washington, technicians at the company’s subsidiary in Ellensburg voted 18-5 last December for representation by Seattle Local 89, while another 19 FairPoint employees—formerly of Yelm Telephone Co., a family-owned carrier purchased by FairPoint six years ago, voted to join the local after winning a close National Labor Relations Board-supervised election.

“There is real enthusiasm from new members about having a contract that spells out their wages and benefits,” said Seattle Local 89 Business Manager Ray Egelhoff.

More than 10 technicians at a small carrier in Gretna, Va., voted unanimously for representation by the IBEW in March, after reaching out to the union last year. They are new members of Charlottesville Local 1181.

Three-year agreements were reached



Fairpoint employees and new members of Charlottesville, Va., Local 1181 celebrate their first contract. Front row from left are Clint Wilmoth, Rock Colbert, Morrell Jennings and Fuzzy Rowland. Back row from left are Tim Meadows, Lee Moore, Bryan Mayhew, Matt Miles, Steve Younger and Ritchie Brown.

and ratified at the new units in Washington and Virginia in September. Employees won pay equity with other union telecommunications workers, amounting to a wage increase of approximately 22 percent, as well as arbitration and grievance procedures and a seniority system.

“They’re still very new but have been deeply involved in all the steps of the bargaining process,” said Fourth District International Representative Brian Malloy,

who assisted with bargaining in Virginia.

The IBEW’s victories are already leading to phone calls from other nonunion FairPoint workers looking to organize, Malloy said.

“They saw what the former Verizon employees were able to achieve in their contract thanks to the union’s strength in numbers and are looking for some of the same,” said Augusta Local 2327 Business Manager Peter McLaughlin. ■

IBEW Member Celebrates 24 Years as Mayor of Maryland City

Andrew Hanko had a lot to celebrate in September. The 24-year mayor of the city of New Carrollton, a bedroom community outside the nation's capital, had just been re-elected for another term. Then Hanko, who retired in 1992, was presented with his 55-year pin as a member of Washington, D.C. Local 26.

His career in public office began over 40 years ago, while he was working as a journeyman wireman. Hanko's neighbors asked if he could volunteer some time to supply power to New Carrollton's annual Christmas tree lighting ceremony. "I had already taken all the opportunities that the city had to offer for my six children," says Hanko. "I felt that I had to pay something back."

After serving 14 years as a city councilman in the city of 13,000, Hanko was elected mayor. "My children laugh at the end of every term, when I say that I'm not running again," says Hanko. But the rewards of the part-time job in the demographically-diverse city, says Hanko, make up for the phone calls at home about fallen trees and power outages.

"Andy's a terrific guy, a soft-spoken man who has always been there for the IBEW," says Buddy Satterfield, Special Assistant to the International President for Membership Development, who formerly served as business manager of Local 26. Several years ago,



New Carrollton Mayor Andrew Hanko, far right, celebrates 55 years as a member of Washington, D.C., Local 26. Seated is his brother, Edward F. Hanko Sr., who received his 60-year pin. Standing from left are Edward's sons Daniel Hanko, Charles Hanko and Edward F. Hanko Jr., all members of Local 26.

Hanko welcomed delegates to the IBEW Construction and Maintenance Conference in Washington, D.C. and always pushes for the local's electricians to be employed on New Carrollton's projects. It goes with being

part of an IBEW family.

Edward F. Hanko Sr., Andrew's brother, received his 60-year pin in September. Edward's three sons, Edward Jr., Charles, and Daniel, are Local 26 electricians.

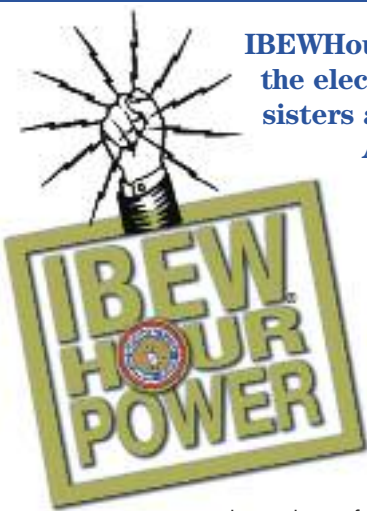
A former president of the Maryland Mayor's Association and the Maryland Municipal League, Hanko, 78, led recent efforts to establish New Carrollton's first police department, hiring a chief and 11 officers to replace police that were formerly supplied by Prince George's County. Hanko puts his electrical knowledge to work serving as chairman of the county's master electricians and contractors board.

"I had a great partner at home while I ran the streets taking care of New Carrollton," says Hanko of his wife of 54 years, Irene. Reflecting upon his public career, he says, "My greatest compliment comes from my kids who tell me that they made friends for life in a safe, close community where they could walk to school, to the swimming pool and to local stores." ■



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IBEW Members Confront Ike's Aftermath

Residents of Houston, Galveston and other Gulf Coast communities in Texas are just starting to recover from the damage inflicted by Hurricane Ike last month.

More than 7,000 linemen from throughout the United States and Canada have descended on Houston to begin the process of rebuilding the electrical infrastructure, with Houston Local 66 serving as a dispatch hall for the local utility, CenterPoint Energy.

"I've never seen this place torn up this bad before," said Sixth District International Executive Council Member Greg Lucero, who is also Houston Local 66 business manager.

Two million residents of southeast Texas lost power, while a nearly a million residents of Galveston Island and other coastal cities were ordered to evacuate in face of 25-foot waves surging over sea walls. Entire communities on the Bolivar Peninsula, which extends into the Gulf of Mexico, have been completely wiped out. So

far, 48 deaths have been reported, and observers fear that number will rise as clean-up continues.

The effects of the storm have been felt all the way from Louisiana—still recovering from the effects of Hurricane Gustav—to Arkansas.

Local 66 staff and officers, who represent utility workers, have camped out at their office since the hurricane hit on September 13. "With all the work linemen would have to do to get the city running again, we thought it would be best if we held out here," Lucero said.

The union hall only suffered minor damage, but other locals weren't so lucky. Houston Local 716's office lost its roof and Galveston Local 527 saw its union hall completely destroyed.

Lucero is still trying to connect with members, many of whom evacuated before the storm hit. CenterPoint has assigned two of its human resource directors to help employees whose homes were damaged or destroyed. ■



North of 49°

Double-Breasting Outlawed in New Brunswick

Political activism by IBEW locals and the New Brunswick Building and Construction Trades Council won a new law in New Brunswick that limits signatory construction contractors from escaping union wage and benefit obligations by shifting work to nonunion subsidiary companies. The practice, called double-breasting, is barred in all other provinces except Prince Edward Island but was common in New Brunswick, making it home to one of the highest rates of nonunion construction in Canada.

"Members of every party in the legislature joined together to end this union-busting practice," said David Stephen, membership development coordinator at Saint John Local 502.

The legislation, which passed in May, was the product of two years of discussions by a committee of employers and unions. Premier Shawn Graham's Liberal government, elected in 2006, promised its full support for the legislation, which was introduced by Justice and Consumer Affairs Minister T.J. Burke on behalf of Post-Secondary Education, Training, and Labour Minister Ed Doherty.

The opposition Progressive Conservative party, which had introduced similar legislation when it was in power, also backed the law.

The bill provides the provincial Labour and Employment Board with additional power to investigate corporate structures to see if an employer has established a new business for legitimate purposes or just to escape a collective bargaining agreement.

Local unions in New Brunswick and their supporters in the legislature faced down opposition from the open shop Construction Association of New Brunswick. The Building and Construction Trades staged a series of rallies in the largest city in the province, Saint John, in support of the law. "We encouraged our members to bring their families," Stephen said. "We wanted to make sure our representatives saw the faces of the people the bill would help out."

To confront the Construction Association's anti-union lobbying campaign, the Building and Construction Trades Council made sure members who had lost their jobs because of double-breasting met individually with members of the legislative assembly. "The association claimed double-breasting wasn't a big problem, so we made sure that our representatives spoke with real-life victims of the practice," Stephen said. "They knew it wasn't right."



Members of the New Brunswick Building and Construction Trades Council rally at the legislative building in Fredericton in support of a bill outlawing double-breasting.

Des membres du Conseil des métiers de la construction du Nouveau-Brunswick au rallye devant l'édifice de l'Assemblée législative de Frédéricton, en appui du projet de loi contre la pratique du double jeu.

The bill contains a grandfather clause that exempts construction companies set up prior to its passage and the legislation does not prevent employers from operating both union and nonunion companies when there are legitimate reasons for such an arrangement.

The law now gives the IBEW an opportunity to increase its market share in a province that for too long had been dominated by anti-union contractors. "We know that our democratic right to organize can't be nixed the next time a company finds it inconvenient," said First District Vice President Phil Flemming. ■



Au nord du 49° parallèle

La pratique du "double jeu" de certaines compagnies déclarée illégale au Nouveau-Brunswick

Gâce à l'activisme politique déployé par les sections locales de la FIOE et par le Conseil des métiers de la construction du Nouveau-Brunswick, un nouveau projet de loi a été adopté au Nouveau-Brunswick, ce qui aura pour effet de limiter la possibilité des entrepreneurs signataires de l'industrie de la construction d'échapper à l'obligation de payer les salaires appropriés ainsi que les avantages que prévoient une entente collective, en transférant les travaux à des filiales non syndiquées. Cette pratique du double jeu très peu utilisée dans toutes les autres provinces, à l'exception de l'Île-du-Prince-Édouard, était courante au Nouveau-Brunswick, la province affichant le plus haut taux de travaux de la construction non-syndiqués au Canada.

"C'est avec le consentement des membres de tous les partis de l'Assemblée législative qu'il a été décidé de mettre un terme à cette pratique anti-syndicaliste" déclare David Stephen, coordonnateur pour la syndi-

calisation à Saint John, Section locale 502.

Après deux années de discussions au sein d'un comité regroupant des représentants syndicaux et patronaux, le projet de loi a finalement été adopté au mois de mai. Le premier ministre libéral Shawn Graham, élu en 2006, avait promis son appui au projet de loi, qui a été déposé par le ministre de la Justice et de la Consommation, T.J. Burke au nom du ministre de l'Éducation postsecondaire, Formation et Travail, Ed Doherty.

Un projet de loi similaire avait déjà été déposé par les députés conservateurs de l'opposition alors qu'ils étaient au pouvoir; ces derniers ont donc appuyé le projet de loi.

Le projet de loi accorde à la Commission du travail et de l'emploi de la province plus de pouvoirs pour enquêter sur les structures des entreprises afin de déterminer si une nouvelle entreprise de construction a été créée à des fins légitimes ou seulement dans le but d'éviter toute convention collective négociée.

Les sections locales du Nouveau-

Brunswick et leurs partisans de l'Assemblée législative ont dû faire face à l'opposition de l'Association de la construction anti-syndicale du Nouveau-Brunswick". Le Conseil des métiers de la construction a organisé, en guise de solidarité et d'appui, une série de rallyes à Saint John, la plus grande ville de la province, un événement qui a attiré des membres de toute la province. "Nous avons invité nos membres à amener leur famille. Il fallait que nos députés aient l'opportunité de rencontrer les individus qui bénéficieront des avantages reliés à l'adoption de cette loi", ajoute le confrère Stephen.

Pour affronter les activités de lobbying anti-syndicaliste de l'Association de la construction, le Conseil des métiers de la construction a tout mis en œuvre pour que les travailleurs ayant perdu leur emploi suite à cette pratique du double jeu, puissent rencontrer les députés de l'Assemblée législative. "L'Association prétend qu'une telle pratique ne représente pas un réel problème,

alors nous avons voulu que nos députés en discutent individuellement avec les victimes.... Ils savaient très bien que ce n'était pas correct" insiste-t-il.

Ce projet de loi contient une clause de droits acquis exemptant les entreprises de la construction créées avant son entrée en vigueur et la loi n'empêche pas les employeurs de gérer des entreprises syndiquées et non-syndiquées, lorsque des raisons légitimes nécessitent un tel arrangement.

Cette nouvelle loi permettra à la FIOE d'accroître sa part du marché dans une province qui avait trop longtemps été sous l'emprise d'entrepreneurs anti-syndicaux. "Nous savons que nous ne pourrions être privés de notre droit de faire du recrutement syndical la prochaine fois simplement parce qu'une entreprise n'est pas favorable à notre présence" conclut le vice-président du Premier District, Phil Flemming. ■

Transitions

Appointed Ro Wratschko



International Representative Robert "Ro" Wratschko has been appointed Director of the Broadcasting/Recording Department.

Brother Wratschko was initiated into Chicago Local 1220 in 1995. Local 1220 represents members at several radio and TV stations and at numerous independent video production companies that specialize in trade shows and conventions.

Technology is moving fast in broadcasting and recording, says Wratschko, who was appointed an International Representative in 2005. "I'm looking forward to deepening IBEW's training so that we can stay on the cutting edge and maintain our jurisdictions and be competitive."

Elected Local 1220 business manager in 2003 after serving five years on the executive board, Wratschko worked as a per diem floor crew member at Chicago's WTTW, the nation's most widely-watched PBS television station, eventually becoming a staff engineer. He also worked as an engineer on crews that intro-

duced two innovations in sports broadcasting—the FoxTrax system which pioneered the glowing hockey puck during coverage of National Hockey League games, and the 1st & Ten computer system, which displays a yellow first down line during National Football League and most college games.

As Local 1220 business manager, Brother Wratschko participated in the four-year battle to organize hundreds of court reporters in Cook County. The efforts succeeded in 2004 after Illinois locals mounted a public awareness and lobbying campaign to pass a state law granting court reporters the right to bargain collectively.

"I was awestruck by the ability and willingness of IBEW locals to work together across branches and jurisdictions to get this legislation passed," says Wratschko.

Since 1982, Brother Wratschko has been a certified scuba instructor. Married 20 years, he and his wife have two children.

The officers and members wish Brother Wratschko great success in his new position. ■

Deceased Donald G. Batterson



We regret to report that former Fourth District International Representative Donald Gene Batterson died on August 31. He was 76.

Brother Batterson was initiated into Portsmouth, Ohio, Local 575 in 1949. A wireman, he was elected to the local's executive board in 1966, becoming business manager two years later. He also served on the Joint Apprenticeship and Training Committee.

A Korean War veteran, Batterson was appointed International Representative assigned to the Fourth District in 1973, servicing construction locals through the Midwest. He helped run leadership trainings throughout the district, educating new stewards and local leaders on their duties and responsibilities.

He retired in 1994. Brother Batterson was active in the American Legion and was an avid hunter and woodworker.

Even after his retirement he was a familiar face at the Local 575 union hall. He started the local retirees' club and chaired it until his death.

"Like his wife said at his funeral, the most important thing in his life besides his family was the IBEW," said Local 575 Business Manager Lonnie Ervin. "He would come to local meetings up until he died, talking to younger members about the importance of loyalty to the IBEW and always putting in a good day's work for a good day's pay."

He is survived by his wife, Judith, four children, six grandchildren and three great-grandchildren. The officers, staff and members of the IBEW offer our condolences to his family and thanks for his decades of service. ■

Deceased Richard E. Collins



The IBEW regrets to report that former Seventh District International Representative Richard E. Collins died on August 10. He was 78.

Brother Collins was initiated into Weleetka, Okla., Local 785 in 1950. He later transferred his card to Tulsa, Okla., Local 1002. A journeyman lineman with Public Service Co. of Oklahoma, he rose through the ranks of the local to become treasurer, recording secretary and assistant business manager.

Collins became an International Representative in 1979. Assigned to the Research and Education Department at the International Office in Washington, D.C., his work included economic analysis and collective bargaining. Collins also oversaw adjustment assistance programs for members who had been laid off and testified numerous times in front of congressional trade policy committees.

"With corporations shipping jobs overseas, we had to stay on top of making sure Congress was keeping jobs here," said former Research Director Bob Wood. "Richard's sharp intellect made him our go-to man in that area."

In 1992, Collins moved back to Tulsa to service Seventh District locals in his home state and Kansas. He handled negotiations and arbitrations for manufacturing, utility, and construction and maintenance locals.

"At 6 foot 3 inches tall and 240 pounds, Richard could have been a very intimidating presence during contract negotiations," said former Seventh District Vice President Orville Tate. "But Richard always had a calming effect on what could have been a testy situation. He was soft-spoken and razor sharp. He had a unique way of not acting combative while being an excellent mediator, which contributed to his success."

Collins served in the Army National Guard during the Korean War. He earned a degree in theology from Baptist Bible College and later studied at the University of Tulsa. An IBEW Founders' Scholarship recipient, Collins continued his education throughout his career, attaining a master's in business from the University of Maryland and completing other postgraduate coursework. He served on many labor-related committees with the Department of Labor and the State

Department before retiring in 1993.

The officers, staff and membership of the IBEW offer our condolences to Brother Collins' wife, Wanda, his daughter and grandchildren. ■

Deceased Arthur V. Griffies



The IBEW is saddened to report that retired Fourth District International Representative Arthur "A.V." Griffies died on September 3. He was 68.

Brother Griffies was initiated into Birmingham, Ala., Local 136 in 1960. The journeyman wireman eventually served as executive board chairman, assistant business manager and president of Local 136. He served on many committees, including the local's line apprentice committee, the negotiating committee and as chairman of the board of trustees of the local's health and welfare fund.

"A.V. was one of the best presidents we ever had," said Don Sanders, retired financial secretary of Local 136. "He was very conscientious about doing a good job for the Brotherhood."

Griffies became an International Representative in 1973. Assigned to the Agreement Approval Department at the International Office in Washington, D.C., he helped analyze nearly 1,000 agreements per year to ensure contracts complied with IBEW laws. His later work in the Organizing Department found him assisting locals nationwide in boosting industrial and manufacturing membership.

Brother Griffies later transferred to the Fourth District staff to work as a field representative and assist with organizing, primarily in Virginia, Maryland and Washington, D.C. Retired Fourth District International Vice President Paul J. Witte said Griffies came to his office with a solid reputation for tough-mindedness on the job. "He was really an independent thinker, and that contributed to his success in our office," Witte said.

Griffies worked closely with area locals to organize workers under the Service Contract Act. "A.V. truly loved the IBEW, and it showed in everything he did," said Buddy Satterfield, Special Assistant to the International President for Membership Development. In 1993, Griffies was a primary force behind efforts to organize employees at Allied Signal—who worked for NASA in Greenbelt, Md.—with Washington, D.C., Local 26, where Satterfield then served as business manager. Griffies retired in 1994.

The officers, staff and membership of the IBEW offer our condolences to Brother Griffies' wife, his children and grandchildren. ■



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Circuits



IBEW Local 490 members cut the cable to open the New Hampshire Electrical Training Facility in Concord. From left are Paul Houde, Bill Emerson, Kenny Gowen, Nathan Phinney, James Casey, former Labor Commissioner of NH; Tom Cowette, Jim Demko and Local 490 Business Agent Joachim "Joe" Howard.

New Hampshire Local Opens State's Largest Training Center

After years of planning, Dover, N.H., Local 490 opened the state's most comprehensive electrical training facility in late August. The New Hampshire Electrical Training Center is powered by a rooftop photovoltaic system installed by fifth-year students among the 60 apprentices in the 350-member local.

The 8,000 square foot Concord training center—part of a 20,000-square-foot meeting and office complex—replaces a much smaller local union hall 60 miles away in Dover, where apprentices were squeezed into a basement for training.

"Finally, we have a world-class, advanced training center which will show our capabilities to prospective apprentices and signatory employers," says Local 490 Business Manager Joe Casey, who expects the higher-profile location in the capital to help to increase the local's political influence in the statehouse and legislature.

Jack Jarvis, state director, U.S. Department of Labor for Apprenticeship Training, complimented IBEW and NECA for featuring green technology training and for opening the center to Job Corps participants. The Job Corps is a no-cost career training program administered by the U.S. Department of Labor for young people between 18 and 24 years of age.

"It is a great thing for youth that are going into the Job Corps," said Jarvis, "to have access to a training facility like this, and also for the IBEW to have a facility that has such far-reaching benefits, even beyond its own work force."

Moving Program Delivers for IBEW Member

Phoenix, Ariz., Local 387 Business Representative Ed Junas Jr. has long been a promoter of Union Plus programs. But his experience with the Union Plus Moving Program made him a certified fan.

Junas's house sold more quickly than he anticipated and his new home wasn't ready. He needed to pack, move and store his belongings until he could move into his new home. He turned to the Union Plus Moving Program.

"I felt taken care of from the minute I called," he says. In the old days, Junas could have done much of the work himself, but after 29 years at Arizona Public Service, he wanted someone else to do the heavy lifting.

Members can visit the Web site, enter their information and get a quote from both Allied and North American. In addition, the site provides information on packing, moving plants and pets, as well as price estimates.

Junas retired from Arizona Public Service last year, after decades as a power plant instrument repairman. He joined the Local 387 staff the next day. With his travel and responsibilities, one thing he did not want to worry about was his belongings.

"They came on time," he says. "They even packed the things I'll need for the next few months and dropped them off at my son's house. It was flawless, and all the costs are settled. No surprises."

For more information about the Union Plus Moving Program, call the toll-free number, 1-800-234-1159 or visit UnionPlus.org/Moving. ■

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Local Lines

Officers Sworn In

L.U. 6 (c,i,st&u), SAN FRANCISCO, CA—Int. Rep. Greg Teeple administered our elected officers' obligation oath at the July general membership meeting. Local 6 members will celebrate our charter anniversary on Feb. 21, 2009, at the San Francisco Marriott Hotel. This event will celebrate the con-

tributions that San Francisco electrical workers have made over the years in building San Francisco into the world-class city it is today. Members and guests will enjoy a catered dinner, dancing and other festivities.

Derek Green, A.B.M.



Attending Local 6 swearing in of officers are, back row, from left: Inside Committee Chmn. Kevin Dill; Jose Fuentes, Examining Board; Treas. Rich Bamberger; Rec. Sec. Gerald McDermott; Emily O'Rourke, Executive Board; Bus. Mgr./Fin. Sec. John O'Rourke; Seamus Donovan, Examining Board; Bob Van Koll, Executive Board; Pres. Phil Farrelly; Kevin Sheehan, Executive Board; John Langley, Executive Board; Mary Hutchings, Examining Board; Michael McKenna, Executive Board; and Brendan Greene, Examining Board. Front row, kneeling: Michael Bourne, Inside Committee; Kwame Webster, Examining Board; and Vice Pres. Steve Passanisi. Int. Rep. Gregory A. Teeple administered the oath of office. Not pictured is Inside Committee Rec. Sec. Gregg Montarano.

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



IBEW Local 20 North Texas JATC 2008 graduates are honored at apprenticeship completion dinner. From left, seated, Anthony Smith, Michael Rosado, Benard Davis, Jason Huffaker, Nicholas Loucks, Eulalio Martinez, Edgar Martinez, Michael Olivarez, Jose Puente and Tim Hall; standing, Mark Alston, John Hardin, Scott Phillips, Jeremy Finney, Chris Schuchman, Louis Rivers, David Hollman, Juan Carrillo, Isai Hernandez and Gary Windham.

Support Labor Candidates

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Job calls have been somewhat steady, but we still haven't cleared our Book. A few jobs were turned around in recent months, and projects were awarded to area contractors, providing jobs for our members. The BP outage should be in full swing. We look forward to an outage at Sunoco in spring 2009. Our members welcomed 37 inside apprentices, nine residential trainees and seven tele-data apprentices into the ranks on Aug. 4. Best wishes to these new members for a safe and successful career.

We've conducted a strong voter registration campaign and hopefully everyone will get to the polls to exercise their right to choose their elected officials. The IBEW International Office has endorsed Barack Obama for president. When you vote, please consider electing candidates who support issues important to working families. Labor cannot survive four more years of anti-labor politics.

*Ben "Red" Tackett, P.S.
Jim Kozlowski, B.M.*

IBEW Craftsmanship Showcased

L.U. 16 (i), EVANSVILLE, IN—Bro. Billy G. Johnson, a 43-year member of Local 16, recently had the opportunity to help upgrade a project he worked on more than 35 years ago. When originally installed, the 100-foot wooden poles and light fixtures were state-of-the-art in athletic field illumination. A lot has changed since then. The new structures will be engineered metal poles with reinforced concrete anchored bases. This new system should provide excellent lighting to future generations of Gibson Southern High School sports fans, while showcasing the craftsmanship of IBEW electricians like Bro. Johnson.

Local 16 recently elected its officers for the next three-year term. Congratulations to those



Local 16 member Billy Johnson works on project to upgrade athletic field illumination at Gibson Southern High School in Fort Branch, IN.

who were chosen and thanks to all who were willing to serve their union in this capacity. Thanks also to the outgoing leaders who have devoted so much to make this organization what it is.

Bus. Mgr. Paul Green recently sent a mailing to all members of this local reminding them of the established working conditions in Local 16 and the efforts it took to get to this point. All members are expected to comply with these hard-won standards.

Donald P. Beavin, P.S.

JATC Graduation Dinner

L.U. 20 (em,i,mt,spa,t&u), DALLAS-FORT WORTH, TX—The North Texas Electrical JATC held its completion dinner at the Sheraton Grand Hotel on June 6.

IBEW Local 20 and the North Texas Chapter NECA each gave an "Outstanding Apprentice Award" to a graduating apprentice for overall outstanding performance during the entire five years of training. Anthony Smith received these awards.

Local 20 presented an award to an outstanding apprentice, in each class year, who has outstanding grades and on-the-job performance. Also, union meeting attendance and community involvement were taken into account. "Gold Pliers Award" recipients: Corey Jackson (1st year apprentice), Agustin Montoya (2nd year), James Flowers (3rd year) and Barry Sargent (4th year).

NECA presented "Achievement Awards" to an outstanding apprentice in each class year: Corey Jackson (1st year), Agustin Montoya (2nd year), Taylor Paris (3rd year) and Jason Allen (4th year).

The Local 20 Federal Credit Union in Dallas presented the "Frank Wilson Award" to a deserving apprentice from each class year: Elbert Fields (1st year), David Petrauskas (2nd year), James Flowers (3rd year), Barry Sargent (4th year) and Benard Davis (5th year). The Fort Worth Federal Credit Union presented awards to two deserving graduating apprentices: Anthony Smith and Benard Davis. "Perfect Attendance Awards" recipients: Jeremy Finney, Nicholas Loucks, Eulalio Martinez, Scott Phillips, Jose Puente and Gary Windham.

A.C. McAfee, B.M./F.S.

'Milestones & Brotherhood'

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—The summer was filled with milestones, brotherhood and fun! The JATC held its 62nd annual graduation ceremonies in June with nearly 800 people in attendance! We held our two summer picnics and enjoyed great food, music and family fun in Roanoke, VA, in July, and in Edgewater, MD, in August. The Local 26 softball team participated in the IBEW Softball Tournament in Dayton, OH, the weekend of July 26. Our members have also been enjoying clay shoots as well.

The combination of work and play is uniting our local as a tightly knit “family.” Hope you were able to participate in one of these activities.

The following members passed away since our last article: Ernest Hodari, Robert C. Salvatore, Paul M. Gist, Robin B. Cary, Charles L. Main Jr., John J. Horay, Lawrence C. Lang, Edward J. Wise, Karl K. Mason Sr., Mark Davis and James A. Jamison.

The following brothers retired since our last article: Robert E. Beckner, Robert O. DeMarr, William A. DeVaughn, Robert W. Burroughs, Roy W. Dickinson, Maurice Florus, Charles C. Grimes, James J. Lemon, John M. McDermott, Howard Mooney, Edward W. Nicholas, Calvin E. Payne, Vibert B. Rigby, Phillip W. Spelta, Carl J. Teets and Dennis H. Wolfrey.

Charles E. Graham, B.M.

Cleveland Area Projects

L.U. 38 (i), CLEVELAND, OH—A crew of IBEW members from Locals 38 and 129 is working for South Shore Electric on the new Giant Eagle Supermarket on Day Drive in Parma, OH. The new super store will also contain a new Get Go gas station, which is being wired by IBEW Local 8 members working for Westphal Electric. Remember to patronize companies like Giant Eagle that use union labor to build their stores.

Long awaited news about the new convention center has arrived. The selection committee picked the site at Tower City for construction of the new \$400 million project.

In addition, the new Medical Mart will move into the Higbees building at Tower City, occupying over 200,000 square feet there. The Medical Mart will compliment the new convention center by bringing many medical trade shows to Cleveland, which is already world famous for its medical institutions like the Cleveland Clinic, university hospitals, Metro Health and Case Western University.

Demolition continues at the site for the new \$560 million East Bank Flats project on the Cuyahoga River.

These projects will soon bring many work opportunities to Local 38 members.

Herbst Electric was awarded the new engine line at Ford in Brookpark and has hired nearly 100 wiremen for its projects there and at Ben Venu Laboratories in Bedford.

Dennis Meaney, A.B.M.



IBEW members from Locals 38 and 129 employed by South Shore Electric are working on construction of a new Giant Eagle Supermarket in Parma, OH.

Are You Better Off?

L.U. 58 (em,i,rtb&spa), DETROIT, MI—So, brothers and sisters, are you better off today than you were four years ago? Did tax cuts for the rich create jobs for you? Has deregulation meant lower prices? Can working families survive another four

years with these kinds of policies? I think not. Please vote in November!

At this writing, more than 100 Local 58 members are working in Cedar Rapids, IA. I was pleased to learn they have helped raise donations for flood victims. Thank you for your efforts—you make us proud.

Work is still slow here in southeast Michigan. Hopefully, by the time you read this, some larger projects such as BASF, the cold rolling mill at Severstal Steel, and Marathon's refinery project will be underway.

In cooperation with the Detroit JATC and our signatory contractors, we are working to secure our place as leaders in the solar/photovoltaic field. Included in our endeavors have been meetings with the governor to promote our training programs and our organizations. We look forward to good alternative energy-related jobs in the future.

Two of our retired former business managers, Joe LaPlante and Jack Jones, passed away in July. They were dynamic individuals who made differing but important contributions to the local's history. Heartfelt condolences go out to their families.

Elaine Crawford, Pres.

Lights for Little League

L.U. 70 (lctt&o), WASHINGTON, DC—In late March, six Local 70 members volunteered to do some work for the South Maryland Little League in Anne Arundel County, MD. The following volunteers set utility poles to provide lighting for the ball field: Jerry Denlien, Kurt Gray, Dave Ramey and Brian Goldberg, Nat Smith and Jim Simmons. These members work for Riggs-Distler and Company, which provided some equipment for the work.

Work in our jurisdiction is still pretty good. Only a few members are on the out-of-work list. Transmission work is scheduled to start up soon.

Chris A. Brown, Pres.

Tall Ships Tacoma Volunteers

L.U. 76 (c,i,rts&st), TACOMA, WA—IBEW Local 76 has upheld the tradition of building and serving our communities for over 100 years—and this year is no exception.

Our members' volunteer projects for 2008 have ranged from providing power for two kilns at Tacoma Art Place, to work on the Tall Ships Tacoma event held July 3-8. For Tall Ships Tacoma, 65 volunteers worked a total of 1,958 hours to provide and maintain 594,000 watts of power for the ships and related events.

We are proud of the support our volunteers have given in all the events and projects throughout the year. We thank all the volunteers, the retirees, current members, future members and the contractors, who helped make these events successful.

Local 76 organizers are working with Locals 46 and 191 to create The Electricians Digest Web site. It is our hope that this Web site will provide opportunities for all Washington state electrical workers to find useful information, links and articles on issues that affect us all. Check it out at www.electriciansdigest.com.

The 2008 political season is well under way; the futures of our children, their children, and our livelihood are at risk. Look to the future and be an educated, involved voter. The future is now.

Mac McClellan, P.S.

Summer Golf Tourney

L.U. 90 (i), NEW HAVEN, CT—At this writing we are fortunate to have almost full employment for our members. We also have a few more good-sized projects on the horizon.

Every summer we have our Local 90 golf tournament and our greater eastern open tournament. Both events went off without a hitch and without any rain. Many thanks to all the sponsors and vendors for their help in making these events more enjoyable. Our golf committee also deserves a big round of applause for their hard work and helping make it all happen. Congratulations to the Local 90 golf team who came in first place in the GEO tournament. At press time we were looking forward to seeing everyone at our Sept. 9 membership outing.

Sean Daly, V.P.

Solar Installation Project

L.U. 96 (i), WORCESTER, MA—Local 96 and the Massachusetts Technology Collaborative partnered to install a SolarOne lighting system at the Henry Woods Building in Barre, MA. Installation of the panel will allow for the flagpole to be illuminated letting the flag be flown at all times. Bros. Brian Conlon, Dave delaGorgendiere, George Carpenter and Nate Anderson completed the installation in July. MTC is the state's development agency for renewable energy and economic innovation.

Earlier this year, Bus. Mgr. Leo Miller was appointed to the Massachusetts Board of State Examiners of Electricians. Congratulations, Leo!

Graduating apprentices were honored and perfect attendance awards were presented at the annual apprenticeship banquet in May. The dinner featured guest speaker David Wallace, director of the Division of Apprentice and Training of the Commonwealth.

It is an election year and we need to show our support for the candidates who back union causes. If you are unsure about who is running in your district or area, would like to volunteer as a political supporter or need any additional information, contact the union office or visit us online at www.ibewlocal96.org.

Luke E. Carpenter, Treas./P.S.

Kansas City Projects

L.U. 124 (ees,em,i,mar,rts,se&spa), KANSAS CITY, MO—An exciting summer 2008 for Local 124 brought golf tournaments, a family picnic and fund-raising events. We've also elected new officers.

Terry Akins was elected business manager in a close three-way race. Also elected were Pres. Alan Ward, Vice Pres. Fred Parks, Rec. Sec. Greg Cianciolo, Fin. Sec. Mike Damico and Treas. Tim Knoth. Elected Executive Board members are: Bob Goodrick (chairman), John Fennesy, Frank Mathews Jr., Tim Tutorino, Travis Ragan, Mike Beach and John Shortino. Examining Board: Todd Howerton, Andy Collins and Sean Elliot. Congratulations to those elected. Respect and thanks to all who ran and to all who have served.

The work picture is slowly improving. Major projects under way include Iatan II Power House, Kaufman and Arrowhead Stadium renovations, Kansas City Performing Arts Center; other projects are also planned. It's been a long, dry spell here. Members are ready for steady work.

Brothers and sisters, get out the vote this fall. Help register new voters. The Democratic way is the union way.

Congratulations to recent retirees: Ronald Burton Jr., Timothy Carlisle, Bernard Devine, Thomas Howard, Dennis Liston and Harold Moore II.

We remember deceased members: Abdelgawa Abdelgawad, John H. Bowlin, Kenneth W. Bridgman, John “Jack” Harris, David L. Johnson, Richard L. McGuire, Finis Necessary and Frank Spina.

Frank D. Mathews Jr., P.S.

It's Time for Change

L.U. 130 (i&o), NEW ORLEANS, LA—It's time for change; we must create new economic opportunities. We must continue to fight for justice in our nation, for safety, fair wages, health care for all and secure pensions.

We must reflect on industry awareness, recognizing that change must come from within. Market share recovery depends on our ethics and attitude, finding what the customer wants and delivering it. We must give customers great reasons to choose union electrical contractors.

Labor leader A. Philip Randolph said: “At the banquet table of nature, there are no



Shown at the site of an IBEW Local 96/Massachusetts Technology Collaborative solar installation project are, from left: IBEW Local 96 member George Carpenter; Barre Board of Selectman members Richard Jankauskas, Lief Ericson and Kathlyn Inman; state Rep. Anne Gobi (D-Spencer); state Sen. Stephen Brewer (D-Barre); Local 96 member Brian Conlon; and Local 96 Pres. Robert Fields.

reserved seats. You get what you can take and you keep what you can hold. If you can't take anything, you won't get anything; and if you can't hold anything, you won't keep anything."

Congratulations to officers elected in June: Bus. Mgr./Fin. Sec. Robert F. Hammond III, Pres. Manuel Galle, Vice Pres. Herbie Henderson, Rec. Sec. Sandy Theriot, Treas. Charles Weatherly; Executive Board members Chet Held, Clay Leon, Mike Kelly, Otto Munch, Harold "Barney" Ryan; Examining Board members Kenny Camp, Scott Lopez, Lawrence Eugene, Frank "Big Stan" Scheible and Ronald J. Decossas.

Congratulations to our 2007-2008 JATC graduates: Martin Andrus, Kendrick Baker, Keith Bauer, Jasper Clary, Joshua Donnigan, Brett Ganuchau, Keith Hooks, Kai LaGrange, Brett Neal, Michael Polit, Ronald Santiago and Joseph Scott. Martin Andrus is the NOEJATC 2008 Outstanding Apprentice; he will participate at the NJATC's annual National Training Institute.

Our knowledge and skills are essential to continued success. Be a master of change rather than a victim of change.

Alvin L. Riley, P.S.



New Orleans Electrical JATC's 2008 Outstanding Apprentice Martin C. Andrus displays award plaque. From left are: NECA Chapter Pres. Clark Daviss, Bro. Andrus, NOEJATC Apprentice Dir. M. J. Branighan and Local 130 Bus. Mgr./Fin. Sec. Robert "Tiger" Hammond.

'Vote Your Job'

L.U. 146 (ei,i&rts), DECATUR, IL—Work has been good this past summer and continues into the fall. Thanks to the many traveling brothers and sisters for their help. Labor Day was a great day; the weather was perfect, the parade super, and we had a big crowd at our annual Labor Day picnic. We held our sixth annual poker run and participated in the IBEW softball tournament. Apprentices are back in school and have completed CPR, first aid, and OSHA training. With the November election approaching, we remind everyone to vote their jobs and support labor friendly candidates.

Congratulations to Bros. Ernie Turnage, Steve Fisher and Dennis Montgomery on their retirement.

Condolences to the families of 55-year member Lawrence Peel, and the Olin Dave Wolfe family. Dave served as the chairman of the Macon County Board and will surely be missed.

Rich Underwood, R.S.

Graduation Ceremonies

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL—Recently ceremonies were held for the latest graduates of our training program. Three members successfully completed their Communication Training program: Davin Eberhardt, William Moore and Edward Mosley. Eleven members successfully completed the Residential Training program: Matt Capretz,

David Darden, Ryan Dawley, Ryan Kennedy, Ronald Kraus, Christopher Lahti, Dan Masella, Chris Michels, Michael Nyrkkanen, Josiah Schroeder and Michael Smekens. Our heartiest congratulations to all the graduates. We wish them long, healthy and profitable careers.

The presidential race is still humming along. By now most people have formulated their opinions as to which candidate they are going to support. Remember that things will not improve for any of us unless we make the effort to vote. The status quo must end if any type of substantial change is to occur in this country. Don't be afraid to let your legislators know how you feel about things. They all can be reached through the regular U.S. Postal Service and they all have Web sites and toll-free phone numbers. Remember, they represent us, you and me—the people who put them in office.

Wendy J. Cordts, P.S.

Vote in Support of Labor

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—The work picture in the local has slowed quite a bit. Many of our members have found work in other locals in the Midwest and we are very appreciative for the work. Hope is that some of the work being bid for the fall will go our way. The local has been busy with many political functions and we expect to get even more actively involved on that front. We need to get things turned around soon. We urge every member to get out and vote, and vote the way that best helps the future of our membership.

Donald C. Allen, B.M.

Work Picture Slow

L.U. 196 (govt,mt,o,t&u), ROCKFORD, IL—Our work on overhead distribution has come to a halt while our underground distribution is still holding its own. We do have some upcoming transmission work, but as of this writing work is very slow and we have no calls.

The IBEW Local 196 Poker Run was held July 19. The weather was fine and we had a good day. Thanks to Steve Jones, Jennifer McKinney, Lisa Gillham, Deidre Southard, Jason Conerly, and all the folks and establishments who participated.

Remember to vote in all elections and attend your monthly union meetings.

Edgar R. Mings, B.M./F.S.

Cast Your Vote

L.U. 234 (i,rtb,rts&spa), CASTROVILLE, CA—As of this writing we were moving through summer and looking forward to some larger projects to begin this fall. With the mention of fall, we strongly urge all IBEW members to vote, for it is not the money spent on advertising that carries elections; rather elections are won by the votes of a majority of concerned citizens. Please consider the issues carefully and make your citizen voice heard through the ballot box.

Stephen Slovacek, P.S.

MTSU-NJATC Graduates

L.U. 270 (i&o), OAK RIDGE, TN—The Local 270 election of officers was held June 21. We welcome all newly elected officers and thank everyone who participated and helped make our election a suc-



IBEW Local 270 newly elected officers.

cess. The officers were sworn in at the July 28 union meeting. We are proud to announce Local 270's first female officer, Nora Tweed, who was elected to the Executive Board.

We had 15 apprentices top out in June and we took in a new class of 25 that started in August. We welcome our new training director, Local 270 member A. J. Pearson. Bro. Pearson is taking over for Bro. Wayne Harrill, who retired. We wish Bro. Harrill and his wife, Pat, a happy retirement.

Local 270 is proud to have two members, Patricia Fox and John Smith, who are the first graduates of the Middle Tennessee State University-NJATC Construction Management Degree program, with an emphasis in electrical construction. The NJATC invited the two to be recognized for their accomplishments at the 19th Annual National Training Institute in Knoxville, TN.

We have been fortunate and have had plenty of work, but we expect work to slow down this fall.

Don Dixon, R.S.

No More 'SHAFTAs'

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR—Is this country better off than it was eight years ago? The choice of continuing or discontinuing the policies that have wrecked the economy and working families is up to the voters. One candidate will *eliminate* prevailing wage legislation, the Employee Free Choice Act and keep NAFTA, CAFTA and the other "SHAFTAs" that are hurting workers.

The other candidate *will fight* for prevailing wage provisions, the Employee Free Choice Act, and rewrite or curtail NAFTA with the other ridiculous "free trade" agreements. The IBEW has endorsed this candidate as he supports working families and unions!

Some new positions were filled in our JATC! Training Dir. Dave Baker and Assist. Training Dir. Mark DeForest were hired. Dave resigned as treasurer and the highly respected Tim Miller was appointed to replace him. Our Executive Board will miss Bro. Baker, a voice of reason and understanding. Bro. Miller is greatly admired and he already has made a positive impact. Bro. DeForest has vast knowledge of the Limited Energy field and his expertise will be invaluable. Welcome to all of you!

With sadness, the local mourns the passing



Local 280's new JATC Training Dir. Dave Baker (right) and Assist. Training Dir. Mark DeForest take a break at the National Training Institute in Knoxville, TN.

of Jason Becker, Daniel Castillo, Floyd Jones and Tom Chamberlain. We will miss them greatly.

Jerry Fletcher, Pres.

Leadership Slate Elected

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Local 300 recently elected its new leadership team.

On July 1, Jeffrey Wimette started a three-year term as the union's business manager/financial secretary. Wimette, who holds a degree in architectural engineering from Vermont Technical College, previously served as assistant business manager. He has been a licensed Local 300 electrician since 1999 and has an extensive military history with the United States Army Reserves.

"I am honored that our membership placed its confidence in my leadership capabilities and pledge to further cultivate this organization with the full cooperation of our signatory employers and existing members," Wimette said. "In today's economic climate, unions will certainly ensure that working Vermonters are employed by socially responsible businesses that pay a living wage, healthcare and retirement benefits."

Local 300 members also elected George Clain as president, Maureen Bothfeld as secretary and Marcel Cote as treasurer. Jim Cushing, Louis LaCroix, Jim Genovisi, Angela Perron, Kevin Stevens, Ed Provost and Michelle Stines were elected to the Executive Board. Wimette will oversee an appointed four-person staff that includes Clain, Jean Watkins, Matt Lash and Holli Vidal.

Matt Lash, P.S.

Vote Our Livelihoods

L.U. 306 (i), AKRON, OH—The presidential campaigns are heating up and the advertising dollars are flowing freely. Brothers and sisters, our livelihoods depend on the outcome of this election.

Today working people and retirees face skyrocketing healthcare, utility and transportation costs. When these conditions are factored with the erosion of lifesavings annuity values being lost in the stock market, it creates a proverbial "double whammy"! Working men and women in America need something to hold onto. Help elect friends of labor who support the interests of retirees and working families.

The golf outing was held on a beautiful day and everyone had a great time. The winning teams of Bros. Larry Buehler, Mark Goettel, Jim Deckert and Mike Johnson impressed the gathering with their golf skills and donated their winnings to our COPE Fund.

Our annual picnic, held at Geauga Lake's Wild Water Kingdom, was a hit with our younger members and families.

We mourn the loss of Bros. Dan Cook and Don Rouser and retired Bro. Danny Clark. Our sincere condolences to their families.

Work hard, work safe!

Robert Sallaz, P.S.



Local 322 members and their families attend the Casper, WY, picnic held Aug. 2 on Casper Mountain.

Casper, WY, Local Reports

L.U. 322 (govt,i,it,lc,tt,o&u), CASPER, WY—Newly elected local union officers were installed at the July meeting. Local 322 officers are: Bus. Mgr./Fin. Sec. Charlie Dockham, Pres. Bruce Gurtler, Vice Pres. Chris Morgan, Rec. Sec. Josh Clark and Treas. Sam Cordova III. Executive Board members are: Dave Ortega, Paul Dickinson, John Michael, Jerry Payne and Mickey Littell. Examining Board members: Larry Eisenman, Jim Scribner, Ray Smallwood, Bruce Johnson and Neal Ford. Congratulations to these brothers for stepping up to serve Local 322.

The Membership Development Committee in Jackson, WY, put together a float for the Fourth of July parade in Jackson. It was a great time. IBEW electricians and Grand Teton Park workers helped out with the event. Special thanks to Kyra Andrews and Steve Larosa, committee members and everyone else who helped with the float. The Sheridan Unit held their annual picnic at the Story Fish Hatchery. Thanks to Larry Eisenman and Paul Dickenson for putting everything together. The Activities Committee held the annual Casper picnic at the Trails Center on Casper Mountain. Thanks to Lisa Boyles, Josh Clark, Jon Horton and Chris Morgan and his family for their hard work to make the outing a success.

Chris Morgan, P.S.

Make Things Happen!

L.U. 340 (em,i,rts&spa), SACRAMENTO, CA—At this writing, our PAC voter registration committee is busy registering the 31 percent of the members not currently registered to vote. The November election is one of the most important of our time. The economic crisis we’ve experienced these last few years will not improve with McCain in office. We cannot survive four more years with the “Bush” Administration. Vote for the candidate endorsed by the IBEW—Barack Obama. Sign the petition for the Employee Free Choice Act also, so workers can gain union representation. We must vote for change in November, to avoid the destruction of our way of life. Please, get informed, get registered and vote!

Work picked up for Local 340 during the summer. Our Organizing Department organized new members and contractors. Thanks to locals that shared their members with us; travelers have done a great job here.

Our membership picnic in September was attended by active and retired members and their families. We plan a Pin Presentation “get together” for early November.

We are in negotiations for several of our agreements. Local 340 members and committees (PAC, Picnic, Negotiating), as well as our many volunteers, are busy making things happen for our local.

We mourn the passing of retired members Isaac W. Wiant and Henry Hinzman (father of Bro. Eric Hinzman).

A.C. Steelman, B.M.

Get Out the Vote for Labor

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCK-FORD, IL—Elections are only weeks away. Local 364 is working hard to register 100 percent of our membership and encourage them to vote for candidates who support unions, including Barack Obama for president, on whose coattails we hope many Democrats get a ride.

Local 364 broke ground following Labor Day on an addition and renovations to our union hall. Upon completion, the hall will be double its current size, allowing us to hold larger events and to use the space as a commercial banquet hall, which will help offset some operating costs. Congratulations to our agents and officers for their dedication working with architects to produce an outstanding design.

Our apprenticeship graduation took place in June. Six Residential brothers graduated and became journeymen: Eddie Davis (valedictorian), Jimmy Liebgott (salutatorian), Kevin Probst, Jose Mascote, Scott Leggio and Jason Penticoff. Bus. Mgr. Darrin Golden congratulated the graduates saying, “Let this begin your journey into the future as skilled union craftsmen by helping keep our local union a leader in our industry.”

Local 364’s annual Golf Play Day was again a success. Over 100 golfers participated raising \$4,000 for the Goldie B. Floberg Center, which helps families of the developmentally disabled achieve goals for improved lives.

Ray Pendzinski, P.S.

‘Military Appreciation Night’

L.U. 400 (es,i&o), ASBURY PARK, NJ—On a nice night in July, IBEW Local 400 Military Appreciation Night was held with the Lakewood Blue Claws minor league baseball team. The Blue Claws are a single A affiliate of the Philadelphia Phillies.

The event generated over 4,000 pounds of care package supplies collected at the gates to send to the troops. In addition, over 200 families of the New Jersey Army National Guard attended the game for free. Money raised through ticket sales to send the family members to the game came from two organizations: the Monmouth-



IBEW Local 400 Military Appreciation Night participants included, from left: P. DiNicola, B. Tetrault, P. Bisceglie, J. Viggiano, P. Arons, J. McKelvey, G. Gray, G. Seiler, J.S. Gault, J. Moskowitz, M. Kiernan, T. Dawson, T. Johnstone, M. Ridge, T. O’Brien, Military Committee Chair P. O’Keefe, J. Kazenmayer, D. Ridge, W. Seiler, W. Vandernoot, B. Frangione, R. Zahlmann, N. Sorochka and N. Surget. Not pictured: S. Poinsett.

Ocean AFL-CIO Central Labor Council and the Monmouth & Ocean Counties Building Trades, with over 12 local unions helping.

Local 400 collected supplies all year from community groups and organizations that were unable to donate that night.

IBEW Int. Rep. Wyatt Earp, secretary of the New Jersey IBEW, stated: “It is a great thing that the Local 400 Military Committee has done with this game. It is also nice to see the military baseball uniforms that were worn tonight.”

Peter A. Geronimo, B.M.
Chip Gerrity, Pres., N.J. IBEW

Certification Vote Win

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA—The weather cooperated for our annual Pancake Breakfasts—the forerunner to Edmonton’s 10 day Exhibition and Calgary’s Stampede Week. Members in both locales enjoyed eggs, bacon and flapjacks. With everybody working in scattered locations on oil sands projects, the breakfasts were an opportunity to greet old friends and exchange information on the various job sites.

As reported previously, ballots on a recent certification vote that we filed for the 430 ‘Basilian’ employees working on the Ft. McMurray CNRL site were sealed by the Alberta Labor Board, pending a resolution to objections filed by the CLAC convenience “union.” Local 424 won the vote by a margin of over 60 percent! This is the largest certification of an “A” membership *ever* in the First District. For more information visit www.ibew424.net.

With full employment and “open calls,” journeyman members elsewhere in Canada without the Red Seal are reminded that the Alberta government will allow you to work here as a “restricted journeyman” with your *provincial* ticket, the *only* requirement being that you make application to write the IP (an open code book exam) within six months.

Those with “non-Canadian” journeyman certification, 9,000 hours experience within the last 72 months and cleared by Immigration, must accompany their application to write the exam with a fee for the Alberta government. to verify hours and training. Since the NEC is identical to our CEC, it is not a difficult exam! (Details at Web site www.tradesecrets.org.)

Dave Anderson, P.S.

New Apprentices Welcomed

L.U. 488 (i&mt), BRIDGEPORT, CT—At our June meeting, Local 488 welcomed 26 new apprentices into membership. Quality training by the JATC and on the job training from our journeymen allows the IBEW and Local 488 to provide the

best trained and qualified electricians in today’s marketplace. Good luck to our brothers and sisters in their new careers.

Our annual retiree’s luncheon was held on May 23 at Roberto’s in Monroe. Second District Int. Vice Pres. Frank J. Carroll Jr. and Int. Rep. Richard Panagrossi were on hand to greet our retirees and assist Bus. Mgr. Peter Carroll in presenting service awards to 20 members. They were especially pleased to award a 70-year service pin to Norman Silverstone.

Several large projects in our jurisdiction were recently completed on time due to manpower assistance from many of our sister locals. Our thanks to all for a job well-done.

Our building committee recently consulted with an area architect to begin plans for our new office and training site.

Anthony M. Soter, P.S.

Industry Night in Savannah

L.U. 508 (i,it&o), SAVANNAH, GA—IBEW Local 508 has been very busy. We had elections in June with several new officers taking the reins. The slate of newly elected officers is: Bus. Mgr./Fin. Sec. Jimmy Ray, Pres. Tony Edgerly, Vice. Pres. Tommy Williams, Rec. Sec. Judith U. Sheahan, Treas. Jay Brazell, and Executive Board members Richard Flowers, Terry Barker, Larry Hancock, Randall Williams, Darryl Mangrum and Terry Lee. Congratulations to all officers and good luck for a year of great progress for our local.

Savannah just wrapped up another bottom-up organizing blitz. With the help of several of our IBEW Fifth District field organizers, we mapped out 180 construction jobs. Teams of two organizers spent three days going to each job and handing out fliers to nonunion electricians. They also invited the nonunion electricians to Industry Night, which is the culmination of the week’s work. At Industry Night the nonunion electricians enjoyed food and door prizes donated by IBEW, NECA and various contractors. Several signatory contractors, as well as the IBEW and JATC, set up information tables. Sixty-five non-union electricians attended the Industry Night event.

Organizing is a vital activity for all and not for just a few workers. It is essential to the long-term success of our industry.

Judith Sheahan, P.S.

Austin JATC Graduates

L.U. 520 (i&spa), AUSTIN, TX—Congratulations to the 2008 graduating class of the Austin Electrical JATC. The annual apprenticeship banquet honoring the graduates was held in May at the Austin Airport Hilton Hotel.

The recent graduates are: Rigoberto Carpio (outstanding apprentice for five years), Jeff Ake (Seventh District contest representative), Shannon Alexander, Joseph Beasley, James Boardman V, David Bratton, Ronald Frase, Keith Hetz, Dulberto Jaimez, Joshua Jaimez, Randall Kelley, Danko Krstanovic, Mike Nanyes Jr. Martin Paape, Anthony Pecorino, Jody Petmecky, Bruce Prellop, Dustin Roberts, Jim Rodriguez, Kevin Sarsany, Brian Schultz, Sean Simmons, Harold Stegman Jr., Jeremy Tomastik, Neal Weir and Robert Yezak.

Lane Price, P.S.



New Contractor Signed

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—Local 558 is pleased to announce the signing of a new contractor. IMS Electric signed a letter of assent and put in its first call the second week in July.

In other news the local awarded service pins at the July 28 meeting. Members present and receiving pins were: 60-year members Kirkland Bentley and Robert E. Roden; 55-year members Jimmy D. Johnston, Raymond L. Renegar and Bobby L. Rickard; 50-year members William J. Bass, Larry K. Cavender, Gwyn L. Glover, Wayne M. Graves, Thomas R. Newbern, Raymond S. Terry, William E. Walden Sr. and Thomas A. Whitfield; 45-year members Joseph D. Boyd, Sammy L. Broadfoot, Charles R. Driver, Gene G. Parker, Nelson L. Richardson Sr. and Freddie Wylie; 40-year members Gerald E. Clemons and Walter K. Gandy; 35-year member Roy L. McDonald; 30-year members Robert W. Little, Waymon McCreless Jr., Dan R. Taylor, Curtis L. Watkins, Larry D. Whitehead and William G. Willard Jr.

Local 558 Retirees Club Pres. Tommy Whitfield announced a fund-raising drive to assist needy families at Christmas. An account is set up at the 558 Credit Union to receive donations.

Steve Crunk, Pres.

Variable Frequency Class

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—The IBEW, Walt Disney World and the JATC held a Variable Frequency Drive class. (See photo above.) It was designed to upgrade some of the journeyman skills and abilities. Because of the cost efficiency of the VFD, Walt Disney World is anticipating replacements of the maintenance intensive mechanical drives. The instructor for this class, Richard Merriam, is a certified instructor for Orange County Public Schools. Richard has over 20 years of experience teaching for the JATC. He also graduated from the National Training Institute in Knoxville, TN, through the NJATC.

With great regret we report that Bro. James Becker passed away. Our deepest sympathy and prayers go to this brother's family.

Janet D. Skipper, P.S.

Election Time

L.U. 654 (i), CHESTER, PA—As we approach November elections, it is fair to say that a change from the present policies is desperately needed. The soaring price of gasoline affects the cost of everything from a gallon of milk to a gallon of paint. Good paying jobs are being replaced by low paying jobs, while manufacturing companies continue to move overseas to exploit unregulated, underpaid work forces. The need for change has never been more apparent. Register to vote!

We congratulate this years' graduating class on

their achievement. *Commercial/Industrial* graduates are: Eugene Barrett, Patrick Blomgren, Matthew DeMarco, Dave DiPaola, Sean Donovan, Patrick Eadie, Brian Enderle, Carl Jones, Robert Kearns, Dale Kerns, John Kyriakos, Matthew Laslett, Timothy McKee, Scott O'Donnell, Louis Panella, Allen Pennington and Brandon Winter. *Residential* graduates are: John Banta, Matt Callaghan, Michael Essick, William Hewes and Steve Tuttle.

Sadly, we have seen the passing of several members in recent months: Bros. Robert Loughead Jr. and Christopher Robinson, and retired members Tyrone Johnson, Opie "Sam" Crotty, Jim Maher, Andy Bella, Al Gaiser Sr. and Ed Breining. To each of their families we offer our deepest sympathies.

Jim Russell, V.P.

UC-Merced Project

L.U. 684 (c,i,rtb&st), MODESTO, CA—After Hamilton & Dillon's overtime blast furnace project at Gallo Glass this past summer, Collins Electric holds the next big projects with the new high school in Salida and a new building at University of California-Merced. Con J. Franke's Oak Valley Hospital complex still is waiting for funding.

Our new three-year contract is now in effect with modest wage increases in this tight local economy. The inside agreement was rearranged to match the pattern guide.

Code of Excellence classes are being offered at the JATC with credits toward re-certification. Don't forget to re-register with the state of California DAS to keep your card current. Our local urges all members to attend classes to stay eligible for dispatch from the local books.

Local 684 wishes Hamilton & Dillon general foreman Jeff Lyons a speedy recovery from his accident.

Torrey Newton, P.S.

Officers Elected

L.U. 688 (em,i,t&u), MANSFIELD, OH—Elections were held in June and the officers were sworn in at the July 8 union meeting. Officers elected are: Bus. Mgr. Carl Neutzling, Pres. Lance Biglin, Vice Pres. John Wallery, Rec. Sec. Mike Huffman and Treas. Gary Baumberger. Executive Board members: Brian Addington, Andy Biglin, Kit Forbush, Hubert Rice, Todd Simmermacher, Denny Spangler and Willy Thompson.

Three apprentices became journeymen this past spring. Congratulations to Ray Daniels, Mike Dishon and Andy Studer for your hard work and achievements.

Remember to learn the candidates' positions on issue at all levels of government and vote in November. The best way to affect government is to speak up, speak out and get involved. In short—make your voice heard.

Dan Lloyd, P.S.

Eight Years Too Long

L.U. 692 (i,mt&spa), BAY CITY, MI—We have 44 members on Book 1 and over 500 on Book 2. Michigan is still leading in unemployment at 8.5 percent and it's been hard times for union workers. We thank Gov. Jennifer Granholm for recently signing the additional unemployment benefits provision.

The summer school jobs and those winning contractors have sent our Book to a current low; we were able repay sister locals with the ability to put a few travelers to work, but we still have many members working out of state to make ends meet.

The importance of November elections cannot be overemphasized. At \$10 billion a month in U.S. spending for the war in Iraq alone, it didn't take long to severely cripple our economy. Eight years of the current administration has been a long time. Let's band together and make the union difference. One of our powers is numbers, but we have to exercise that right to vote. Absentee voting is an excellent alternative way to vote, especially if you're going to be out of town that day!

Attend union meetings, held the first Monday of every month.

Our condolences to the family of retired Bro. Ronald Ryder, who passed away June 16.

Tom Bartosek, P.S.

Habitat for Humanity Project

L.U. 700 (em,i,o&spa), FORT SMITH, AR—Recently several journeymen and apprentices from Local 700, along with Local 700 signatory contractors Brian Horton Electric and Mahan Electric, volunteered their time for a Habitat for Humanity project. (See photo below). Thanks to their generosity as well as that of many others, two hard-working families will now know the joy of home ownership.

Local 700 congratulates members Brandon Croom and Matt Foster on completing their apprenticeship.

We extend sincere condolences to the families of the following members who recently passed away: Bros. Bill Jones and Alex Mitchell.

Debbie Carter, P.S.

COPE Gun Raffle a Success

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lett,mo,mt,o,p,pet,ptc,rtb,rtb,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL—As of this writing, we have eight journeyman wiremen on the Out of Work Book One list and 150 on the Out of Work Book Two list. Job calls are continuing to increase.

Outside construction is currently a walk through. Local 702 is pleased and thankful to be working 180 traveling brothers and sisters as linemen, apprentice linemen and operators.

At this writing Local 702's fishing tournament was scheduled for Sept. 27, 2008, at Rend Lake.

We are in the process of reconstructing our Web site; at press time the proposed completion



Local 700 members and signatory contractors volunteer on a Habitat for Humanity project. From left, Local 700 apprentice Nick Vaughn, Bus. Mgr. Charles McKinney, Brian Horton, of Brian Horton Electric; Tim Mahan, Mahan Electric; members James Horton and Andre Poyner.

date was the end of August 2008.

The COPE gun raffle was a huge success, increasing our COPE participation by 29 percent. Raffle winners were Steve Huffman, Jerry Walker, Donald Woolridge, Tony Ochs and Jeremy Boatright.

Marsha Steele, P.S.

School Renovation Projects

L.U. 712 (c&i), BEAVER, PA—Congratulations to the following new journeyman wiremen for completing their apprenticeship program: Conrad Bianco, Adam Davis, Jesse Hassan, Eairly Lloyd, Jacob Lucas, Gary Mayberry, Raymond Morrow, Bryan Wilson and Jeremiah Wory.

We thank the entertainment committee for another successful family picnic at Idlewild Park. The weather was perfect and everyone enjoyed the day.

As of this writing, our work picture for the summer had started to pick up. At press time, we had seven school renovations starting and two others already under way. We thank the surrounding sister locals that have also provided our members with work.

See you at the meeting!

Larry Nelson, P.S.

Journeyman Wiremen Needed

L.U. 716 (em,i,lett,rtb&spa), HOUSTON, TX—Greetings, brothers and sisters. I hope everyone had a good summer. Our work situation through the winter months still looks good and we anticipate full employment through the end of next year. We are still in need of journeyman wiremen to help staff our work, as we continue to organize our jurisdiction and regain our market share. Our Industry Nights are taking place regularly and more and more talent is realizing that a career in the IBEW is a worthwhile path to take. We appreciate the efforts of our Organizing Department and the NECA contractors who are participating.

Thanks to all the jurisdictions that have put our travelers to work. I invite our members who are traveling to return home and help us staff our work.

We appreciate all the members and their families who attended the 2008 AFL-CIO Labor Day celebration. Volunteers for the various committees who generously donated their time are also greatly appreciated.

Election Day is coming! IBEW Local 716 expects a good turnout; please exercise your right and vote early! Vote for our AFL-CIO endorsed candidates.

John E. Easton Jr., B.M./F.S.

School Projects Awarded

L.U. 756 (es&i), DAYTONA BEACH, FL—Union contractor Giles Electric was awarded the con-



On the job at an IBEW Local 756 Giles Electric school project are, from left, foreman Tyler Scholz and Bros. Daniel Skinner, Beau Estrada, Matt Bradshaw, Zarik Francis, William Elleridge, Ron Whaley, John Bennett, Derrick Briggs, Dave Dodge, Justin Taylor and Mike Loggins.

tract for the new Hurst Elementary School project currently under construction in Daytona Beach. Giles, a NECA contractor since 1973, is a long standing signatory employer with IBEW Local 756. Every summer there are multiple construction upgrades and additions performed on schools in the Volusia County School District. Giles is a contractor of preference in the district due to its past performance on school projects. Although Giles is a preferred contractor, school work in the jurisdiction is very competitive and other contractors, mostly nonunion, are bidding these projects. By using a mix of journeyman wiremen, apprentices and the new classification of construction wiremen, Giles was able to secure this project, which is scheduled for completion in July 2009.

Schools in Florida are used as hurricane relief centers; therefore, the electrical specifications are pretty involved. School projects are a good training ground for electrical helpers and apprentices. Local 756 and its signatory contractors have become more competitive in the school construction market by utilizing the new electrician helper classifications available in the small works addendum.

Dan Hunt, P.S.

Seven House Habitat Build

L.U. 760 (i,lett,o,rts,spa&u), KNOXVILLE, TN—On behalf of the members, officers and staff we thank and congratulate all the 2008 pin recipients for their years of service. Thanks to everyone for your commitment and for all you do.

Thanks to all who participated in the big Habitat for Humanity project here. IBEW Local 760, Knoxville JATC and East Tennessee NECA showed up to help complete an entire street of Habitat for Humanity houses. The project involved seven Habitat houses, seven contractors, one JATC and the Brotherhood. Looks great—let's keep up the good work!

George A. Bove, B.M./F.S.

Officers Sworn In

L.U. 804 (i&o), KITCHENER, ONTARIO, CANADA—On July 16, 2008, Int. Rep. William F. "Bill" Daniels swore in our newly elected Local 804 officers, including new Bus. Mgr. George Couch. Also sworn in were: Pres. Corina Hicks, Vice Pres. Greg Woods, Treas. Sandy Fair, Rec. Sec. Brian Jacobs, and E-Board members Mark Watson, James Seaton and Keith St. John. Congratulations to everyone who put their hat in the ring for the election.

Remember to mark your calendars for our monthly meetings, held the third Wednesday of each month.

Glen Hicks, P.S.

2008 Apprenticeship Banquet

L.U. 816 (i,o,spa,t&u), PADUCAH, KY—IBEW Local 816, along with the Southern Indiana NECA Chapter, recently celebrated with the new journeyman wiremen, class of 2008. Mike Callanan, NJATC executive director, was there for the awards, as well as retiring Local 816 JATC Training Dir. J.R. Sullivan (see photo). Mike, thank you for attending the event; and J.R., thank you for your dedicated service to the IBEW and Local 816.

The 2008 graduates are: Eric Blankenship, Ben Brody, Ricky Byassee, Keith Goheen, Brandon Harmon, David McLeod, Jon Parham, Lucas Powell, Joshua Riley, Ron Thompson and James Willett. The top apprentice award went to Brandon Harmon, and Lucas Powell was recognized as the runner-up.

The annual retiree meeting will be Oct. 4 at the Cherry Civic Center. The Christmas party will be Saturday, Dec. 13, also at the Cherry Civic Center.

Greg Hobgood, B.M./F.S.



Retiring Local 816 JATC Training Dir. J.R. Sullivan (right) greets NJATC Exec. Dir. Michael Callanan at the 2008 apprenticeship banquet.

Newly Elected Officers

L.U. 910 (i&rts) WATERTOWN, NY—Our union's newly elected officers were sworn in by past president Gary Grill at the July meeting. The Local 910 officers are: Bus. Mgr./Fin. Sec. Dennis Affinati, Pres. Elizabeth Cassada, Vice Pres. Wayne Cuthbert, Rec. Sec. Cynthia Bancroft, Treas. John O'Driscoll; Executive Board members Daniel Reff, Travis Flint, Eric Evans; and Examining Board members Robert Erwin, Michael Littlefield, Kenneth Peter, James Rehley and Jeffrey Yousey. Congratulations to all our officers.

Congratulations to our recent apprentice graduates from last spring. Six of the graduates are from Watertown, and three are from Plattsburgh. Welcome to these new journeymen. From Watertown are: Patrick Travis, Ben Wood, Jesse Vance, Thomas Orvis, Kriston Nezezon and Andrew Van Tassel. And from Plattsburgh: Anthony Nori, Jane Alexander and Alan Smith.

Roger LaPlatney, P.S.



Local 1116 apprentices gather at the TEP Skills Training Center.

Apprentices Build Skills

L.U. 1116 (em,lett&u), TUCSON, AZ—Our yearly apprenticeship picture has 13 new faces (see photo). The apprentices are all working and building skills toward becoming skilled union craftsman at Tucson Electric Power. The future looks good for our skilled union members.

Our TEP negotiating committee has been in negotiations since early August and our Trico negotiations get started in early October. We should be voting on these agreements by year's end.

Local 1116 election results: Bus. Mgr./Fin. Sec. Frank Grijalva, Pres. Jeff Martin, Vice Pres. Scott Northrup, SGS Chmn. Bill Butler, Trico Chmn. John Dungan and Treas. Greg Carter. Elected to the Executive Board are: Danell Carter (Administration Dept.), Tony Martinez (Electric Dept.), Dan Leeds (Power Production) Ron Breaux (Transportation), and Frank Gillis (for the E-Board's new Unisource Gas seat). Bro. Gillis has been an involved union member since Unisource Gas was organized four years ago.

Best wishes to retirees Mickey Montano and Stuart Over. Bro. Montano, TEP substations, is a 37-year IBEW member. Bro. Over, from TEP line construction, is a 41-year IBEW member and former recording secretary. Together they represent a combined total of 78 years of proud union labor.

R. Cavaletto, P.S.

'Always 67' Fund-Raiser

L.U. 1220 (rtb), CHICAGO, IL—"Thanks to my 1220 brothers and sisters, Jim's benefit was a great success," said John Hannon, freelance camera operator. John's brother Jim has multiple sclerosis. The benefit raised money for bills and remodeling Jim's house to accommodate his disability. Local 1220 informed members of the fund-raiser via e-mail. The benefit was called "Always 67" because that was Jim's Indiana University football number.



Photo credit: Johnny Zwierko.

Local 1220 Lollapalooza shooter Jennifer Howard, one of 14 camera operators, shot night and day, sending images to the Web and to over 77,000 revelers each day.

WTTW (PBS Ch.11) 1220 members ratified a three-year contract that took over a year to negotiate. "We were kept up-to-date on negotiations mostly through e-mail. When the date was set for a vote, everyone got the news and the summary by e-mail," said Jim Guthrie, EIC at WTTW. "Everyone knew the issues. Thanks to the negotiating team for retro pay, also."

Local 1220 Bus. Mgr. Madeleine Monaco said the WTTW turnout was over 90 percent. "Every year we increasingly utilize technology such as e-mail to communicate."

"Participation and communication are key to successful negotiations," Monaco added. "Our membership agreed to send 1220 member Don Cornelli of Sterling Heights, MI, to the Fox negotiations so working members' issues would be accurately addressed."

Over 40 Local 1220 technicians worked on the big Lollapalooza '08 music festival in Chicago's Millennium Park. Praising the technicians, Local 1220 contractor Dave Cosby, of Camera Originals, said: "Like every year, you all rose to the occasion. I am proud to be associated with all of you."

Jim Sterne, B.R./P.S.

Virginia Goes Blue!

L.U. 1340 (i&o), NEWPORT NEWS, VA—As fall approaches our local will enter into contract negotiations for our inside agreement, and three maintenance agreements. The first two quarters of 2008 have been slow for construction; however, the last two quarters should clear our books. Bus. Mgr. James Avery continues to urge signatory employers to use the Maryland-Virginia Market Recovery Addendum to capture commercial work. Many employers are reluctant to branch out of the industrial market. Those who have find the addendum increases their competitiveness and wins their company new customers and revenue. Not to mention, its puts our members to work.

Local 1340 is pleased to announce its newest signatory employer, Tidewater Power & Electric. Owners Gerald "Doc" Dix and Bo Webb are 'A' members of Local 1340 and specialize in commercial and government contracting.

Voter registration and coordinated precinct walks remain our highest short-term priority. Organized labor, especially the IBEW, has played a huge part in changing Virginia politics. We are transforming our state from red to blue. Virginia is a battleground state for the 2008 presidential election. We aim to ensure Virginia stays blue and elects Barack Obama as president.

Neil F. Gray, Pres.



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, along with the *IBEW Journal* magazine, now published quarterly, now constitute the official publications of the IBEW and seek to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

EXECUTIVE OFFICERS

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**HOW TO REACH US**

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

Send letters to:

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

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FROM THE OFFICERS

November is No Time for Myths

**Edwin D. Hill**

International President

President John F. Kennedy once said, "The great enemy of the truth is very often not the lie—deliberate, contrived and dishonest—but the myth—persistent, persuasive and unrealistic."

Was this visionary leader leaving us a warning about the 2008 presidential election?

One day after our nation's financial system suffered its greatest hit in generations, workers and retirees across the nation wondered if their 401(k) plans would keep sinking and leave them destitute, Sen. John McCain said, "The fundamentals of the economy are strong."

Sen. Barack Obama asked McCain what economy he was talking about. Some TV pundits said that the Arizona senator appeared to be out of touch and insensitive. So his campaign wound him up and sent him out to attack Obama and talk about how he and Sarah Palin were "mavericks" who would rein in and regulate the bad actors on Wall Street.

This is John McCain—the guy who told the Wall Street Journal last year, "I am fundamentally a deregulator." This is John McCain, whose top economic advisor, former Sen. Phil Gramm, was responsible for introducing the dangerous legislation—written by banking lobbyists—that allowed financial institutions to engage in the riskiest of loans. This is John McCain, the guy who voted against raising the minimum wage 19 times and voted against repealing tax breaks that encourage American companies to send jobs overseas. Regulate the bad actors? Give me a break.

McCain's party, which always promises lower taxes and less government, is spending billions of dollars of taxpayer's money to bail out banks and insurance companies.

Sens. McCain and Obama both have established records in their legislative careers that show just where they stand on regulation and deregulation, on trade policy and on the rights and needs of working families.

Let's heed President Kennedy's warning and not fall for dangerous myths when our nation's very future is on the line. ■

Employee Free Choice Act: Now or Never

Brothers and Sisters, you are being lied to. For enemies of labor, pulling out all the stops to block passage of the Employee Free Choice Act has become an around-the-clock task.

Massive corporate spending has yielded brutal attack ads, spreading blatant falsehoods about the bill. Politicians and corporations that have no respect for American workers are showing their fear in a clumsy scramble to unite against providing decent wages and benefits.

Hitting a new low, business groups have unveiled attack ads equating today's labor movement with organized crime. Around the nation, anti-union groups have attacked Barack Obama and other Democratic candidates who support this reasonable labor law reform by pouring \$120 million of corporate money into an ugly smear campaign rife with lies. Clearly, the gloves have come off. Enough.

If they want to paint us as thugs, let's set the record straight on who truly owns that title.

The real thugs are anti-union employers who hold their workers in captive meetings—telling them that if they vote for union representation, they may as well kiss their jobs good-bye.

The real thugs are the politicians so beholden to corporate special interests that they vote to ship American jobs offshore, pulling the rug out from under workers and bankrupting families.

The real thugs are the CEOs who make nearly 80 times the amount of their workers but want to deprive them of decent wages and the right to organize for a better standard of living.

As the country heads deeper into recession, record numbers of homeowners are forced into foreclosure and gas prices are draining families' wallets. America is ripe for a new deal. For workers, that new deal is passage of the Employee Free Choice Act, which will help swell union membership and ensure that the middle class retains ground in this slippery economic climate.

Don't let the lies gain traction. Don't leave our fellow workers begging for a place at the table. Vote pro-union. Our livelihoods depend on it. ■

**Lindell K. Lee**

International Secretary-Treasurer

Letters to the Editor

Thank you

Thank you for your members' support, concerns, notes/letters and monetary donations to the Cpl. Steven R. Koch Memorial Fund. His loss has had a devastating effect on our whole family and friends. He was committed to the cause he was fighting for, "protecting those who cannot protect themselves." He and five other members of the 82nd Airborne 508th paid the ultimate price with their lives for that cause and America's safety. Our condolences have and will continue to go out for these brave men, others like them, and their families.

My family has long ties to the IBEW. My father William A. Koch Sr. and my son William A. Koch III are also members of Local 456 in New Brunswick, N.J. We have received great support from Local 456 and other locals from throughout the nation. Cpl. Koch was killed in action on 3/3/08 along with Sgt. Robert Rapp of California. The Koch family has endured through this event with help from individuals like your great members and organizations with compassion like that of the IBEW.

*William A. Koch Jr.
Local 456 member, New Brunswick, N.J.*

The Right Track

In July, Boston Local 103 presented 25 members of the 1958 new member group with their 50-year pins. The group includes some successful electrical contractors, a former business manager and trust fund administrator, a former business agent and several teachers in the apprenticeship training program.

The most important quality of this group and so many members before them was their determination to leave this trade better for those who follow in our fraternal and social footprints. I am proud of our members, even on the rare occasion that one will report that in retirement they have financial concerns that cause them to embrace conservative views that are detrimental to job opportunities for ourselves and our fellow Americans. I would remind all: "We take the youth of America, educate them, give them a good-paying job, superb health coverage and the opportunity for a liberal retirement and they vote Republican against us?" Remember where you came from!

*Leo Monahan
Local 103 retiree, Boston*

A Job Well Done

Just want to say thank you for the fine job that you and everyone involved with the IBEW Journal and The Electrical Worker do! I read it cover to cover and commend you for the articles you include in it. I retired May 1, 2004, and have kept up with sister locals, as well as my home Local 11, where I worked over the years. It has taken me this long to finally realize that I most likely will never return to the trade—even though I think I was really good at it; I still miss the work and the fellowship that I enjoyed.

*Harry "Tony" Chiaravalle
Local 11 retiree, Los Angeles*

Family Pride

As a former International Representative, I want to share with you the pleasure I am enjoying. My grandson, John T. Zalusky, has just become an apprentice in IBEW Local 26. The IBEW is a family thing. My father was one of the founders of Local 160, and I was also a member of Local 160. You can imagine my pride in Jack's choices and his membership.

*John Zalusky
Local 160 retiree, Minneapolis, Minn.*

Get Connected

If you would like to receive your Electrical Worker via e-mail instead of in your mailbox, contact us at media@ibew.org. Give us your name, IBEW local union number, card number and e-mail address and we will send you the link to access *The Electrical Worker* electronically.

Who We Are

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

IBEW Community Service Liaisons Aid Union Members Nationwide

Ask any union member what his or her meaning of "service" to the labor movement is, and you're likely to hear some universal themes. Giving back. Making our movement stronger. Improving the lives of working families.

But for 18 IBEW members around the country, service to union members is not only part of their outlook—it's a full time job. Through a nationwide partnership between the AFL-CIO and the United Way, these members work as community service liaisons who help strengthen the movement and reach out to union families in their times of need.

"This partnership is one way in which we can help our own, especially as workers around the country feel the squeeze of the economy," said Sarah Sylvester, Decatur, Ill., Local 1306 member and liaison.

Through her work with the United Way of Decatur and Mid-Illinois, Sylvester helps coordinate major events—such as the National Association of Letter Carriers' Annual "Stamp Out Hunger" Food Drive—and works to engage organized labor and the community in yearly volunteer and service initiatives. Other liaisons help distribute monetary aid to union workers who are enduring layoffs, financial hardship or other challenges, like natural disasters.

After joining the IBEW 10 years ago as a customer service representative for a utility company, Sylvester was hired by the United Way in 2005. She said that the partnership has given her a better perspective on the ways in which members help their communities.

"The missions of the AFL-CIO and the United Way are so in line with each other," Sylvester said, emphasizing the spirit of unity the groups shared when they began the partnership in the 1940s. "Strong families produce strong communities, and we see daily how important it is to help take care of our fellow workers."

The AFL-CIO/United Way alliance employs more than 200 community service liaisons around the country. All liaisons are union members from various organizations, and the IBEW has liaisons working in Florida, Illinois, Iowa, Massachusetts, Michigan, Missouri, New Jersey and Pennsylvania. Two more IBEW members work as AFL-CIO state designees to community services in New York.

"The link between the AFL-CIO and the United Way is crucial to the labor movement," International Representative Carolyn Williams said. "It shows just how vital unions are in their efforts to help communities thrive."

When tens of thousands of people were left homeless by the summer floods in the Midwest,



Springfield, Ill., Local 51 member Kevin Ripley works on an electrical outlet at a domestic violence center in Clinton, Ill. Projects like this are common because of the AFL-CIO/United Way alliance.

Waterloo, Iowa, Local 288 member and liaison John Padget went to work to secure funding for long-term disaster relief.

"In the aftermath of the floods, there are going to be some people who have fallen through the cracks, or who FEMA can't fully help," Padget said. Through his position at the Cedar Valley United Way, Padget will help administer the relief fund to assist displaced union families find housing. Padget started as a journeyman wireman and then became an organizer with Local 288. He has worked as a liaison for the past six years.

Elsewhere, in Jacksonville, Fla., liaison Andy Bell—a 44-year Local 177 member with a construction background—has helped strengthen union families for more than two decades at the United Way of Northeast Florida. He now works as its director of community services.

"Union people know what it means to have solidarity, and the families I help appreciate that," Bell said. Recently, he helped an IBEW apprentice find resources to overcome drug addiction. The young man is now a journeyman wireman and a valued member of his company, Bell said.

Fall is campaign season for the United Way, and liaisons will be visiting locals to solicit donations.

IBEW members who find themselves in need of assistance—or who would like to volunteer for relief programs—should contact their area liaison or their AFL-CIO Central Labor Council. Local IBEW halls, local United Way offices and state federations of the AFL-CIO can also provide more information. ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2009

Many collective bargaining agreements between employers and the IBEW or its local unions include “union security” provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law. These provisions are also permitted under the Railway Labor Act and under many state public employee bargaining laws. Under these laws, employees may fulfill their “union security” obligations either by joining the union and thereby enjoying the full rights and benefits of union membership, or by simply fulfilling their financial obligations to the union.

Employees who elect to become agency fee payers—that is, who choose *not* to become full-fledged IBEW members—forefeit the right to enjoy a number of benefits available only to union members. For example, only union members are entitled to attend and participate in union meetings; to run for union office and to nominate and vote for candidates for union office; to participate in contract ratification and strike votes; to participate in the development and formulation of IBEW policies; to participate in the formulation of IBEW collective bargaining demands; and to serve as delegates to the International Convention.

Agency fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, agency fee payers who object to supporting certain union activities may pay a reduced fee to ensure that none of their money is used to support those activities. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such “chargeable” activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered “nonchargeable,” which objectors are not required to support, are support of political candidates, general community service, legislative activities, certain costs of affiliation with non-IBEW organizations, and members-only benefits.

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, the objection plan runs on a calendar year basis, and objections must be filed annually. Current fee payers who wish to file objections for *calendar year 2009* must do so *during the month of November 2008*. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked *during the November open period*.

No special form is required to register an objection. However, *please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your Social Security number. In addition, if you move during the year, please advise the International Secretary-Treasurer of your new address.*

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion payable to the local union and a portion that is transferred to the International. During January 2009, the International will mail a check reflecting the reduction in the International's portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. Also during January, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector's periodic payments, and will provide information explaining the basis for its reduction.

Employees who become fee payers at other times during the year (either because they are newly hired into the bargaining unit or because they resign from union membership) may file their objections for the balance of the calendar year during the first 30 days in which they are required to pay agency fees. Objections must be addressed to the International Secretary-Treasurer, and must be postmarked during the 30 days after the employee becomes obligated to pay agency fees. The International and the applicable local union will provide the objector with his or her reduction in fees for the balance of the calendar year as soon as they are able to verify the objector's status.

The reductions are based on the percentage of the unions' expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2007 fiscal year, 52.15% of its expenditures were for “chargeable” activities and 47.85% of its expenditures were for “nonchargeable” activities. The locals' portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International's percentage to calculate their own annual reduction—thereby giving objectors a larger reduction than if the locals used their own figures.

The IBEW Agency Fee Payers Objection Plan

1. Nonmembers' Right to Object.

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union (LU) pursuant to a collectively bargained union security provision in the United States has the right to object to expenditures of his or her fees for activities that are not reasonably related to collective bargaining. For purposes of this plan, such activities will be referred to as “nonchargeable activities.” The agency fees paid by a fee payer who perfects an objection under the procedures set forth below will be reduced to reflect the expenditures of the LU and the IBEW that are used for “chargeable activities” (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

Objections must be made annually and will be effective for a single calendar year (January 1–December 31). Notice of this plan will be published annually by the IBEW. Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their non-member identification number, if known, and their Social Security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement. All objections must be renewed annually, during the month of November.

3. Reduction in Agency Fees.

The agency fees of nonmembers who file timely objections will be reduced for the 12-month period beginning January 1 of the year for which they are registering their objections, and ending December 31 of that calendar year. (Timely objections filed by employees who begin paying agency fees during the course of the year will be effective through December 31 of that year). Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs. No later than January 31 (or as soon as possible, in the case of timely mid-year objections), both the International and the LU to which the objector pays agency fees will mail to each objector who perfects his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled, or will otherwise advise the objectors how their payments will be reduced.

Agency fees are composed of a portion forwarded to the International as per capita payments, and a portion retained by the LU. When the IST receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector's fees, and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors' payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International's per capita reduction as follows: The IST will determine the International's total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the nonchargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International's expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST does not accurately reflect the International's expenditures on chargeable activities may appeal to an independent arbitrator.

- a. The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.
- a. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- a. Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- a. The costs of the arbitrator's services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- e. While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which he or she pays agency fees does not accurately reflect the LU's expenditures on chargeable activities may appeal through procedures established by the LU. In the event any objector challenges both the International's and the LU's reductions, such appeals will be coordinated.