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IBEW News



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It wasn't inevitable that Elizabeth Warren's presidential campaign staff would approach the IBEW to represent them. On the surface, it didn't seem an obvious match.

At its simplest, they weren't electrical workers. The IBEW builds office buildings, keeps the electricity flowing to them. But most of its members, with a few notable exceptions, don't actually work in them.

But Second District International Representative Ed Starr said that when he met with the Warren workers, he told them the career of a campaign worker is really not so different from the life of a journeyman wireman.

A NEW VOICE FOR CAMPAIGN WORKERS

"Every campaign, even the successful ones, like every construction project, ends. A career is built on a series of jobs, a series of employers," he said. "What they want is what IBEW-founder Henry Miller wanted: decent wages, good conditions and respect no matter the job, no matter the employer."

Over the final months of 2019, Starr and International Lead Organizers Steve Smith and Steve Rockafellow organized Warren's campaign into Manchester, N.H., Local 2320, the Pete Buttigieg campaign workers into Middleton, Mass., Local 2321, and the staff for Tom Steyer's run into Worcester, Mass., Local 2325.

At peak, for several weeks in the beginning of 2020, the IBEW represented more than 1,700 Demo-

cratic presidential campaign workers.

The speed and popularity of the organizing shouldn't be a surprise. Campaign work — outside of leadership — tends to be a young person's game, and a 2018 Gallup poll showed that 66% of people ages 18 to 34 approve of labor unions, the highest for any age group.

"I'm a jaded old organizer that's mostly been banging my head against a wall called Comcast. It's been years of pain," Smith said. "This is different. It revitalized me as an organizer because we didn't organize them; we shared their goal and we built a partnership. We had one shot this spring. We had to do it right and I think we did."

Before 2020, Starr said, Democratic candidates came to a union hall for a photo because the right to form a union is core to the party's beliefs. But they had no history of unionizing their staffs. That changed when the Sanders campaign voluntarily recognized the United Food and Commercial Workers as its campaign workers' sole representative in 2019. That

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FROM THE OFFICERS

Make a Plan to Vote Today



Lonnie R. Stephenson
International President



Kenneth W. Cooper
International Secretary-Treasurer

By the time you read this, sisters and brothers, we'll be less than one month away from the most critical election of our lifetimes.

We know you've heard us say it before, but it's no exaggeration. Four more years of the current White House and a single day more with Mitch McConnell running the U.S. Senate could deal a fatal blow to the labor movement as we know it.

We remember the promises Donald Trump made to workers in 2016. We wanted to believe him, too. But the results are in: Working people are worse off since he took office.

Five million jobs have disappeared since Jan. 20, 2017, and, yes, the pandemic is largely to blame. But as we write this, the president and Senate Republicans are still blocking extended unemployment benefits and new stimulus payments that would be a lifeline for millions of desperate Americans. They're also refusing emergency funds for state and local governments, forcing them to make drastic budget cuts that have cost nearly 2 million jobs already. The impact on tens of thousands of IBEW public sector jobs is still up in the air.

Over the past four years, the president's power to appoint the National Labor Relations Board, choose who runs the Labor Department and OSHA, and fill hundreds of federal judgeships has had devastating effects for workers and their families. Not even the pandemic has swayed their anti-worker agenda. In fact, the NLRB decided this summer that the deadliest virus in 100 years wasn't reason enough to allow unions to reopen contracts and bargain safety and health standards specific to COVID-19.

The president pledged repeatedly to revive manufacturing and the coal industry and to spend billions on infrastructure, projects that would employ our members and hundreds of thousands of others in

the building trades.

It's been all talk and no action, and the president has given us no reason to believe that anything will change in a second term.

By contrast, Joe Biden has concrete plans to stop the pandemic and build back an American economy that actually works for working people. We know because we've been a key part of the process for months. The former vice president brought the IBEW in and listened to what we have to say, and his policies reflect that.

In the Senate, McConnell is one of the most loyal and powerful allies that anti-union corporations ever had. He's shot down every piece of pro-worker legislation passed by the House, installed hundreds of federal judges openly hostile to workers' rights and refused to fill Democratic vacancies on the NLRB.

As long as he's allowed to stand in the way, working Americans will never get a fair shot at a better life.

Senate races in Colorado, Arizona, Maine, Iowa and North Carolina will determine whether he remains in power. Even Georgia, Alabama and South Carolina are in play. If we vote, we win.

That goes for statehouses, too, where lawmakers will be redrawing legislative boundaries next year, and where Republicans have used laser-like precision to rig the system and stay in power.

After the last census, Republicans in Wisconsin gerrymandered the state so badly that they hold 63% of the Legislature despite the overwhelming majority of votes going to Democrats in 2018. If you think that's democracy, we've got a bridge to sell you.

So, here's how we fight back: We vote.

We vote early. We vote by mail. We vote in person. We make sure our friends and families vote. We make sure our union sisters and brothers vote.

It's critical to do our research now and leave nothing to chance. Are you registered to vote? Are you still on the voter rolls? Has your polling place changed? Do you know how to get a mail ballot?

Even if you've voted in every election since you were 18 years old, you've got to be sure you haven't been dropped. That's one way that Republican lawmakers in some states are making it as hard as possible for people to vote.

In 2018, Brian Kemp was the secretary of state in Georgia, responsible for the integrity of elections. He was also the Republican nominee for governor. Before the election, he purged 313,234 voters from the rolls. Nearly 200,000 turned out to be registered, legitimate voters, but it was too late. Kemp won his rigged race by just 55,000 votes.

The same thing may be happening in your state, so it's urgent to check your status. It's quick and easy at ibewvotes2020.org, where you can also register if needed and request a mail ballot. On the back page of this issue, there's also a graphic to help guide you to your state's voter resources.

Now is the time to cast our ballots and stop the attacks on workers' rights, jobs, and financial security.

We're counting on you. Our future is riding on what we all do between now and Nov. 3. ■

“LETTERS TO THE EDITOR”

Leading on Safety

Organized labor has always been a champion for worker safety. Our steadfast adherence to establishing and maintaining a safe workplace and safe practices has reaped huge rewards for everyone who labors for a living.

During this global medical crisis, safety in the workplace is now front and center in the minds of all employees returning to work. But how do you organize workplace safety when the threat is a virus that can float in the air, residing on items touched by everyone? We must accept this challenge and rise to meet it.

Unions have a renewed urgency to help ensure a safe place for people to work during this pandemic. We must be active and vigilant in our daily lives, continuing to promote the need for safety from a deadly foe that is unseen.

We must also be keenly aware of the medical issues that now define the way we approach and interact with others. And even though unions have been champions for safety of our members, we must now be champions for the safety of every person and family regardless of affiliation.

Let unions be the tip of the spear in caring for everyone we encounter as we pass through this time of horror that shows no signs of abating any time soon.

*Reggie Marselus, Local 124 member
Kansas City, Mo.*

We Want to Hear From You: Send your letters to media@ibew.org or Letters to the Editor, The Electrical Worker, 900 Seventh Street, N.W., Washington, D.C. 20001.

My IBEW STORY

Tony Brand, Retired Journeyman Lineman
Vancouver, B.C., Local 258



“In 1976, I was 17 and working the graveyard shift at McDonalds earning minimum wage. On advice from my dad, I got a commercial driver's license and took a temporary 3-day job for our provincial utility. It lasted more than three months, so I was able to apply for membership to Local 258, and I was accepted. It was the best decision I could have made.

As a permanent employee, my wages jumped 300%. I got a pension and other benefits. My family never had to worry about the costs of prescriptions, dental, medical and more. Over 40 years, we were able to save and buy a house. My children were able to get a higher education. I've been retired five years, and when I look back, the IBEW was the reason we enjoyed a great life and continue to do so.

I went on to serve as vice president and president of my local union, offices I never could have dreamed of at 17. If I learned anything, it's that every IBEW member is an organizer. Wear the logo proudly, talk to nonunion workers or call the local and make sure a staff organizer knows where to find them. Live up to the high standards of the Code of Excellence. Who knows? You could change someone's life just by telling them how good things could be with a union.

Share your story at ibew.org/MyIBEWStory



The IBEW Remembers International Vice President BRIAN MALLOY



The officers of the IBEW are deeply saddened to announce the Aug. 22 death of Fourth District International Vice President Brian Malloy, who was diagnosed with Stage IV lung cancer late last year. He was 60.

“The IBEW has lost a great leader far too soon,” said International President Lonnie R. Stephenson. “Brian loved this union and he worked so hard to help it live up to every bit of its potential. He knew that our strength was in our members, and he showed his commitment to them in everything he did at every stage of his career. He’ll be dearly missed.”

“Brother Malloy leaves a legacy filled with accomplishment and faithful stewardship at the local, district and international levels of the IBEW,” said International Secretary-Treasurer Kenneth W. Cooper, who Malloy replaced as Fourth District IVP in 2017. “More importantly, Brian was a man who loved his family and stood by his friends, and I’m so happy to have counted myself among them. He was a great leader, a trusted friend and I truly appreciate the time that I had with him and his friendship — I will never forget him.”



International President Lonnie R. Stephenson swore in new IVP Brian Malloy in 2017. Wife Susie and daughter Breana were there in support.

Brother Malloy grew up in Mount Savage, Md., a tiny blue-collar community in an Appalachian valley near the Pennsylvania border. As a senior in high school, he enrolled in a career education course and spent time on a hospital job site shadowing members of Cumberland, Md., Local 307. He applied to the apprenticeship shortly after graduating, and on his second try, he was accepted. In 1979, he was initiated into Local 307, where he went on to serve as president, assistant business manager and from 1991 to 2001 as business manager.

In 2001, he was appointed an international representative in the Fourth District, which covers Ohio, Kentucky, West Virginia, Virginia, Maryland and the District of Columbia. There, he served under three international vice presidents, always learning, always listening. “I like to listen a lot,” he said when he was appointed International Vice President. “I’m more of

a listener than a talker.”

So, when he was asked to take the reins of the district by Stephenson in 2017, he was well-prepared. As International Vice President, he made organizing his calling card, setting ambitious goals and working hard to grow the union. He also guided contract negotiations for more than 1,400 new members at Baltimore Gas & Electric and oversaw major state legislative victories for working families in Ohio and Virginia.

“Brian and I came on as IVPs within a month of one another,” said Third District International Vice President Mike Welsh. “With neighboring districts, we had a lot in common — including a connection to Cumberland where my parents grew up — and we learned on the job together and through regular conversations and occasional lunches halfway between our homes. He was just a great asset to the IBEW. In meetings, we’d always sit side-by-side, and he was always so thoughtful and really took the time to learn and understand all of the issues up for discussion.”

“You might disagree with him, but he was as honest and straightforward a person as you’ve ever come across, and he always showed he wanted to work with you to find the best solution for the IBEW and its members,” Welsh said. “He’ll be missed.”

But despite his responsibilities at the highest levels of the IBEW, Brother Malloy never lost a special connection with his home local.

Malloy appointed current Local 307 Business Manager Rodney Rice to his first union office, the apprenticeship committee, in 1998 and later made him a steward. Rice recalls near daily phone calls after becoming business manager when the two would talk sometimes for Malloy’s entire hour-and-20-minute commute for his first several years on the job. “I didn’t always want to hear what he had to say, but Brian was always clear, always fair and a straight shooter. I valued his advice so much. This is a huge loss for Local 307 and for the Fourth District.”

What really sticks out for Rice was Malloy’s connection to the local’s membership. “For nearly 20 years after he left for the district office, Brian remembered everything about our members, who their families were, what was important to them. Until he got sick, he’d show up to funerals and memorial services. He’d see an obituary in the paper and remember whose brother or uncle it was and send it to me. He cared about people, and it showed,” Rice said.

And they cared about him back, said Local 307 President, Malloy’s cousin and lifelong friend, George Koontz. “He meant so much to me, but also to the members of this local. Everyone loved him, especially the retirees, and they asked about him all the time. They all wanted to know how he was doing because he’d spent so many years caring about them. He took his job very seriously, and it was because he cared so much about each and every one of them.”

Former Executive Assistant to the International Secretary-Treasurer Jim Combs was Local 307’s business manager in the mid-1980s when he hired Malloy to be his assistant on the recommendation of a friend. “Brian came in at a time when I really needed him, and he was great — talented, level-headed, knew when to keep quiet and listen and when to speak up. Hiring him was one of the best choices I made in my entire career.”

Fourth District International Representative Gary Griffin replaced Malloy as desk representative on the district staff in 2017, where they worked closely for the last three years. But the two had been close friends for more than 25.

“Brian and I met many years ago when I went to work as a traveler while he was business manager of Local 307,” Griffin said. “We became friends there in Cumberland, but our friendship really developed when he came on the district staff as the service rep for [Baltimore] Local 24. We became great friends while I was a business agent there.”

“He had such a great sense of humor — very dry. He put people at ease, but he was one of the smartest IBEW guys I ever met. He absorbed everything like a sponge, but he never flaunted it or made anyone feel inferior to him.” And he had a moral compass that never faltered, Griffin said. “He was just such a fair, fair guy. Brian always managed to do the right thing.”

International Representative Jon Rosenberger first met Malloy in 1989 during his interview to join Local 307. The two hit it off almost immediately and became close friends — a friendship that would last three decades. Rosenberger first ran for union office around the same time Malloy became business manager, and later went on to join the staff as an organizer.

“Brian was one of the kindest, most decent

people I’ve ever met,” he said. “He was a perfect role model; the kind you wanted your kids to pattern themselves after.” In fact, he said, “I watched him for years from up close, learning how to treat people and how to build a career in the IBEW by working hard on behalf of the membership and always telling it like it was. He could fit in as easily on a job site as in a board room, and he always treated everyone like they were important.”

“He represented members, whether it was as business manager or international vice president, and he took that very seriously. I don’t believe you could have a better advocate as a union member than Brian Malloy.”

His daughter, International Representative Breana Malloy, says her father would want his illness to serve as his final act of service after a career dedicated to members of the IBEW. “My dad never had a cough; he was never sick, never short of breath. He went to the doctor regularly and never had any of the classic symptoms of lung cancer,” she said. “When he was diagnosed in December, it was because he had a backache.” The cancer had spread undetected to his spine. He’d been a smoker but quit a decade ago.



Malloy with grandson Carson, who was a fixture at Fourth District events. “Poppy was the role he enjoyed most,” said daughter Breana, an international representative.

“The best-case scenario for lung cancer is to catch it early,” she said. “A new recommendation is that anyone over 55 with a history of ‘heavy smoking’ should have a low-dose CT scan to check for cancer as part of their regular health check-ups. A lot of doctors don’t know about this yet, but he’d want to make sure his IBEW sisters and brothers knew to ask for themselves and get screened before the cancer spreads.”

Brother Malloy is survived by siblings Rae Ann and Patrick, niece Evin, his loving wife Susie, Breana and her husband Brett, and his pride and joy, grandson Carson, whom he introduced to Fourth District members at every opportunity.

Griffin recalled Malloy’s first progress meeting as vice president when he got word that Breana was in labor and raced to be there for the birth of his grandson. “Family came first for Brian, and that moment showed it. But the members of the IBEW were a very close second, and we were all lucky to have him.”

“My dad was the hardest-working person I know; he often put everyone else and their well-being before his own,” Breana said. “He did everything 100%, which made him the best son, husband, dad, father-in-law and poppy.”

The officers, staff and entire membership of the IBEW extend our deepest condolences to the Malloy family and thank them for sharing Brother Malloy with us for the last 41 years.

Brother Malloy will be succeeded by Sister Gina Cooper. More on her appointment on Pg. 10. ■

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The Union Election — Campaign Workers Find a Home in the IBEW

started a wave of voluntary recognition across the primary field, though only on the Democratic side.

No Republican candidate for any office or state party organization has a unionized campaign staff.

After Sanders, Democratic presidential nominee Joe Biden's staff joined the Teamsters next and then Starr got a call from Warren's staff. They were shopping around, asking questions, searching for a home that was right for them.

"These kids vetted us. They're not kids, but to me and Steve, you know ... we are two old white men, and they are extremely college educated. 'I went to Columbia.' 'I went to Yale.' 'I've got a couple of master's degrees and a law degree,'" Starr said. "They had a lot of questions."

And many of those questions were about diversity in the union; about representation of race, gender and the LGBTQ community in the rank-and-file and in leadership. Smith and Starr said the diversity of local and international leader they could connect campaign workers with told its own story about what it means to join the IBEW.

They met with workers across the country: in person with the New Hampshire and Massachusetts staff, by Zoom videoconference with the teams in South Carolina, Iowa and Nevada.

"They are organizers. They did this amongst themselves: Massachusetts staff was talking to Iowa, Nevada to South Carolina. They were already forming their own [volunteer organizing committee] before there was talk of a specific union," Starr said.

They collected a majority of the cards for the five states, about 350 workers, and got voluntary recognition from Warren. Then Starr asked for all employees in all states. The Warren campaign agreed but gave employee lists to the Campaign Workers' Guild, the Teamsters and the IBEW. Whoever pulled 50% plus one would get the golden ring.

"We came out on top by a large margin," Starr said. "Then we had to get smart about the business."

Smith and Starr immersed themselves in the life of a campaign worker: the pay was small but not awful, the benefits were fine, but the working conditions were crushing. Everyone worked 60- to 80-hour weeks. They had vacation days and time off, but there were no guarantees they could use them.

They came up with a draft contract that included a pay boost, parity for similar job titles, and a cap on hours. By the end of September, they had an agreement. It was ratified by the first of October.

"Negotiations may have been lightning fast, but I think that was because they had a clear idea what they wanted," Smith said. "They work long hours, they are incredibly organized and they come back with a position paper in hours that would take people like you and me days."

Then the Pete Buttigieg staff knocked on the door of Cedar Rapids, Iowa, Local 405. Business Manager Bill Hanes reached out to Special Assistant to the President for Membership Development



Campaign staff for Elizabeth Warren's run for the presidency were the first to join the IBEW. Before the primary season ended, the IBEW represented more than 1,700 staffers on three campaigns.

opment Ricky Oakland, who had worked with Hanes on the Council on Industrial Relations.

"I will never forget it. Bill called me and said they came because they heard how good the contract was the workers got from Warren," Oakland said.

Starr and Smith used what they learned in the Warren campaign to move faster, ask better questions and, ultimately, get results.

"We got better benefits, a focus on diversity in hiring and training, housing, the right to strike, a cap on hours, more job classifications, even per diems and travel reimbursement," Smith said. "It was way better than the contract some other unions negotiated."

Then Tom Steyer's campaign staff called. Paul Horner, a field organizer for the Steyer for President campaign, had what he called a "catalyzing moment" that made it clear he needed a collective bargaining agreement. Horner worked for more than a decade in Germany and saw that country's powerful labor unions in action. He reached out to the AFL-CIO, which connected him with Smith and Starr.

"The crazy thing is that we advocate for workers' rights and we are so focused on that we forget to advocate for those things for ourselves," Horner said. "They actually ask you when you start a new campaign if you are capable of joining because you just about killed yourself on the last one."

After voluntary recognition from the campaign, the Steyer staff received a signing bonus and was on its way to an agreement when the primary campaign came to a halt.

Soon after South Carolina's and a dominant Super Tuesday, Joe Biden's momentum became unstoppable. Like a job that had nothing left on the punch list, the Warren, Buttigieg and Steyer campaigns shut down and the IBEW campaign work-

Spreading the Word

ers scattered in the wind and went looking for new work.

But this time, they had a union card and the name and number of an organizer ready to pick up where they left off.

"We had 10 people on the negotiating committee for each candidate. I emailed all 30 of them and they were either working in a state party or they knew a friend who was," Starr said. "If they had a good experience with the IBEW, I thought, they will call us back." And they did.

Amy McGrath for Senate in Kentucky. State Democratic Party permanent staffs all over the country. A Super PAC-run campaign to keep up momentum between the primaries and the convention. The calls kept coming in.

"These folks are free to go wherever. They aren't members of IBEW, but when they got jobs somewhere else, they were reaching back out to us," Oakland said.

"When we had our initial Zoom call with the McGrath folks, it was all familiar faces," Starr said. "One person from the Warren campaign pulled their IBEW membership card out of his wallet on the video. I thought that was neat and it made a real impression on the ones who had never been in a union."

One of them was Horner, who landed on the McGrath campaign. But this time, the people who hadn't organized a union before took the lead.

"My role was to answer the questions. 'Why do we need a union? We are all Democrats. We all want to win,'" he said. "It comes down to this:

you do this now rather than when you need a union later."

Because campaigns can be short, organization is key. From next to nothing last year, this year there is a playbook.

"First we start organizing ourselves, get our house all together and get a website up," Starr said. "[International Lead Organizer Craig] Perica can throw up a website in a minute."

Perica said it takes considerably longer than that, but he has built dozens of websites from a flexible platform he put together.

Then they reach out to their original contact. Starr said Fourth District Regional Organizing Coordinator Bert McDermitt was a crucial link between the Warren contacts and both the Virginia Democratic Party and the McGrath campaign. McDermitt even negotiated a neutrality agreement with the Ohio Democratic Party before they hired any workers.

"We teach them the process: this is how it will go based on a roadmap we started with Warren and have refined ever since. Then we facilitate a meeting with the workers virtually, who by now have chosen a bargaining team (at least four elected people), and we send out a survey of wants, needs and priorities and generate a sample contract we have devel-

oped," Starr said.

Then the VOC does its work, talking and, ultimately, collecting cards.

"I tell them, you're forming a union, not hiring one," Smith said.

Jana Korn was working with Organizing Together 2020, a Super PAC-funded operation built to keep momentum going in the traditionally dull time between the end of the primaries and the conventions. One of her colleagues, Zoe Grimaldi, was a Warren veteran and Korn had worked for the SEIU for two years organizing health care workers. They both talked to their colleagues about the need for a union.

"Only a few were really familiar with unions, and the main obstacle was this idea that you only fight for a union if it is about wages and benefits," Korn said. "We were paid pretty well, so everything is fine. But everyone deserves a voice, even if you make fine money; just cause is reason enough."

But over time, relationships with management frayed and cards were collected, and then a new challenge arose.

"Campaigns are a weird place to be in. We always have to think of where we go next, and that is very dependent on relationships with people above you. I learned that late because I didn't come from [the campaign world]," Korn said. "It made sense over time, especially as it was close to the end of the campaign, that they were



When the staff for Pete Buttigieg's campaign heard about the contract Warren's workers had negotiated, they knocked on the door of Cedar Rapids, Iowa Local 405 to form their own union with the IBEW.





The IBEW has now organized the permanent and 2020 election staffs at more than 15 state Democratic parties, including the staff of the Minnesota Democratic-Farmer-Labor Party. It has built a bench of party activists who have direct experience of the power of organized labor.

worried about the relationships.”

It’s a problem familiar to many construction workers. The IBEW has been a check on management power, but both have thrived for more than a century.

As with the Steyer campaign, negotiations did not conclude before the campaign was settled, but Korn said she is certain that the severance pay and extra month of health care were the result of the negotiation. And, Starr said, the process is accelerating, dizzyingly, for organizers used to monthslong or yearslong battles.

Massachusetts Rep. Joe Kennedy’s primary campaign for the U.S. Senate was one of the fastest.

“We got the cards in a day and a contract in seven days,” Starr said. “We got a majority of cards at the Minnesota Democratic-Farmer-Labor Party in less than five minutes. Soon, I think we will bring people on board in a matter of hours.”

It isn’t just Starr and Smith either, Oakland said. The whole of Membership Development’s team is involved.

Sixth District Regional Organizing Coordinator Lynn Arwood cold-called Indiana’s state Democratic party completely separately, Oakland said. The party gave her the list and said, “You sign them up, you can have them.” She did and now she is working on Wisconsin. Second District International Representative Steve Rockafellow was a critical part of the presidential campaigns, as was Seventh District International Representative Frank Grijalva in Texas and Arizona, Starr said.

From May to September, more than 650 people chose the IBEW, from the Democratic parties of Maine, Georgia, Florida, Mississippi, Ohio, Texas, Pennsylvania, Virginia, Idaho, Nebraska and Arizona to campaign workers in Michigan, North Carolina, Indiana, Minnesota and Wisconsin. They joined the workers on the McGrath and Kennedy campaigns as well as staffers from a handful of U.S. House races.

“They are on fire,” Oakland said of the organizing teams. “This would not have been possible without the cooperation of everyone, from local business agents and organizers to the international vice presidents. We built our organizing strategy and team for moments like this and they proved their worth every day.”

“I want to thank President Stephenson for allowing this team to exist,” said Second District International Vice Presi-

dent Mike Monahan, who helped shepherd the process and shared his staff across the U.S. “It’s a high-functioning, productive group of organizers. They quickly earn the respect of the bargaining units because of their work ethic, honesty and communication skills. There’s no better in the IBEW, and I would put them up against anyone in organized labor.”

Starr says ultimately there could be a national agreement, not far off from the ones that cover the work done by wiremen. There would be local differences, but the key would be that no matter the employer, no matter the job,

the terms and conditions of employment would be standardized for all. Reaching that dream is a way off, he admits, and for the moment, he says his schedule isn’t that different from the campaign workers he is helping organize.

“Call me. Email me. Text me. We are exhausted but excited. Their enthusiasm is keeping us alive,” Starr said.

Looking Past November

Political campaigns have a season, but they never really stop. The presidency is open only every four years, but the House runs every two as does a third of the Senate. And there are off-year elections, ballot measures, state and local elections.

But there is a world even beyond that where people who fight for our values in their politics but don’t always see those values reflected in wages, work rules and benefits work, many of them former campaign workers: the thousands of progressive advocacy groups that are political, but not necessarily in politics.

“It’s a similar situation: their dedication to a cause leaves them open to being taken advantage of,” Smith said. “They are willing to work 80 hours, but they don’t want to be taken for fools.”

He pointed to the example of organizers in the Ninth District, who brought in the workers at the San Diego Children’s Museum and are working with employees at United Way and Goodwill.

“We get these emails where they say, ‘We do all that social justice work and it got us thinking about our own inequities,’” said Eight and Ninth District Regional Organizing Coordinator Bob Brock. “They just hadn’t thought that the answer would be an electrical workers union. Now they do.”

“I think that everyone that went through the process learned a lot about their identities as workers,” Korn said. “Young people in general are so disconnected from the labor movement and not taught about it in school. It was powerful. And it will push the labor movement to look like the younger generation.”

Does the IBEW sound like the right fit for your campaign or organization? Contact membershipdev@ibew.org

Campaigning for Change this November

Toledo Local 8’s Josh Abernathy was featured during Ohio’s roll call at the Democratic National Convention.

“Brothers and sisters, we are at a significant moment in our history. When historians put pen to paper years from now, they will write about our decisions in 2020. We’ll all have to ask ourselves, ‘Did I do enough? Did you do enough?’ And most importantly, ‘Did we do enough?’”

— St. Paul, Min., Local 110 video

The roar of a rally crowd, volunteers at your door, shaking a candidate’s hand at the union hall and other hallmarks of election season are as traditional in autumn as football.

But this fall, COVID-19 has forced campaigns and activists to come up with a new game plan for getting out the vote, including the strongest pitch ever for voting by mail — and for doing it now.

“This is an election year like no other — the highest stakes for workers and greatest hurdles all at once,” International President Lonnie R. Stephenson said. “I’m so inspired by the way brothers and sisters at every level of the IBEW are meeting the challenge.

“Make no mistake,” he said. “When the votes are counted Nov. 3, the outcome will come down to union members’ turnout and the efforts we make now to inform and mobilize others.”

That means union members will decide whether the next president stands with workers or Wall Street. Whether the Senate fights for working people for the first time in a decade or whether Mitch McConnell deals irreparable blows to Social Security, Medicare and workers’ rights. Whether the U.S. House and statehouses across the country will protect working families or abandon them.

Emphasizing that power, the pandemic’s rebooted get-out-the-vote campaigns are in full swing throughout the labor movement, bolstered by a wealth of AFL-CIO resources and materials that meant no union had to start from scratch.

Innovations include virtual GOTV training, expanded online toolkits and IBEWVotes2020.org, where you can check your voter registration status in a matter of seconds, register to vote, and apply for a mail ballot. (More details, page 20.)

With limits on labor walks and

mass-gathering campaign events, local unions are making greater use of social media, posting more often and in some cases adding platforms such as Snapchat that appeal to younger members.

And while it may seem counterintuitive, there’s more emphasis on member-to-member outreach on jobsites. That’s because workers already are wearing masks, social distancing and following other safety rules.

“It’s such a different dynamic now, the lack of actually getting out and hitting the streets,” said Shawn Reents, international representative and Wisconsin political coordinator. “Some locals are really jumping in with both feet. They’re in constant communication with their members, identifying unregistered or dropped voters, taking all the right steps.”

Wisconsin is a key battleground state in the race for the White House, but there’s urgency at the state level, too.

IBEW members are helping fight to “Save the Veto,” Wisconsin’s campaign to hold, if not gain, friendly seats in the Statehouse. Otherwise, the GOP has a shot at a supermajority that would override the power of pro-union Gov. Tony Evers to protect workers.

The labor vote in 2018 carried Evers to victory, ending Gov. Scott Walker’s bid for a third term of attacks on workers.

Wisconsin unions are reminding members how much damage Walker and the GOP majority did, a long list that includes slashing benefits and bargaining rights of public workers, enacting right-to-work, ending project labor agreements and shrinking the journeyman-apprentice ratio on construction sites.

Next door in Minnesota, another battleground state, St. Paul Local 110 has put a new spin on political action. The Rapid Response program calls on a committed and growing team of members and retirees to act swiftly, whether it’s GOTV

or a battle at City Hall.

Local registrar Brian Winkelaar nurtured the idea for years, rolling it out this spring as the virus demanded new ways to engage and deploy members.

Rather than start with an email blast and hope for the best, Winkelaar’s Rapid Response activists are at the ready with specific roles. For example, he said, “This group of people over here will post to social media, this group will call their city council member, this one will phone bank.”

From fresh approaches like Rapid Response to social media, jobsite conversations, fact sheet emailed by business managers and more, locals around the country are following and building on the IBEW playbook.

Activists say one especially helpful tool has been a list of the powers the president has outside the legislative process to affect workers’ rights, safety and financial security.

Presidents appoint the judges who have the final say when workers are wronged by employers, they select who sits on the National Labor Relations Board, who runs the Labor Department, heads the Occupational Safety and Health Administration, and who fills every other position in government that can help or harm workers.

“When we cast our votes for president, we’re not just electing one person. We’re electing all the people who will be appointed to decide the fate of our rights and safety at work for at least four years,” Stephenson said.

“Those appointments have hurt us badly the past four years. Our rights have been eroded and it’s only going to get worse unless there is change at the top. We know Joe Biden will look out for us and listen to us when he fills those positions. And the reason we know it is that Joe Biden has been fighting for workers and unions for 50 years.” ■

IBEW MEDIA WORLD

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

www.ibew.org

Get all the news for and about IBEW members, including the online version of The Electrical Worker, at IBEW.org.

YouTube/Vimeo

Check out our growing archive of videos that show how IBEW members are continuing their good work, on and off the jobsite, amid the global struggle to stay healthy during the COVID-19 pandemic. Watch and share these fascinating stories at

[YouTube.com/](https://www.youtube.com/)

[TheElectricalWorker](https://www.theelectricalworker.com/)

or at [Vimeo.com/IBEW](https://www.vimeo.com/IBEW).

HourPower

Ever wonder how the members of Anchorage, Alaska, Local 1547 keep power flowing across their massive and beautiful state? Visit

IBEWHourPower.com to get an idea.



ElectricTV

At ElectricTV.net, see how members of Des Moines, Iowa, Local 347 adapted to new coronavirus safety protocols while building a 400,000 square foot data center.



IBEW Family Tells Daughter's Miraculous Recovery Story in New Book

Tom Whitehead has met heads of state and dined with Academy Award-winning actors. He's consulted with some of the most respected doctors in the world. He's traveled the globe and given so many speeches he's understandably lost count, raising money for childhood cancer research and the foundation named after his now-teenage daughter.

To top it off, he's done it while battling some health conditions of his own, including skin cancer and an ongoing fight against Crohn's Disease.

But when he and his family return home to central Pennsylvania, Whitehead doesn't take much time to rest. The member of Johnstown, Pa., Local 459 goes back to work as a lineman for Penelec, doing what he did long before Emily Whitehead became an international figure.

"We'll be on a Hollywood set," Tom Whitehead, 51, said, "and two days later, I'll be out in the woods working on power lines."

When it was suggested everyone would understand if he wanted to take a break from such grueling work and go to work full time for the Emily Whitehead Foundation, his response was simple.

"I love my job," he said, "I really do."

Whitehead has spoken glowingly about his IBEW brothers and sisters in the past, especially how they came to the aid of him and his wife Kari when Emily was diagnosed with leukemia as a 5-year-old in 2010. He'll do so again in a soon-to-be released book.

"Praying for Emily: The Faith, Science and Miracles that Saved Our Daughter" is scheduled to be released on Oct. 6. The entire Whitehead family wrote the book along with co-author Danelle Morton. The foreword was written by acclaimed documentary filmmaker Ken Burns, who featured Emily in his 2015 film "Cancer: The Emperor of All Maladies."

"I'm just a lineman for Penelec," Tom said. "I never expected to be a keynote speaker in front of people all



Emily Whitehead with legendary film director Stephen Spielberg.



"Praying for Emily," the Whitehead family's story, will be released on Oct. 6.



over the world. We just tried to stay positive and our miracle happened from things that are really hard to explain. I hope that comes through in the book."

And yes, he made sure the IBEW got mentioned, along with his wife's co-workers at Penn State, where she was employed during Emily's battle. He wrote about his own battle with melanoma in hopes of raising awareness about it among members. Construction workers and linemen, who spend much of their time working outside, are particularly susceptible to the form of skin cancer.

"I wanted to tell the story of our family's faith and how it got us through this and the help that my fellow IBEW members gave that got us through it," he said. "I want the members to know we're doing something every single day in the fight against childhood cancer."

The story of Emily's recovery has been told in media outlets around the world and Tom figured the family someday would write a book. They have routinely heard from prospective authors and literary agents throughout the years.

When Burns learned that, he put in a call to Endeavor — formerly the William Morris Agency — which represents him, and it agreed to represent the Whiteheads and help them find a co-author. Morton, a former New York Times reporter, has co-written 14 books, including three Times bestsellers.

It's an amazing story.

Today, Emily is a healthy 15-year-old who just started her sophomore year of high school, nearly a decade after her first diagnosis. Her condition looked especially dire in April 2012, when one doctor suggested the Whiteheads consider putting her into hospice care.

Instead, they turned to Children's Hospital of Philadelphia, where doctors were beginning an experimental treatment that had never been used on children. They wanted to use a disabled virus that causes AIDS to kill cancer cells. The disabled HIV cells were used in the lab to train Emily's T cells — the white blood cells that are a key part of the immune system — to recognize and kill her B cells, which were causing the cancer.

She struggled with the treatments initially and her condition took a turn for the worse. But Dr. Carl June had her start using tocilizumab, a drug often used by rheumatoid arthritis patients because it is resistant to aggressive t-cells. Those same cells often cause childhood cancer and doctors thought it might counter some of the



Emily Whitehead celebrating earlier this year on her eighth anniversary of being cancer-free.

trial's aftereffects.

The plan worked. So did the primary treatment of injecting the virus, and Emily was declared cancer-free just a month later. She's been in remission ever since and a pioneer in the battle against childhood cancer.

Through it all, Tom's IBEW brothers and sisters have been there for support. They donated 520 hours of vacation time in 2012 so Tom could be beside Emily throughout that difficult year without losing any pay. Financial assistance supplied by members and Kari's co-workers covered nearly every expense not covered by Medicare, which the Whiteheads qualified for.

Members across North America learned of the Whitehead's story when Tom spoke at the 2011 International Convention in Vancouver and the 2016 Convention in St. Louis. In 2014, the Whiteheads started the Emily Whitehead Foundation to provide funding for childhood cancer research and to help make T-cell therapy available to more families.

"The science is amazing," he said. "It's changed the world. It's given people new ways to fight cancer and given them hope." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Ontario Local Begins Innovative Apprenticeship

For more than a century, the IBEW has been successful by adapting to changes in the electrical industry. Thunder Bay, Ontario, Local 402 Business Manager Glen Drewes is confident his local union has found an innovative way to build on that history.

Earlier this year, Local 402 received rare permission from the Ontario provincial government to add an apprenticeship program to train network cabling specialists, who are responsible for installing and maintaining computer-based electrical systems. Local officials hope to have the initial group of apprentices by late next year.

"This is a separate trade, much like being a power lineman," Drewes said. "You don't have to be an electrician to be a network cabling specialist."

Provincial governments have oversight over skilled construction apprenticeships in Canada, with vocational and technical colleges usually providing the training. Apprentices work toward the coveted Red Seal designation, which signifies they are highly trained to perform the work in their field.

Canadian unions — including the IBEW — can request adding an apprenticeship program only when colleges within their jurisdictions show no interest in teaching it. That's just what happened in and around Thunder Bay, a community of about 110,000 people on Lake Superior in northwestern Ontario, when it came to network cabling specialist training. Community and technical colleges in the area had no plans to add it.

So, Drewes and others went to work with a goal of convincing the Ontario Ministry of Labour it could house a program at its 5-year-old training center.

After months of hard work, they got it. "When something like this happens, it's a big deal," said National Electrical Trade Council Executive Director Melissa Young, who aided Local 402 with its application. "Only a handful of unions in the building trades in Canada have the status to deliver this. It just brings legitimacy to the fact that unions can deliver top-shelf training."

Drewes said some commercial construction in Local 402's jurisdiction already is moving to an ethernet cable system and away from the traditional electrical work installation. He suspects the ethernet system will be common in new home construction during the next decade.

He views it as an opportunity instead of a threat, saying the IBEW must make inroads into cable network installation before other unions do. Currently, there is little formal training for these workers — called network cabling specialists or electronic specialists — who install and perform the maintenance on these systems.

They are usually nonunion because of the shortage of professional training, Drewes said. Contractors often don't know where to turn for skilled employees.

But with a formal training program, those workers will be exposed to the benefits of being part of the IBEW, which should grow membership. That, in turn, should help the IBEW draw in more signatory contractors, who are desperate for a professional workforce, Drewes said.

"The customer wins," he said. "They see what we offer and now, it's not just a free-for-all. You're working with the trades and you're getting good, quality work."

Added Young: "This work is very technical. It requires an immense amount of skill. It's a spinoff of the electrical trade, but it's not the same thing as being an electrician. For some contractors, this is all the work they do."

There's another benefit, too. North of Thunder Bay, there is a large First Nation population. Drewes said Local 402 wants

to attract members of its community to the new apprenticeship program.

"We have to open our doors," Drewes said. "Our Indigenous population is very loyal to unions. If we can get our foot in there and become partners, I think it will be IBEW all the way. The possibilities are endless."

First District International Vice President Thomas Reid applauded Drewes and all Local 402 members for "devising an innovative way to grow our membership, which is even more crucial during the COVID-19 pandemic."

"We're tremendously honoured the Ontario provincial government entrusted us with training workers in what is an increasingly important field. It's great news for all the communities within 402's jurisdiction and we're going to meet the challenge. We hope similar opportunities present themselves across Canada in the future."



Hamilton, Ontario, Local 105 member Ashley Porter, left, and Thunder Bay, Ontario, Local 482 apprentice Louis Grenier go through network cabling specialist training at Local 402's training center.

Young said it wasn't an easy process to convince government officials to allow Local 402 to open the training program, noting the labour ministry denied its first application.

That turned into a good thing. It made the subsequent application even

stronger, she said.

"[Local 402] is very serious about this as an occupation," she said. "They've made a lot of investments in this, knowing it's for the members at the end of the day. It's about bringing new people in and making sure they can go to work for their employers." ■

Le local d'Ontario lance un programme d'apprentissage innovant

Depuis plus d'un siècle que la FIOE connaît du succès grâce à sa capacité de s'adapter aux changements dans l'industrie électrique. Thunder Bay en Ontario, le gérant d'affaires Glen Drewes du local 402 est certain que sa section locale a trouvé une manière novatrice pour enrichir l'histoire de la FIOE.

Plus tôt cette année, le local 402 a obtenu une permission rare du gouvernement provincial d'Ontario pour ajouter un programme d'apprentissage dans le but de former des spécialistes de câblage de réseaux. Ils sont responsables de l'installation et de la maintenance des systèmes électriques informatisés. Les dirigeants de la section locale souhaitent accueillir la première classe d'apprentis d'ici la fin de l'année.

« Il s'agit d'un métier distinct, un peu comme celui de monteur de lignes, » dit M. Drewes. « Vous n'avez pas à être un électricien pour être un spécialiste de câblage de réseaux. »

Les gouvernements provinciaux supervisent les formations en apprentissage dans le secteur de la construction au Canada, la formation étant généralement offerte par les centres de formation professionnelle et les collèges techniques. Les apprenties et apprentis travaillent en vue d'obtenir la désignation Sceau rouge tant convoitée, ce qui signifie qu'ils sont hautement qualifiés pour effectuer le travail dans leur domaine.

Les sections locales de la FIOE ainsi que les autres syndicats canadiens peuvent faire la demande pour ajouter des programmes en apprentissage seule-

ment si les collègues dans leurs territoires ne montrent aucun intérêt à les avoir. C'est exactement ce qui s'est produit à Thunder Bay et dans les environs, dans une collectivité d'environ 110 000 habitantes et habitants au lac Supérieur dans le nord-ouest de l'Ontario, la collectivité ainsi que les collèges techniques dans la région n'avaient pas l'intention d'ajouter la formation pour le spécialiste de câblage de réseaux.

M. Drewes et les autres se sont immédiatement mis au travail dans le but de convaincre le ministre du Travail de l'Ontario qu'il pouvait accueillir le programme dans son centre de formation de cinq ans.

À la suite de plusieurs mois de travail, ils l'ont obtenu.

« Lorsque des situations comme celle-ci se produisent, c'est un gain et un moment important pour l'industrie, » mentionne Melissa Young, la directrice exécutive du Conseil national des métiers de l'industrie électrique, qui a aidé le local 402 à présenter sa demande. « Très peu de syndicats dans les métiers de la construction ont les qualifications pour l'offrir. Cela ne fait qu'apporter une légitimité au fait que les syndicats peuvent offrir une formation de haut niveau. »

M. Drewes dit que certaines constructions dans le secteur commercial qui est dans le territoire du local 402 font déjà la transition vers le câble Ethernet. Il a l'impression que le système Ethernet sera commun dans toutes les nouvelles constructions au cours de la prochaine décennie.

Il le considère comme une occasion au lieu d'une menace, la FIOE doit gagner du terrain dans l'installation de câbles de

réseaux avant les autres syndicats. À l'heure actuelle, il y a peu de formation formelle offerte pour ces travailleuses et travailleurs, intitulée : spécialistes de câblage de réseaux ou spécialistes en électronique. Ils effectuent l'installation et la maintenance sur ces systèmes.

Ils sont habituellement non syndiqués en raison du manque de formation professionnelle, mentionne M. Drewes. Souvent, les entrepreneurs ne savent pas où trouver la main-d'œuvre spécialisée.

Cependant, avec un programme de formation officiel, ces travailleuses et travailleurs découvriront les avantages de faire partie de la FIOE, ce qui augmentera le nombre des membres. En retour, cela devrait aider la FIOE à attirer plus d'entrepreneurs signataires qui cherchent désespérément une main-d'œuvre spécialisée, dit M. Drewes.

« Le client gagne, » dit-il. « Ils voient ce que nous offrons et maintenant ce n'est plus libre accès à tous. Vous travaillez avec des syndicats et vous obtenez un travail de qualité. »

Mme Young ajoute : « ce travail est très technique. Cela nécessite énormément de compétence. C'est un métier qui est dérivé du métier de l'électricien, mais pas le même qu'un électricien. Pour certains entrepreneurs, c'est le seul travail qu'ils effectuent. »

On trouve un autre avantage au nord de Thunder Bay; une grande population des Premières nations. M. Drewes mentionne que le local 402 veut attirer des membres de cette communauté au nouveau programme d'apprentissage.

« Nous devons ouvrir nos portes, »

mentionne M. Drewes. « Notre population autochtone est très loyale envers les syndicats. Si nous pouvons avoir un pied dans la porte et de les rendre partenaires, la FIOE aura une longueur d'avance, les possibilités sont infinies. »

Thomas Reid, le vice-président international du premier district félicite M. Drewes et tous les membres du local 402 pour avoir « proposé un moyen innovateur d'augmenter le nombre de nos membres, qui est encore plus essentiel pendant la pandémie de COVID-19. »

« Nous sommes extrêmement honorés que le gouvernement provincial de l'Ontario nous ait confié la formation des membres dans un domaine dont l'importance cesse de croître. C'est une bonne nouvelle à toutes les collectivités qui relèvent de la compétence du local 402 et nous allons relever le défi. Nous souhaitons que des occasions similaires se présentent à travers le Canada dans l'avenir. »

Mme Young mentionne que le processus pour convaincre les fonctionnaires du gouvernement n'a pas été facile pour permettre le local 402 à ouvrir son centre de formation, même que le ministre du Travail a refusé la première demande.

« C'était une bonne chose en fin de compte, parce que la demande subséquente a été plus marquante, » dit-elle.

« [Le local 402] est très sérieux au sujet de cette occupation, » dit-elle. « Ils y ont beaucoup investi, sachant qu'au bout du compte, c'est pour les membres. Il s'agit de faire entrer de nouvelles personnes et de s'assurer qu'ils peuvent aller travailler pour leurs employeurs. » ■

CIRCUITS

Tennessee Electrician Invents an Equipment-Saving Lubricant

Steven Hood has worked for nearly a quarter of a century as an industrial electrician, so he's seen his share of co-workers on jobs getting frustrated when friction would cause their drill bits and saw blades to stop cutting, seize up or snap.

"People were using all kinds of crazy stuff to keep them from burning up — even mustard," the member of Chattanooga, Tenn., Local 175 said with a laugh. "I had never invented anything in my life, but I thought there just had to be a better way."

In his spare time, Hood brainstormed ideas for effective lubricants with a chemical engineer friend of his. "I just kept messing with stuff over the years," he said, coming up with and tweaking more than a dozen different formulas. "We've cut about 400,000 holes through just about every metal possible."

Eventually, the electrician landed on an oil-free and environmentally safe lubricant he dubbed "Triple-S." While that stands for "stainless saw saver," Hood said that his invention works on every make of steel saw blade and drill bit.

A person simply sprays on Triple-S, he said, to create a heat-dispersing film that reduces the potential for shearing. "It can help our folks make clean, even cuts so they can get the job done right the first time," Hood said. "Regular application can help an electrician save \$40-45 on the cost of replacing a burnt-up drill or saw."

Triple-S also has the advantage of not being as smelly or messy as the more traditional cutting fluids that contain pungent chlorine or phosphorus, he said. "Most of those are oil-based," Hood said. "Nobody in the world makes something like this."

Once he was satisfied with his formula, Hood made small batches of Triple-S out of his home and then simply gave away bottles of it to co-workers and others who asked for it. Inventing the lubricant wasn't about making money, he said.

"I already have a comfortable and secure union job," said Hood, who works for Chattanooga-based Adman Electric, a member of the East Tennessee chapter of the National Electrical Contractors Association. "They're great people and I enjoy working for them," he said.

Over time, Hood estimates that several hundred people have used Triple-S, and a lot of those satisfied customers would ask him why he wasn't charging them for it. In June, he finally decided to give selling it a go, moving his manufacturing effort to a three-bay garage in suburban Chattanooga — "a nice, wide-open set-up" — and he applied for a business license and a patent.

Since then, and with help from his family, Hood has been spending evenings and weekends ramping up Triple-S production, filling thousands of 8-ounce plastic squirt bottles. His goal has been to package about 20,000 cases each month — 12 bottles per case, packaged with a product

data-sheet and able to be ordered in large quantities for industrial companies.

Of course, Hood would prefer to be demonstrating Triple-S at industry conventions and trade shows, but like a lot of people in the era of COVID-19, he's had to trade face-to-face meetings for online demos via video conferencing. He's also been getting the word out via phone calls, a new website, and old-fashioned word-of-mouth. His efforts seem to be paying off: Hood said he has been in talks with national distributors, retail outlets and suppliers.



Wireman and inventor Steven Hood, center, with Local 175 Business Manager Gary Watkins, left, and President Danny Painter.

Hood said Local 175 Business Manager Gary Watkins and Adman CEO Joe Gibson and President Caleb Wynn have been "very supportive" of his Triple-S venture.

"He is a great example of how hard work pays off," Watkins said. "We are very proud of him and for him."

And although Hood has settled on a winning formula for his invention, he hasn't stopped tinkering with it, he said.

"Each new project is an opportunity for me to learn something different and to expand the offerings," he said. "We've recently been working on a foam, like shaving cream, for vertical cuts, where it will not run off the cutting surface."

Ultimately, Hood dreams of setting up an automated bottling and distribution system for Triple-S in a larger warehouse space in Chattanooga. And if this side hustle of his ends up taking off in a big way, Hood said he would like to stay on at Adman while hiring people to help him out with Triple-S. Of course, his facility would become an IBEW shop, he said.

"I love the electrical trade, and the IBEW has been good to me," said the third-generation member. "My career is what's given me the freedom to tinker like this, and I've always imagined I would retire from it one day."

Learn more about Triple-S at www.tsss.online.

Ottawa Local Shares Outdoor Space to Help Neighboring Restaurant During Coronavirus

The coronavirus has upended the restaurant industry like almost nothing else, making it difficult to stay afloat. So, when Ottawa, Ontario, Local 2228 was asked to share some outdoor space with a next-door business in need, they were happy to do their part and help put a few of their neighbors back to work.

"We're just trying to help a neighbor get back on their feet," said Business Manager Paul Cameron.

The local's office is located on Wellington Street West, right next to Bar Laurel, a Spanish tapas-style restaurant. With indoor activities still carrying so much risk, restaurants have had to switch to outdoor seating wherever possible. But like a lot of establishments, that could only go so far. When Bar Laurel owner Jon Svazas reached out to Local 2228 to see if his neighbor would be willing to share what they had, he thought it would be just the space in front of the hall, enough for a couple more tables.

But Cameron suggested the alley between the two buildings as well as the parking lot in the back, which was mostly empty since so few people were coming in. That inspired Svazas to get to work on repurposing the lot. He cut a hole in the fence separating the establishments and put in a few stairs for easy access. He also added picnic tables, tents and patio lights to allow for a complete outdoor dining experience.

"We weren't using the space, so it made sense to offer it," Cameron said. "It's an easy thing we could do to help."

Without this outside option, Bar Laurel would have been left with indoor seating that could only be used at about a third of its normal capacity, since it has to allow for the required six feet (or two meters) between customers. That means the chance to only make a fraction of its pre-COVID-19 revenue.



Ottawa, Ontario, Local 2228 has shared its parking lot with a neighboring restaurant to help it weather the coronavirus.

"It's nearly impossible to be profitable even when we're at full capacity in the restaurant business," Svazas said. "This extra seating has definitely helped. We were able to hire four people back."

Cameron and Svazas signed a contract for the space around the end of June. It was offered at a symbolic amount of \$1 a month and was available to the bar through the end of September, though Cameron says they could certainly revisit it and extend the contract for a longer time if needed.

"You can't always count on a friendly neighbor, but that's what we got this time," Svazas said. "They definitely went above and beyond."

While headquartered in Ottawa, the 1,900-member local represents government employees across the country, from the east to the west coast and all the way up to the Arctic circle. Members work in practically every agency, including the Coast Guard and Department of National Defence, as electrical technologists and technicians, on everything from radios to missiles. ■

IBEW Members Restore Historic Bells at California High School

The bells at Salinas High School had been silent for 30 years, but with the help of a few Castroville, Calif., Local 234 members, the chimes are now back up and ringing.

The project is one that hit close to home for the brotherhood's members, as well as for the National Electrical Contractors Association's Monterey Bay Chapter.

"Salinas is the county seat of Monterey, and many of us involved in NECA grew up around here," said Jerri Champlin, executive manager of the NECA chapter, to the Electrical Contractor.

So when Salinas High School Principal Elizabeth Duethman contacted the Class of 1977 to ask for help with repairing the bell tower to honor the 100th anniversary of the school, Local 234 and NECA were all in. Champlin is a member of the Class of '77 and brought the project to the Labor Management Cooperation Committee. Rick Jensen, owner of signatory contractor JM Electric, is also an alum and pitched in.

The LMCC agreed to finance and install the new system, and JM Electric donated a portion of the labor. The school didn't have to pay for anything, said Local 234 Business Manager Lamont Adams.

"This project is a real boost to our community," Adams said. "We were more than happy to help preserve the history of such an iconic structure."

What they might not have predicted was that the project would end up taking about two years to complete.

"When we looked at what needed to be done, we realized that the whole system was shot," Champlin said. "It needed everything."

Adams said members did a total renovation that included updating the bells to a new electronic system that works in conjunction with a marquee in front of the school. The system is comprised of an amplifier, monitor, speaker and control panel that's located in the school's office. Four horn speakers are also mounted in the tower.

The work was completed in May but because of the coronavirus, the high school couldn't do a traditional graduation. Instead, they orchestrated a drive-by style ceremony for the Class of 2020 with the bells finally ringing out. The chimes also rang on the Fourth of July to celebrate the holiday.

The only snag, Lamont noted, was that they may have done too good of a job with the bells.



Castroville, Calif., Local 234 members volunteered their time to restore the bell system at Salinas High School in time for its 100th anniversary this year.

"On the first day of testing, residents complained about how loud the speakers were," Lamont said. "So the school decided to only ring the bells for special events."

The LMCC has also worked with Habitat for Humanity and has installed scoreboards at numerous local high schools and little league fields. ■

In Colorado Springs, Local and EMMC Partner to Give Weekend Food to Families in Need

As much of Colorado — and indeed, the world — was shuttered in March to help prevent the spread of COVID-19, the members of Colorado Springs, Colo., Local 113 turned the tragedy into an opportunity for them to help the members of their surrounding community.

"When the governor shut down the state and closed businesses, we thought, 'We can really do some good here,'" said Local 113 Business Manager Brian Bradley.

Colorado Gov. Jared Polis, like many of his counterparts in the U.S., listened early to the concerns of health officials about the novel coronavirus and ordered the state to close in an attempt to limit its spread. As a result, many people soon found themselves out of work, sometimes temporarily furloughed but often permanently laid off.

And while Colorado Springs' schools continued to provide free meals to children during the week, cash-strapped families often struggled to find enough money to pay for food over the weekends.

This new reality prompted Local 113's Electrical Workers Minority Caucus committee to partner with the local's general membership and executive committee to help supplement these missing Saturday and Sunday meals with Friday evening food banks.

"The first week, we packed 150 bags of food," Bradley said: "rice, beans, dry goods and water, plus bread and lunch meats." The local then worked with its marketing firm to publicize the food giveaway via public service announcements on several local television stations' newscasts. Facebook posts and a video helped spread word about the event even farther.

The outreach worked almost too well, as demand for the first event on April 17 was tremendous. "We gave all the food away in less than two hours," Bradley said. The food bank's success — along with the obvious ongoing need for food in the area — encouraged the local to keep them going longer.

THE FRONT LINE: POLITICS & JOBS

“We started doing it every week,” Bradley said. Money provided by the EWMC, as well as union funds authorized for donation by the local’s executive committee, combined to allow the local to up the number of food bags to 250, and to include other items such as pasta, ramen and fruit cups. “We also bought eight 50-pound bags of beans and rice,” he said, with volunteers safely measuring out the food into family-size portions.

The Colorado Springs Area Labor Council also donated money and lent some helpers, and in May, Bargain Mart, a discount grocery store, donated more than 1,500 pounds of potatoes for the food giveaway.



Volunteer Stacie Bradley fills grocery bags as part of Colorado Springs, Colo., Local 113’s recent food banks.

In the week leading up to the Friday distribution events, volunteers would work at the union hall to prepare the bags of food. While they worked, people from the community would occasionally stop by the hall to drop off money — financial and moral support that Bradley said helped energize the effort.

The food distribution Fridays continued through May. Some members moved bags of food to cars as they were driven up to a tent outside the local while others volunteered to stand on nearby street corners, holding signs to help direct drivers to the food pick-up point.

The families who came to the events were grateful for the donated food, but one particular family was moved enough to come back on a following Monday and create a special thank-you display out of chalk on the sidewalk in front of Local 113’s hall.

“The feeling of accomplishment here was amazing,” Bradley said.

The demand for food slowed down a bit after a few weeks, Bradley said, but any leftovers did not go to waste. “There’s a local park where a lot of homeless people live,” he said, “so, we packed the union’s van and gave out the extra bags of food there.”

“Local 113 and their EWMC are leaders, and I couldn’t be prouder,” Eighth District International President Jerry Bellah said, adding that International Lonnie R. Stephenson saluted volunteers via FaceTime.

“The easy thing to do would have been to donate the money to Care and Share,” he said, referring to Colorado’s statewide food-pantry distribution charity. “But we wanted the community to know that the IBEW was doing this, that we’re a part of the community.” ■

NLRB Deals New Blow to Workers’ Safety, Security in COVID-19 Era

Imperiling workers and the public, the National Labor Relations Board dismissed cases in recent months against employers charged with firing COVID-19 whistleblowers and refusing to bargain over safety and health issues.

The decisions, laid out in five memos to NLRB regional directors, are among the latest assaults on workers’ rights and safety by the Republican-controlled board and its union-busting general counsel, Peter Robb.

There’s “only one outcome in their decision making,” former NLRB chairwoman Wilma Liebman told Bloomberg Law. “All decisions favor employers, a result inconceivable under a statute designed to protect workers.”

Despite the virus’ rapid spread, the NLRB is letting employers drag their feet. It dismissed charges the Teamsters brought against a concrete company, which refused to reopen bargaining to discuss paid sick leave and hazard pay. The memo said management is only obligated to do so 60 days after a formal request from the union.

At least two of the cases involved workers who were fired after speaking up about dangerous conditions, including a nurse at a New York nursing home where employees were required to share what were intended to be sanitary isolation gowns.

“The board has decided that an individual speaking out about a company’s COVID safety procedure is not protected speech,” Bloomberg Law wrote.

The board also dropped a case against a Texas drywall company that fired a worker who raised concerns about a lack of hand-washing supplies. The NLRB accepted it as protected speech but rejected the claim of retaliation.

The facts of each case may differ, but the message is clear, International President Lonnie R. Stephenson said. “Not even the gravity of a deadly pandemic is slowing down the NLRB’s attacks on our fundamental rights as workers, one of which is returning home safe and well every day.

“Let me be blunt: The only way that changes is by electing a pro-worker, pro-union president who appoints board members who will stand up for us,” he said. “We know Joe Biden will do that because he’s had our backs for 50 years.”

The five-seat NLRB is controlled by the party in power in the White House. Until recently, the board was composed solely of three Republicans who raced to issue unanimous 3-0 rulings against workers.

Senate Majority Leader Mitch McConnell had refused to fill either of the two vacant seats belonging to Democrats. Finally, in late July, he allowed the reconfirmation of Lauren McFerran, whose previous five-year term ended last December. Once again, she is the NLRB’s lone worker-friendly voice.

The current board majority is “apparently taking advantage of the pandemic to excuse employers from obligations they would otherwise have under the statute,” Liebman said in the Bloomberg article.

In the process, she said, they are easing or discarding “norms that provide some measure of integrity to agency procedure.”

Liebman, who served on the board from 1997 to 2011 and was appointed chairwoman by President Obama in 2009, said the presidential election is also a factor, spurring the board to “rush to check off all the items on management law firms’ wish lists.”

The pace picked up sharply about a year ago, including rulings that allow employers to kick organizers out of public spaces and forbid union apparel at work; shield corporations when franchises mistreat employees; ban certain informational pickets; and much more, including a June decision that expands the right of employers to search workers’ cars and other belongings on company property.

In “matters of substance, procedure and integrity, they are continuing in a direction long in the making, but seemingly at an accelerating pace,” Liebman said. ■



The GOP-controlled National Labor Relations Board continues to trample workers’ rights and their safety on the job despite the grave risks of COVID-19. Recently reconfirmed member Lauren McFerran, inset, is the board’s only pro-worker voice.

Study: Unions Increase Political Power for Poor and Working People

It’s generally assumed that politicians are more responsive to their well-heeled and wealthy constituents than they are to the poor and working class. But a new study shows how unions can shift that balance.

“This research shows yet again that unions aren’t just good for their members, they’re good for all working people,” said International President Lonnie R. Stephenson.

Researchers Michael Becher at the Institute for Advanced Study in Toulouse and Daniel Stegmueller at Duke University looked at large data sets from the Cooperative Congressional Election Study and U.S. Census’ American Community Survey. The CCES is a survey of more than 50,000 people administered by YouGov, a global public opinion and data company.

Becher and Stegmueller asked respondents if they supported legislation that resulted in U.S. House votes on the Dodd-Frank Act, the Affordable Care Act (and attempts to repeal it), the minimum wage increase, the ratification of the Central America Free Trade Agreement and the Lilly Ledbetter Fair Pay Act.

Taking that data and looking at income levels and union membership in each congressional district, they concluded that lawmakers do indeed tend to be more responsive to their high-income constituents.

While the preferences of those in the upper income distribution have a probability of 13.5 percentage points of being reflected in Congressional votes, it’s only 1.6 points for those in the bottom third of the income ladder. In other words, the more money someone has, the more likely they are to get what they want from their congressional representative.

But a strong union presence changes that.



Rep. Donald Norcross is the only active IBEW member in Congress, representing New Jersey’s union-dense 1st District.

“We estimate that an ... increase in unionization increases responsiveness towards the poor by about 6-8 percentage points (and it somewhat reduces responsiveness to higher incomes),” the authors wrote. “As a result, in districts with relatively strong unions legislators are about equally responsive to rich and poor Americans.

“It may appear that unequal democracy is an inherent feature of capitalism. In contrast, we argue that organized labor can be an effective source of political equality in the United States even in times of high economic inequality.”

Becher and Stegmueller also noted that it isn’t just the shared interests of the working class that matters. It’s the organizing.

“What matters is that stronger local unions in a congressional district pose a credible mobilization threat,” they wrote.

As the Economic Policy Institute noted in a report on how unions help working people, the ability to join together provides for working people what trade and business organizations do for owners and CEOs. They give working families a collective voice.

“What our members and other working people do matters just as much as that of managers and owners,” Stephenson said. “And unions provide a place for these voices to be heard, whether it’s in our communities or in the halls of Congress.”

Conversely, the decline of unions impacts more than just those covered by a collective bargaining agreement. This was noted in the study as well.

“The sizable impact of strong unions might also explain why unions remain under sustained attack by conservative groups,” the authors wrote.

The deterioration of unions has coincided with the erosion of a number of workers’ issues from overtime pay and workers compensation programs to the decline of the real value of the minimum wage, which is lower today than it was in 1968, according to EPI.

Attacks on unions have only worsened under the Trump administration. Most recently, the NLRB has dismissed cases against employers charged with firing COVID-19 whistleblowers and refusing to bargain over safety and health issues. In June, it issued a decision that expands the right of employers to search workers’ cars and other belongings on company property. It has also allowed employers to kick organizers out of public spaces, shielded corporations when franchises mistreat employees, banned certain informational pickets and forbid union apparel at work, among a host of other issues. ■

TRANSITIONS

APPOINTED

Gina P. Cooper



Fourth District International Representative Gina Cooper has been appointed the district's vice president, making her the first woman to

serve as an international vice president in the IBEW's 129-year history.

The Fourth District includes Kentucky, Maryland, Ohio, Virginia, West Virginia and the District of Columbia. Cooper replaces Brian Malloy, who passed away following a heroic battle with lung cancer.

"I was very close to Brian and that makes it a bittersweet time," she said. "What's helped me through this is having the support of his wife, Susie, and daughter, Breana. Knowing they are so supportive that I was tapped for the position and having them say that Brian would be happy about the appointment really helped me refocus on the work we need to do."

Calling herself "humbled" and "honored" by the appointment, Cooper said she takes great pride in being the first woman to serve as a vice president and is grateful for the path that was

paved by all the sisters that came before her. "The IBEW will continue to be a game changer for all workers and especially for women and minorities throughout the United States and Canada," she said. "More women are joining our ranks and having a female officer shows there is a place for them in the IBEW."

A native of Las Vegas, Cooper began her career at Local 357 in 1985 before moving to Hollywood, Calif., Local 45 and then on to Las Vegas Local 396. In 2005, she was appointed international representative and moved to the Fourth District to serve at the International Office in Washington, D.C., first in the Telecommunications Department and later the Government Department.

In 2010, she was the first woman to serve as the Director of Professional and Industrial Organizing for Membership Development, where she oversaw 50 field organizers and assisted in countless organizing wins. She accepted an assignment to the Fourth District in 2015.

"This is a great moment in the history of the IBEW," International President Lonnie R. Stephenson said. "While I'm proud to appoint our first female vice president, it's not the reason I chose Gina for this role. It's because she is eminently qualified, having worked with nearly every branch, and has been a key part of the success we've had in the Fourth Dis-

trict in recent years, particularly during our successful organizing drive at Baltimore Gas and Electric."

After four previous attempts fell short, the IBEW earned the right to represent more than 1,400 BGE employees in 2017, which led to the creation of Baltimore Local 410. Cooper and International Representative Chuck Tippie were lead negotiators on the contract team.

"If I had to be in a fight, I'd want her on my side," said Local 410 Business Manager Ben Ferstermann, a BGE employee who worked on the organizing drive and later served on the contract negotiation committee.

"I met Vice President Cooper shortly after our members voted to join the IBEW, and I had the pleasure of working for two years with her on that first contract. Her ability to understand just what working people need is unmatched by anyone else I've met. She has that ability to draw the best out of someone, challenging them and encouraging them to put their best forward."

Baltimore Local 1501 Business Manager Dion Guthrie said Cooper has been the best servicing representative that he has had in his 51 years as business manager.

"What I found out with other international reps I had worked with is they didn't know my side of the business," said Guthrie, who has served as business manager since 1969, the longest current

tenure in the IBEW. "They had come from construction and knew about as much about my business as I knew about theirs."

"But Gina is just very intelligent and has a lot of knowledge about a lot of industries. If something happens, she gets on her computer and learns about it in no time. There was very little you had to show her. You hand her the contract and she literally memorized it in a couple of days."

Cooper noted she's been fortunate to represent workers in construction, maintenance, telecommunications, manufacturing, utility and broadcasting, which she hopes allows her to make a quick transition to the vice president's role.

She didn't hesitate when asked what her top priorities will be.

"Organizing, organizing, organizing," she said, "Nothing is more important than growing the IBEW and making our voice louder in the industries we represent. The way we do that is through organizing."

"Don't get me wrong, you will never be successful in organizing if you don't also believe in servicing and educating your members. But, organizing is my passion. I have seen how it affects people's lives and their families' lives. It provides security, fair wages, benefits, good working conditions and due process. For all the talk about wage discrimination, women and minorities getting paid less than men for the same work, there is one sure way to stop it, and it is by

joining a union or organizing a union in your workplace. When wages are locked into a contract they are done by classification and no matter your gender or race, you receive equal pay and benefits."

"My biggest goal is to live up to what Brian would have expected from me and continue paving that path. The Fourth District tends to lead the way in a lot of things. Being the first woman vice president just continues that tradition. I'll be happy when we don't have to talk about there being a first-time woman, when it is not such an anomaly, and when all workers realize that they are in this fight for fairness, dignity and respect in the workplace together, regardless of their race or gender or background."

Cooper is the wife of International Secretary-Treasurer Kenneth W. Cooper. The couple has five children and resides in Clarksburg, Md.

The officers and staff congratulate Sister Cooper on her historic appointment and wish her much success in leading the Fourth District. ■

Correction

Douglas Fisher's August Transitions article misidentified several family members. The Electrical Worker regrets the error and has corrected the electronic edition at ibew.org. ■

May International Executive Council Meeting

Minutes and Report of The International Executive Council's Regular Meeting

The regular meeting of the International Executive Council was called to order at 11:00 a.m., by Chairman Erikson, on Wednesday, May 27, 2020, via audio/video conference call. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Lavin and Galbraith.

International President Stephenson

International President Lonnie R. Stephenson offered reports to the members of the International Executive Council on a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Cooper

International Secretary-Treasurer Kenneth W. Cooper offered financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood both in Canada and in the United States.

Legal Defense

Payments for legal defense, made from the General Fund, were examined and approved in accordance with the requirements of Article X, Section 1, of the IBEW Constitution.

Financial Reports

The International Secretary-Treasurer's Reports for the various funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved, and filed.

Article XX and XXI Cases

The International Executive Committee reviewed one (1) Article XX case, there were no Article XXI cases to report.

International Charge

IBEW Local Union 969 remains under Trusteeship. IBEW Local Union 2330 was placed under Trusteeship, effective June 3, 2019. International President requested an extension of the trusteeship for an additional 6-months, a motion was made, seconded, and carried to extend the trusteeship.

Appeals Filed with the International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 280 member Victor A. Leder, and it is the decision of the IEC to deny Brother Leder's appeal and uphold the decision of International Secretary-Treasurer Cooper.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 481 member Marc D. Johnson, and it is the decision of the IEC to deny Brother Johnson's appeal and uphold the decision of International President Lonnie R. Stephenson. International Executive Council member William W. Riley recused himself from the review, discussion and ruling on this appeal.

IBEW Local Union 911

Motion was made seconded and carried to grant the International President the authority of up to \$100,000.00 for the startup of IBEW Local Union 911 as result of the successful NLRB election of Tennessee Valley Authority — Security Officers. These funds are contributed unencumbered.

IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2020

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets covering the 9-month period ending March 31, 2020

Reviewed and Filed

Retirement of International Vice President

Curtis E. Henke, International Vice President, Eleventh District Effective — May 1, 2020

Retirement of Assistant to the International President, Director and International Representatives

Jerry R. Westerholm, Assistant to the International President for Construction & Business Development Effective — April 1, 2020

Edgar R. Mings, Director, Membership Development Department, Outside Construction Effective — April 1, 2020

Luc Couture, International Representative, First District Effective — February 1, 2020

Troy A. Johnson, International Representative, Seventh District Effective — April 1, 2020

Victor Uno, International Representative, Ninth District Effective — March 1, 2020

International Office Employee

Linda G. Dunnherham, Sr. Research Grassroots Analyst, Political/Legislative Affairs Department Effective — February 7, 2020

Vested Pension

Christina M. Gallo, International Office Effective — May 16, 2020

Kathy J. Petersen, Secretary, Eighth District Effective — January 1, 2018

This regularly scheduled meeting was adjourned, on Wednesday, May 27, 2020, at 12:35 p.m. The next regular meeting of the International Executive Council will commence in August 2020, via audio/visual conference call, at a date to be determined.

For the International Executive Council

Patrick Lavin, Secretary May 2020

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, consult www.IBEW.org, clicking on the International Executive Council link on the "Who We Are" page. ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2021

Many collective bargaining agreements between private sector 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, and the Railway Labor Act permits these provisions in all states. 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 — forfeit 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 causes, 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, fee payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2021 must do so during the month of November, 2020. 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. Objections filed during this open period will become effective on January 1, 2021, and will remain effective for as long as the objector remains in the bargaining unit.

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, 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 retained by the local union and a portion transferred to the International. During January of each year, or as soon as possible after receiving a timely mid-year objection, 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. During these same time frames, 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.

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 2018-19 fiscal year, 50.69% of its expenditures were for “chargeable” activities and 49.31% 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.

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 nonmember identification number, if known, and their Social Security number. Objections must be postmarked 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 or, for current agency fee payers, during the month of November. (The open period may be extended in Convention years.) Objections will be effective for as long as the objector is in the bargaining unit.

3. Reduction in Agency Fees.

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. No later than January 31 of each year (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 has perfected his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled for that calendar year, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

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.

- 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.
- The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, as Amended and effective January 1, 1988.
- 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.

- 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.
- 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 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. An objector challenging both the International’s and the LU’s reductions must appeal through the procedure specified in paragraph 6.a., except that the appeal must be received in the office of the IST within 30 days of (a) the date on which the International mailed the objector the per capita reduction or (b) the date on which the LU mailed its reduction, whichever is later. ■

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LOCAL LINES

COVID-19 Update & Congrats to New Journeymen

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH — Sisters and brothers, Local 8 has weathered the pandemic fairly well so far, considering what could have been.

Some of our bigger projects shut down, such as the Cleveland Cliffs iron processor, the BP Husky, and TRC Refinery turnarounds, resulting in about a third of our inside wiremen and apprentices being displaced. Others, such as the Amazon distribution center, and the Fermi nuclear outage kept working through the storm, albeit with a few setbacks. Now those shuttered jobs are revving up again and additional work is getting underway, like the glass float plant, NorthStar Steel expansion, and an Amazon delivery station. Job calls have returned, even getting to book 2 since early summer. The Toledo area continues to be a good sign-up for travelers.

A shout out to the new journeymen who topped out before or during the pandemic. The Toledo Electrical JATC honored 14 new Residential, 6 VDV, and 34 Inside Wiremen in a socially responsible graduation ceremony held in mid-August. Congratulations to all the new Journeymen for reaching this milestone.

November 3 — Election Day — is approaching quickly. There is nothing more important for our collective livelihood than to carry out our democratic right to vote. The future of our families rests squarely on the outcome of this general election. It starts at the very top, and continues down to every office, even to your local school boards.

It is no secret that Trump wants to divide this country, weaken the middle class, and destroy unionism, only to benefit the super wealthy. Joe Biden will restore the dignity, value, respect, and unionism that America has seen erode. But he cannot do this without our support. We need everyone to get informed, get engaged, and expel from our midst any who attempt to destroy all we stand for.

Mike Brubaker, P.S.

A Grateful Farewell and New Officers

L.U. 16 (j), EVANSVILLE, IN — Local 16 would like to thank Mr. L. Paul Green for a lifetime of service to this great organization. He has served for the past 15 years as financial secretary/business manager. Some of the other positions he has held include Local 16 president, pension trustee, JATC instructor, health and welfare trustee, Vanderburgh County Electrical Licensing Board member, EVV Airport Planning Board member, mayoral election campaign chairman, and representative to the AFL-CIO. During his time as

business manager the wage package has grown from \$39.47 in 2005 to the current \$57.32. Under his watch, the local has worked more than 24 million man-hours and has consistently been recognized for its commitment to community service.

On July 11, 2020, the membership elected officers. Congratulations to Brandon Wongngamnit, business manager, Nick Vaught, president, Benjamin Ipock, vice president, and Ryan McRoberts, treasurer. Executive Board members chosen were Scott Woolsey, James Stidham, Marty Klueh, Jerrad Sprinkle and Sara Schapker. Delegates and Examining Board members were also elected. Thanks to everyone who ran for office, as well as everyone who has selflessly served this great brotherhood.

Donald P. Beavin, P.S.



Local 24 Brother Frank Voso attending a rally in Annapolis, Md. He retired in June.

New Inside Agreement, New Appointments

L.U. 24 (es,i&spa), BALTIMORE, MD — I would like to thank Brothers Mike Azzarello, Sam Curreri, Mike McHale, and Rico Albacarys for their help in negotiating the Baltimore Inside Agreement. Adapting to the times, the agreement was ratified by the membership using mail-in ballots. The agreement has been sent to the International Office for approval and once approved it will be printed into booklet form and mailed to the members.

We would like to wish Brother Frank S. Voso a well-deserved and long retirement. Frank was initiated into the IBEW on June 24, 1975 and has served the local at many levels. Frank retires as an organizer and vice president of the local union, both jobs he did well and enjoyed. We thank you, Frank, for your service to our great union.

The Executive Board appointed Brother Sam Curreri as vice president to fill the unexpired term of Brother Voso and Brother Cory McCray will fill Brother Curreri's unexpired term on the Executive Board. Both changes took effect June 1.

In an effort to keep our members and their families healthy, I have decided to cancel the Annual Family Picnic.

Peter P. Demchuk, B.M.

New Graduates & Pandemic Updates

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — As of this writing, several things are still impacted in the region from COVID-19 and we hope that everyone is staying safe.

Congratulations to the 2020 graduates of the Joint Apprenticeship and Training Committee program and the R-to-A Upgrade Program. Unfortunately, graduation ceremonies were not able to be held but we are very proud of the 180 graduates. Best wishes to all of you as a journeyman electrician!

Even though the hall has been closed to all traffic for months, our offices are still fully functioning electronically. Please continue to visit our website, ibewlocal26.org, and click on the COVID-19 tab to get the most up-to-date information or feel free to give us a call at 301-459-2900.

Also, the annual Maryland picnic in Edgewater, Md., and the 9th Annual Poker Run for Special Love have been canceled.

Best wishes to the following new retirees: Timothy W. Caldwell; Michael F. Delaney; Ronald D. Marceron; Eric R. Smith; Harold D. Repass; Mark S. Lamanna; Patrick F. Fern; Ronald S. Coffey; Ernest P. Bernhardt; James D. O'Hagan, Sr.; Larry M. Bourne; Larnold R. Alston; Kevin L. Reeder; John R. Myrick; Thomas W. Mason; Robert G. Martin; Cheri A. Garnet; Paul G. Stansfield; John F. Lorence; Guillermo J. Haza; Anthony S. DiMichele; Donald A. Shaner; James M. Smith; Jerry A. Lewis; Robert N. Drake; Michael F. Boteler; Anthony D. Ferrell; Michael H. Carabai; Charles G. Leapley; James M. Ashley, Jr.; Ian M. Jones; Robert W. Marceron, Jr.; Kevin J. Smith; Douglas E. Abramczyk; and Douglas E. Devers.

The following members have passed away since our last article: James J. Gallagher; Wayne A. Nevitt; Kujtim Kalemaj; Joshua P. Hart; James R. Oneyear; Mark S. McElroy; Wayne A. Smith; Richard L. Sparrough, Jr.; Michael R. Noonan; Robert R. Jones; Richard J. Barkanic; Christopher L. Himmler; Anthony S. DiMichele; and Colleen M. Melton.

George C. Hogan, B.M.

Local Generosity & New Hall Underway

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Local 34 eagerly anticipated entering this last quarter of 2020 and turning the page to a new season. This year has come with its challenges, but as we look back and reflect, we are fortunate and grateful for our family, friends and our union.

All Local 34 membership meetings and events were canceled through the summer months due to the pandemic and out of caution for our members. Keeping the membership healthy and safe is priority No. 1. The local's annual Lee Hall Memorial Golf Outing was canceled in August, but our organization was still able to donate to the Big Brothers Big Sisters of Knox County thanks to the continued generosity of our donors. The work outlook remains steady throughout the fall months. We here at Local 34 are looking forward to 2021 and all the opportunity it will bring for us.

Our new Union Hall located in Bartonville, IL is coming along nicely, and we look forward to making it the new home of IBEW Local 34.

George C. Rudd, P.S.



The new Local 34 union hall in Bartonville, Ill., is under construction.

Chilia Trust Donation & New Work Ahead

L.U. 38 (j), CLEVELAND, OH — After International Secretary-Treasurer Emeritus Sam Chilia retired, he started the Chilia Trust Fund with the purpose of helping people in need. During this pandemic, with many people losing their jobs and not having enough to eat, Sam discussed with the fund's directors making a donation to The Cleveland Food Bank. The Chilia Trust Fund was happy to be able make a \$10,000 donation to the food bank during these difficult times for many families. Many building trades members and their families have volunteered their time to this worthy cause over the years. If you would like to volunteer a few hours of your time, you can contact them at GreaterClevelandFoodBank.org.

Submitting Local Lines Articles

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

Trade Classifications

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

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



Local 38 Business Manager Dennis Meaney, a director of the Chilia Trust Fund, presents a check to the Cleveland Food Bank on behalf of the fund.

The Ahuja Hospital expansion has started and Zenith Systems has been awarded the job. The new hospital building will be at the same complex as the existing hospital in Beachwood off of I-271. Crews are on site now doing excavation for the parking area and moving the helicopter landing pad to make room for the new building.

Work is also picking up at the new Larchmere Apartments in Cleveland that were awarded to Gateway and are being financed with union pension dollars.

Ullman Electric was just awarded an Amazon facility in Cleveland off of Madison Avenue.

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

Congrats to New Officers

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — Local 44 would like to introduce the newly elected officers, Executive Board members, Examining Board and business manager/financial secretary for 2020-2023: President Mike LaFountain; Vice President Eric Cheney; Recording Secretary Cory Donahue; Treasurer Myles Kelly; and Business Manager/Financial Secretary Scott Klungland.

The Executive Board members and the areas/ members they represent are: Unit 101 Billings, Red Lodge, 107 Lewistown, Cory Kanta; Unit 102 Bozeman, Livingston, Gabe Webster; Unit 103 Butte, Anaconda, James Pearston; Unit 104 Great Falls, 105 Shelby, Havre, Malta, Glasgow and Medicine Lake, Rustin Kraenzel; Unit 106 Helena, Shea Forkin; Unit 108 Missoula, Nick Labbe; and Unit 111 Outside Line Construction Casey McGowan. The Examining Board members are Dave Dixon, Nicolaus Hemenway and Kyle Hintz. Emails can be sent to board members at ebboard@ibew44.org.

Congratulations to the newly elected officers!

Check out the web page at ibew44.org for job call information, local merchandise and more information.

Dwight Rose, Mbr. Dev.

COVID-19 Updates & Election of Officers

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — The ongoing COVID-19 pandemic continues to create challenges for our local. Under the Governor's "Stay Home, Stay Healthy" and "Safe Start Washington" plans, we have been unable to



Local 46 officers being sworn in on July 8, 2020. Front Row, from left: Rick Oreskovich, Gary Dering, Chris Boling, Steven Murphy and Tony Doll. Back Row, from left: Rich Lehman, Joe Dugger, Gillian Burlingham, Warren Shill, Sean Bagsby, David Khbeis, Jason Drury and Damon Barnett.

hold our monthly membership meetings since March. Unfortunately, we may not get past these restrictions until sometime next year.

Local 46 did conduct our election of officers with a number of modifications to our normal election process. The new officers were sworn-in on July 8th by past-President Steve Anderson. Congratulations to Local 46's elected officers: Business Manager/Financial Secretary Sean Bagsby; President Warren Shill; Vice President Jason Drury; Recording Secretary Tony Doll; Treasurer Chris Boling; Executive Board members Nicole Anderson, Damon Barnett, Joe Dugger, Rich Lehman, and Steve Murphy; Examining Board members Gillian Burlingham, Rodney "Steve" Cross, Gary Dering, David Khbeis, and Rick Oreskovich.

Executive Board member Rich Lehman resigned his position on July 12th. Sister Connie Adams was appointed to the vacant Executive Board position at the August 4th meeting.

Our CEU classes have resumed with strict COVID-19 protocols in place. With social distancing our classroom capacity has been reduced to a maximum of 24 students per class.

Luckily the work picture for our members has remained strong. Most projects were deemed essential and all construction in the Seattle area has now resumed.

Just remember, we will get through this together! Adversity just strengthens our brotherhood!

Warren Shill, Pres.

Legislative Victories Pile Up

L.U. 68 (j), DENVER, CO — With general membership meetings still on hold due to the pandemic, Local 68's leadership is making decisions based on the information available to us through the city, county and state and making adjustments as the restrictions change. In the absence of general membership meetings, our Executive Board has been meeting twice a month to hear, discuss, vote on and make decisions concerning the business of Local 68. If you have any questions or concerns, please reach out to members of the Executive Board or any officer or agent of the local.

Regrettably, we had to cancel our annual picnic due to restrictions on social gatherings but are looking into alternatives for our Christmas Party. Please watch our website and Facebook page for further details.

Colorado finished up our legislative season and working-class families had great success. We passed protections for whistleblowers in the workplace, statewide paid sick leave, collective bargaining rights for state employees, apprentice testing requirements and contractor hours worked reporting requirements. This is on the back of an amazing session last year that

included prevailing wage on state construction dollars.

The federal, state, and local elections are moving forward and there will be plenty of opportunities to volunteer and help out. We need to stay active and help make sure that Labor-friendly candidates get elected and that Labor-friendly policies and laws are enacted. So, keep an eye on the Local 68 website, Facebook page, etc. for upcoming volunteer opportunities.

Local 68 would also like to thank, congratulate, and give a big shout out to Sister Monique Cisneros who applied for and was chosen to fill a vacancy on Colorado's state Electrical Board! They made an excellent choice and she will do an awesome job!

We extend our deepest sympathy to the families of our recently deceased brothers & sisters: Phillip Goebel, Donald Brunnett, Leonard Roderick, Richard Wiest, George Griffiths, Jack G. Harrington, Harold G Haden, Robert J. Cochran, Robert C. Pries, Darrell V. Burtis and Charles B. Goodson.

Morgan J. Buchanan, Pres.

Young Members Help Others Despite Pandemic

L.U. 94 (lctt,nst&u), CRANBURY, NJ — On June 6th NxtUp94, the young workers' committee of Local 94, donated \$8,000 worth of food to Rise Food Pantry, located next door to the local's headquarters in Hightstown, N.J. This was NxtUp94's seventh annual food drive.

With food insecurity on the rise due to the massive impact of Covid-19 on our local community, this year's food drive was all the more urgent. Special recognition must go out to each of the members of our young workers' committee. We have all been affected by this pandemic, especially here in New Jersey, and these young workers sacrificed their time and well-being to help our community while being in the midst of crisis themselves. These selfless acts do not go unnoticed, and we are proud of our young workers, honorably leading the way for the next generation of Local 94.

Leslie Koppel, Freeholder and Executive Director of Rise Community Services, said she was pleasantly surprised to hear that NxtUp94 would be running their annual food drive. These contributions will greatly benefit local households, especially during this unprecedented time when donations are also seasonally at their lowest. She noted the donations will help feed 125 families for two whole months.

Frank Brennan, P.S.

Editor's note: See our story on the NxtUp94 members on Pg 6 of September's Electrical Worker.

Congratulations to Our College Graduates

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ — Back in 2017 the trustees of our JATC entered into a partnership with Rowan University. The relationship between the two parties resulted in a platform where members could pursue a Bachelor of Arts Degree fully online. Coupled with the JATC's tuition reimburse-

ment program, it was an opportunity too great to pass up for some of our members.

While the global health crisis prevented the traditional graduation ceremony in May, it did not diminish the accomplishment of our first 5 graduates in the program. Sisters Anti Maniatis and Susan Johnston-Baugh and Brothers Keith Andersen, Chris Kuhta, and Harry Cleaver were recipients of Bachelor of Arts degrees in construction management from Rowan University. Congratulations brothers and sisters!

We would also like to congratulate Business Manager DelleCava and the entire slate of incumbent officers who were unopposed in our May nominations.

On behalf of all the officers of Local 102, I would like to express a sincere thank you to the membership for their continued support of our vision. We are proud to serve this great organization and thankful to enjoy a rank and file that consistently rises to the occasion on the jobsite and in all that we do as a family.

Bernie Corrigan, Pres.



Local 108's newest crop of journeyman substation electricians. Front row: Thomas Layton and Lashad Pearson. Back row: Jeremy Tomlinson, Brent Newsome and Zach Opitz.

Hard Work Pays Off for New Journeymen

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL — Last year a Local 108 flag was held proudly with five substation apprentices in the background. The attached picture (above) was taken prior to the pandemic while the apprentices from Local 108 trained in Florida. The substation crew is from Tampa and they are employed by an Emera-owned property, Tampa Electric Company. Continuously working throughout the COVID-19 pandemic, all five apprentices remained focused on their progression. The hard work of these IBEW professionals paid off as they recently graduated to substation journeymen electricians. Please congratulate our Local 108 brothers for their major accomplishment.

Bruce Bailey, P.S.



From left, a Rise Food Pantry Volunteer with NxtUp94 members Nick Alessandro, Matt Nee, Ed Cody, Joe Davis and Mike Garcia. Rise Food Pantry Director Julia Badulescu is center in red, followed by members Mike Butler, Joe Checkley, Hal Cunningham and Shawn Sawicki.

LOCAL LINES

Election Results & a Legislative Letdown

L.U. 110 (em,i,rts,spa&u), ST. PAUL, MN — We held our local union elections in June via U.S. Mail. Thank you to all of the brothers and sisters who voted. It was the best participation in over 20 years.

COVID-19 has hit some of our sites and our governor is guiding the state through this pandemic as best as he can. There are daily updates and guidelines from his administration. It is pretty simple: Mask up and stay safe!

As of this writing, the Minnesota Legislature has just adjourned its second special session, and yet again it has failed the construction workers of the state by not passing a bonding bill. When the members of IBEW needed strong leadership the most, we were let down yet again. We must evaluate who the true friends of Labor are. Both sides of the aisle have failed! We must elect people who will put the workers of Minnesota first! It is up to all of us to vote this November and support candidates who see our value, who hear our voices, and who need our votes to win! The time is now to elect Labor candidates — not Democrats or Republicans, but Labor candidates.

Brian Winkelaar, P.S.

Celebrating Centenarian's 75 Years of Membership

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — On June 23, 2020, Business Manager Donald Finn and CTA Business Representative Robert Casto paid a special visit to Brother Howard Lodding. Brother Lodding was celebrating his 100th birthday. He is also a 75-year Local 134 Member. Brother Lodding was presented with a plaque honoring both his 75 years of service and his 100th birthday, both milestones worth celebrating. Brother Lodding is a proud United States Army veteran, having served in World War II. He retired from the Chicago Transit Authority in 1983, where he worked as a substation electrician. The morning was spent listening and telling stories. Brother Lodding, Local 134 wishes you nothing but the best and thanks you for your service to the local and to our country.

Kevin Connolly, R.S.



Local 134 Business Manager Don Finn celebrates 75-year member and centenarian Howard Lodding.

Saying Goodbye to a Local Leader

L.U. 176 (es,i,rts&spa), JOLIET, IL — Local 176 mourns the passing of former Business Manager Dave Udstuen. Dave retired in 2010 after 35 years of service, including 7 years as business manager and 14 years as an assistant. Through the years, Dave was known for his dedication to the IBEW and Local 176 members. Local 176 is also grateful to Dave's family for their sacrifice, support and commitment. Dave and his family managed to always put the IBEW first, even in times of personal tragedy and difficulty. No one will ever find a kinder heart or a more genuine friend than Dave Udstuen. He always had an ear for whoever needed it. He set an example by making personal connections with members. His memory will be cherished by his friends and the many "sons he never had", whom he guided and mentored through the years. Condolences to Jayne, Kimberly, Lanette, and the Udstuen family. Thank you for sharing him with us.



Former Local 176 Business Manager Dave Udstuen died in May.

Mark Ferry, Past Pres.

New Pay Package & Busy Months Ahead

L.U. 212 (i), CINCINNATI, OH — We held elections for the next term and delegates to the International Convention on July 6th. Thank you to all who ran and the members who did their part including the election judge and tellers. New officers were sworn in at the August meeting.

Due to meeting cancellations, our Executive Board was tasked with our raise allocation. Our new hourly rate is \$31.30 with a total package of \$51.20. This includes a new dental and eye plan and NEFP option.

Our local is currently very busy. There are long-term jobs at Children's Hospital, Amazon, and CVG to name a few. Your satisfaction in your union is directly proportional to your level of involvement.

Phil Bovard, P.S.

COVID-19 Updates & Hurricane Season Upon Us

L.U. 222 (lctt&o), ORLANDO, FL — We're happy to have the opportunity to say hello from the Sunshine State! We've had quite a lot going on in our state. We had two days in June with over 5,000 new cases of COVID-19 per day, and hurricane season is here with storms and storm work on the way. Our work has stayed steady through the COVID-19 crisis, but it is



Local 222 service pin recipients Thomas Aides, Rick Sprenger, David Ippolito and Shelby Mathis with Business Manager Bill Hitt, rear.

nowhere near on pace with last year. Business Manager Bill Hitt had the opportunity to go to Jacksonville to have an outdoor pin presentation. Retired member Tommy Aides received his 50-year service pin, Brother Rick Sprenger received his 10-year service pin, Brother David Ippolito received his 30-year service pin and Brother Shelby Mathis received his 15-year service pin. In the attached picture (above) we have 105 years of IBEW membership and service represented. If you count the business manager, you have 145 years of IBEW service in one picture. Congratulations, brothers! Everyone stay safe.

Bill Hitt, B.M.



Left to right, British Columbia business managers Glen Hilton of Kamloops Local 993, Phil Venoit of Victoria Local 230, Ray Keen of Nelson Local 1003 and Jim Lofty of Vancouver Local 213 met with Premier John Horgan earlier this year to discuss issues important to IBEW members.

B.C. Construction Locals Meet with Premier

L.U. 230 (c,catv,em,govt,i,mar&u), VICTORIA, BC — British Columbia's IBEW Construction Business Managers met with Premier John Horgan to discuss a number of important issues related to our union and its membership, such as apprenticeships, on-the-job safety and compulsory certification. With several upcoming provincial hospital projects on the horizon, we also discussed putting union electricians and



Joe Bulach (left) administered the oath to Business Manager Rick Fischer (right) and other Local 212 officers on Aug. 4, 2020. Photo credit Courtney Groeschel.

apprentices to work through the Community Benefits (project labour) Agreement. After being challenged by a coalition led by ICBA/(MERIT) contractors, the B.C. Supreme Court of Appeal upheld the ruling that negotiation of B.C.'s new Community Benefit Agreement with affiliates of the B.C. Building Trades belongs at the Labour Relations Board. We will continue to push-back on this matter at that level.

COVID-19 brought us our share of challenges as construction was deemed essential in B.C. unless you were working in a camp, which was recognized as too dangerous with workers coming in and out of remote locations then all dispersing back home. The balance of work has continued with a heightened sense of physical distancing, masks and a better outlook concerning onsite sanitation. This was only achieved by having a Labour friendly government willing to listen to our concerns and implementing real change to the industry with the intent to protect all construction workers. This article is submitted on behalf of Locals 213, 230, 993 & 1003.

Phil Venoit, B.M./Chair, IBEW-B.C. Provincial Council

Pandemic Resilience

L.U. 234 (i&mt), CASTROVILLE, CA — Covid-19, which has been extensively covered in the Electrical Worker, certainly by now has touched every electrical worker's life in some way. It has affected us, everyone, whether from something as extreme as the loss of a loved one to something as fundamental as changing the protocols we now use to perform our daily work.

To those who have lost loved ones, we at Local 234 extend our heartfelt condolences. Your loss is our loss, your grief is our grief, and we offer to you any support we are able to extend during this very difficult period. For those of us who have been able to continue working through these times, we see our IBEW at its finest. Performing complex, difficult work, often under extreme conditions has been characteristic of our brotherhood since our inception, now more so than ever.

Local 234 stands by our sisters and brothers as we work to face down this challenge, which we

will put behind us. We will continue striving to give the future history of the IBEW another proud chapter to be read by our successors.

Stephen Slovacek, P.S.

Working Through Uncertainty

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — If one would have described a year ago how life as we know it would be turned upside down, they would likely find a career in film writing. The mass shutdown of almost every aspect of our society has been like what was imagined in the 1960s as a result of a nuclear fallout. We can only hope that these last months have been eye opening to everyone about the many flaws in our ability to respond to a large-scale emergency.

While the effects of the COVID-19 pandemic continue to ripple throughout the country, the work picture of Local 236 continues to trudge along. We continue to work tirelessly to make sure the impact of things like the interruptions in apprentice training remain minimal, utilizing technology to keep everyone connected and learning. We have also tried to keep a pulse on our retired members, many of whom have been paralyzed by fear from the potential lethality of the disease in the elderly, by helping them with grocery shopping, prescriptions, and other necessities.

Get your **ELECTRICAL WORKER** delivered each month *via email*. It's convenient & helps cut down on paper waste. Go to www.ibew.org/gogreen and sign up today!

Go Green

Scan with a QR reader



Thanks to everyone who has been a part of Local 236 as we strive to make it a better place for electricians to be every day.

Mike Martell, A.B.M.

Pandemic Creativity: Organizing in Oregon

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — On June 12 the Independent Electrical Contractors Training Center of Oregon held its Certificate of Completion event for its recent graduates. Due to the pandemic, they decided to hold a drive through-style distribution of certificates. Local 280 organizer Zac Bakke (with his family) Local 48 organizer Kevin Jesequel decided this was a great opportunity to show what the IBEW can offer to potential union electricians. The pair set up a bunch of signage, banners, and balloons on public property right in front of the training center and were able to approach graduates as they drove up to receive their certificates. After a little introduction to the training director on what the organizers' intent was, it was smooth sailing. All but one of the graduates took some info on our wage and benefits package and were happy to do so! It turned out to be a great event and interaction between the IEC, graduates, and IBEW. The signage and banner that the organizers did even drew some passersby that were interested in becoming IBEW members.

Zac Bakke, Mbr. Dev.



From left, Local 280 organizer Zac Bakke, Mallory Bakke, Brooklyn Bakke and Local 48 organizer Kevin Jesequel.

Standing With Our Community

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — Work has slowed over the summer and is expected to slow even more as the delayed effect of the COVID-19 economy contribute to slowed construction project starts. Typically, in the past the slowing of private construction projects in Minnesota has been supplemented by public capital investment projects to help bridge the gap through recessions. Unfortunately, as of this writing in August our state Legislature has failed miserably to agree upon a bonding bill to provide the funds for those publicly funded projects.



IBEW Local 292 members, including members of the RENEW and EWMC Committees, pictured here at the George Floyd Memorial in Minneapolis, which they helped restore and where they provided meals for the community.

Large projects, like an infrastructure project designed to assist in providing for a larger data center project are now uncertain. This uncertainty is a direct result of a lack of leadership among our legislators and their ability to get things done. Vote on November 3 for Labor-endorsed candidates!

This summer IBEW Local 292 has been active in helping to restore and engage our community among the social unrest that followed the killing of George Floyd as well as the economic impact that COVID-19 has caused. IBEW Local 292 is dependent upon a strong community, and we are proud and humbled to be a strong participant in our community.

Andy Snope, B.R.

Virtual Training & Check Your Voter Registration

L.U. 302 (i,rts&spa), MARTINEZ, CA — The work outlook for Local 302 has remained strong during these “unprecedented times,” and most of our members have stayed working or are back to work as state and county restrictions have been updated. We are still currently on the state COVID-19 watch list and our apprenticeship will be starting 100% virtually this year. Our instructors are brushing up on their online meeting skills.

Our hall has been closed to the members so our leadership has been doing outreach calls to check in with everyone. Only a handful of our membership has tested positive for Covid and our thoughts are with them and their families.

Finally, I'd like to send a reminder to everyone that it is still an election year. All California elections will be mail in ballots this year. Please check to make sure you are registered with your current address (registertovote.ca.gov). Please remember to mail in ballots early and give yourselves plenty of time!

Melissa Vaughn, P.S.

Quick Actions Save a Life

L.U. 306 (i), AKRON, OH — Local 306 would like to recognize and thank three quick thinking brothers for their remarkable lifesaving efforts. While working at the Brunswick Middle School project, a pipe fitter working from a scissor lift unknowingly removed a cap from a line that had a high-pressure test on it. The cap projected into his elbow causing massive trauma and nearly severing his arm.

Nick Fano, a Local 540 member, saw what happened and jumped onto his lift. He then removed his belt to use as a tourniquet to control the bleeding. Local 306 members Joe Knight and Derek Timms jumped onto the lift as well, with Joe holding the fitter's injured arm above his head while Derek sat behind him to calm and support him until the paramedics arrived.

Local 306 job foreman, Jim Kubitz, who directed the paramedics to the site of the accident was later told by them that without the actions of these individuals the man probably would have bled out due to his injuries. The best news is, thanks to the swift actions of these members, the man survived and doctors were able to save his arm.

Thanks again brothers; job well done. Work Safe, Vote Smart!

Thomas Wright, P.S.

Coming Together to Help A Flood Victim

L.U. 342 (i,lctt&o) WINSTON-SALEM, NC — On May 16, 2020 a small group of journeymen and apprentices got together to bail out a local business. With the devastation caused to small businesses by COVID-19 shutdowns, what could be worse than experiencing a flood that causes a total loss? Well, that's what happened to a small hair salon in Kernersville, N.C., owned by the mother of one of our members. When brother Dan Delaney reached out to the hall for a little guidance, we did our best to steer him in the right direction. Once we found out that one of our signatory contractors, South Fair Electric, had donated all the materials as well as new LED light fixtures for the entire salon, we knew we had to help out. With the help of apprentices Jake Vogler and Allen Farlow and JWs Dan Delaney and Dan Post, we managed to get the salon's previous electrical issues resolved, new devices installed, new MC cable pulled where needed and new fixtures in and burning.

Needless to say, Dan's mom was very appreciative of the work Local 342 had done and will always remember how the IBEW stepped up to help out in her time of need. We would like to thank our apprentices and JWs for volunteering their time and efforts. We would especially like to thank South Fair Electric for all the materials.

Dan Post, Pres.

Large Projects Underway, Adjusting to 'New Normal'

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — We hope that this article finds you safe and prosperous throughout these very difficult times in our nation's history.

Through these times work has remained steady at Local 364 as we move forward despite our altered reality with facemasks and social distancing becoming the new normal. Two large projects currently underway are the 1.8-million-square-foot Ferrara Pan Candy Company manufacturing facility in Dekalb and the Facebook data center, which is over 900,000 square feet and located in Dekalb as well. That, along with our fall outage at the Byron Nuclear facility, should bring much-needed work opportunities for our members and travelers as well.

The COVID-19 pandemic has postponed many summertime events that our members have enjoyed in the past and, as we look forward to the future, we can hope that by this printing there will be some light at the end of the tunnel and we will once again be able to enjoy the brotherhood and the return to large scale events.

Stay safe and healthy.

Brad Williams, Mbr. Dev.

Election Ahead, Get Your Absentee Ballots Now

L.U. 494 (em,govt,i,mt,rts,spa&t), MILWAUKEE, WI — Wisconsin election officials are busy preparing for fall elections based on the experience of serving a record number of absentee voters in Wisconsin's April 7 spring election and presidential preference primary due to the COVID-19 pandemic. Requesting an absentee ballot is the way of the future. It's much easier and much safer for people to be able to vote from home, mail their ballot in or bring it back to the clerk's office.

Of the 1.55 million ballots cast in the election, 61.8% were absentee ballots cast by mail and 12.6% were absentee “early” votes cast in the clerk's office

or at a vote center before Election Day. Absentee voting in the April 2020 election reached unprecedented levels, but Wisconsin voters, local election officials and election administration systems largely adapted under difficult circumstances.

The Badger State elected two Local 494 members to local office, Sheboygan County Supervisor Curt Brauer and City of Oconomowoc Alder John T. Zapfel, and elected IBEW-endorsed candidate Judge Jill Karofsky to the Wisconsin Supreme Court.

John T. Zapfel, Pol. Dir.

COVID Recovery & Pitching In For the Scouts

L.U. 530 (i,o&rtb), SARNIA, ON — What looked like a very prosperous work picture for our jurisdiction at the onset of 2020 went south in mid-March when COVID-19 restrictions were put in place by the Ontario government. This saw major layoffs in our petrochemical industry, both permanent and temporary. In mid-June some restrictions at work sites had eased as employers started to recall some of their workforce, albeit to a different atmosphere than when they left. As of press time we still have 150 of our members out of work.

Training of welders has begun in the past few weeks for 24 of our members, hopefully offering additional employment opportunities for these members.

Pre-COVID, we had a group graciously volunteer their time at the local Attawandaron Scout Reserve to assist in providing electricity to some new cabins. Their time invested in this project was much appreciated. Thank you to all that came out for this rewarding experience.

K. Zimmerman, P.S.



A group of Local 530 members volunteered their time pre-COVID-19 to wire new cabins for the Attawandaron Scout Reserve on the banks of Lake Huron near London, Ontario.

Helping the Navajo Nation

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — The Local 640 work picture is steady, even in these trying times. We are very fortunate that we have had no fatalities in our active membership due to COVID-19.

Local 640 and the Arizona State IBEW Association donated \$10,500 to the Navajo Relief Fund along with donations from the AFL-CIO and other unions. The Navajo Nation has been especially hit hard from the virus.

Everyone stay safe and take care of your families, yourselves and your brothers and sisters.

Tim Wilson, P.S.

Editor's Note: See our story on the Navajo donations on Pg 19 in this month's Electrical Worker.

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 or call 202-728-6263

LOCAL LINES



Congratulations on a job well done to Local 702 members (from left) Mitch Stancui, Bob Schafer, Jim Geldert, and Brock Cook for their actions on April 3rd, 2020 when they attended to a cooperative customer (and Vietnam Veteran) who suffered a stroke and heart attack while the crew was finishing up at his home. The quick actions of the entire crew have been praised as saving the man's life.

Quick-Thinking Saves a Life

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORD, IL — On April 3rd, four members at Coles-Moultrie Electric Cooperative in Mattoon, Ill., assisted a coop member who had suffered a stroke/heart attack, probably saving his life. A big 702 “Thank you” goes out to Mitch Stancui, Bob Schafer, Jim Geldert, and Brock Cook for their rapid response in this critical situation.

We have worked through a layoff situation at Southern Illinois Power Cooperative as we tried to minimize the negative impact on our members by the cooperative's decision to shut down Unit 4. We have a new five-year agreement with the four Southern Illinois cooperatives that provides for an annual 3.0% wage increase and LINECO insurance paid 100% by the employer for the life of the agreement.

At Ozark Border Electric Cooperative, we have a new five-year agreement for the clerical group with annual wage increases of 3.0% and a 1.0% matching 401(k) plan in addition to the existing defined benefit pension plan. We have a new three-year agreement at the City of Olney with annual 3.0% wage increases, ten additional sick days, and a 15-cent upward adjustment to the shift differential.

As of this writing, our referral books are as follows: Inside Construction — 97, Outside Construction — 13, Line Clearance — 4.

Mark Baker, P.S.

With Remote Work, Remember to Take Care of Yourself

L.U. 1116 (em,lctt&u), TUCSON, AZ — As of this time (August), many of us are working remotely. As utility professionals, we are all doing our level best to keep the wheels moving and keep the lights on. Most things can continue to run as long as we keep the electricity flowing. No one can tell us today what the future holds. No doubt, the COVID-19 outbreak will certainly change the way we do things from here on out.

Americans are a mobile people and many of us are struggling with the isolation and confinement that we are experiencing. Speak to a mental health professional if you need to. We encourage our members to listen to the experts, the doctors and scientists. Heed their advice. Take care of your families. Be generous when you can; so many are missing paychecks while we are fortunate to still be receiving ours. In the words of President Harry Truman, “America was not built on fear. America was built on courage, on imagination and an unbeatable determination to do the job at hand.” We will come through this stronger on the other side.

Please attend your unit meetings. Get involved. Thank you for all that you do each day, for working hard and showing those around you what it means to be a member of the IBEW. Remember, this is your local and you have a voice.

Sharon Williams, R.S./P.S.

RETIREES

Events Canceled, Hoping for Change

RETIREES CLUB OF L.U. 3, NEW YORK, NY, WEST-CHESTER-PUTNAM CHAPTER — Pictured below is a photo of the White Plains headquarters of Local 3, where we held monthly chapter meetings before the terrible COVID-19 pandemic stopped us in our tracks.

Unfortunately, we have no chapter events to report, but I can tell you what we had planned but had to cancel. The first cancellations were our spring and fall golf outings. These two outings, which we organized every year, were the main sources of revenue used to support the Fisher House Foundation, which supports our wounded service men and women.

Our annual four-day visit to the Local 3 Long Island Education Center has been canceled also. All our members who have attended in the past have had a great time. Our annual Christmas/Hanukkah party has not yet been scheduled, but we're hopeful we'll be able to hold it this year.

I believe our sister chapters in New York and chapters nationwide are having the same problems we are. No one knows when, if ever, we're going to get back to living the lives we lived before. All we can do is pray and hope for the pandemic to end soon.

John Rich, P.S.



The White Plains office that usually hosts the Westchester-Putnam chapter of the Local 3 Retirees Club has been closed to the public for months. Members look forward to the day when they can return and be together again.

Update in Place of Meetings

RETIREES CLUB OF L.U. 11, LOS ANGELES, CA — The following updates are from our June Retirees Club meeting, which was canceled due to COVID-19 restrictions.

Know Your Voting Rights

L.U. 1340 (i&o), NEWPORT NEWS, VA — With the general election fast approaching, here are some important reminders about voting in Virginia. First, we are asking all our members to go to vote.elections.virginia.gov to check their registration. Voting rolls were purged in January 2019. The deadline to register for this election is Oct. 13. The deadline to apply for an absentee ballot is Oct. 23, but the sooner you apply, the better; you can apply at the website above or at your local registrar's office. All precincts in our jurisdiction are currently planning to be open from 6 a.m. to 7 p.m. on November 3 for in-person voting.

Aside from the extremely important presidential race, there are also down-ballot races that we need to remember. Sen. Mark Warner and House members Bobby Scott and Elaine Luria have been endorsed in recent elections. All three have opponents and deserve our support. There will also be a state constitutional amendment establishing a redistricting committee; please consider supporting this important change as well.

Congratulations to the apprenticeship class of 2020: Matthew Adair, Billy Blaylock, Jessica Mapp, Jesse Robertson, Christopher Rupp and Trevor Russ.

We regret to report the passing of Brother Randy Simons on May 29.

Jim Avery, P.S.

We have asked if anybody would have any praise or comments on our members who have passed, and we'd like to thank Brother John Lenau who offered this about Brother Rudi Ventzkem, who passed in February: “I knew Rudi Ventzke quite well. I helped him pass his journeyman's exam in the 1960s. We lived in the same neighborhood and our families camped and rode motorcycles together for many years. A great wireman and union member.”

Members deceased since our last meeting were: Clifford Steussie, Eddie J. Wilson, William E. Hughes, George Vejsz, James P. Barboni, Frank W. Joseph, Ronald L. Stevens, Ernest Gutierrez, Curtis L. Jones, Richard Hedgecock, Jose S. Escobedo, Raymond Arakelian-Siraki, Robert M. Espinoza, Tien Q. Bui, Miro J. Satalich, William W. Bousman, William Fusello. Members that applied for early pensions since our last meeting were: Daniel A. Genovese, Arturo Gonzalez, John J. Smith, Edward Kocsis. Members that applied for normal pensions since our last meeting were:

Boris M. Ryabets, Edward A. Story, Gregory E. Geraci, Walter N. Glib, Tyrone Petersen, Barry Barksdale, Marcus A. Monson.

There were no service pins presented at our last meeting, which was canceled due to COVID-19.

Al Etherton, Pres.

Cancellations & Remembering Those Lost

RETIREES CLUB OF L.U. 26, WASHINGTON, DC — Pandemic, elections in November, pandemic, cancella-



Remember these brothers? Local 26's Retirees Club last met in February, when this photo was taken. D.C.-area retirees plan to resume meetings when it's safe to do so.

tions, pandemic, mail-in-ballots! Retired members have never seen life like this. The pandemic has changed everyone's life in the world. We have lost a few retired members and their spouses, perhaps due to COVID-19 or some other ailment. We'll probably never be certain.

For some Americans, they had a taste of retirement, but for most it is still an anxious time. We thank our sisters and brothers who are still out and working (“essential” personnel) safely!

So, for the missed article due to COVID-19 last quarter, I'll try to catch up. Our club has not met in-person since February! This has never happened before ... like so many things, our lives have changed. Trips were canceled, but hopefully someday soon we will reschedule. We haven't yet (at this writing in August) lost hope for our annual crab feast in October.

We continue to stay in touch through telephone calls, emails, the USPS, and UPS, and the more technical among us have Zoom conference calls — whether related to organizations with whom we volunteer, or just our families spread out throughout the country. Although some retirees decided to move to warmer climates, those who stayed put are glad of it. Each day is like a war; instead of looking for names of those lost in battle, we count the fatalities. (Now well over 170,000 and still rising.)

One thing continues for our club, and that is our lending medical equipment to our members. Although only staff are allowed in our building, we were fortunate to have bought a sea container for additional space to store equipment. The need for medical equipment does not stop, and so we are able to still help our members and their families.

Although the 2020 European cruise was canceled, we can still reminisce about past travels and happier times. Stay safe, wear your face masks and keep the 6-foot rule for separation as we wait for a better day.

Susan Flashman, P.S.

'Check on Your Friends and Neighbors'

RETIREES CLUB OF L.U. 53, KANSAS CITY, MO — Greetings brothers and sisters. Hopefully everyone is staying safe and healthy. We have certainly all had to make some drastic changes in our lifestyles lately. By the time you read this article, I hope we have gotten through the worst of the coronavirus and started to get back to somewhat of a normal life again. If we should still be in some kind of stay at home situation, pick up the phone and call a brother or sister that you haven't talked to for a while. It will make their day and yours. Check on your friends and neighbors. We are all in this together and we will beat it.

We don't have much to report on because everything has been canceled. Local union elections were delayed by a month. Newly elected officers are President Steve Burkhart; Recording Secretary Chester Jones; Treasurer Eugene Bray; Business Manager Eric Williams; Executive Board members Chris Griffin, Ron Head Jr., Daryl McAfee, Todd Shull and Mike Tuttle; delegates to the International Convention Davy Bardwell, James Calvin, Allen Dixon, Mike Gasper, Jody Kapp, Chad McGregor, Lisa Mead, Kyle Neuenchwander and Todd Shull.

The Crappie Tournament has been rescheduled for October 10th. Stay in touch with the local for updates on rescheduled and upcoming events.

I'm sad to report since our last article we lost three brothers: Edgar Hamblin Jr, Benny Rector and James Halstead. Rest in peace brothers.

Duane Pearce, P.S.

Aiming for an Electoral Landslide

RETIREES CLUB OF L.U. 58, DETROIT, MI — Greetings from Detroit. Our Retirees Association has suspended all scheduled activities for the time being. We had hoped to be able to have our annual picnic this past August, but with COVID-19 still an issue that too has been canceled until next year. The Labor Day parade has also been canceled. We are guardedly hopeful to have a Christmas luncheon in December.

With less than 100 days to the November election, there are plenty of campaigns and candidates that could use our support. We want to focus on a landslide win of Democratic candidates in this very important election. It's time to set aside small differences, reach out and talk to our family and friends about the values that we Americans have held near and dear forever; freedom of speech being an important one, along with safe and fair elections.

In Michigan we are able to vote absentee without an explanation. So, get your application in for your absentee ballot. In past August elections, Michigan had approximately 1 million applicants, but this past August there were over 2.1 million requests for an absentee ballot.

Vote! Exercise the most important right we have as Americans.

Pat Nuznov, P.S.

A New 'Home' For the Local & Get Out and Vote

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX — Grateful and blessed best describes the feelings of our retirees for the opportunity to call Local 60's new hall "home." Gary Aiken and his staff has been most accommodating to the retirees' needs, showing true warmth and respect.

March 12 was the date of the club's last meeting due to this horrible virus. To quote a member's feelings, "Surely do miss our social life and seeing and enjoying friendships with all those tasty meals." These are truly uncertain times, with uncertain dates as to when the club's meetings will start again. The club's 2020 annual golf tournament fundraiser had to be completely canceled. A notification in the Local 60 monthly newsletter will be posted when the time comes to safely start up the Retired Members' Club meetings.

Several Local 60 active and retired members and their family members have tested positive for the COVID-19 virus, and our prayers go out to these brothers and sisters for a full and speedy recovery.

November 3, 2020 is Election Day. Please, exercise your right to vote.

Sandy Rogers, P.S.

Remembering a Brother Lost

RETIREES CLUB OF L.U. 702, WEST FRANKFORT, IL — The Local 702 Retirees Club last met on Thursday, February 6th, 2020 at the Bonnie Café in West Frankfort, Ill. President King opened the meeting at 11:30 a.m. and welcomed everyone.

Raffle tickets were sold and the minutes from the last meeting were read and approved. The Financial Report was read and approved. President King then read the deaths for December and January followed by a moment of silence. No guests were in attendance at this meeting and no old business was conducted.

In new business, President King reminded everyone that the next meeting would be the Annual Retiree Luncheon in Mt. Vernon, which was later canceled due to the COVID-19 pandemic. President King discussed the notice about dental and vision coverage through NECA Health and Welfare. Many felt fortunate to have worked in an industry that really takes care of its members, and that this is just one reason to continue purchasing solidarity tickets. Approval was granted to purchase two solidarity tickets again this year.

Brother David Cosimi won the 50/50 drawing and four membership annual fees were received. The total deposit was announced and, there being no further business, the meeting adjourned at 1:40 p.m.

On Friday, April 24th, Local 702 honored the memory of deceased retiree Terry Hope as members from Egyptian Electric Cooperative, where he retired, and staff paraded in front of his house. Pictured (below) are members of Brother Hope's immediate family.

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



The family of retired Local 702 Brother Terry Hope, who died earlier this year. Members of the local and his former employer, Egyptian Electric Cooperative, paraded by his home in the early days of the COVID-19 pandemic in April.



Local 873 held its third Retiree Breakfast in March.

'We Miss You!'

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL — It seems like forever since we have been able to get together for a retirees meeting. We hope you are all taking care and staying safe. We are praying we will be able to get safely back together with our meetings again soon. Please check before going to the hall if you are unsure if there is a meeting.

With sadness, we send our condolences and prayers to the family and friends for the passing of Brothers Fred V. Shrader, James H. Becker, Charles J. Fleenor, and Ronald Rousey.

Diane Gibbs, P.S.

Sharing Lessons From the Past

RETIREES CLUB OF L.U. 873, KOKOMO, IN — Before the COVID-19 pandemic shut things down, Local 873 held its third Retiree Breakfast on March 12 at the local union hall. We had a great time sharing war stories and "learning" from the past!

In the photo (at top, right), the attendees were: Back row from left, Brothers Zach Walker (business agent), Thomas Knable, Larry Grosswiler, Charles Red Sr., James "Froggy" Goldsberry, James Surface and Mike Young (business manager); front row from left, Brothers Gary Shrock, Herb Mullin, Michael

Combs, Mike Garro, Darrell Helton, Jerry Downhour and Michael Jackson.

Happy Retirement!

RETIREES CLUB OF L.U. 1042, SANFORD, FL — Local 1042 would like you to "Do me the favor" of wishing Brother Jacek Niewiadomski well on his retirement and transition into the next chapter of his life. May it be a huge adventure! Jacek started his career as a cable splicer working at Con Edison in NYC with AFL-CIO Local 1-2 for 18 years. He relocated later in life to sunny Florida, where we had the privilege for the past 20 years to call him our brother working alongside us at Florida Power & Light. Local 1042 wishes Jack all the joy and happiness that life has to offer in the next chapter as he enjoys his golden years! We will truly miss our Polish prince!



Brother Jacek Niewiadomski retired earlier this year after a nearly 40-year career, the last 20 with Local 1042. Congratulations!

Ellen Stephenson, P.S.

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In Memoriam

Members for Whom PBF Death Claims were Approved in August 2020

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Demay, T. E.	6/11/20	47	Mulick, B. R.	5/21/20	150	Geraldi, J. J.	6/13/20	449	Harrington, M. L.	6/25/20	606	Whisenant, H. P.	5/7/20	1116	DeBeaulieu, C. B.	5/3/20
1	Farrow, M. B.	6/11/20	48	Brabham, E. L.	5/28/20	150	Kolar, J. R.	4/21/20	453	Smith, J. L.	3/24/20	611	Brown, J. H.	5/22/20	1149	Watts, A. L.	4/16/20
1	Gralike, K. E.	2/17/20	48	Erickson, W. C.	5/29/20	150	Rivas, D.	2/3/20	455	Allen, C. E.	4/30/20	611	Gallegos, V.	12/10/19	1186	Kam, G. W.	3/23/20
1	Jeffress, D. R.	5/1/20	48	Hofstetter, D. R.	6/1/20	159	Auby, D. R.	5/3/20	461	Kluber, R. E.	11/4/19	611	Knight, R. F.	3/15/20	1186	Oshiro, W.	6/24/20
1	Jennings, R. G.	5/28/20	48	Smith, A. J.	5/8/20	160	Schmig, R. A.	6/3/20	474	Brasher, C. N.	3/23/20	611	Ozment, G. E.	5/18/20	1186	Watanabe, T.	1/27/20
1	Pratt, R. L.	4/27/20	48	Sullivan-Gradilla, M.	12/7/19	160	Spanier, W. B.	6/9/20	474	McCarver, J.	1/24/20	613	Akin, E. J.	6/30/20	1205	Sykes, H. K.	5/27/20
1	Prinster, D. M.	6/23/20	51	Holder, K. E.	6/28/20	164	Benner, R. P.	4/4/20	483	Lofquist, W. F.	3/2/20	613	Hopkins, W. L.	7/8/20	1212	Levine, N. M.	3/31/20
1	Smith, M. L.	5/18/20	51	Hurley, J. L.	6/30/20	164	Caruso, J. A.	4/26/20	486	Genereux, J. J.	6/1/20	613	Mobley, D. C.	3/9/20	1393	Balazs, D.	4/7/20
3	Argentina, P. F.	4/27/20	51	Nailer, H. D.	6/23/20	164	Heatter, J. T.	1/7/20	488	Ruegg, W. A.	3/31/20	617	Schiechl, W. J.	4/25/20	1393	Ramsey, J. M.	2/28/20
3	Crespo, H. L.	6/8/20	53	Simmons, N. G.	4/22/20	164	Kacerek, F. E.	4/7/20	494	Chieves, G. J.	3/21/20	661	Wiens, E. H.	7/16/20	1439	Jones, J. T.	4/29/20
3	De Brew, R. C.	3/10/20	53	Thue, J. A.	2/28/20	164	Mandeville, D. L.	1/20/20	494	Flowers, J. L.	5/27/20	673	Freeman, R. N.	5/13/20	1531	Bush, D. W.	4/17/20
3	Haight, R. E.	4/23/20	57	Swenson, G. R.	5/23/20	164	Olivier, B. M.	2/11/20	494	Owens, J. C.	7/13/20	683	Ireland, D. A.	5/7/20	1547	O'Buck, J. A.	1/5/20
3	Iannitti, M.	3/16/20	58	Demers, F. J.	4/17/20	164	Parry, R. J.	3/21/20	494	Roell, W. P.	6/21/20	683	McClintock, J.	5/2/20	1579	Carter, W. M.	4/18/20
3	Kahn, P. F.	4/17/20	58	Mahaney, M. K.	6/15/20	164	Stroehlein, F. M.	2/10/20	495	Houston, C.	3/15/20	688	Simmermacher, B. W.	11/9/19	1579	Davall, K. C.	6/13/20
3	Kilgallon, W. J.	5/14/20	58	Renard, J. C.	5/28/20	164	Todd, T. E.	5/2/20	502	Estey, B. J.	5/27/20	700	Byers, V. P.	6/24/20	1579	Jackson, M. L.	12/4/19
3	Krawchuk, S. P.	3/20/20	58	Talley, J. W.	5/21/20	175	Pratt, J. W.	5/3/20	508	Henry, R. N.	1/1/20	701	Lasanska, E.	5/1/20	1687	Crumb, A. B.	4/18/20
3	Kronyak, B. F.	4/22/20	64	Jepsen, M.	6/19/20	175	Rigsby, B. L.	6/17/20	518	Gray, D. B.	4/19/20	701	Pilcher, J. L.	1/2/20	1687	Smith, J.	4/16/20
3	Kuck, N. H.	4/20/20	66	Breland, J. E.	3/7/20	175	Walker, R. L.	6/14/20	520	Ladusch, M. R.	5/20/20	701	Svestka, C. J.	6/10/20	1701	Ray, J. W.	3/25/20
3	Morales, V.	4/9/20	66	Kendall, M. G.	12/15/19	176	Hammen, J. J.	4/24/20	520	Spieker, E. E.	11/20/19	702	Cook, J. H.	5/25/20	2150	Pasch, H.	1/26/20
3	Phillips, I. W.	5/31/20	68	Bates, J. D.	6/16/20	176	Udstuen, D. W.	5/19/20	531	Ogle, R. F.	4/17/20	714	Engstrom, B. B.	5/17/20	I.O. (3)	Barton, J. A.	5/5/20
3	Pokhis, L.	5/5/20	68	Brunnett, D. W.	4/21/20	177	Decuir, H. J.	6/16/20	540	Archinal, D. F.	6/20/20	716	Beckett, J. R.	3/14/20	I.O. (3)	Kramer, S.	4/25/20
3	Ratty, V.	3/28/20	68	Griffiths, G. P.	4/25/20	177	Le, T. M.	5/23/20	540	Christman, D. A.	3/21/20	716	Davis, H. W.	5/5/20	I.O. (5)	Crowley, J. H.	6/4/20
3	Ray, W.	3/2/20	68	Thompson, A. C.	3/17/20	212	Crowell, R. C.	6/5/20	540	Richards, L. E.	5/20/20	716	Scott, W. A.	4/11/20	I.O. (11)	O'Kelly, M. B.	3/31/20
3	Re, C. S.	4/14/20	77	Brown, J.	5/20/20	212	Donaldson, F. E.	4/18/20	540	Schaub, R. L.	7/1/20	725	Adams, B. R.	3/19/20	I.O. (688)	Shaver, E. R.	4/25/20
3	Rico, R.	5/7/20	77	Moore, R. A.	6/27/20	212	Harris, W. E.	3/25/20	549	Kinney, F. M.	2/26/20	743	Piersol, L. E.	7/1/20	I.O. (1249)	Morgan, G. E.	4/8/20
3	Rosenbach, A.	4/14/20	81	Schommer, H. F.	6/6/20	212	Luther, J. W.	4/26/20	553	Jackson, W. A.	6/17/19	743	Vitale, D. P.	7/2/20	I.O. (1340)	Matthews, T. C.	5/7/20
3	Russo, J.	5/19/20	82	Berkshire, W. J.	6/21/20	212	Stewart, D. T.	3/23/20	558	Walden, W. E.	6/10/20	760	Berry, W. E.	9/28/19	Pens. (323)	Hassel, H. L.	5/16/20
3	Schurr, J. G.	3/26/20	82	Carmody, G. P.	4/15/20	213	Hoft, R.	5/1/20	567	Tanerillo, S. A.	4/1/20	760	Ingram, T. R.	5/25/20	Pens. (835)	Adcox, E.	8/1/19
3	Sillman, J. H.	12/17/19	90	Gennette, D. P.	4/29/20	213	Lunggren, G. I.	5/15/20	569	Faringer, S. C.	7/13/20	760	Wilson, E.	5/17/20	Pens. (840)	Sanford, C. R.	1/23/20
3	Stella, M. F.	3/3/20	96	Mancini, A. M.	12/27/19	223	Waters, P. H.	5/3/20	569	Meester, D. J.	6/4/19	769	Lake, L. H.	4/4/20	Pens. (I.O.)	Aaron, A.	2/22/20
3	Valhuerdi, A.	4/22/20	96	Marcoulier, J. P.	4/19/20	230	Bailey, N. G.	4/26/20	569	Walker, T.	6/4/20	776	Montgomery, Z. A.	3/16/20	Pens. (I.O.)	Bedigrew, R. O.	5/29/20
3	Vanella, J. M.	5/31/20	97	Keeler, K. B.	3/20/20	230	Pitre, S. A.	2/15/20	570	Comolli, W. F.	6/13/20	804	Hoffman, B.	3/10/20	Pens. (I.O.)	Bolyarde, N. D.	3/25/20
3	Wendelboe, E. G.	5/6/20	98	Brassell, J. C.	12/5/19	236	Sleasman, J. F.	4/8/20	574	Warhurst, S. C.	4/8/20	816	Thomas, T. L.	5/4/20	Pens. (I.O.)	Christian, D. R.	5/31/20
3	Wright, P. E.	3/26/20	98	Dixon, M. D.	2/23/20	254	Androsoff, W.	1/20/20	575	Knore, K. W.	5/22/20	890	Bianchetti, R. C.	3/2/20	Pens. (I.O.)	Dynes, L. M.	5/15/20
5	Cole, R. E.	4/29/20	98	Dixon, A. J.	6/5/20	254	Huzar, W.	5/4/20	575	Reed, M. H.	5/25/20	903	Jones, J. R.	5/11/20	Pens. (I.O.)	Hamilton, K. E.	5/25/20
5	Drummond, R. D.	1/30/20	98	Felmey, B. L.	5/31/20	278	Fritz, J. Z.	5/22/20	576	Clark, W.	4/20/20	903	Sistrunk, D. W.	6/11/20	Pens. (I.O.)	Long, K. W.	4/29/20
5	Durkin, T. H.	6/11/20	98	Opper, A. R.	7/9/20	292	Auer, R. A.	4/9/20	584	Johnston, J. R.	4/27/20	906	Carlson, W. G.	4/23/20	Pens. (I.O.)	Longchamps, A. O.	4/12/20
5	Lee, K. W.	6/17/20	98	Tingle, H. E.	7/19/20	292	Blanchard, W.	5/31/20	595	Hyske, E.	2/23/20	910	Madiill, C. E.	4/6/20	Pens. (I.O.)	Masters, J. W.	12/23/19
5	O'Black, E. C.	6/30/20	98	Warren, J. C.	7/11/20	292	Klobe, J. A.	4/30/20	595	Sisneroz, M. A.	5/21/20	915	Lane, G. H.	6/13/20	Pens. (I.O.)	Mitrenka, R. F.	11/5/19
6	Evets, R. J.	7/4/20	102	Engelman, B. E.	5/20/20	292	McKay, T. J.	5/8/20	601	Dunn, J. W.	6/24/20	993	Hunt, T. R.	7/4/20	Pens. (I.O.)	Myers, D. N.	11/3/19
6	Grijalva, R. C.	4/30/20	102	Espy, B. G.	2/13/20	292	Woods, J. B.	6/8/20	601	Krutsinger, D. R.	6/25/20	993	Lyons, M. R.	6/7/20	Pens. (I.O.)	Reeves, C.	7/14/20
6	Welter, D. A.	4/22/20	103	Meade, W. A.	3/21/20	301	Harper, M. J.	4/25/20	601	Spencer, G. L.	6/10/20	995	Achord, T. E.	4/5/20	Pens. (I.O.)	Sherman, J. C.	3/9/20
7	Hanks, R. W.	5/16/20	103	O'Donnell, D. W.	7/7/20	303	Kalenauik, W. L.	9/26/19	602	Ingram, M. E.	10/17/19	995	Brown, R. H.	5/9/20	Pens. (I.O.)	Stickney, N. W.	6/10/20
7	Sullivan, J. E.	4/8/20	103	Ryback, D. W.	1/19/20	303	Kozic, K.	7/17/19	602	Jacobson, N. A.	3/20/20	995	LeDoux, R.	5/16/20	Pens. (I.O.)	Townsley, W. E.	4/11/20
7	Tousignant, J. F.	6/29/20	104	Newell, R. Q.	4/27/20	305	Dawson, D. E.	6/7/20	605	Scott, F. W.	3/13/14	995	Michel, J. J.	3/19/20	Pens. (I.O.)	Yuknavich, J.	6/1/20
8	Hine, B. K.	4/24/20	105	Corbett, P.	2/8/20	307	Emerick, R. M.	2/19/20	606	Schaefer, W. B.	4/16/20	1105	Van Meter, K. G.	6/15/20	Pens. (I.O.)	Zimmerman, D. A.	3/12/20
8	Pierce, W. R.	4/28/20	105	O'Brien, K.	6/7/20	309	Sullivan, L. D.	6/29/20									
8	Smith, C. P.	5/20/20	105	Tessaro, R.	3/5/20	313	May, O. R.	6/12/20									
9	Pealak, R. A.	7/9/20	105	Thomson, W. J.	5/20/20	313	McGinness, D. B.	5/28/20									
9	Reol, E. E.	6/8/20	110	Ravn, R. N.	5/31/20	313	Megonigal, R. B.	3/19/20									
11	Espinoza, R. M.	5/11/20	110	Sumey, W. F.	4/21/20	317	Workman, G. L.	4/4/20									
11	Lokoen, L. G.	5/22/20	110	Weldon, P. D.	5/29/20	325	Hawe, R. L.	3/25/20									
11	Sivula, W. H.	2/5/16	112	Leonard, J. D.	6/30/20	340	Brand, W. H.	1/12/20									
12	Gallegos, J.	6/24/20	112	Lewellen, R. A.	4/29/20	340	Walden, D. E.	7/9/20									
14	Farone, J. A.	4/20/20	113	Kenney, B. E.	5/14/20	349	Booth, J. C.	4/27/20									
16	Blanton, W. J.	5/20/20	113	Leslie, D. E.	6/15/20	349	Chiccarello, A.	4/9/20									
17	Handy, R. H.	2/2/20	113	Mason, D.	4/6/20	349	Grime, D. E.	2/23/20									
17	Matson, P. A.	5/20/20	115	Westlake, D. F.	6/30/20	351	Glass, A. R.	5/23/20									
18	Lopez, R. M.	4/26/20	124	Bender, L. D.	5/7/20	353	Campos, J.	5/29/20									
18	Otomo, Y.	12/4/17	124	Custer, J. R.	5/21/20	353	Diquai, A.	1/9/20									
20	Berkenbile, C. V.	6/15/20	124	Hauber, R. J.	2/4/20	353	Ferrie, D. D.	6/5/20									
20	Johnson, J. E.	5/29/20	124	Ryan, C. M.	5/21/20	353	Hayles, R. B.	8/2/19									
20	McPherson, B. D.	5/31/20	125	Taylor, T.	1/15/20	353	Kapelouzos, G.	3/29/20									
24	Coursey, J. A.	2/27/20	126	Wade, G.	3/17/20	353	Mendonca, M.	10/4/19									
24	Sophocleus, S. J.	4/23/20	130	Cervini, J. C.	5/26/20	353	Pinsent, G.	6/15/20									
25	Doyle, R. J.	6/3/20	130	Diecidue, A. J.	3/31/20	353	Ward, J. W.	5/25/20									
25	Klouda, J. P.	6/20/20	134	Akin, W. J.	4/11/20	354	Bird, L. R.	8/27/18									
25	Massetti, T. C.	4/14/20	134	Ashby, J. A.	5/29/20	354	Escarcega, M. D.	6/11/20									
25	Schacker, B.	5/27/20	134	Bardach, R. E.	1/23/20	354	Kener, R. A.	5/29/20									
25	Tidwell, R.	6/20/20	134	Chiappetta, R. R.	5/12/20	357	Dilling, J. K.	5/6/20									
26	Fern, D. L.	6/29/20	134	Christ, D. R.	6/22/20	357	McKlem, R. H.	5/8/20									
26	Hayes, R. A.	6/23/20	134	Crowley, R. D.	5/16/20	357	Wellington, W. D.	3/22/20									
26	Kidd, R. W.	5/12/20	134	Hurst, K.	5/18/20	363	Jenkins, R. T.	4/24/									

WHO WE ARE

‘True Friends of the Navajo Nation’ Arizona Locals’ Giving Spirit Leads to Unforgettable Day

Parked behind a sprawling hall on tribal fairgrounds in Window Rock, Ariz., the supermarket semi-truck looked like any other on the outside.

But the bounty inside was something special: donated food and water for hundreds of families in the impoverished Navajo Nation, where the country’s worst per-capita outbreak of COVID-19 had made everyday life even harder.

What turned into a festive delivery day in late July was the pinnacle of two months of planning, fueled by the generosity of Arizona locals that contributed \$10,500 to help their Navajo neighbors.

The grocery chain Safeway matched half of that, providing more than \$5,000 of bottled water. The AFL-CIO and UFCW also participated, donating face masks and other goods.

The haul, in dollars and the eye-popping truckload of groceries they bought, was beyond Fred Cooke’s dreams when he approached IBEW leaders in May about the crisis in his homeland, 27,000 square miles bordering Arizona, New Mexico and Utah.

“I had no idea how big it was going to get,” said Cooke, a 20-year Phoenix Local 640 journeyman wireman who grew up in the Navajo Nation. Many of his relatives and friends still live there, including Navajo Nation President Jonathan Nez.

As union and Navajo volunteers packed pallets of groceries into family food boxes, the president paid a surprise visit.

“We were set up with long tables, like an assembly line,” Cooke said. “Everyone was pitching in and someone said, ‘Nez is here, Nez is here!’ and everyone kind of dropped what they were doing.”

Gathering the group around him, the president called the IBEW members and others extending a hand “true friends of the Navajo Nation.”

“He was very thankful for the IBEW putting it together, making it all happen,” Cooke said.

Getting to that point took the kind of strategic thinking and attention to detail that are a way of life for IBEW organizers like Robert Sample, whom Cooke knew through his role as chairman of the Local 640 examining board.

Sample, the Seventh District organizing coordinator for Arizona, was paying close attention to regional news as the pandemic swept across the Navajo Nation in May.

The per capita infection and death rates soared beyond even New York City’s, magnifying crisis levels of poverty and unemployment for the Navajo people.

It weighed heavily on Cooke, who



Benson Bitsui, left, of Albuquerque Local 611, and Phil Aguayo of Phoenix Local 640 pack food boxes for Navajo Nation families.

lost count of how many friends and relatives were falling ill. Some, he said, “moved back to the spirit world.”

Turning to Sample, Cooke asked if the IBEW could help.

Sample had been thinking the same thing. Right away, he recruited Globe, Ariz., Local 518 Business Manager Domenic Marcanti to write a letter to his counterparts at the state’s six other locals — Phoenix Locals 266, 387, 640 and 769, and Tucson Locals 570 and 1116.

Once Marcanti and his fellow business managers met with their executive boards, “everyone threw the money in with no hesitation,” Sample said.

“All of our locals have Navajo members,” said Local 640 Business Manager Dean Wine, who is also a member of the International Executive Council. “It hit really close to home for us.”

Writing a check is often the end of a donor’s role, as charities commonly prefer cash over goods to maximize their purchasing power. But Navajo officials told Sample that delivery of non-perishable food was the most urgent need.

“With financial donations, there’s a lot of red tape we have to go through with the Nation. The money sits until we can create internal policies,” said Harland Cleveland, the Nation’s emergency management director and relief coordinator.

Starting with a whirlwind of phone calls, Sample built a team that saw the project through start to finish.

“It helped tremendously,” Cleveland said. “With the IBEW donations, we were able to make more than 600 food boxes.”

IBEW locals partnered with a Safeway store in Farmington, N.M., leading to a huge logistical gift from the chain’s regional office in Denver — the semi-truck.

“We weren’t sure how we were

going to get the food there,” Sample said. “We thought maybe we could arrange some U-Hauls; we even had some brothers out of Local 1116 who had a truck. But can you imagine how many trucks it would take? Thank God we didn’t have to end up going that way.”

Even in normal times, it takes effort for Navajo families to keep their cupboards stocked. Money is a factor, but so is distance. A trip to the store can take a half day or more, with only about a dozen markets dotted across territory the size of West Virginia.

“The nearest grocery store might be 40 or 50 miles away and surrounding that one store

you might have 10,000, 15,000, people,” said Albuquerque Local 611 organizer Benson Bitsui, a member of the Navajo Nation who helped with the project. “And if you go to a border town, that can be 100 to 150 miles to travel.”

Like Americans coast to coast, the Navajo people began panic-buying in the early days of the COVID-19 threat. Shelves were depleted for weeks. Stock returned, but fear kept many customers home.

The daily numbers of infections and deaths dropped significantly over the summer, due to closures, curfews, masks and other precautions. But the crisis isn’t over.

A steady food supply is still a challenge for Navajo families, especially with fewer visits from border-state relatives who customarily arrive in pickups loaded with groceries and supplies.

“Every chance we get, my brothers and I try to make a trip up there,” Cooke said, describing what had been more frequent five-hour journeys from the Phoenix area. “Now we’ve cut back. We go only when our presence is needed, about once a month.”

For both Cooke and Bitsui, a journeyman wireman who marks 40 years with the IBEW next spring, the embrace of their union and Navajo families on delivery day was a source of joy and pride.

“It’s one thing I will always remember,” Bitsui said. “President Nez, he was happy and he was humbled. He was humbled for his people that the union came forward to help.”

To learn more, or make monetary donations to the people of the Navajo Nation, go to www.navajo.fund. To set up in-kind gifts of food and supplies, call (928) 871-6206 or email general@nndoj.org.



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

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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:

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Or send by email to: media@ibew.org

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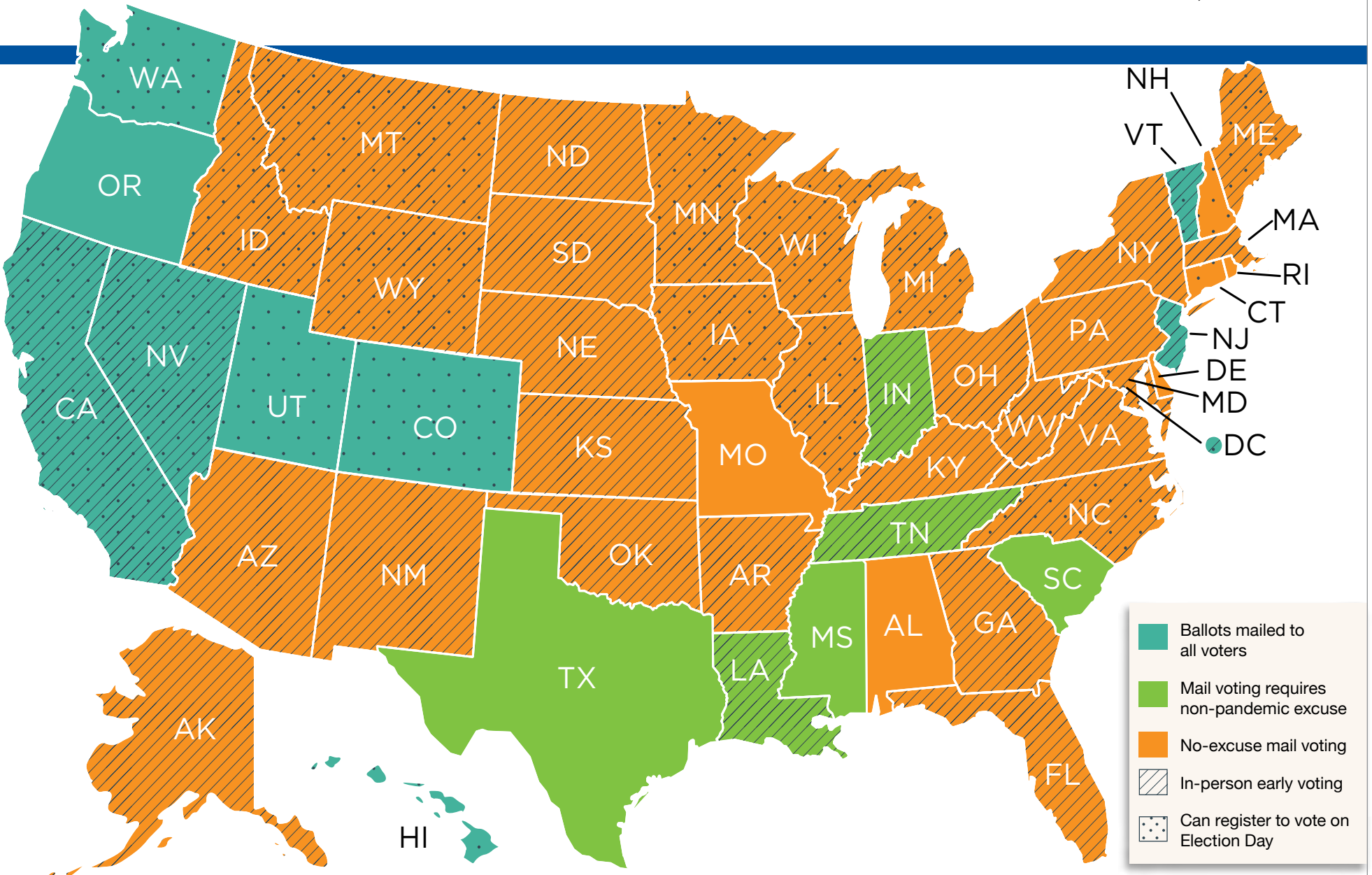
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The COVID-19 pandemic has made mail-in-ballots and early voting more important than ever before. Stay safe and educate yourself on when and how to vote before Nov. 3. The rules are different in every state and they could change before Election Day, so visit the link for your state below and make sure you're up to date and that you're not one of the millions of Americans who've been purged from voting rolls.

If you plan to vote in person, double-check your polling location as many states are consolidating sites. Bypass the crowds and vote early in person if your state offers it; in some, polls are open already.

Most importantly, act now so that you don't miss any important deadlines and contact your local if you have questions.

Your vote is a voice for American workers and their families. Make it count at the federal, state and local levels. ■



State	Voter Information Website	State	Voter Information Website	State	Voter Information Website	State	Voter Information Website
Alabama	sos.alabama.gov	Illinois	elections.il.gov	Montana	sosmt.gov/elections	Rhode Island	vote.sos.ri.gov
Alaska	elections.alaska.gov	Indiana	in.gov/sos/elections	Nebraska	sos.nebraska.gov	South Carolina	scvotes.gov
Arizona	azsos.gov	Iowa	sos.iowa.gov	Nevada	nvsos.gov/sos/elections	South Dakota	sdsos.gov
Arkansas	sos.arkansas.gov	Kansas	sos.ks.gov	New Hampshire	sos.nh.gov	Tennessee	sos.tn.gov/elections
California	sos.ca.gov/elections	Kentucky	elect.ky.gov	New Jersey	nj.gov/state/elections	Texas	VoteTexas.gov
Colorado	sos.state.co.us	Louisiana	sos.la.gov	New Mexico	sos.state.nm.us	Utah	elections.utah.gov
Connecticut	myvote.ct.gov	Maine	maine.gov/sos/cec/elec	New York	elections.ny.gov	Vermont	sos.vermont.gov
Delaware	elections.delaware.gov	Maryland	elections.maryland.gov	North Carolina	ncsbe.gov	Virginia	elections.virginia.gov
D.C.	dcboe.org	Massachusetts	sec.state.ma.us/ele	North Dakota	vote.nd.gov	Washington	sos.wa.gov
Florida	dos.elections.myflorida.com	Michigan	michigan.gov/sos	Ohio	ohiosos.gov	West Virginia	sos.wv.gov
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Hawaii	hawaii.gov/elections	Mississippi	sos.ms.gov	Oregon	sos.oregon.gov	Wyoming	sos.wyo.gov
Idaho	sos.idaho.gov	Missouri	sos.mo.gov/elections	Pennsylvania	dos.pa.gov		

Visit IBEWVotes2020.org to check your registration, register to vote or request a mail-in ballot.