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'The Code We Live By'

Commitment to Excellence Pays Dividends for IBEW Members

The Code of Excellence at work. Clockwise from top left: Jersey City, N.J., Local 164 wiremen at Newark Airport Terminal 1; Little Rock, Ark., Local 647 linemen and clerks from Entergy's Searcy Distribution Line; the Lighting Quotient plant in Massachusetts recently signed a COE pact with Waltham Local 1040; the COE flag flies high at the Tennessee Valley Authority, which employs IBEW members across the South.

THE IBEW'S 2023 PHOTO CONTEST
Deadline: Nov. 1 • Details on pg. 11

People who have embraced the IBEW Code of Excellence light up when they talk about it.

How it builds trust and respect between employers and locals. The confidence it gives workers to speak up about jobsite hazards and other concerns. A heightened sense of belonging and the morale it inspires. The core values that make believers out of skeptical bosses.

Time and again, the Code has led to bigger paychecks, better benefits and more work for IBEW members.

Every gain begins with a spark. Or, as the IBEW dictionary spells it, **SPARQ: Safety, Professionalism, Accountability, Relationships, Quality.**

Those are the cornerstones of the Code of Excellence, a declaration first made nearly 20 years ago codifying the work ethic and civility that have been the essence of the IBEW for generations.

In partnership with willing employers across the IBEW's industries, it is a promise — a promise of integrity and cooperation that applies to everyone from the most junior employees to the C-suite.

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Q

Unique to the IBEW, it has cemented the Brotherhood's reputation as a union in a class by itself.

"When we give 100% on the job, what we get back is immeasurable," International President Kenneth W. Cooper said. "Employers that have seen the Code in action are more open with us, more flexible with the workforce, more willing to give at the bargaining table and more likely to hire the IBEW in the future. And that means more jobs and more financial security for our members and their families."

"With the Code of Excellence, everybody wins."

'Our Best Selling Point'

At Ingeteam's wind turbine plant in Milwaukee, Local 2150 members ratified a dream five-year contract last summer with big raises up front and annual cost-of-living adjustments.

"We got COLA, we got a \$3 raise for every person on that floor and about 10 other great items, and we didn't take one concession," Assistant Business Manager Mike Bruening said. "And the reason is the Code of Excellence."

More specifically, the fact that workers bought into the Code. AK Abdalla, a former steward at Ingeteam who recently joined Local 2150's staff, helped build support among his co-workers.

"It's not a complex code," Abdalla said. "Its message is simple: We're here to do a job, and we should take pride in it. It's an understanding that when we're productive and efficient for an employer, we're helping them make money. And in return they give us paychecks — good paychecks."

'THE CODE WE LIVE BY' continued on page 4

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FROM THE OFFICERS

Meeting the Moment



Kenneth W. Cooper
International President

In late August, IBEW leaders from every part of the United States and Canada came to Chicago for the biggest Membership Development conference in our history. They were there to recommit themselves to this union's founding mission: "to organize every electrical worker in North America."

As I said at that conference, there is no better time to be an IBEW organizer than now, because the opportunities are endless.

The Biden administration's top legislative achievements — the Bipartisan Infrastructure Act, the Inflation Reduction Act, and the CHIPS and Science Act — mean trillions of dollars for rebuilding our infrastructure; investing in advanced energy technologies like wind, solar, next-generation nuclear and electric vehicles; and bringing high-tech manufacturing jobs back to our shores.

We are talking about hundreds of thousands of new jobs across all IBEW branches.

And the IBEW not only fought to make those jobs possible, but we ensured that those federal dollars came with some of the strongest pro-worker and pro-union protections ever.

We now have rules in place that make it nearly impossible for companies to use non-IBEW labor for covered projects. In Canada, the 2023 federal budget is doing similar work to the IRA, attaching pro-union standards to its tax credits for clean energy.

This is a truly historic moment for the IBEW. It has been generations since we have seen these kinds of opportunities to grow and build market share. And we are going on the offensive to make sure we grab on to them with both hands.

The law and public opinion are on our side, but if we do not refocus and recommit to organizing, we will miss the chance of a lifetime.

We cannot keep doing the same things we've always done and expect different results. The methods of the past simply won't capture the hundreds of thousands of jobs coming.

Which is why I am rolling out new organizing policies for every branch. You will be reading about them in the pages of this publication in the coming months.

It starts with Day 1 membership. By that, I mean anyone working in the electrical industry has a place in the IBEW. If they are doing the work, then we need to organize them.

There is nothing new or radical about it. It is how Henry Miller organized the IBEW in the 1890s, and we need to get back to those fundamentals if we want to ensure our future.

A bigger and stronger IBEW is good for everyone. But getting there and making sure this great union is here for our children and our children's children is going to require an openness to new ideas and new ways of doing things.

It won't be easy. But know that every change we make is to meet this moment, to build a bigger, stronger, more powerful IBEW.

A million-member IBEW would change the course of history and put workers at the centers of power — from the corporate boardroom to Congress.

But it cannot happen without every one of you. We all have a role to play in making a difference for working families by extending the benefits of IBEW membership to everyone in our industries.

Working together, we will meet this moment. ■

Excellence on Display

The IBEW's Code of Excellence isn't just a commitment to do our best work. It is an organizing tool, a ticket to earning respect and a way to transform entire communities.

The Code's core principles — Safety, Professionalism, Accountability, Relationships and Quality, or SPARQ — might seem like common-sense ideals for any jobsite.

But as you'll read in this month's cover story, Code of Excellence agreements can help people realize what makes the IBEW special. A commitment to the Code by an employer and workers creates a culture of trust and cooperation between the parties. In many IBEW workplaces, that's helped minimize conflicts and led to better productivity, paychecks and more.

For example, in 2016, Entergy's Nuclear One power plant in Russellville, Ark., was doing so poorly that a shutdown seemed likely, something that almost certainly would also have doomed the surrounding area. Plant operators sought the help of Little Rock Local 647, whose leaders suggested that the plant implement the Code of Excellence. Within a year of doing so, the nuclear plant was rated one of the safest facilities in the U.S., and the town kept its most important employer. That all can't be a coincidence.

The Code also helps us organize. Five years ago, Milwaukee Local 2150 was able to leverage the promise of a Code of Excellence agreement to pry open communication channels with wind turbine maker Ingeteam, which at the time was not exactly union-friendly. Now, as the profitable company is expanding its operations and its offerings, the trust that the Code helped foster is also making it easier for Local 2150 to bring new hires into the IBEW.

With the explosion of job opportunities that the IBEW is expecting thanks to the \$2.1 trillion in funding and incentives from the Infrastructure Investment and Jobs Act, Inflation Reduction Act, and CHIPS and Science Act, we're going to need every available tool at our disposal to bring us to the 1 million members we'll need to help us capture our share of that work and hold on to it.

After you read the cover story, think about how the Code of Excellence might work for you. If you're already using the Code, ask your business manager to send in your local's success stories to media@ibew.org. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Michael Rakes, inside wireman
Charleston, W.Va., Local 466



“Before joining the IBEW, I worked for 11 years as a nonunion electrician, mainly on commercial and institutional projects. I spent my last two years of high school in vocational school studying industrial electricity, and I received my journeyman electrician's license in 2001.

My father was a maintenance employee for a government facility, and they needed an electrical contractor to conduct some repairs. The electricians who performed the job were IBEW members, and one of them was an NJATC instructor. He asked my father if he knew of anyone

interested in joining, as they had an upcoming opening for apprenticeships. My father called me with this information, and I contacted them the next day.

A lot of times in my nonunion work, we'd come across IBEW contractors, and they seemed to have a better handle on projects. They were a lot more knowledgeable and better trained. Competency goes a long way. And the other aspect was that when I started talking to them, I learned they had good benefits and the pay was better. It was like playing minor league baseball and IBEW was stepping up into the majors.

Even though I was a licensed journeyman electrician, I willingly signed up for the IBEW apprenticeship. I was eager to learn as much as possible and to prove to myself that my skill set could never be questioned.

I completed my apprenticeship in 2017, and I can now say that the difference between the IBEW and working nonunion is night and day. The IBEW, in addition to first-rate training, provides so much more in terms of benefits and pay. In fact, the difference in pay isn't even comparable: I bring home literally double what I made in my nonunion days.

There were no advantages to being nonunion: no retirement, no health insurance and a dog-eat-dog mentality among co-workers because everyone was scared and suspicious of one another. That's not the case as an IBEW member. Here, people look out for one another and you aren't just a number or a spoke in the wheel.

And it's important to remember that I had no prior connections with the IBEW. Not only did I complete my training, but I also received the Outstanding Apprentice Award the year I graduated. So anyone can come here and prosper.

Our success and our future depend not only on our younger members, but also engaging all prospective members, like myself when I was nonunion. We can catch these people outside of their jobs and get down to brass tacks about who we are and why we're a better choice.”

Every member in every branch has a story to tell about how the IBEW has improved their life both on and off the job. Tell us yours today for a chance to be featured here.

ibew.org/MyIBEWStory



After 13 Years of IBEW Work, Massive New Nuclear Reactor Goes Live

The U.S. power system passed a landmark July 31 when Vogtle Unit 3 started selling power, the first newly built American nuclear power plant in three decades.

The project was a colossus, putting an average of 1,200 members from Augusta, Ga., Local 1579 to work for 13 years, with more than 1,800 on site for the three-year peak.

The 1,100-megawatt reactor will produce enough power for an estimated 500,000 homes and businesses around the clock for the next 60 to 80 years with zero carbon emissions.

When Unit 4 comes online later this year, Plant Vogtle, at 4,664 MW, will be the second-largest power plant in North America, only behind the Grand Coulee Dam's astonishing 7,000 MW.

The unit's details are staggering. Three million feet of cable. More than a half-million feet of conduit and supports. For a wind farm to provide the same amount of energy, it would have to cover 1,000 square miles.

"It was a blessing," said Fifth District International Representative Will Salters, who was Local 1579's business manager for much of the construction. "We were a 1,000-member local managing well over that many travelers as well as our normal work. I'm glad it's over, but it was a blessing."

The local's apprenticeship went from between 100 and 150 to 400, Salters said, and the local is now 30% larger than when the project began.

When Southern Co. started filing for permits in 2005, hopes were extremely high that Vogtle would be the clap of thunder that announced a monsoon of new U.S. nuclear generating capacity.

Fracking was barely a reality, and nuclear power was widely seen for what it is: a safe, reliable and necessary alternative to the threat of carbon emissions from burning coal. Public support for nuclear was high, and even traditional opposition from environmentalists was on the wane.

The Westinghouse AP1000 reactor was designed and sold as the simpler solution to the problems that plagued nuclear projects from the '80s. It had fewer parts, many of them standardized and built in factories, and multiple fail-safes were built into the design so the default in an emergency was an autonomous, controlled shutdown. Vogtle was the future of a 21st-century clean economy, the head of a parade.

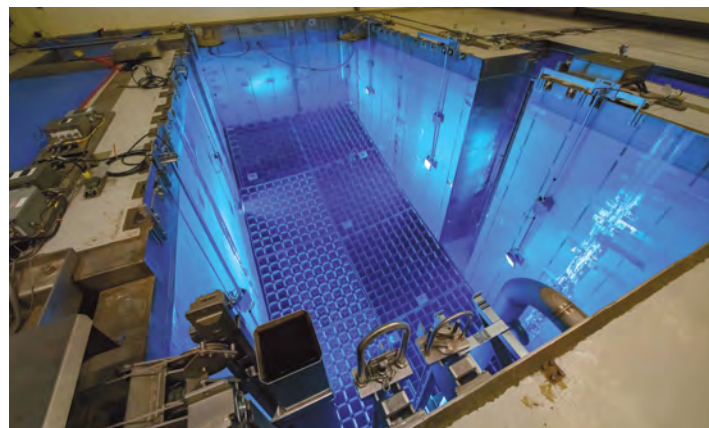
Salters, too, was ready to learn from the past.

When units 1 and 2 were built in the '70s, he said, the local failed to work closely enough with its in-town contractors, so when the project ended, the local's market share had collapsed.

"We were cautiously optimistic we could find the workforce and come out stronger," he said.



Building the two new nuclear reactors at Vogtle in Georgia was a historic effort involving thousands of IBEW members and more than a decade of work. When the project started 17 years ago, the nation didn't have the workforce or manufacturing pipeline to build new nuclear. Now it does, and they are ready to work.



The 2009 plan called for simultaneous construction on units 3 and 4 at a peak of 600 journeymen and apprentices. The 1,000-member local would need to call on the whole traveling army of the IBEW. The Great Recession had filled the pool of travelers, and the incentives in pay and per diem were a signal that every corner of the country could see.

"We used to joke that we had travelers from every construction local in the U.S., and in the end, we weren't half wrong," said Fifth District International Vice President Brian Thompson.

But even nuclear power's most fervent supporters now accept that the original schedule was optimistic, if not wildly so.

Westinghouse had hoped to simplify things with its reactor design, but it had been so long since the last nuclear powerhouses were built that there was little left of the workforce and domestic supply chain that could

reliably meet the extreme standards of the industry, let alone construction managers with relevant experience.

"By the time construction began, the apprentices, forget the journeymen, who built units 1 and 2 were either at home retired or at their eternal rest," Thompson said. "We weren't just building the reactors; we were building everything."

The company's high hopes for prefabrication died a slow death in a nonunion factory in Louisiana. The work was catastrophically bad, Salter said, and union trades workers were constantly repairing and replacing work that wasn't on site.

"It was good we got the work, but it put the job behind right from the beginning," Salters said.

Worse, not only did construction begin before plans were available to work crews, but it also began before the drawings were even complete.

And then Vogtle was struck with

what can only be called a historic run of extraordinarily bad luck.

Despite leading to only one death, the Fukushima earthquake and tsunami in 2011 turned public opinion about nuclear power 180 degrees overnight.

Safety standards were rewritten, and Vogtle designs were painfully updated at great cost in time and money.

Fracking sent domestic natural gas prices plummeting, and for the first time, existing nuclear power plants were economically at risk. Initial costs for plants were always high, but for decades, a nuclear plant was nearly always the most reliable and lowest cost power dispatched onto the grid.

The shocking became commonplace. Utilities shuttered nuclear plants years before their licenses expired, four in 2013 and one each in 2014, 2016 and 2018.

The final blow for two reactors in South Carolina at the V.C. Summer Plant came in 2017 when Westinghouse

declared bankruptcy.

Of the 24 nuclear projects in the works by 2009, only Vogtle survived.

And then the pandemic hit, and the 7,000 workers at Vogtle were thrown into the same confusion and uncertainty as those at any other jobsite in America.

It was an astonishing run of stumbling blocks, catastrophes and tribulation.

But not even nuclear power's biggest critics lay the blame at the quality of the work done by union trades workers.

"I worked in coal, gas and nuclear plants before I went to the local, and the work process and standards in nuclear are like nothing else," Thompson said. "Not every member of the IBEW gets clearance, and not every member wants to deal with the paperwork, the obsessiveness and quality."

As the project wraps up, Thompson said he is confident that the Vogtle workforce is one of the finest anywhere in the world.

The project will end late this year or in early 2024 when Unit 4 comes online.

Salters' hope is that some of the many Fifth District and Tenth District utilities might see this as a chance to profit from Vogtle's experience and not let this workforce disappear as the generation prior did.

And the need is there: Kathryn Huff, the Department of Energy's assistant secretary of nuclear energy, told the Atlanta Journal-Constitution that the U.S. needs the energy equivalent of 100 to 200 more Vogtle-sized units to achieve net-zero emissions by 2050.

At the moment, there are no similarly scaled nuclear plants in the works in North America.

There are at least six AP1000 projects in the works, but all are in China.

In the U.S. and Canada, the future of nuclear is hung on small reactors, between 150 and 300 MW, that are built in a factory to fit in a container, can shut down without intervention and are shipped ready-to-work to a reinforced concrete pad.

The hope is that this time an all-new design won't have the same growing pains.

But Salters is hopeful that at least one of the utilities in his district might try to reap some of what has already been sown.

"You know what would be great? We don't need to wait another 30 years to build another one," he said. "We have the workforce and the supply chain. If someone started one today, it would cost half as much and be done twice as fast." ■

Continued from page 1

'The Code We Live By'

Commitment to Excellence Pays Dividends for IBEW Members

The Code has become a way of life for Local 2150. Every relationship with employers, and with each other, is steeped in it. More formally, it is an integral part of some 30 collective bargaining agreements that cover units in utility, manufacturing, outside construction, tree-trimming and broadcasting.

"We have some of the best contracts in the state, and our part of that is providing the best workers in the state," Business Manager Jim Meyer said, calling the Code "our biggest selling point."

"We use it in organizing drives, in top-down construction drives, showing them that we're bringing something to the table," he said. "Our philosophy of working with employers and not against them has caused us to be able to grow, even in a right-to-work state like Wisconsin."

The same approach is working for Frederickton-based Local 37 in New Brunswick, which has members in nearly every IBEW industry and recently hired a full-time organizer.

In one shop that was relying on an alarming number of nonunion contractors, Assistant Manager David Brown said, "We ran a cost-benefit analysis that successfully convinced the employer that allowing us to organize those workers — and train them in the Code of Excellence — would save them a tremendous amount of money."

A Foot in the Door

On top of the contract victory at Ingeteam, the company is also one of Local 2150's newest opportunities for growth: As soon as this fall, the first phase of the factory's new assembly lines for electrical vehicle chargers is expected to be up and running.

Swayed by its regional managers' rapport with the IBEW, the multinational company agreed in August not to interfere in Local 2150's drive to organize the new workforce.

Bruening had the chance to announce the neutrality agreement on the factory floor during a visit from President Joe Biden and Gov. Tony Evers. Dignitaries and workers alike erupted in cheers.

Such cooperation was unimaginable when Local 2150 launched its first campaign at Ingeteam in 2018.

The company hired union-busting consultants, fighting the drive at every step. When the 100-worker unit voted overwhelmingly for representation, Ingeteam pushed the National Labor Relations Board to decertify the results. Their charges were so without merit that even the anti-union Trump-era NLRB sided with the IBEW.

The negotiations that followed were a "grudge match," Bruening said, with Ingeteam dragging its feet for the first six months. "Finally, we got an OK contract. It wasn't perfect, but we made some movement."

Without the Code, there might have been no contract at all.

For weeks, managers balked at setting a bargaining date. So Bruening wrote them a letter. "I said: 'This is what I'd like to do. Instead of meeting to talk to you about negotiations, I want to meet to talk to you about the Code of Excellence.'"

The pitch got Bruening in the door. But his audience was skeptical, with some managers even shaking their heads. Ultimately, they came around just enough to agree to bargain.

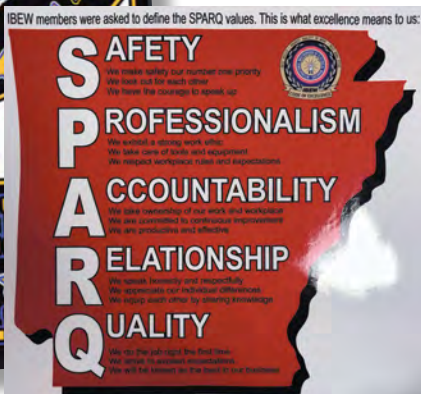
"I figured the Code was the best introduction to people who hated us, who didn't want the company to go union and saw us as middlemen getting in the way of their ability to manage their employees," Bruening said.

"I turned that upside down and showed the company what the Code could do for them."

'Creating a Culture'

The origins of the Code of Excellence date to 2006 in the Eighth District, where the union was in danger of losing a contractor.

Fearing the consequences for his members, International Vice President Jon Walters drafted language that became the foundation of today's Code,



Little Rock Local 647's flag flies just below the corporate flag at the Enertgy Arkansas Nuclear One plant in Russellville, signifying a culture of respect and cooperation that helped save the plant from being shut down in the last decade.

using it to persuade the employer to stick with the IBEW.

One of the earliest locals to follow suit was Local 37 in New Brunswick. "We were one of the pioneers," Brown said with pride, stressing how vital a tool the Code has been for negotiating higher wages and benefits.

"It helps us show employers that the IBEW gives them the best value for the dollar," he said.

Today, Code of Excellence agreements are in place throughout the U.S. and Canada, covering members everywhere from construction sites to utilities of every size, factories, broadcasting units and public sector jobs.

"The Code of Excellence is not one-size-fits-all," Education Director Amanda Pacheco said. "Every local that adopts it makes it their own."

Committees typically made up of union reps, workers, supervisors and managers meet to hammer out the details: The nuts and bolts of applying the Code to their workplace. Ways to foster cooperation and participation. Methods for using the Code to resolve disputes before they become grievances. And so on.

For Seattle Local 77 and the Grant County Public Utility District in central Washington, the planning stage took several years, stretched out by the pandemic.

But the COE team's commitment never waned. When the Code was rolled out in 2022, virtually everyone on the utility's payroll was there in person or online.

"When we started this endeavor, I think we saw each other as union and management," foreman and COE team member Scott Elliott said at the time. "As the team has met and planned, there's been an increased feeling of cohesion. I think I can speak for all and say that we now feel more like Team Grant than union and management."

Their vision for the Code was shaped in part by a visit to Nevada's NV Energy. They found a company drowning in grievances being transformed by its COE pact with Las Vegas Local 396: better communication, less micromanagement and more trust.

Pacheco said that's exactly how it's supposed to work.

"The Code is about creating a culture," she said. "Where it's successful is where local unions and employers come together to create it."

A Circle of Respect

Daniel Gumble sees the Code of Excellence as the IBEW's golden rule.

"It's 'Do unto others,'" the Jersey City, N.J., Local 164 business manager said. "It teaches us to respect others, and when you give respect, you get respect. I think it goes a long way, not only in the workplace but in life itself."

The Code gave Local 164 the advantage it needed when the family-owned ShopRite grocery chain was gearing up to build a new store with nonunion labor.

Gumble invited the company's chairman and other executives to tour the local's busy training center, where Code of Excellence messaging is everywhere: posters on classroom walls, materials on breakroom bulletin boards, even fliers in members' toolboxes.

Not to mention the T-shirts and hardhat stickers emblazoned with "Excellence: The Code We Live By."

ShopRite was no stranger to unions. Its grocery workers were represented, and its other stores were union-built. Gumble wanted to know why it was wavering now.

"Look what you get with us. We're the real deal," he told his guests, showcasing the IBEW's state-of-the-art training and the Code of Excellence principles that are instilled in members from Day One of their apprenticeships.

He skillfully made a case that the premium ShopRite would pay for IBEW labor was worth every penny. "They loved it," Gumble said. "They said, 'You guys really do walk the talk.'"

Local 164 apprentices are introduced to the Code during orientation, which has evolved into a three-day boot camp that leaves no doubt about what's expected of them.

"You came here representing yourself and your family name,"

Training Director Warren Becker tells each new class. "As of today, you represent Local 164, you represent the IBEW and you represent union labor as a whole, as well as the contractor you're working for."

Students are asked to think about the kind of person they'd want to hire and whether they'd be willing to pay IBEW wages to someone who wasn't giving their all.

"It's important that they understand that their jobs are dependent on their conduct," Becker said. "Our relationships with our contractors are symbiotic. When we do the job the way we're trained to do and do it right the first time and on time every time, it allows the contractor to procure more work and hire our members again. It's a self-repeating cycle."

Nurturing the Code

The Code of Excellence is a living document. Over time, a healthy pact evolves and grows.

For example, the COE team at the sprawling Tennessee Valley Authority regularly adapts and expands its ambassador program, in which union members and managers volunteer to serve as faces of the Code.

"The ambassadors resolve issues at the line level," said International Representative Curtis Sharpe. "It's been a very effective way to minimize conflicts and improve communication. It makes people feel empowered when they know they're being heard."

Recently, ambassadors at TVA worksites across the South were mobilized to roll out diversity, equity and

"Excellence: The Code We Live By" is the motto of Jersey City, N.J., Local 164; Enertgy Arkansas trucks used by Local 647 linemen sport SPARQ stickers.

inclusion initiatives. Instead of a directive from management, Sharpe said, “this is coming from the workers, and that makes a huge difference.”

Training is essential to the COE’s success, ensuring that everyone, top to bottom, understands the Code and the role they play in it.

It starts with kickoff events led by international representatives, joined by senior managers to demonstrate the employer’s commitment. Going forward, “train the trainer” sessions prepare lead workers to answer questions, encourage involvement and coach new hires.

Entergy’s entry into the Code at its Arkansas Nuclear One plant coincided with an outage, a bustling few weeks every 18 months when workers replace spent fuel and perform major repairs and maintenance.

The demands can quadruple the site’s building-trades workforce, which is roughly 1,000-strong during normal operations, said Little Rock Local 647 Business Manager Brian Erwin.

“There were about 4,000 people, and we ran every one of them through COE training — union and nonunion side by side with the senior management on site,” Erwin said. “Didn’t matter if you were the IBEW, the Carpenters, the Laborers or anyone else. Entergy made it clear that ‘This is a COE site, and we will conduct business as such.’”

Like Entergy, the TVA applies the Code not only to its relationship with the IBEW but to the entirety of its workforce.

As a result, Sharpe said, all TVA unions have a greater voice. “Since the COE was rolled out in 2018, we’ve made a lot of friends in the other trades. They see our leadership and how effective we can be.”

Management at the nation’s largest public power provider sees it, too. “They look to us as leaders,” he said. “We’ve garnered so much respect by the way we’ve handled ourselves.”

Saving a Town

Local 647’s flag flies high in front of the Nuclear One reactor in Russellville, Ark., just beneath Entergy’s corporate flag.

Waving in unison, they are a symbol of the Code of Excellence teamwork that not only saved the plant and a thousand jobs, but even the town itself.

The facility was in trouble. By 2016, it had fallen to the lowest safety levels allowed by regulators.

“Arkansas Nuclear One was probably the most troubled plant in the country at the time,” Erwin said. “We were very worried that they could come in and shut it down.”

Desperate plant managers reached out to Shannon Walters, then Local



President Joe Biden takes a selfie with Milwaukee Local 2150 members during a tour of Ingeteam’s wind turbine plant in August. A Code of Excellence agreement at the factory has been like night and day for the previously anti-union management team and its IBEW workforce.



647’s business manager. As Erwin recounts: “They called Shannon and said, ‘We have to change the culture,’ and Shannon said, ‘It’s funny you ask. We’ve got the perfect thing for that.’”

Soon they were collaborating on a COE agreement that led to the mass training and a new way of doing business. The lines of communication were open. Ideas were flowing. Changes were afoot.

Most importantly, everyone was on board, Erwin said. Typically, COE trainers run into at least some early resistance from wary line workers and middle managers.

“I think that our members, and quite honestly everyone on the site, realized the gravity of the situation,” Erwin said. “In a community like Russellville, the city is literally built around the plant. Most of the people who work at the plant live there. It has the highest-paying jobs in the area, and we help support the community through taxes and our patronage. If the plant shut down, Russellville, Arkansas, was going to be a ghost town.”

About a year after the Code of Excellence was launched, the plant’s safety ratings had gone from bottom to top. “An NRC 1,” Erwin said, referring to the Nuclear Regulatory Commission’s highest score.

In addition to the plant, the Entergy COE covers the company’s coal and natural gas division and its outside linemen.

“It’s been a good deal, the trust we’ve built with management,” said journeyman lineman Matthew Huntsman, a steward who is also chair of Local 647’s executive board.

“I can walk into our regional manager’s office, and we can shut the door and talk about things coming down the pike. They may be off the record for now, but it helps you prepare for how to address things with the guys.”

Occasionally senior statewide managers ask Huntsman’s opinion. “It’s great

to be involved in some of those decisions before they’re made,” he said. “Before, it was just a shotgun effect: ‘This is what we’re doing, and you’re going to like it.’”

Erwin said it was the same way at Nuclear One. “It used to be that you couldn’t tell a manager, ‘This is not a good idea.’”

“Now, our site is very open to critical thinking. It’s encouraged,” he said. “And any time you’ve got a lot of intelligent thinking and you’re able to talk critically and openly, you tend to make the best decisions.”

‘You Guys Are Different’

As at Entergy, some of the Code’s biggest fans are the managers and executives who long considered the IBEW their adversary.

Just five years ago at Ingeteam, workers who wanted to join Local 2150 were subjected to captive audience meetings, specious fliers and other arm-twisting straight from the anti-union playbook.

The pendulum has swung so far the other way that in 2022 the factory’s human resources director was invited to speak at

the 40th International Convention.

“It is one thing to read about a Code of Excellence in training, quite another to see and hear it shape the values and performance on the floor,” Garan Chivinski said. “It is simple, profound and true: Focus on quality. Don’t fear change. Keep each other honest and efficient.”

He spoke glowingly of Bruening, former steward Abdalla and Local 2150. “If we share a common goal and trust each other, it is far better to augment Ingeteam with the IBEW leaders and their considerable talents than to waste the company’s limited resources to compete with them,” Chivinski said.

Even union-averse leaders at Ingeteam’s global headquarters in Spain have taken notice, as Bruening discovered when corporate VIPs were on hand for Biden’s tour in August.

It gave Bruening time for a friendly conversation with the vice president overseeing the EV-charger project.

“I didn’t come into this trusting you and the union. My experience with unions in Spain has not been good,” Bruening recalled the executive saying, citing what he saw as labor obstruction and other troubles.

“We have a different philosophy in the IBEW and that is to be your partner,” Bruening responded. “If you succeed, my members succeed.”

With a big smile, the man told him he’d heard the same thing from Chivinski and other executives. He was sold.

“He said to me, ‘I’ve seen it, I believe it, and I’m excited for our partnership because you guys are different.’” ■

Ticket to the Middle Class



International President Kenneth W. Cooper shows off his yellow ticket at the Membership Development Conference in Chicago. “I want to share with you the most important ticket of my lifetime,” he said to the hundreds of organizers gathered in late August. “My union ticket. My ticket to the middle class.” The annual conference had the largest attendance in its history. ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

NextGen, Women's Committees See Progress, Plenty of Work Ahead

While celebrating advances made, members of the First District's NextGen and Women's committees said plenty of work remains after holding their caucuses at the All Canada Progress Meeting in Toronto in August.

Leaders from both groups say they are excited by organizing efforts to grow the IBEW in Canada. Taking into consideration the perspectives of young workers and women and the unique obstacles they often face on the job will help attract more Canadian citizens to the trades.

NextGen, which is the equivalent to RENEW at U.S. locals, is an initiative that encourages IBEW members 35 and younger to become more active and lead in their local unions.

"In the 10 years since NextGen started, we've made leaps and bounds," said Toronto Local 353 Assistant Education Director Chris Borgia, the First District representative on the RENEW committee. "We're not starting from scratch anymore. We have people with much better understanding and knowledge."

St. Catharines, Ontario, Local 303 member and Red Seal electrician Denver Kormos, who also is active in the NextGen caucus, noted that nearly 50 people attended. That showed that interest is high, he said, especially considering that not every local was able to send members.

"The culture here in Canada is changing, and diversity is important to younger people," Kormos said. "The more we're allowed to reach out to those communities and help them get more comfortable, the more comfortable we think they will be with the IBEW."

Kate Buinimasi, an international representative in the Education Department who chairs both caucuses, said she was impressed by how many local unions sent members to the Women's Committee meeting and the larger progress meeting.

Buinimasi and Ottawa Local 2228 Assistant Business Manager Meaghan Olmstead, who chaired a presentation on obstacles women face that their male counterparts usually don't, said progress has been made but much work remains to be done.

One attendee told how she and her husband decided not to have a third child because she was afraid to lose her job as a lineman. The company offered little in paid time off and wouldn't guarantee her job when she returned to work.

Including contractual language that guarantees things like that in agreements needs to be a priority for all local unions, Buinimasi said.

"I felt a lot of support from the international vice president," Buinimasi said, referring to First District International Vice President Russ Shewchuk. "There still needs to be a lot of work and education done for our male allies to understand what it's like to be a woman in the IBEW."

Added Olmstead: "We want to make sure everyone knows we're aligned with the IBEW and the First District's core values in continuing engagement and recruitment in our underrepresented groups. ... We are looking forward to working with our leaders to ensure those underrepresented groups are engaged and play a vital role in their priorities, including organizing and retention of all members."



Shewchuk praised both committees for their work and for making their presence known at the all progress meeting.

Members attending the Women's Caucus included, from left, Jessica Gemmill from Kitchener, Ontario, Local 804; Meaghan Olmstead from Ottawa Local 2228; Dayna Gill from Vancouver, British Columbia, Local 258; and Kristi Arbuckle from Winnipeg, Manitoba, Local 2034.

"The NextGen and Women's committees are vitally important to meeting our organizing goals in Canada," he said. "More work remains, but both committees continue to grow and show how we can make the IBEW a more welcoming place to all our country's citizens."

"I was particularly pleased to see so many members of both committees stay throughout the All-Canada Progress Meeting, where they were able to meet and build relationships with members from sectors and regions throughout the First District." ■

Le comité NextGen et celui des femmes constatent le progrès, mais il reste du pain sur la planche

En célébrant les progrès réalisés, les membres du comité NextGen et de celui destiné aux femmes du premier district disent qu'il reste encore beaucoup à faire après la tenue de leurs caucuses lors de la Conférence canadienne annuelle à Toronto en août.

Les leaders des deux groupes se disent enthousiastes par l'idée des efforts d'organisation syndicale visant à faire croître la FIOE au Canada.

En tenant compte des points de vue des jeunes travailleuses et jeunes travailleurs et ceux des femmes et des difficultés particulières qu'ils rencontrent au travail, contribueront à attirer davantage de citoyennes canadiennes et de citoyens canadiens vers les métiers spécialisés.

NextGen, connu sous RENEW pour les sections locales aux É.-U., est une initiative qui encourage les membres de la FIOE âgés de 35 ans et moins à participer davantage et à jouer un rôle de premier plan dans leurs sections locales.

« Depuis les 10 années d'existence du NextGen, nous avons fait des pas de géants », déclare Chris Borgia, l'assistant au directeur de l'éducation de la section locale 353 à Toronto et

représentant du premier district au sein du comité RENEW. « Nous ne partons plus de zéro. Nous avons des personnes qui ont une bien meilleure compréhension et de meilleures connaissances ».

Le membre et électricien certifié Sceau rouge du local 303 à St. Catharines en Ontario, Denver Kormos, a aussi participé au caucus et a fait remarquer qu'environ 50 personnes y étaient présentes. Cela a démontré que l'intérêt est élevé, dit-il, surtout si l'on tient compte du fait que ce n'est pas toutes les sections locales qui ont été en mesure d'envoyer des membres.

« La culture au Canada est en train de changer et la diversité est importante pour les jeunes gens », mentionne Kormos. « Plus nous pouvons joindre ces communautés et les aider à se sentir plus à l'aise, plus nous pensons qu'elles et qu'ils seront à l'aise avec la FIOE. »

Kate Buinimasi, une représentante internationale du service de l'éducation qui préside les deux caucuses, mentionne être impressionnée par le nombre de sections locales qui ont envoyé des membres à participer au comité destiné aux femmes ainsi qu'à la plus vaste Conférence canadienne annuelle.

Buinimasi et Meaghan Olmstead,

l'assistante-gérante d'affaires du local 2228 à Ottawa, qui a présidé une présentation sur les obstacles auxquels les femmes sont confrontées, contrairement à leurs homologues masculins, mentionnent que des progrès ont été réalisés mais il reste encore beaucoup de travail à faire.

Une participante a raconté comment son mari et elle ont décidé de ne pas avoir un troisième enfant par peur de perdre son emploi comme monteuse de lignes. L'entreprise offrait peu de congés payés et ne garantissait pas son emploi une fois de retour au travail.

Inclure des dispositions contractuelles qui garantissent ces exemples dans les conventions collectives devront être une priorité pour toutes les sections locales, formule Buinimasi. « J'ai ressenti beaucoup de soutien du vice-président international », en parlant du vice-président international du premier district, Russ Shewchuk.

« Il reste encore beaucoup de travail et d'éducation à faire pour que nos alliés comprennent ce que c'est d'être une femme dans la FIOE. »

Olmstead ajoute : « Nous voulons être certains que tout le monde sait que nous respectons les valeurs

fondamentales de la FIOE et ceux du premier district concernant l'engagement continu et le recrutement dans nos groupes sous-représentés [...] Nous avons hâte de travailler avec nos leaders pour nous assurer que ces groupes sous-représentés sont impliqués et jouent un rôle important dans leurs priorités, y compris dans l'organisation syndicale et dans la rétention de tous les membres. »

Shewchuk a félicité les deux communautés pour leur travail et d'avoir marqué leur présence lors de la Conférence. « Le comité NextGen et celui destiné aux femmes sont essentiels pour atteindre notre objectif en matière d'organisation syndicale au Canada », dit-il. « Il reste du travail à faire, mais les deux comités continuent de prendre de l'expansion et nous démontrent la façon dont la FIOE peut être un endroit plus accueillant envers toutes nos citoyennes et tous nos citoyens. »

« J'ai été particulièrement heureux de voir autant de membres des deux comités restés tout au long de la Conférence; ils ont eu la chance de faire des rencontres et d'établir des relations avec les membres de différents secteurs et de différentes régions dans l'ensemble du premier district. » ■

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HourPower

San Diego Local 569 members play a

leading role in the construction of a massive clean energy campus in Southern California. Visit IBEWHourPower.com for more.

ElectricTV

NECA and Minot, N.D., Local 714 partnered for the construction of the state-of-the-art Trinity Hospital. Check out the video at ElectricTV.net.



GROUNDING IN HISTORY

Fighting Right-to-Work

76 Years of Taft-Harley's Aftermath

Part two of a two-part series.

When the Taft-Hartley Act passed in 1947, it brought 12 years of explosive union growth to a sudden stop. Boosted by the passage of the National Labor Relations Act in 1935, union membership had reached 34% of private-sector workers by 1947. The increase in IBEW membership was even more dramatic, from 56,000 to 385,000 members.

When 5 million workers went on strike in 1946 due to the economic turmoil following the end of World War II, it amounted to nearly a tenth of the total workforce. It was clear that labor had become a powerful force, and it had big business running scared. Business interests fought back by dredging up the "right-to-work" propaganda from its racist roots in the 1920s and forcing it through Congress in 1947 in the form of Taft-Hartley. Congress overrode President Harry Truman's veto to enact it.

Within one year of the law's passage, 13 states authorized Section 14(b) of the act, which enabled right-to-work: Arizona, Arkansas, Florida, Georgia, Iowa, Nebraska, New Hampshire, North Carolina, North Dakota, South Dakota, Tennessee, Texas and Virginia.

State legislatures supplanted Washington, D.C., as the battleground for labor rights, and IBEW International President Dan Tracy urged members to pay close attention. "The wrong kind of men in state legislatures can spell headaches and hardship in terms of welfare and working conditions, while the right kind of members can help labor toward better working conditions and higher standards of living," Tracy wrote in the March 1948 issue of *The Electrical Worker*.

For Tracy, the solution was clear: Elect state legislators who are allies of labor. In the elections of 1948, New Hampshire voters did just that, replacing several anti-union legislators with labor-friendly ones. The state repealed right-to-work in 1949. It was a welcome, though rare, victory.

The 1950s brought seven more states going right-to-work. The first to flip were Nevada in 1952 and Alabama in 1953. Local 505 in Mobile reported the unfortunate news in a 1953 issue of *The Electrical Worker*. "Brothers and Sisters, I am very sorry to report that Alabama has joined the ranks of states crippling organized labor by passing the so-called 'right-to-work' bill," wrote the local's press secretary. "Labor went for the Governor when he needed them. Now he is going to turn us down."

Everywhere in the country, these right-to-work bills faced fierce resistance from the IBEW. When the governor of Oklahoma began promoting a bill, Local 584 in Tulsa was quick to rally its members. "Keep those letters of protest pouring into the Governor's office so



A member of Saginaw, Mich., Local 557 watched from the gallery as the state Senate voted to repeal Michigan's right-to-work law in March, a landmark victory for labor.

he'll realize how many friends he's lost," wrote Press Secretary Bob Dooley in a 1953 *Electrical Worker* issue.

In an editorial the same year, Tracy noted a study from the Oklahoma State Federation of Labor comparing the state to Arkansas, which was in the first wave of right-to-work. In the six years prior, employment in manufacturing went up by 1.2% in Arkansas, whereas in Oklahoma it was 24.8%. "The salesmen for 'right-to-work' say that such laws stimulate more industry," wrote Tracy. "The facts simply do not back up this conclusion." For the time being, Oklahoma held off.

In some of these states, anti-labor bills had been successfully defeated in the state legislatures, only for them to pass in misleading referenda that were often written by industrialists. This demonstrated the need for greater public awareness. "It is unfortunate that such a vicious law has such a high-sounding name," wrote IP Tracy in a 1954 editorial. "A look into the past, when there were no unions, brings out the true picture of 'right-to-work.' The employer was supreme. He hired and fired at will, paid what he pleased and forced employees to work for as long as he wished them to work. It was only through the advent of unions that workers came to exercise their Constitutional right to work for reasonable hours, under reasonable conditions and for fair wages."

The message was heard loud and clear in Washington state, where Wenatchee Local 1665 put up a vigorous defense of unionism. "It seems incredible that labor should be obliged to defend itself against so-called 'right-to-work' legislation, when our record is there for even the most uninformed to see," wrote Press Secretary T.E. Nepp in

a 1955 issue of *The Electrical Worker*. The bill in Washington was defeated in 1955, but states continued to pass right-to-work laws.

For the IBEW, hope was renewed at the end of 1958 when former President Truman spoke at the 26th International Convention in Cleveland. Truman's speech brought the delegates to their feet with unapologetic attacks on the Taft-Hartley Act. "The big business interests who were behind Taft-Hartley and who dominate the Republican Party knew that they could not kill the union shop in broad daylight in the halls of Congress," explained Truman. "They thought they would have a better chance in the state capitals where they might have less opposition and less publicity. ... Some of these people will tell you they are for unions but against the union shop. Well, that's like saying you are for motherhood and don't like children," Truman said to great applause.

It would be five years until the next state, Wyoming, voted to go right-to-work. Two years later, in 1965, Indiana answered Truman's call and repealed its bill. Sensing a turning of the tide, President Lyndon B. Johnson campaigned for Congress to repeal Section 14(b) but was thwarted in 1966 by a filibuster led by Sen. Everett Dirksen of Illinois. Though it was a devastating loss, the attention the campaign brought seemed to slow the tide. Over the next 40 years, only three states passed right-to-work legislation: Louisiana in 1976, Idaho in 1985 and Oklahoma in 2001.

The right-to-work drought broke a decade later, after a wave of Republicans winning statehouses. Indiana and Michigan flipped to right-to-work in 2012, Wisconsin in 2015, West Virginia in 2016 and Kentucky in 2017. Missouri

approved a right-to-work bill in 2017, but it was forced to a referendum that failed to pass in 2018.

During the early months of the COVID-19 pandemic, unemployment skyrocketed across North America due to massive layoffs in the private sector. Suddenly, many workers began to see union security agreements in a whole new light: not as a luxury but as a necessity for economic stability. Public polling now shows support for unions at historically high levels. In 2022, Illinois passed a referendum guaranteeing the right to collective bargaining. In March 2023, Michigan became the third state to repeal right-to-work and the first since 1965.

Today, 26 states have right-to-work laws. If history is to be any guide, the fight to repeal will be tough. But the solutions are the same as they've always been. In 1922, when right-to-work first reared its head, International Secretary-Treasurer Charles Ford set forth the challenge: "We must drive home the fact to every wage worker in the country that the only rights he now possesses are those which he is strong enough to get and to keep. At all times it is a question of organization. Only when the people come into possession of their rights, when we get men in public office who will dare to tell the people the truth, when the workers receive their fair share of what they produce, then will men and women truly have the 'right to work.'" ■

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POLITICS & JOBS

Workers Win, Low-Road Contractors Lose Under New Prevailing Wage Rules

The most sweeping updates to federal prevailing wage law in 40 years are now on the books, meaning more money in the pockets of IBEW members and other construction workers on federal projects.

IBEW leaders applauded the improvements to the badly eroded 1931 Davis-Bacon Act, which the Department of Labor finalized in August after 16 months of regulatory review.

“For the past 40 years, a single low-wage contractor could depress wage rates on federal contracts,” International President Kenneth W. Cooper said, pointing to assaults on the law in the 1980s that weakened its power to ensure that federally funded projects support good-paying jobs for local workers.

“The final rule reverses the Reagan-era changes,” he said. “It will allow construction workers to gain ground they lost, increasing the wages of millions and preventing low-road contractors from undercutting the workforce.”

The updates apply to tens of billions of dollars in federal and federally assisted construction spending each year, projects that are multiplying under President Joe Biden due to the \$1.2 trillion Bipartisan Infrastructure

Law, the \$550 billion Inflation Reduction Act, and the \$280 billion CHIPS and Science Act.

“Modernizing the Davis-Bacon and Related Acts is key to making sure that the jobs being created under the Biden-Harris administration’s Investing in America agenda are good jobs, and that workers get the fair wages and benefits they deserve on federally funded construction projects across the nation,” said acting Secretary of Labor Julie Su.

“This updated rule will create pathways to the middle class for more families and help level the playing field for high-road employers,” she said. “Companies that exploit their workers, or don’t pay workers fairly, should never have a competitive advantage.”

Elements of the revitalized law include:

- New systems to help ensure that prevailing wage rates keep up with actual wages.
- Returning to the definition of “prevailing wage” used from 1935 to 1983 that eliminates the effects with low-road contractors.
- New procedures to help ensure that prevailing wage rates keep up with actual wages.
- More frequent updates to prevailing wage rates to address out-of-date wage levels.
- Broader authority to adopt state or local wage determinations when



New, stronger prevailing wage rules will ensure good-paying jobs on federally funded construction sites, such as a transit center at LAX being built by Los Angeles Local 11 members, pictured above.

they are higher.

- Updating the regulatory language to better reflect modern construction practices.
- Strengthening worker protections and enforcement, including anti-retaliation provisions.

IBEW leaders and staff nationwide

took part in DOL online seminars in September that explained the new rules and compliance issues to unions, contractors and other stakeholders.

Cooper encouraged local officers and staff to review the changes. “We have to know what the rules are in order to make sure our employers are complying

and know what steps we need to take if they’re not.”

He stressed the urgency, given the hundreds of billions of public and private dollars pouring into infrastructure projects, clean energy, advanced manufacturing plants and more.

“The timing of the new rule is especially significant, given the Biden-Harris administration’s massive investments and the public-private partnerships they are spurring,” Cooper said. “We’re talking about hundreds of thousands of jobs for IBEW members that are subject to prevailing wage law.”

He said undoing the damage done to the wage rules 40 years ago is emblematic of Biden’s promise to be the most pro-union president in American history.

“President Biden is proving once again that union members are at the heart of his efforts to rebuild America by restoring the middle class,” Cooper said. “And his record-setting job-creation numbers prove that he is succeeding beyond all expectations.” ■

CIRCUITS

Maryland Girls Get a Taste of the Trades at High School Construction Camp

Washington, D.C., Local 26 members were on hand in August to show off the benefits of an electrical career to high school girls at a construction camp organized by the National Association of Women in Construction.

“Each one of those young ladies did things they did not think possible because of their size and age,” said Local 26 President Tom Myers, who was one of the members providing instruction. “We told them they would be successful, and they were.”

Myers was joined by other Local 26 members who attended the one-day event Aug. 2 at Thomas Edison High School in Silver Spring, Md. The workshop involved lectures, demonstrations and hands-on examples where the students engaged with the materials, tools, techniques and math used by electricians in the field.

“This is a small piece of the different outreach programs we have at Local 26,” Business Manager Joe Dabbs said. “One of the benefits is keeping us close to the community and sharing the opportunities available to them while they are figuring out a path forward in life.”

In addition to showing what electricians do, the instructors also explained the benefit they provide to society and the importance of an education.

“We made sure to mention that college is not the only way to get an education; it’s just the most expensive,” Myers said.

The girls were attentive and excited to do the hands-on work like bending pipe and wiring switched lights, Myers said.

“They all got a kick out of turning



Girls from Thomas Edison High School in Silver Spring, Md., learned the basics of electrical work from members of Washington, D.C., Local 26 at a construction camp in August.

them on for the first time,” he said.

That enthusiasm is important, considering the construction labor shortage and influx of new work opportunities coming from recent federal legislation like the Inflation Reduction Act and the Bipartisan Infrastructure Law. And while women are underrepresented in the trades, Myers and his colleagues made sure to let them know that women are just as capable as men and that, if they’re in a union, they’ll be paid the same.

“These are head-of-household careers that these young women can be successful in without going into debt,” Myers said. “We made it clear that the trades offer everyone an opportunity to change the trajectory of their lives in a positive and financially rewarding way.” ■



Treasury Secretary: IBEW Is ‘Building Our New Economic Future’

Treasury Secretary Janet Yellen became the latest high-level member of the Biden administration to visit an IBEW local union when she toured and spoke to supporters and officials at Las Vegas Local 357 on Aug. 14.

Yellen visited the local to commemorate the passage one year earlier of the Inflation Reduction Act, a landmark piece of legislation to improve the nation’s infrastructure. After being introduced by Assistant Business Manager Lamare Jones, Yellen noted she began her career as a labor economist.

“I’ve learned one lesson from my time in economics, it’s this: American workers are central to our economic progress,” she said. “What [the IBEW] is doing here in Vegas and across the country demonstrates every day how skilled workers are literally building our new economic future. I couldn’t be more pleased to join you.”

Besides Yellen and President Joe Biden, other officials to visit local unions during the last two-plus years include Vice President Kamala Harris, Secretary of State Anthony Blinken, Energy Secretary Jennifer Granholm, Transportation Secretary Pete Buttigieg and former Labor Secretary Marty Walsh.

Before her 25-minute address, Yellen received a tour of Local 357’s training center, including from senior instructor Guy Snow (pictured above), who specializes in renewable energy. Local 357 members are building Gemini, a massive battery energy storage facility about 30 miles from Las Vegas, and the local is a leader in training renewable energy electricians. ■

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TRANSITIONS

APPOINTED

Mark H. Cunningham



Phoenix Local 769 Business Manager Mark Cunningham, who has led one of the IBEW's largest outside locals for the

last nine years, was appointed Seventh District representative on the International Executive Council.

"I'm extremely excited," Cunningham said. "I was overwhelmed that our international president would consider me for this type of position with all the great business managers we have."

The IEC's Seventh District includes Arizona, New Mexico, Texas, Oklahoma, Arkansas and Louisiana. Cunningham replaces former Phoenix Local 640 Business Manager Dean Wine, who was named an international representative.

"Part of me couldn't believe that a groundman from Local 769 would go on to become an international officer for the IBEW, the most important thing in my life outside of my family," he said. "But at the same time, I feel confident that I can do the job. I'll work harder than I ever have before."

Born and raised in Phoenix, Brother Cunningham joined Local 769 when Sturgeon Electric hired him as a groundman in 1987. He began his apprenticeship in 1989, becoming a journeyman lineman four years later.

"Once I got on a crew, I fell in love with it," he said.

At first, it looked he might be destined for management. Cunningham was named a foreman early in his career and went on to work as a general foreman, superintendent and line division manager.

"That gave me the confidence to make decisions on the job and brought out some leadership skills," he said. "I

think our industry is always looking for leadership, whether it's in the field or with the union."

During that time, he developed a friendship with fellow lineman Joel Bell, who was active in Local 769. He encouraged Cunningham to do the same thing.

He took Bell's advice. Cunningham served as a steward and was elected Local 769's president at the age of 28 in 1994, the same year Bell was elected business manager. He served one term and went on to serve as assistant business manager and on the negotiation and safety committees and the apprenticeship subcommittee.

He was elected president again in 2012 and was appointed business manager in 2013, when Bell left to become an international representative. He has been reelected three times since.

"Joel became my mentor," Cunningham said. "He is why I am where I am today."

Bell, who later moved to the Business Development Department before retiring in 2021, said Cunningham was instrumental in helping Local 769 improve relations with contractors and other business partners. That helped it improve market share and finances, which the two thought were critically low when they were elected.

"He taught me the importance of working closely with our contracting partners, putting the industry first alongside the Brotherhood," Cunningham said of Bell.

By the time of Bell's departure, Local 769 had \$5 million in the bank and owned its new local hall outright. It now has about 1,300 members, which includes a smaller utility unit, and has jurisdiction over the entire state of Arizona.

"Mark thinks pretty quick on his feet and communicates well," Bell said. "He does a good job of reading people and isn't bashful about asking for help. He'll approach anyone he thinks can help."

"That fits into the Brotherhood

quite well and is something that really favors him," Bell added. "He's had a real broad spectrum in his career, starting as a groundman to the apprenticeship to almost working in management to becoming a business manager."

In addition to his work at Local 769, Cunningham serves on the board of trustees for LINECO, the linemen's benefit fund; Labor's Community Service Fund in Phoenix, which assists union members in need; and the Council on Industrial Relations, which mediates disputes between IBEW local unions and management.

Cunningham and his wife, Barbara, have four children and six grandchildren, with a seventh on the way. Son Eddie is following in his father's footsteps. He's a groundman and getting ready to move into the apprenticeship.

Scott Cunningham, Mark's brother, is a journeyman lineman and Local 769 member. Three other relatives — a nephew and two sons-in-law — also are Local 769 members.

Edward Cunningham, Mark's father, is a retired firefighter who started a second career in electrical work. He worked under his son for Parr Electrical Contractors early in Mark's career and now is receiving an IBEW pension himself.

"I'm proof of how great the IBEW is and the opportunities it offers its members," Mark said. "I'm very thankful."

The officers and staff congratulate Brother Cunningham on his appointment and wish him much success. ■

RETIRED

Brian Murdoch



The First District's most senior international representative, Brian Murdoch, retired Oct. 1, capping a

career that began nearly 40 years ago.

"Brian helped me get to where I am today," said First District International Vice President Russ Shewchuk. "I wish there were more reps like him. He's going to be missed."

The brothers from Manitoba go back to the days when Shewchuk was an organizer with Winnipeg Local 2085 and Murdoch was business manager of Winnipeg Local 435, a position he held first in 1995 and again from 2000 to 2007, when he became an international representative servicing locals in his home province and northwestern Ontario. In that capacity, which included working with Local 2085 when Shewchuk was business manager, Murdoch earned a reputation as a knowledgeable leader who could be counted on for stern guidance when needed.

"He gives you the straight goods," Shewchuk said. "He was never afraid to tell you if you were veering off path."

As an international representative, Murdoch serviced a lot of small locals that didn't have a full-time business manager or staff, so they often relied on their representative to assist directly with membership issues that could range from grievances and negotiations to mergers and terminations.

"You really get to know the membership on an individual level when you deal directly with their issues, and you can help empower them," Murdoch said. "It's what I'm most proud of."

The former cable line technician was able to use his experience as a business manager, and before that as a shop steward and business representative, when dealing with his locals. As the head of Local 435, Murdoch had to make some tough calls, including to raise dues to help fund a lawsuit that it and two other unions brought against Manitoba Telecom Services.

"The membership was in decline at the time, but it's a good thing he did what he did," said retired Local 435 Business Manager Bruce Krause. "It ended up being a huge win for us."

The lawsuit, which began before

Murdoch's tenure, involved the local's CA\$43 million pension fund and went all the way to the Supreme Court, where it was decided in 2014 in favor of the union. In the end, the company, now known as Bell MTS, was ordered to return the fund and repay the local's legal fees, amounting to roughly CA\$140 million.

"It just goes to show that no one person could have ever been successful at this, but by joining together and fighting for what is rightly yours, the working person has their best chance," Murdoch said.

Like a lot of leaders, Murdoch said his initial term as business manager came about because others saw something in him that he didn't yet see in himself.

"I believe they saw someone who wasn't afraid to admit when I didn't know something but was always willing to learn," he said. "I have always found it better to give the right answer the first time around, even if it takes a while to get it."

That drive to always dig in and find the correct information served Murdoch well throughout his career, said fellow First District International Representative Cordell Cole.

"Brian brought a lot of integrity to the job, and he was extremely capable," said Cole, who's known Murdoch for close to 20 years. "A lot of reps sought him out for his knowledge."

Even when it wasn't what someone wanted to hear, Murdoch could be counted on to deliver what needed to be said, Cole recalled.

"Brian was never afraid to state his opinion. He was steadfast in what he did," Cole said. "He was always willing to speak up for the locals."

Indeed, it all came back to the members and the greater good for Murdoch.

"No one person is as strong as a group that bands together and works toward a common goal," said Murdoch, who also served as the IBEW representative on the Manitoba Federation of Labour's executive board. "In the

Notice to Participants in the National Electrical Annuity Plan Explanation of Preretirement Surviving Spouse Benefit

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ■

simplest of terms, we represent working people, giving them a hand up, not only in their work but in their everyday lives.”

When not servicing the membership, Cordell and Krause said, Murdoch could also be counted on for a good joke.

“He wasn’t scared to take a poke at someone, and he could take one, too,” Cole said. “You could have fun with him. At the end of the day, you knew it was all good.”

Murdoch said he plans to spend this next chapter relaxing, traveling, and spending more time with family and friends.

On behalf of the membership, the officers and staff wish Brother Murdoch a long and fulfilling retirement. ■

DECEASED

Lawrence J. McCarty



Larry McCarty, a devout family man and devoted 73-year IBEW member who once was director of the union’s

Computer Services Department, died July 22. He was 92.

In 1950, shortly after McCarty graduated from Camden Catholic High School, the native of Camden, N.J., was initiated into the IBEW and accepted into an apprenticeship with Philadelphia Local 98. His father, two uncles and two cousins also joined Local 98.

McCarty’s electrical training had to be paused in 1952 when he was drafted to serve a two-year tour during the Korean War as an X-ray technician with the U.S. Army’s medical corps. Upon his return stateside, McCarty completed his Local 98 apprenticeship and then worked the tools for a few years as a journeyman inside wireman.

Like it is for so many people, electrical work was a solid, middle-class career choice for McCarty, helping him support his wife, Dolores, whom he married in 1956, plus their eight children, three of whom followed their father into the IBEW: Mike, with Local 98, and Ed and Tom, with Washington, D.C., Local 26.

“Our father was intensely proud of being a member of the union,” said Ed, now president of J.E. Richards, consistently among the highest-billing electrical contractors in the Washington

area. “That he had sons get in warmed his heart.”

Larry also volunteered to work with Local 98’s apprenticeship committee and later became the local’s assistant training director. After illness forced the school’s director to step down a few years later, Local 98’s leaders tapped McCarty to head the training operation, which also served apprentices from nearby Norristown, Pa., Local 380 (recently absorbed into Local 98) and Chester, Pa., Local 654. Larry also earned a bachelor’s degree in electrical engineering by taking night classes at Drexel University.

“He was constantly trying to learn,” Ed said of his father, noting that Larry occasionally took computer classes in his spare time until retirement. Ed noted that Larry also had advised him: “Learn everything you can about the industry.”

In 1976, McCarty moved his family to suburban Washington, D.C., after International President Charles H. Pillard made him an international representative and assigned him to work with what was then a combined Research and Education Department in the International Office.

Two years later, Pillard promoted

McCarty to director of the I.O.’s Computer Services Department, at a time when computers were room-size and stored data on magnetic tape reels. Over the next 15 years, McCarty would help usher the department — indeed, the entire International Office — into the age of the personal computer and the internet.

Mike McCarty, Larry’s eldest son, said his father firmly believed in working smarter instead of harder. “He was always a curious type, always trying to find ways to do things easier,” Mike said.

“My father was also crafty,” Ed said, doing things like soldering and programming his own control button onto a handheld calculator’s circuit board. “He was MacGyver before there was MacGyver.”

Their father also could be tough, Ed said. “He put us through some hard knocks, told us to go out and find jobs on our own,” rather than relying solely on his help.

After McCarty retired in 1993, he and Dolores migrated to Maryland’s Atlantic coast. There, he continued his lifelong devotion to the Roman Catholic Church, attending Mass daily, singing with the parish choir on Sundays and special occasions, and serving in the Knights of Columbus. Larry also lent his voice to local choral groups, was a

member of the Elks Club and stayed active in Democratic Party politics.

McCarty enjoyed a variety of hobbies, too, such as making stained glass, and he liked boating, camping and fishing. “Last October, we went fishing together, and he was still casting lines,” said Ed, who owns a house a block away from where his father lived. “I relished having him as a neighbor for all those years in retirement.”

Mike described their father as consistently honest with a strong sense of integrity and said that he remained devoted to Dolores until she died in 2016. “She’d had some strokes and had dementia for the last 12 years of her life,” he said. “Dad spent most of his time taking care of her.”

Larry also loved spending time with his 21 grandchildren and 22 great-grandchildren, several of whom also have become IBEW members. He remained interested in computers into his 90s, Mike said, working on projects like an updated online repository for his family’s history and photographs. “He loved his faith, and he loved his family,” he said.

The officers and staff of the IBEW wish the McCarty family strength in this time of sadness. ■

2022 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$535,406,261. These expenses included \$25,135,392 in administrative expenses and \$510,270,869 in benefits paid to participants and beneficiaries. A total of 163,629 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$12,607,972,331 as of December 31, 2022, compared to \$13,497,212,283 as of January 1, 2022. During the plan year the plan experienced a decrease in its net assets of \$889,239,952. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan’s assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of -\$353,833,691,

including employer contributions of \$1,113,492,791, losses of \$259,875,635 from the sale of assets, earnings from investments of -\$1,209,552,595, and other income of \$2,101,748.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant’s report;
- insurance information;
- financial information and information on payments to service providers; assets held for investment;
- transactions in excess of 5 percent of plan assets; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research

Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$24.75 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20220. ■

Paul A. Noble
NEAP Trustee

Kenneth W. Cooper
NEAP Trustee

David Long
NEAP Trustee

Dennis F. Quebe
NEAP Trustee

NEW & IMPROVED

THE IBEW'S 2023 PHOTO CONTEST

NEW FOR 2023

1ST PLACE: \$1,000

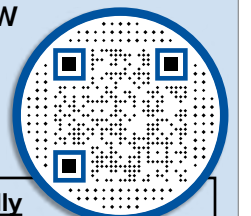
2ND PLACE: \$750

3RD PLACE: \$500

HONORABLE \$200 for EACH MENTIONS: BRANCH of the IBEW

Bigger prizes!

See official rules and submission instructions at ibew.org/photocontest.



Entries MUST be submitted electronically by Nov. 1 via the Photo Contest link on ibew.org. Please contact the Media Department at media@ibew.org or 202-728-6102 with additional questions.

Deadline: Nov. 1

ORGANIZING WIRE



The employees of T&H Services, a government contractor in Blackstone, Va., got union representation and a first contract in less than six months thanks to help from Richmond Local 666.

‘Choose Without Fear’: How a Virginia Local Brought In New Maintenance Workers

Organizing a workplace and signing a contract can take years, but Richmond, Va., Local 666, wrapped up the whole process recently in less than six months.

“This is what happens when people can choose without fear,” said lead organizer Dale McCray.

T&H Services is a government contractor performing operations and maintenance at the Foreign Affairs Security Training Center within Fort Barfoot, Va. Though the outcome was noteworthy for its speed, the beginning of the T&H Services organizing drive looked the same way a lot of organizing drives do.

The workers, who handle operations and maintenance including electrical, plumbing, HVAC, roads and grounds, janitorial and heavy equipment operation, had not had a comprehensive pay raise since 2019. Working conditions were deteriorating, and they had no voice to get management to do anything about it. Not surprisingly, there was a lot of turnover.

“Something just wasn’t right,” said Donnie Barnes, an HVAC mechanic who’s worked at the site for over four years.

When Barnes started looking around for possible union representation, he found a news article that mentioned that T&H had a facility in Colorado where the employees were represented by Colorado Springs Local 113. Then he found Local 666 nearby and reached out.

“They’re a great group of workers that were overdue for better wages and benefits, and we were happy to help,” Local 666 Business Manager Charles Skelly said.

While most organizing drives face resistance, even employer intimidation, Barnes and his co-workers were covered by the Service Contract Act. The act offers federal contractors a host of protections. First, federal contractors must pay a prevailing wage and benefits. It also creates an environment that discourages the usual union-busting activities.

Fort Barfoot is a federal government installation, and as such expects

workers employed at those locations to be treated fairly by their employer. If a group of workers decides to unionize, the employer can then request that the government modify their contract to help offset any additional labor costs. And since government contracts can be lucrative, most employers realize that labor disputes could prevent them from securing future years on the existing contract or tarnish their reputation throughout government contracting. Most employers would rather play by the rules and be fair with employees than risk losing out on future deals.

“That doesn’t mean the employer can just simply agree to whatever the union requests in bargaining. The employer must be a good custodian of the government’s money and negotiate at arm’s length with the union,” Skelly said. “It is important to ascertain quickly whether the contractor is pragmatic or ideological. If they are pragmatic, then they will respect the employees’ right to unionize and bargain in good faith with their union. And that’s exactly what T&H Services did. By contrast, there are ideological employers who dislike the idea of their employees unionizing and will fight their efforts to do so and engage in bad faith bargaining. This often results in unnecessary labor disputes.”

Unfortunately, the wage determinations set by the government are updated on a set schedule measured in years, so Barnes and his co-workers were making less than they should have. Benefits were also below average. Still, the employees were initially hesitant.

“It took a lot of persuasion,” Barnes said. “We had to get them to understand that if we stood together as a group, with the IBEW’s help, that a union is what we needed.”

Worker education was key, through door knocking, phone banking and literature drops, Barnes said. McCray, along with fellow lead organizer Danielle Buchanan and others, took the time to address everyone’s issues and help with whatever was needed.

Once the workers realized they couldn’t legally be retaliated against

and that they could freely decide what was best for them, they felt very comfortable voting, Barnes said.

“I was so impressed with the IBEW. I had never done anything like this before. The experience and knowledge that they brought to the table was incredible.”

The vote was 49-0 in favor of joining Local 666.

“It’s a testament to what can happen when people aren’t scared to death,” McCray said.

When it came time to negotiate the first contract, T&H was a reliable partner that understood its duty to bargain fairly. Negotiations were over in about three days, McCray said.

Thanks to IBEW expertise and an employer willing to bargain in good faith, the 65 workers in the unit can now look forward to a 16% cumulative wage increase and greater than 60% gain in benefit rates over the three-year contract. A new defined-contribution retirement fund was created, in addition to the existing — and unchanged — 401(k) offered by the employer. The contract also included for the first time in company history pay bumps for second and third shifts of 5% and 10%, respectively. Paid holidays now count toward the computation of overtime, and workers can now sell back some of their paid time off at the end of the year.

Most important, they have a voice on the job.

“We have oversight now,” Barnes said. “Now we’re working together and all parties see the benefits of addressing employee needs and safety concerns.”

Morale is also a lot higher now, which should help with turnover, Barnes said.

“It’s been nothing but great,” Barnes said. “Without the IBEW, we would have nothing. I can say that with 100% confidence.”

Credit should also go to the workers, said Local 666 Assistant Business Manager and Organizer Walt Gore.

“These guys have amazing solidarity. I was really impressed,” he said. “When workers have natural cohesion like that, nothing can stop them.” ■

Union Member Rights and Officer Responsibilities Under the LMRDA and CSRA

In accordance with the Labor-Management Reporting and Disclosure Act (LMRDA) and the Civil Service Reform Act of 1978 (CSRA) as revised, the IBEW is advising you of your rights as a union member in the United States who is subject to those laws, and explaining the responsibilities of union officers covered by those laws. The LMRDA applies to the IBEW and most, but not all IBEW local unions in the U.S., and the CSRA applies to U.S. federal employees and the unions that represent those employees. The rights and responsibilities under these laws are as follows:

Union Members Rights

Bill of Rights — Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- A voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

Collective Bargaining Agreements Union members (and other employees affected by the agreement) have the right to receive or inspect copies of collective bargaining agreements.

Reports Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws and an annual financial report (Form LM-2, 3, 4) with the U.S. Department of Labor’s Office of Labor-Management Standards (OLMS). Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The reports are public information and are available from OLMS.

Officer Elections Local union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

Officer Removal Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships Local unions may not be placed in trusteeship by the IBEW except for those reasons specified in the IBEW Constitution and the LMRDA or CSRA, as applicable.

Protection for Exercising LMRDA/CSRA Rights A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA/CSRA right, as applicable.

Prohibition Against Violence No one may use or threaten to use force or violence to interfere with a local union member in the exercise of his or her LMRDA/CSRA rights, as applicable.

Union Officer Responsibilities

Financial Safeguards Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the IBEW’s Constitution and local union bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Prohibition of Conflicts of Interest A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Officer Elections Local unions must:

- Hold elections of officers of the union by secret ballot at least every three years.
- Conduct regular elections in accordance with the IBEW Constitution and local bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate’s request to distribute campaign material.
- Ensure that local union funds or resources are not used to promote any candidate (nor that employer funds or resources be used).
- Permit candidates to have election observers.
- Under the LMRDA, allow candidates to inspect the union’s membership list once within 30 days prior to the election.

Restrictions on Holding Office A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time.

The above is only a summary of the LMRDA and CSRA rights and standards of conduct. More detailed information is available from the OLMS. ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2024

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 “non-chargeable,” 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 2024 must do so during the month of November, 2023. 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, 2024 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 2021-22 fiscal year, 50.77% of its expenditures were for “chargeable” activities and 49.23% 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, the IST 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 their objection under this plan a check reflecting the reduction in payments to which the objector 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 the objector 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 their 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 ensure 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 the objector 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. ■

MY NAME IS TRAVIS SWAYZE

I'M A HUNTER.

I'M AN ANGLER.

I'M A UNION MEMBER.

I AM USA LIFE

If you're like so many of your union brothers and sisters, being part of the IBEW and the outdoor community is at the heart of who you are.

The Union Sportsmen's Alliance connects the union and outdoor way of life, uniting outdoorsmen and outdoorswomen to stand together to preserve our outdoor heritage for future generations.

Travis Swayze is Business Manager of IBEW Local 112. **Scan the QR code to watch his story.**

When you join the USA, you don't just become a member. You become family.

UnionSportsmen.org





LOCAL LINES

Local 16 Inside Wireman Graduates

L.U. 16 (i), EVANSVILLE, IN — Our local congratulates the graduates of the 2023 inside wireman program: Nicholas Ryan Ballow, Joshua Matthew Brandenstein, Dain Harmon Burress, Joshua Robert Burris, Andrew Wayne Carlisle, Austin Eugene Carr, Dylan Thomas Coomes, Breihan Alan Dike-Fetcher, Zachary Joseph Elpers, Evan Scott Fehd, Zachary Dane Flamion, Jeremy Kent Foster, Adam Lee George-Titzer, Grant Thomas Glaser, Talmon Orlando Haywood, J’Juan Chemere Helm, Jesse Ray Hertel, Gabriel Alan Horrom, Austin Lee Hughes, Justin Lee Hughes, James Woolery Koleszar, Landon De’Shawn Langley, Cameron Eon Lowery, Joshua Benjamin Melchiors, Anthony Caleb Miller, Seth Landon Parmley, Brian Alan Partridge, Andrew Lynn Peerman, Thomas Carl Pemberton, Luke James Pund, Katelyn Charlene Render, Yanniah William Scales, Kyle Robert Scherzer, Ethan Robert Schulthise, Ross Wade Topper, Chance Brown Tretter, Drake Allen Turner, Joseph Robert Unfried, Daniel Evan Welman, Andrew James Wimpelberg and Cheyenne Michelle Ziliak.

This year there was a tie for the academic award: Nicholas Ryan Ballow and Joshua Robert Burris each had a five-year grade average of 97.07%. The John D. Brenner Memorial Award went to Anthony Caleb Miller. Best wishes to each of these journeymen as they begin this new phase of their careers!

Donald P. Beavin, P.S.

Congratulations, Local 24 Graduates!

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City. In July, more than 70 apprentices and construction electricians joined the ranks of our VDV installer technicians and journeyman wiremen. The graduation ceremony was held in our hall, with more than 300 graduates, family members and guests in attendance. We were joined by Maryland Secretary of Labor Portia Wu and state Sen. Cory McCray, along with industry friends and supporters. This class dealt with the pandemic during their training. We are proud they



Local 24 salutes the graduating class of the Baltimore Electrical ATC.

held their commitment to our industry despite these circumstances. In addition, many are active in RENEW, the Electrical Workers Minority Caucus and various local union committees. Once again, congratulations on a job well done.

In August, Local 24 held its annual family picnic at Conrad’s Ruth Villa in Middle River, Md. This year, more than 1,500 members, guests and their families joined together for a day of brotherhood and fellowship. Thank you to all the volunteers who helped us run carnival games, sell raffle tickets and hand out gifts. Also, a big thank you to our officers, agents and staff who prepared for the picnic. It was a pleasure to see our members, retirees and families at this event.

Live Better/Work Union!

Michael J. McHale, B.M.

Local 26 Membership Meetings and Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — The Maryland picnic was held Aug. 19, the annual fishing trip was held Sept. 2, the annual poker run for Special Love was held Sept. 23, and the fall pension seminar will be held Oct. 7.

Please note that the November general membership meeting will be held the first Friday of the month, Nov. 3 at 7 p.m.; and the December general membership meeting will be the second Friday, Dec. 8 at 4 p.m.

Best wishes to the following new retirees: Blair Bowen, Benjamin Bowling, Philip Boyd, Jesse Brown, Willy Calixte, Bruce Clodfelter, Robert Collison, Eugene Dailey, Francis Dean Jr., Ed Ellison, James Emerson, Richard Gacek, James Gallagher, Brian Groff, Vernon Hawkins, Matthew Johnson, Robert Kent, Stephen Kubanda, Rocco Maiorano, Isaac Mancilla, Christopher McCorkle, Elwood Ness, Neil O’Brien, James Ridley, John Schady, Steven Seaton, Belayneu Seifu, Keith Shumaker, Philip Spain, Solomon Thomas, Barry Williams and Floyd Wood.

The following members have passed away since our last article: Ronald Auth, Travis Barrett, Arthur Campli, Theodore Green, John Leslie, William Myers, Don O’Sullivan, Bruce Richardson, William Rutan and Brian Thomson.

Joseph F. Dabbs, B.M.



From left, Local 46 officers Chuck Carter, executive board; Wayne Horton, treasurer; Christian Eaglehead, recording secretary; Warren Shill, president; Sean Bagsby, business manager/financial secretary; Chris Boling, vice president; Misty Wheeler, Erick Lee, Nicole Anderson and Steve Murphy, executive board.

Local 38 Women’s Committee Volunteers to Feed Families

L.U. 38 (i), CLEVELAND, OH — In July, the Local 38 Women’s Committee organized volunteers to assist at the Greater Cleveland Food Bank. Local 38 members, officers, Building Trades Women’s Committee members and others volunteered to prepare meals for area families. The volunteers served 246 families at the Euclid Pantry, packed 160 cases of bread, and assembled more than 2,000 children’s meals and 6,000 senior meals. Thank you to Local 38’s Women’s Committee for making this happen.

“Our greatness has always come from people



Local 38 Women’s Committee members, officers and Cleveland Building Trades members volunteering at the Greater Cleveland Food Bank.

who expect nothing and take nothing for granted. Folks who work hard for what they have, then reach back and help others after them.”

– Michelle Obama

Dan Gallagher, B.M.

Local 46’s Event-Filled Summer

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Summer in Seattle was filled with events!

In June, Local 46 held elections for local union officers. Congratulations to our 2023 elected officers: Business Manager/Financial Secretary Sean Bagsby; President Warren Shill; Vice President Chris Boling; Recording Secretary Christian Eaglehead; Treasurer Wayne Horton; Executive Board members Nicole Anderson, Chuck Carter, Erick Lee, Steve Murphy and Misty Wheeler; and Examining Board members Jessica Bendixen, Gary Dering, David Khbeis, Thomas Lindner and Brian Prezeau.

The Peninsula picnic at Island County Park on July 15 was a fun-filled family event on a beautiful Pacific Northwest day! A record 340 people attended the picnic. The folks attending had an opportunity to dunk the business manager to help raise funds for our new Veterans’ Committee.

The Washington State Building and Construction Trades Convention was held June 27-29 at the new union-built Convention Center in Seattle. This was followed by the Washington State Labor Council Convention in SeaTac on July 18-20. These two conventions highlighted labor’s legislative victories

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd local number schedule. They can be submitted by designated press secretaries or union officers via our online form. For deadlines and questions, please visit ibew.org/media-center/submitting-local-lines or email locallines@ibew.org.

We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are made by our editorial team. Please adhere to a 200-word limit.

If you have an idea for an Electrical Worker story, please contact the Media Department at (202) 728-6219 or media@ibew.org.

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	(rtm) Radio-Television Manufacturing	(u) Utility
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	(uow) Utility Office Workers
(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.

in 2023 and established the legislative priorities for the next year. Local 46 sponsored multiple resolutions at both conventions.

The Ninth District Progress Meeting, jointly hosted by Locals 46 and 77, was back in Seattle at the Westin on July 25-28. The progress meeting included a women's caucus, a RENEW caucus, and an EWMC inaugural caucus. There was also a fantastic evening event at the Museum of Pop Culture.

Warren Shill, Pres.

Picnics, Pins and Coins Foster Connection

L.U. 48 (c,em,i,rtb,rts,st,tm&ptc), PORTLAND, OR — Our annual member appreciation picnic was held July 9, with an estimated attendance of more than 4,000. This is always a fun time for the whole family with food, games, activities, carnival rides, prizes and more. The Electrical Workers Minority Caucus also raffled off two amazing gaming packages, with proceeds going to further membership education and advancement. All that aside, we know that the next generation, the children of current members, can create lasting memories of what being in a union is all about, especially the IBEW.

Labor Day was celebrated on both sides of the river, as we say here. Kalama, Wash., and Canby, Ore., were the celebration sites with festivities put on by AFL-CIO central labor councils. Sharing our IBEW values, perspectives and stories with members of other unions really fosters feelings of friendship based on the key label we all carry, the "W" in IBEW: worker. Especially important on the day set aside for us, labor!

Looking ahead, we invite you to attend our second annual pin, coin and swag swap meet from 10 a.m. to 3 p.m. on Dec. 9 at our training center. Many rare and highly sought-after items will be on display or available for swap. See details on our website, ibew48.com.

Kevin Lux, P.S.



Local 48 retirees are aglow at the sight of happy IBEW families.

Local 50 Leadership Visits Members at Virginia Natural Gas Sites

L.U. 50 (u), RICHMOND, VA — Business Manager John Albert, Vice President/Senior Business Representative Jason Davis and Business Representative Doug Williams visited several Virginia Natural Gas locations, including the Chesapeake and Pivotal Propane plants in Chesapeake, Va. Brothers Albert, Davis and Williams also visited compressor stations in Charles City and Ladysmith, Va. The members working at these plants provide an important and necessary service to customers and residents of Virginia.

Local 50 leadership reports that respected member Jon Herndon, who worked at Dominion Energy's Virginia City Hybrid Energy Center, passed away recently after a long battle with cancer. Jon worked as a mechanic at VCHC, which is a coal/bio-mass plant in the southwest Virginia town of St. Paul. Local 50 officers and staff worked to assist the family with benefits explanation in their time of need.

Local 50 represents approximately 3,000 employees of Dominion Energy, Virginia Natural Gas, Monongahela Power and Craig-Botetourt Electric Cooperative.

Jason Davis, P.S.



At the Virginia Natural Gas Chesapeake Propane plant: Local 50 Business Representative Doug Williams (front); back row, from left, Plant Mechanic Donnie Smith, Vice President/Senior Business Representative Jason Davis, President/Business Manager John Albert and Plant Mechanic Alex John.

Local 68 GOTV Efforts

L.U. 68 (i), DENVER, CO — The work picture at our local is holding steady. Meanwhile, we are gearing up for the municipal elections in November. There will be opportunities to get involved in the interview/endorsement process, as well as canvassing, phone banking and postcard writing. Contact the hall for specific information. If you are not registered to vote or you are not sure, you can register or check the status of your registration at govotecolorado.gov or call the hall (303-297-0229).

By the time you read this, Local 68's annual picnic will have taken place, but mark your calendars for the Christmas party: Dec. 9 from noon to 3 p.m. Be aware that with the planned remodeling and construction, some things will be different due to the limited space.

We extend our deepest sympathy to the families of our recently deceased brothers and sisters: Andrew S. Brunet, James A. Connell, Gabriel M. Gonzales, Charles K. Herrick, Jerry M. Jackson, Ronald A. Kimsey, James C. Kloverstrom, Ronald J. La Rose, Larry G. McDuffee, Andrew W. McPherson, Martin P. Neimes Jr., James R. Phelps, Michael D. Shears, Nathan P. Shelton, Joseph M. Vacilek, Luther F. Vincent and Marlon E. Williams.

Morgan Buchanan, Pres.

Local 82 Hosts Construction Boot Camp

L.U. 82 (em,i,mt&rtb), DAYTON, OH — Our local hosted a construction boot camp for sixth-, seventh- and eighth-graders in Dayton Public Schools at the end of June with the cooperation and coordination of the Dayton Building Trades, ACT Ohio and several apprenticeship directors. [See photo at right.]

The skilled trades in Dayton gave these young folks a chance to experience different aspects of construction with hands-on experience. Prior to graduation, the program was honored to have a visit from Sen. Sherrod Brown, who expressed an interest in the future of these young folks and encouraged them to join a trade union.

Ryan Brown, P.S.



Local 126 members at the NSUJL Fallen Lineworkers Benefit Rodeo in Hazelton, Pa.

Local 124 Service Pins, Grants and Elections

L.U. 124 (ees,em,i,mar,rts,se,spa,t&ptc), KANSAS CITY, MO — Our local was happy to hand out many service awards to its members in July and August, starting with 10-year pins and finishing with two 70-year pins. The grand total for IBEW service among those recognized was 5,000 years! Thank you to those who came before us, as well as those who currently serve, for your dedication and efforts to make Local 124 a more perfect union.

Local 124 is working with other labor organizations and nonprofit groups to apply for a regional grant from the federal government. Under President Joe Biden's Inflation Reduction Act, billions of dollars have been allocated for greenhouse gas reduction efforts, and that means jobs for IBEW members. We are still in the early stages of the process, and awarded grants won't be announced until a year from now.

For those who live in Kansas, please remember to vote in November. There are municipal elections that will help shape the political landscape in the Sunflower State. Endorsed candidates can be found on the IBEW webpage, or you can call the hall (816-942-7500) for more information.

Wade Kiefer, Bus. Rep.

NSUJL Lineworkers Rodeo

L.U. 126 (catv,lctt,o&t), PHILADELPHIA, PA — On June 17, our members competed in the National Sisterhood United for Journeymen Linemen's Fallen Lineworkers Benefit Rodeo in Hazelton, Pa. Our journeyman wiremen teams and apprentices were cheered on by family, friends and fellow members as they competed in multiple wood pole climbing events. We provided three judges who volunteered their time and knowledge, which helped keep the event moving along. This event is a great opportunity to showcase our skills to those who aren't familiar with what line workers do on a daily basis, leaving the spectators with a newfound respect for the trade, especially after watching our members compete during unfavorable weather conditions. Our local competitors are looking forward to the Interna-

tional Lineman's Rodeo later this year.

June 24 was the annual cleanup day at our Delaware union hall. More than 20 members helped spruce up our building and grounds, seen daily by local power company representatives and strategically located near a nonunion competitor. With the help of our members, Business Manager Richard Muttik's goal of visible presence and gained market share in Delaware for Local 126 becomes a reality, as organizing successes lead to more members with job opportunities close to home.

Events such as these are great opportunities to showcase the brotherhood and camaraderie shared by those in the trade, and we are grateful for all who attended and represented Local 126. If you haven't attended a union-sponsored event, I encourage you to do so, because you are the IBEW!

Michael Simmonds, A.B.M.

Local 150 Energizing the Future

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Our local has had a busy summer, and the work outlook is good for the rest of the year!

We swore in our 2023 apprenticeship class Aug. 2. Our apprentice technicians are Ethan Hamel and Florian Orobey. Our apprentice wiremen are Austin Andrews, Ethan Andrews, Matthew Camacho, Jose Escobar, Joshua Golden, Christopher Habjan, Travis Hanck, Zachary Huff, Joseph Mentone, Anthony Morales, Marshall Murphy, Kane Palmer, Tristan Post, James Raymond, Jake Repinski, Haley Skala, Joseph Smiesko III, Logan Tenhagen, Amar Thalji and Alexander Waldal. Congratulations to all of you on taking your oath and becoming a member of Local 150!

Elected politicians who support and vote for pro-labor legislation has proven to directly benefit the members of the IBEW. These officials helped pass laws that require union-friendly project labor agreements for state-funded projects and responsible-bidder ordinances at county levels. These laws have positively impacted our local communities and members statewide by providing good-paying jobs to the IBEW's trained, skilled and knowledgeable workforce. Let's continue to do the work to protect our work!

Aaron M. Rendon, R.S.



Local 82 hosted a construction boot camp for sixth-, seventh- and eighth-graders of Dayton Public Schools.

LOCAL LINES



Business Manager Richard Fischer with Local 212's elected officers being sworn in July 18. Photo credit Bryan Georgilis.

Local 158 Renovates for NFL Draft

L.U. 158 (i,it,mar,mt,spa&u), GREEN BAY, WI — If you are a football fan, you've heard that the Green Bay Packers have been selected to host the 2025 NFL Draft. This news will directly affect Local 158's workload. Lambeau Field is undergoing renovations, and the IBEW is doing the work. With this announcement and the number of people coming to the area, we will see a lot of ancillary work in the near future.

I would like to thank all of our members who are working at Lambeau Field. We just finished a beautiful new players' area. We are putting the final touches on two new video scoreboards and working on remodeling all of the concession stands. Our relationship with the Packers has been long and proud. Go Pack, go!

Jesse Jacques, B.M.

businesses and families affected by the devastating flooding that ravaged our Brave Little State in July. The outpouring of support by IBEW members and affiliated unions was heartwarming and forever appreciated. Thank you to those who continue to assist with the recovery now and in the future.

As union members, we reap the benefit of being at the table to negotiate our wages, benefits, conditions of employment and rights as employees. And sometimes, we union members need to be reminded that these rights come with obligations such as staying informed, getting involved, staying open to compromise, understanding what compromise means and promoting the common good, to name a few. So I would like to politely remind all of us that with rights come obligations, and rights without obligations lead to lawlessness. Be well, be safe and keep the faith.

Jeffrey Wimetete, B.M.

Local 212 Work Holds Steady

L.U. 212 (i), CINCINNATI, OH — We stayed busy through the summer. At the time of writing, we have 48 JWs available on Book 1 and one on Book 2. The outlook going into fall looks steady.

We held our swearing-in ceremony for new officers July 18. Congratulations to all the newly elected officers, and especially Business Manager Richard Fischer, who was sworn in for his fourth term!

Phil Bovard, Pres.

Brave Little State

L.U. 300 (govt,i,u,mo&lctt), MONTPELIER, VT — Words cannot express our gratitude for the women and men who spent countless hours supporting the



After historic flooding affected Local 300's jurisdiction, helpers kayak through Montpelier, Vt.



Local 306 members enjoyed the 2023 retirees breakfast.

Congratulations, New Wiremen

L.U. 306 (i), AKRON, OH — Greetings, brothers and sisters, from the Rubber City. Our annual golf outing was well-attended and a huge success. Thank you to all of the volunteers who helped.

Congratulations to this year's graduating class of commercial and residential wiremen. Cody Ols was selected as winner of the Vern Saylor Award. Cody exemplifies hard work, is dedicated to his brothers and sisters, and is passionate about serving his local.

We will hold the annual Christmas party Dec. 2. Please keep an eye out for updates on location and time.

Also, we congratulate Mitch Douglas on his appointment to fill the unexpired term of president. In addition, we congratulate Mike Prock for filling the unexpired term of vice president. Last, we would like to pay homage to those brothers and sisters who so boldly paved the way for the future generations here at Local 306.

Chuck Zittle, A.B.M.

fantastic steak dinner to round out the day. Special thanks to all our traveling brothers and sisters who attended and continue to help us with our local work during this busy time.

Our Facebook data center continues to blaze forward with all the deadlines being met on time or ahead of schedule. This is a testament to the skill and productivity of all our working men and women on this project. Our manpower is about 1,000 members on this project, and our ability to perform at the highest level possible is something we should all be proud of.

Last, the Hard Rock Casino has slowly manned up through August and September, and once all the floors and walls are up, we expect this project to really get rolling. At the time of this writing, we don't have timelines, but all indications point to this project needing a lot of manpower.

Brad F. Williams, P.S.

July Events Across Alberta

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, AB — July was a busy month for our local, with a number of member events in Edmonton and Calgary. In Calgary, we held the annual Stampede Breakfast on July 7, organized by Unit 2 Chair David Handley and volunteers from the Calgary area. We were honored to have MLAs Shannon Phillips (Lethbridge-West) and Heather Sweet (Edmonton-Manning) in attendance.

On July 15, we hosted our family festival at the Local 424 hall in Edmonton. The event was a resounding success, with many members and their families attending. Thanks to Brother Jon Hamilton and volunteers from the NextGen Committee for putting together another successful event.

The annual retirees' pancake breakfast and barbecue took place July 21. We were privileged to welcome several politicians and officials from all levels of government, including federal Employment Minister Randy Boissonnault and Edmonton Strathcona MP Heather McPherson. Additionally, several New Democratic Party Caucus MLAs, including labour critic Peggy Wright and Councillor Jo-Anne Wright, conveyed greetings on behalf of Edmonton. Business Manager Michael Reinhart also met high school students participating in the educational partnership program. (See below photo.)

Local 364's Golf Playday Milestone

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Our local held its 20th annual Golf Playday at Silver Ridge Golf Course in beautiful Oregon, Ill., on Aug 26. A fantastic time was had by all. In recognition of the 20th Playday, we had a grand prize raffle for a Las Vegas trip for two, as well as a hole-in-one shot to win a new side-by-side four wheeler, a chance to win a top-of-the-line drone and several other great door prizes.

We also had maximum attendance, which made for several hours of great brotherhood, and a



Local 424 Business Manager/Financial Secretary Michael Reinhart and Canadian Employment Minister Randy Boissonnault with the most recent TEPF class.

IBEW MERCHANDISE



SAFETY DEPARTMENT T-SHIRT \$20.00

100% cotton chartreuse t-shirt featuring IBEW logo on left chest and the safety cross on full back.

AC SENSOR \$16.50

Traces circuits and helps prevent electrical shock. Features sound and bright red glow to indicate voltage. - UL listed and tested for public safety.

SAFETY DEPARTMENT WOMEN'S POLO SHIRT \$40.00

Hunter Green, 5oz 100% polyester polo shirt featuring lay flat collar and open cuffs. Fist and bolts with "Safety" embroidered on left chest as well as IBEW initials on right collar. Shirt is semi-fitted for the perfect length and fit.

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

www.ibewmerchandise.com

In June, our local held its annual golf tournament at the Quarry Golf Club, which was attended by more than 130 golfers. Our thanks go to our sponsors and the donors of some great prizes, which are very much appreciated.

At the end of May, our province held its election and returned the same labour-unfriendly government to power. Our efforts will now focus on holding the government accountable to labour issues, which are also middle-class needs and rights. If you did not vote, please pay attention over the next few years and assess whether your decision was the correct one.

Our local held steward training May 18-19, conducted by Brother Jim Watson. There is upcoming work that will require additional stewards.

In March, our collective agreement was tentatively agreed on and accepted by both parties.

Scott Crichton, A.B.M.

Local 540 Graduating Class

L.U. 540 (i), CANTON, OH — Our local celebrated its new 2023 journeymen June 2.

Congratulations to all the apprentices on successfully completing their JATC apprenticeship. Graduates Ben Sanders (inside), Dalton Ferrell (telecom) and Jacob Johnson (residential) are the 2023 Apprentice of the Year recipients.

The following brothers and sisters graduated:

- Inside: Drew Berger, Austin Boron, Tyler Burrier, Dan Connelly, Tyler Dodd, Amanda Flickinger, Logan Hammer, Don Johnson, Dillon Kovac, Joe Lettrich, Mike McClain, Justin Mikesell, Blake Offenberger, Sol Peters, Ben Sanders, Shane Simon, Tyler Troyer and Thomas Tucker.
- Residential: Jacob Johnson, Alex Olsen and Adam Ruegg.
- Telecom: Russell Derwin, Dalton Ferrell, Andrew Kuhnash and Brody Male.

The Vern Wolgamott Award (for perfect attendance) winners are Dan Connelly and Ben Sanders.

Local 540 welcomes our new journeymen and wishes them the best of luck in their calling.

Rick Waikem, P.S./R.S.

Safety Training for Local 568 Linemen

L.U. 568 (c,ees,em,i&o), MONTREAL, QC — Congratulations to Gagnon Line Construction for initiating a safety training course in which more than 250 local members participated over a three-day period in three cities in Quebec.

The safety course included a theoretical session, a back-to-basics climbing information session and the practice of how to individually lower a co-worker all the way to the ground.

Everyone had the chance to participate, and this yearly activity was very much appreciated by all Local 568 members.

Thank you, Gagnon Line Construction!

Guy Fournier, B.M./F.S.

Formation en Sécurité et Prévention pour les Monteurs de Lignes du Local 568

Félicitations à Gagnon Line Construction pour avoir initié un cours de formation en matière de sécurité qui a impliqué plus de 250 membres du Local 568 sur une période de trois jours dans trois villes différentes à travers la province de Québec.

Le cours de sécurité était composé d'une partie théorique, d'une séance d'information sur les principes de base de l'ascension et, finalement, d'une pratique sur la façon de secourir individuellement un collègue en le ramenant jusqu'au sol.



Local 568 members who took a safety training course with Gagnon Line Construction.

Les monteurs de ligne du Local 568 lors de leur formation en sécurité et prévention avec la compagnie Gagnon Line Construction.

Tout le monde a eu la chance de participer à cette activité annuelle qui a été très appréciée par tous les membres du Local 568 de la FIOE.

Merci, Gagnon Line Construction!

Guy Fournier, Gérant d'Affaires/Secrétaire Financier

Members Host Golf Outing

L.U. 654 (i), CHESTER, PA — Members enjoyed a day on the links, courtesy of an outing hosted by Brothers Tom Loughead and Jerry McClintock on June 16. This marked the third year for the event, and it was a great way to start Father's Day weekend. About 60 members, along with friends and family, enjoyed the early morning shotgun start, scramble format, prizes and giveaways. Lunch was at Local 654's hall under the shade of our pavilion.

We always appreciate members who step up and volunteer to organize various Local 654 events. Any opportunity to get together in brotherhood and camaraderie is always welcome!

Chris Schieler, P.S.

Florida East Coast JATC Graduating Class

L.U. 728 (em,i,rts&spa), FT. LAUDERDALE, FL — It's time to plant the seeds of hope and a new, brighter future for yourselves and our local. Massive congratulations to the July 2023 graduating class of the Florida East Coast JATC!

The following graduates can be seen in the accompanying photo below: Henry Arzola, Abner Bautista, Scott Culbertson, Michael Drummond, Jose Gonzalez, Stephan Grover, Bryan Korbela, Bryan Roman, John Shattuck and Nelson Valiente.

Effie Cruz, P.S.

Hall Solar Removal, St. Jude's Ride

L.U. 756 (es&i), DAYTONA BEACH, FL — In May, local officers, our RENEW group, journeymen, apprentices and local contractor Brad Giles (owner of Giles Electric) worked together to remove old

solar panels from our building's roof, which needed to be replaced after recent hurricanes. Thanks to everyone who helped out, including Joe Bardwell, Jeremy Childress, Kent Delcher, Chevy George, Travis Hanna, Hayden Hawkins, Hakeem Olukorede, Bryan Porter, Evan Sartain, Bryce Scholz, Russ Shadowen, Aaron Steffen, Andrew Wilde, Trevor Woyton and Tim Zens — and we can't forget our foreman, Max the dog!

Our work picture is slow, but we are expecting it to pick up next year for projects at the Kennedy Space Center. However, we don't expect any Book 2 until late next year.

We held our 10th annual Labor Day ride for the children of St. Jude's Children's Research Hospital on Sept. 2, going from Tampa's Local 915 across Florida to Local 756 with food, drinks and raffles. This event is a collaboration of multiple inside locals and line Local 222, with all proceeds going to St. Jude's.

Matthew Nelson, B.M./F.S.



Dave "Pokey" Poklinkoski, with members of Local 2304, following the July union meeting.

Local 1340's Brother Goetz Commended for Rescue

L.U. 1340 (i&o), NEWPORT NEWS, VA — The quick actions of Brother Charles Goetz helped rescue two food truck workers Jan. 3. While working in the electrical room at the Newport News Shipyard, Brother Goetz heard "a loud boom that shook the walls next to me."

He looked out the door and saw a food truck on fire and heard screams. He sprinted toward the area without hesitation, asking one of the victims if anyone else was inside and noticing another victim coming out of the burning truck, clothing on fire. Recalling the events, he said, "The safety training I received from the IBEW 1340 apprenticeship helped me through every step of

the dangerous situation."

Being first on the scene, Charles assisted the injured workers until help arrived. The first responders were thankfully able to extinguish the fire moments before it reached a propane tank just feet away from a person.

For his courage and decisive action, Brother Goetz received a handwritten letter of thanks from Jennifer Boykin, president of the shipyard, and special challenge coins in recognition of his efforts.

We regret to report the passing of retired Brothers Thomas Burke II, Larry Hudson and Carl Morrisette.

Jim Avery, P.S.

Brother Poklinkoski Celebrates 45 Years of Membership

L.U. 2304 (u), MADISON, WI — At our local's July union meeting, Dave "Pokey" Poklinkoski was honored with a 45-year membership award. Poklinkoski, who served as president and business manager of Local 2304 from September 1985 to October 2018, has been a dues-paying member of the local since July 1978, when he started as a temporary employee at Blount Generating Station in Madison.

Pokey served on every bargaining committee for the local from 1981 to 2018 and continues to be active in the local union. He serves as president emeritus of the local and secretary of the Retirees' Club. Brother Poklinkoski, we honor you with great thanks and solidarity!

Nate Rasmussen, B.M.



From left, Local 728's Jose Gonzalez, Bryan Korbela, John Shattuck, Henry Arzola, Bryan Roman, Michael Drummond, Abner Bautista, Nelson Valiente, Stephan Grover and Scott Culbertson.

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In Memoriam

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	Hampton, M. A.	7/9/23	13	Toomire, M. P.	12/11/22	58	Flam, G.	6/9/23	117	Spencer, L. S.	7/4/23	180	Cowles, C. E.	11/21/22	349	Callenius, W.	5/15/23
1	McCoubrie, G. W.	11/16/22	17	Rayborn, J. E.	5/29/23	58	Herod, J. M.	3/8/22	120	Alexander, J. R.	6/6/23	191	Jones, T. J.	1/13/23	349	Caro, M. A.	2/14/23
1	Meyer, E. J.	4/12/23	17	Watters, R. C.	10/30/21	58	Honeycutt, B. G.	5/3/23	124	Belz, L. F.	5/10/23	191	Stephan, W. W.	9/28/22	349	Sigman, C. B.	5/8/23
1	Murariu, S. V.	5/13/23	18	Paniagua, E. E.	5/17/23	58	Kenyon, N. D.	6/20/23	124	Booton, J. D.	3/6/23	193	Bertoni, J. A.	1/3/23	349	Stewart, T. W.	1/6/23
1	Stadler, R. G.	5/23/23	20	Foretich, C. W.	5/16/23	58	Kuefler, S. T.	4/15/23	124	Denham, G. L.	4/19/23	193	Buck, H. E.	12/14/22	349	Werner, L. R.	1/14/23
1	Watson, M. L.	3/11/23	20	Fry, A. B.	2/21/23	58	Malewicz, J. J.	4/3/23	124	Johnson, J. S.	4/17/23	193	Mitts, L. D.	1/11/23	351	Brunini, J. J.	5/2/23
1	Williams, R. L.	4/14/23	20	Hankins, L. E.	5/5/23	58	McCann, D. E.	6/7/23	124	Schleicher, M. J.	6/1/23	194	Brady, M. J.	12/5/22	351	DeVleeschower, D. L.	2/10/23
2	Jennings, D. L.	5/26/23	20	Jones, J. C.	5/19/23	58	Puddy, G. R.	5/19/23	125	Amundson, J. A.	2/16/23	196	Conour, D. F.	6/3/23	351	Fagotti, E.	6/17/23
2	Ripley, C. E.	6/16/23	20	Leggett, W. R.	3/6/23	58	Rizzo, V. J.	7/3/23	125	Briggs, R. W.	11/2/22	196	St John, H. D.	11/15/22	351	Riegel, C. C.	5/10/23
3	Albritton, L. M.	5/31/23	20	Pringle, L. L.	1/28/22	58	Roman, G.	3/27/21	125	Charlson, A. J.	3/26/23	212	Jones, J. G.	6/21/23	351	Sandt, C. J.	6/18/23
3	Bilz, W. J.	1/20/23	20	Young, L.	4/16/23	58	Seguin, J.	12/28/22	125	Easter, L. J.	2/3/23	212	Mc Mahan, K. P.	5/15/23	353	Brumwell, G. E.	6/27/23
3	Brown, F.	6/19/23	22	Chapman, A. P.	7/2/23	58	Shaw, E. A.	6/16/23	125	Hupp, T. N.	12/26/22	212	Murphy, D. J.	6/2/23	353	Carson, W. W.	2/5/23
3	Calabrese, P. P.	1/6/23	22	Jankowski, L. J.	6/16/23	58	Warner, C. F.	12/17/22	125	Swanson, D. L.	3/7/23	212	Schwietering, P. E.	7/17/23	353	Dubblestein, M. A.	6/8/23
3	Cammarata, F. G.	11/30/22	22	McKenzie, C. H.	6/28/23	66	Denton, B. L.	6/11/23	126	Hepworth, J. R.	6/14/23	213	Holtus, H. C.	3/9/23	353	Folkes, J. J.	6/9/23
3	Caputo, E. J.	7/6/23	24	Glynn, C. D.	6/1/23	66	Mosteit, M. N.	1/27/23	126	King, R. W.	4/17/23	213	Lange, E.	1/7/23	353	Geronimo, T. L.	6/2/23
3	Caufield, E. J.	10/8/22	24	Kain, A.	4/25/23	66	Reyna, I. H.	10/26/21	126	Mansfield, B. R.	5/3/23	213	Olthoff, P.	4/17/23	353	Gliese, H.	5/9/23
3	Caufield, M.	5/29/23	24	Maempel, H. C.	1/25/23	68	Ferguson, J.	6/4/23	129	Feldkamp, L. R.	5/13/23	213	Walker, D. D.	3/17/23	353	Graves, L. G.	6/10/23
3	Chrisikos, M.	3/12/21	25	Bermudez, D.	1/16/23	68	Lufkin, R. O.	5/29/23	129	Tegtmeyer, W. F.	5/30/23	222	Apte, M. G.	4/10/23	353	Jewett, B. W.	7/15/23
3	Cooper, R. H.	5/17/23	25	Briscoe, B. B.	6/19/23	68	Shears, M. D.	5/2/23	130	Camp, C. J.	6/1/23	222	Bryan, J. T.	2/24/23	353	Kerekes, L.	6/8/23
3	Diaz, H.	12/25/22	25	Digangi, A.	2/27/23	68	Walters, W. H.	3/15/23	130	Gremillion, P. E.	7/2/23	223	Stansfield, G.	11/28/22	353	Lake, W. A.	4/22/23
3	Dwyer, D. J.	5/2/23	25	Schulz, L. C.	2/19/23	71	Bowermaster, E. A.	4/23/23	130	Ordogne, D. A.	5/8/23	230	Courtenay, L. V.	5/28/23	353	Martin, R. W.	7/18/23
3	Engel, J. A.	4/14/23	25	Schuppert, T. J.	5/16/23	76	Hagen, M. H.	9/12/22	131	Clark, R. A.	4/3/23	230	Ostwald, J. C.	6/30/23	353	Mlachak, I.	2/19/23
3	Ferrise, J. A.	4/24/23	26	Andrews, D. R.	5/23/23	76	Johnson, M. A.	11/15/22	134	Benes, I. J.	6/20/23	230	Warrender, J. K.	4/11/23	353	Morris, H. G.	12/28/22
3	Flaiz, B. M.	11/13/22	26	Atwood, D. M.	2/15/23	76	Riker, T. G.	6/3/23	134	Boshold, F.	4/24/23	231	Persinger, M. J.	3/15/23	353	Picka, M.	5/21/23
3	Fluhr, S.	10/11/22	26	Buitron, J. A.	12/31/22	76	Schoch, S. C.	2/13/23	134	Carroll, T. M.	5/10/23	233	Regan, M. J.	4/9/23	353	Roberts, J.	6/29/23
3	Fuchs, M.	4/16/23	26	Mills, P. R.	11/27/22	77	Bowen, J. M.	1/2/23	134	Coyne, P. A.	3/12/23	233	Schneider, W. H.	4/29/23	353	Rynok, C. R.	6/21/23
3	Gottlieb, H. L.	4/10/23	26	Moon, T.	1/21/23	77	Fitzpatrick, J. J.	1/2/23	134	Curtin, J. J.	4/2/23	234	Chen, S. P.	10/3/22	353	Sharp, T.	12/25/22
3	Heuberger, F.	11/25/20	26	Sneeden, S. B.	4/14/22	77	Greiner, J. L.	11/6/22	134	Depirro, P.	6/15/23	234	Swaithes, M. L.	5/2/23	353	Spina, T. P.	5/2/23
3	Ineson, R. L.	4/15/23	26	Widener, L. J.	3/5/23	77	Keenan, J. F.	6/19/23	134	DiCostanzo, V.	11/15/22	236	Iveson, R. H.	1/17/23	353	Sutherland, D. A.	5/3/23
3	Kelly, E. F.	6/12/23	34	Horrell, T. L.	6/13/23	77	Knox, J. B.	7/10/22	134	Donato, M. W.	11/17/22	237	Golaszewski, R. S.	5/9/23	353	Tymchuk, D.	2/15/23
3	Kimmelman, B.	5/19/23	35	Koblect, L. M.	6/23/23	77	Pratt, M. M.	12/6/22	134	Dowle, D.	7/7/23	241	Carman, D.	5/31/23	353	Whittaker, F.	3/23/23
3	Levine, A. S.	5/11/23	35	Puchalsky, L. J.	11/7/22	80	Burke, J. J.	4/8/23	134	Dunne, C. D.	12/29/22	241	Richardson, D. S.	7/1/23	353	Yuan, J. C.	2/23/23
3	Levine, R.	4/15/23	38	Burns, R. P.	2/15/23	80	Taylor, W. F.	2/14/23	134	Flambouras, E. N.	5/24/23	252	Neff, R. F.	6/22/23	354	Burton, L. J.	5/1/23
3	Leyden, M. J.	6/16/23	38	Bush, L. M.	5/31/23	82	Heinrich, W. C.	3/26/23	134	Gluchman, J.	3/18/23	257	Rehagen, G. J.	1/1/23	354	Wilkinson, K. L.	7/27/23
3	Lonergan, E. J.	6/12/23	38	Dobson, N. S.	6/9/23	86	McWhorter, W. C.	6/8/23	134	Golden, M. C.	5/29/23	258	Reid, D. W.	5/7/23	357	Bailey, D. F.	2/25/23
3	Malesa, A. A.	5/12/21	38	Karn, A. J.	1/11/23	86	O'Neill, E. R.	4/26/23	134	Hamstra, J. R.	7/26/23	258	Scheer, W. M.	12/28/22	357	Conant, D. A.	5/14/23
3	McCabe, T. J.	11/3/22	38	Liccardi, C. R.	4/24/23	96	Anderson, M. E.	3/31/23	134	Hickey, L. M.	3/5/23	261	Browning, R. H.	4/22/23	357	Fuller, D. W.	1/7/23
3	Messina, A. A.	5/25/23	38	Rolinc, T. J.	2/27/23	96	Lanney, K. J.	3/7/23	134	Kosteck, E. W.	6/11/23	266	Krause, R. M.	1/7/23	357	George, C. F.	11/11/22
3	Meyer, E. W.	3/30/23	38	Stanek, F. J.	6/30/23	98	Draper, B. C.	6/19/23	134	Kovacevich, A. L.	1/18/23	269	McGee, A. J.	6/17/23	357	Glass, A. J.	10/21/22
3	Mobarak, A. A.	5/23/23	38	Strumbel, R. A.	7/11/23	98	Geary, R. P.	3/28/23	134	Pussier, P. A.	5/20/23	269	Tomlinson, K.	2/21/23	357	Holmes, J. T.	6/23/23
3	Mulato, E. R.	3/13/23	38	Takacs, J. R.	7/6/23	98	Stauffenberg, J. G.	1/17/23	134	Learson, R. B.	7/9/23	270	Rivera, R. C.	4/26/23	357	Koonce, D. S.	12/9/22
3	Mullusky, T. A.	5/3/23	38	Tobin, J. P.	2/3/23	99	Dagostino, D. A.	7/2/23	134	Vasquez, M.	6/29/23	275	McLellen, S. R.	3/19/23	357	Larson, A. M.	6/2/23
3	Noll, T. G.	6/28/23	38	Wenz, T. L.	6/5/23	99	Jarret, R. R.	1/1/23	134	Wetzel, S. D.	5/14/23	278	Self, C. L.	3/2/23	357	Litzsinger, M. K.	1/2/22
3	Pisciotta, T. A.	1/26/23	40	Lilyea, W. O.	6/16/23	99	Mongeau, P.	6/13/23	134	Dobyne, R. O.	6/11/23	280	Chong, K. T.	2/18/23	357	Lowery, R. L.	6/1/23
3	Spania, N.	3/10/23	41	Heary, E. W.	8/20/22	99	Vitulli, J. M.	5/31/23	136	Kline, A. E.	4/14/23	280	Davies, J. G.	7/5/23	357	McDonald, G. L.	4/22/23
3	Sylvester, D.	5/28/23	41	Karl, D. J.	6/1/23	100	Bradley, W. J.	12/4/22	139	Pyhtila, J.	7/3/23	280	Jepson, N. H.	2/3/23	357	Rodriguez, D.	12/28/22
3	Valenti, A. J.	5/25/23	41	Shafer, B. A.	6/11/23	100	Titus, R.	5/5/23	139	Lehman, F. D.	6/8/23	292	Bjerre, C.	4/14/23	357	Wieczorkowski, J. L.	5/9/23
3	Wall, E. M.	7/7/23	42	Arseneault, V.	2/17/23	102	Fabrizio, J. R.	1/24/23	143	Yorthy, K. L.	5/8/23	292	Ehlers, D. R.	2/21/23	363	Clark, H. A.	2/9/23
3	Weisinger, C. C.	5/7/23	43	Barkley, F. A.	2/12/23	102	Pino, E.	6/4/23	143	Althaus, R. D.	2/24/22	292	Luebke, A. R.	5/29/23	363	Clearwater, R. P.	4/17/23
5	Buettner, T. F.	3/7/23	43	Lefancheck, W.	4/14/23	102	Sabatini, J. W.	3/16/23	145	Frazier, R. C.	6/29/23	295	Denton, W. G.	6/18/23	363	Crowell, R. L.	5/30/23
5	Dittler, J. L.	4/12/23	46	Godfrey, G. T.	3/28/23	102	Terpak, M.	11/26/22	146	Perkins, J. D.	6/25/23	300	Mondella, M. B.	6/16/23	363	Gordon, T. D.	11/23/22
5	Grosick, S. A.	1/4/23	46	Kraus, R. E.	2/16/23	103	Bombardieri, A. T.	3/1/23	146	Rhoades, J. L.	5/23/23	301	Cornelius, J. H.	5/31/23	363	Hamburg, J.	6/24/23
5	Link, H. J.	1/29/23	46	Lind, L. L.	1/7/23	103	Brandt, R. A.	2/11/23	146	Campbell, D. R.	1/5/23	301	Labbe, L. J.	5/6/23	364	Frankfather, R. L.	4/2/23
5	Loesch, R.	11/30/22	46	Pedersen, S. R.	5/8/23	103	Fahey, G. E.	6/1/23	150	Dunn, C.	3/18/23	303	Spencer, B. W.	5/31/23	364	Trimble, T. R.	3/3/23
5	Low, E. H.	10/28/22	46	Plata, E.	3/2/20	103	Gray, R. A.	9/28/22	150	Bode, R. E.	6/4/23	304	Chandler, R. A.	5/15/23	369	Breitmeyer, C. A.	5/20/23
5	Ninehouser, G.	5/4/23	46	Vivolo, A. M.	2/19/23	103	Kelleher, G. V.	4/21/23	153	Chance, F. J.	5/26/23	305	Weir, B. M.	12/27/22	369	McDermott, K.	6/3/23
6	Desmond, J. G.	5/23/22	46	Zimmerman, R. W.	2/4/23	103	MacLellan, M. T.	2/14/23	153	Kohler, R. J.	6/30/23	309	Whelan, D. G.	11/23/22	369	Pashuta, D. V.	5/29/23
7	Gaines, T. F.	3/14/23	47	Briscoe, B. W.	2/24/23	103	Marca, J.	11/18/22	153	Nower, R.	5/19/23	309	Willhite, H. W.	12/2/22	375	Keck, D. W.	12/15/22
7	Pigott, C.	2/21/23	47	Dean, R. C.	3/5/23	103	Osborne, E. R.	10/13/22	153	Leeman, P. W.	1/30/23	309	Billingsley, A. M.	5/7/23	375	Wiesner, R. J.	4/28/23
8	Berning, T. R.	6/12/23	47	Duarte, J. A.	6/3/23	103	Puccio, J. L.	11/25/22	158	Jungenberg, R. H.	7/7/23	313	Colegrove, R. M.	6/17/23	379	Gant, J. O.	6/22/23
8	Gloria, D.	5/24/23	47	Francisco, D.	6/23/23	103	Sheehan, D. J.	4/30/23	159	Miller, G. J.	1/22/23	313	Sweeney, M. A.	4/23/23	379	Lascano, A. M.	9/9/21
8	Kurtz, J. F.	6/10/23	48	Blomquist, R. R.	2/7/23	103	Tarnowski, J. W.	2/13/23	159	Leque, L. H.	6/13/23	313	Grubbs, G. F.	4/3/23	387	Baldwin, L.	4/24/22
8	McLean, S. A.	3/22/23	48	Comer, D. D.	7/16/23	103	Walker, J. F.	3/12/23	160	Arkus, J.	11/27/22	317	Anderson, G. E.	5/28/23	388	Christensen, D. G.	6/17/23
8	Shoup, C. E.	4/29/23	48	Cook, T. G.	6/13/23	105	Friedt, O. J.	3/6/23	164	Della Fave, D. D.	11/17/22	322	Johnson, O. L.	6/11/23	388	McCrum, W. H.	2/20/23
9	Bailey, G.	6/24/23	48	Dunford, S. K.	5/25/23	110	Dean, R. N.	4/6/23	164	Halbing, R. J.	5/9/23	322	Canfield, D. J.	12/1/22	400	Hoyer, G. A.	1/21/23
11	Beere, C. S.	4/23/23	48	Engelman, L. K.	5/7/23	110	Gurney, F. L.	1/1/23	164	Lambert, W.	6/9/23	325	Riegal, R. R.	5/11/23</			



Local Surname	Date of Death	Local Surname	Date of Death	Local Surname	Date of Death	Local Surname	Date of Death
429 Meeks, W. A.	5/6/23	584 Thompson, M. W.	4/27/23	743 Walter, R. N.	7/13/23	1687 Forest, E.	5/12/23
429 Miller, W. J.	11/4/22	586 Clark, K. R.	1/3/23	760 Chesney, A. L.	7/18/23	1852 MacFarlane, M. W.	7/4/23
429 Pate, L. H.	11/8/22	586 Marcotte, R.	5/28/22	760 Holmes, J. A.	6/7/23	1959 Baker, V. F.	12/13/22
429 Phillips, J. D.	3/9/23	586 McDonald, G. K.	6/4/23	760 Jones, R. L.	6/16/23	2048 Burford, W. J.	3/26/21
429 Whidden, D. B.	12/12/20	586 Orange, C. W.	2/16/23	768 Giles, R. E.	1/6/23	2085 Desrosiers, G. J.	6/18/23
430 Kyser, G. E.	2/12/23	595 Lull, L.	5/12/23	768 Moore, J. L.	5/20/23	2150 Gerard, H. C.	5/4/23
441 Burks, M. C.	4/10/23	595 Rigdon, J. J.	10/5/22	768 Stilkey, R. E.	5/8/23	2150 Peterson, G. J.	12/28/22
441 Truyen, M. P.	6/5/20	595 Sargent, R. H.	8/8/22	769 May, K. E.	12/7/22	2166 Baisley, R. M.	7/31/23
443 Billingslea, P.	6/21/23	596 Ice, J. G.	6/4/23	807 Moore, J. I.	6/21/23	2286 Skiles, J. J.	5/13/23
443 Chappell, A. B.	6/24/23	601 Brown, E. E.	10/21/22	812 Arthur, A. A.	5/25/23	2330 Biggin, J. W.	5/12/23
449 Wood, K. L.	12/14/22	602 Shellberg, W. C.	1/17/23	812 Drum, S. M.	5/17/23	I.O. (3) Dreyfus, A. R.	5/4/23
466 Eagle, L. J.	4/16/23	606 Atkins, C. D.	6/19/23	812 Rich, W. A.	3/25/23	I.O. (5) Krockner, K. D.	6/5/23
466 Painter, D. L.	6/19/23	606 Bowers, J. W.	6/16/23	816 Shaw, J. P.	2/15/23	I.O. (5) Williams, N. R.	1/15/23
474 Bartram, J. A.	6/23/23	611 Brushwood, D. M.	5/17/23	852 Barnes, G. G.	5/30/23	I.O. (26) Fisher, J. W.	12/20/22
474 Dunn, O. L.	4/30/23	613 Ayers, J. W.	5/26/23	852 Harris, J. D.	6/17/23	I.O. (84) Burford, J. F.	5/19/23
474 Falanga, M. J.	7/23/23	613 Culpepper, C. A.	1/14/23	852 King, Z. D.	12/8/22	I.O. (134) Dominick, J. P.	6/30/23
474 Leath, J. H.	2/3/23	613 Haley, W.	3/18/23	852 Strickland, M. E.	4/1/23	I.O. (134) Krenn, E.	10/28/22
474 Parker, J. E.	5/20/23	613 Hicks, T. P.	2/2/23	855 Whitehead, T. L.	4/15/23	I.O. (134) Lewis, M. T.	6/28/23
474 Wallace, J. M.	6/13/23	613 Holcomb, J. L.	12/10/22	861 Hammonds, F.	5/17/23	I.O. (134) McGuire, P. J.	1/5/23
477 Klier, W. W.	3/20/23	613 Lanxton, H. P.	1/28/23	873 Comstock, J. H.	10/26/22	I.O. (303) Werneburg, H.	7/27/23
479 Dotson, D. M.	12/9/22	613 Metts, D. D.	4/29/23	876 Farris, T. L.	5/17/23	I.O. (354) Domm, D. L.	1/16/22
479 Durham, J. E.	6/13/23	613 Myers, C. M.	4/10/23	876 Hall, G. L.	5/18/23	I.O. (424) Slach, Z. W.	12/18/22
479 Valentine, M. W.	2/10/23	613 Nappy, R. A.	3/13/23	876 Stocking, J. E.	2/13/23	I.O. (441) Griffith, P. A.	5/18/23
480 Cobb, K. L.	6/8/23	613 Pepper, J. L.	12/21/22	890 Harnack, L.	7/6/23	I.O. (636) Coutu, P.	6/1/23
480 Hall, J. H.	6/10/23	613 Reynolds, B. H.	1/7/22	903 Deen, J. M.	2/16/23	I.O. (686) Egan, P. M.	6/2/23
480 Lang, B. R.	3/4/23	613 Shelnutt, R. A.	6/12/23	906 Stankewicz, A. B.	6/11/23	I.O. (763) Gibson, M. J.	5/22/23
480 Mack, R. E.	1/25/23	613 Willingham, C. A.	6/16/23	915 Kilboy, C. E.	6/14/23	I.O. (2085) Motoska, M.	5/18/23
480 Moak, J. A.	6/25/23	617 Bingley, J. J.	1/31/23	915 McMurry, T. D.	6/26/23	Pens. (I.O.) Bayless, M. D.	6/7/23
481 Alexander, T. E.	4/29/23	617 Bradshaw, J. C.	2/20/23	934 Dexter, J. A.	6/26/23	Pens. (I.O.) Bimmerle, C. F.	4/8/23
481 Cringle, D. P.	6/17/23	617 Gonzalez, R. A.	1/18/23	949 Ronning, J. R.	6/29/23	Pens. (I.O.) Butler, W. C.	4/5/23
481 Moore, C.	6/9/23	617 Steel, J.	2/27/23	952 Cortinez, M. J.	12/3/22	Pens. (I.O.) Cagle, K. G.	1/7/23
481 Nichols, R. D.	6/11/23	625 Barr, W. W.	1/25/23	968 Martin, J. A.	5/23/23	Pens. (I.O.) Chapdelaine, E. R.	
481 O'Mara, D. J.	6/4/23	625 Bond, R. F.	7/1/23	968 Martin, L. M.	5/17/23		
481 Pitcher, P.	7/24/23	625 Croft, M. R.	2/21/23	972 Crider, J. M.	1/18/23	Pens. (I.O.) Craig, G. W.	3/3/23
481 Wright, D. K.	2/12/23	625 Myette, J. E.	2/27/23	995 Girlinghouse, J. M.	5/12/23	Pens. (I.O.) Donath, A. P.	12/28/22
488 Kirley, M. E.	11/8/22	639 Minor, E. L.	4/18/23	995 Laurent, C. L.	4/11/23	Pens. (I.O.) Ewing, L.	3/11/23
488 Serreti, P. J.	10/18/22	639 Sheets, R. H.	6/6/23	995 McClung, B. W.	4/27/23	Pens. (I.O.) Fields, R. E.	7/4/23
494 Brewer, M. L.	2/10/23	640 Bamberg, C. D.	9/2/21	1002 Cathey, B. L.	11/21/22	Pens. (I.O.) Foster, J. L.	11/19/21
494 Ellingen, J. R.	6/2/23	640 Corson, A. W.	3/28/23	1002 West, L. E.	5/10/23	Pens. (I.O.) Galloway, N. E.	
494 Foertsch, E. U.	1/9/23	640 Crognale, G.	12/28/22	1003 Murphy, R. C.	6/30/23		
494 Larson, A. L.	4/7/23	640 Kelley, R. F.	4/14/23	1105 Williams, L. L.	2/24/23	Pens. (I.O.) Gilhooly, M. J.	5/12/23
494 Scannell, T. J.	5/18/23	640 Kremer, G. H.	5/8/23	1141 Frees, B. M.	4/20/23	Pens. (I.O.) Harner, L. R.	4/18/23
494 Shapaker, J. H.	6/25/23	640 Van Ess, E. W.	10/28/22	1141 Muncy, M. R.	1/29/23	Pens. (I.O.) Hernandez, B. G.	
494 Tackes, J. A.	4/16/23	648 Farler, W. H.	1/4/23	1141 Musgrave, J. F.	4/26/23		
502 Fowler, E. L.	1/13/23	649 Northway, E. A.	5/2/23	1186 Chun, E. P.	5/26/23	Pens. (I.O.) Hickman, R.	11/10/22
502 Sherwood, M.	1/31/23	649 Walsh, F. E.	5/21/23	1186 Hatakeyama, G. Y.	5/28/23	Pens. (I.O.) Huber, R. W.	3/17/23
505 Stewart, J. D.	11/1/22	659 Gaskey, J. E.	4/13/23	1186 Ishisaka, M. Y.	5/5/23	Pens. (I.O.) Kavert, R. H.	4/17/23
508 Achord, W. M.	12/23/22	665 Fussman, J.	6/16/23	1186 Kochi, J. H.	3/2/23	Pens. (I.O.) Krakuszeski, T.	
508 Driggers, L. C.	11/8/22	666 Elliott, G. W.	11/30/22	1186 Sardinha, D.	3/31/23		
508 Thomas, C. P.	6/9/23	676 Kimbrell, C. H.	6/11/23	1186 Ueunten, S. H.	2/23/23	Pens. (I.O.) Kurvers, F. J.	5/14/23
518 Esteves, M. R.	5/2/23	681 Fisher, D. R.	3/6/23	1186 Yuh, S.	6/23/23	Pens. (I.O.) Maley, G. J.	11/2/22
518 Nickol, W. J.	1/19/23	681 Richards, F. A.	5/18/23	1205 Klingensmith, M. W.		Pens. (I.O.) Martin, J. J.	7/3/23
520 Crary, R. J.	6/29/23	682 Lathrop, W. J.	5/6/23			Pens. (I.O.) McCaslin, C. A.	2/4/23
520 Godbey, W. N.	6/17/23	683 Sanger, G. M.	7/11/23			Pens. (I.O.) McClean, T. D.	
529 Hansen, L. W.	11/7/22	683 Stone, J. R.	2/17/23				
530 Sauve, R. M.	2/12/23	684 Drury, L. W.	4/11/23				
531 Blacks, S.	9/29/22	684 McIntosh, M. A.	12/26/22				
532 Johnson, E. C.	1/21/23	697 Bolkovatz, J. R.	5/19/23				
532 Lokken, M. P.	12/28/22	697 Hall, E. L.	5/21/23				
532 Loucks, D. W.	6/5/23	697 Young, K. J.	12/8/22				
532 Quigley, D. W.	5/25/23	700 Fraley, T. L.	6/6/23				
540 Stephens, M. J.	6/15/23	701 Gawel, D. M.	2/2/23				
551 Ackerman, S. M.	12/11/22	701 Leitner, A. C.	1/25/23				
551 Boe, R. D.	1/15/23	701 Prims, R. L.	1/23/23				
551 Cornet, C. M.	3/17/23	702 Bailey, M. W.	4/26/23				
551 Hill, W. M.	5/23/23	702 Brown, R. A.	1/20/23				
558 Boyd, J. D.	5/4/23	702 McCleary, R. D.	5/3/23				
558 Devine, I. M.	6/5/23	702 Rickenberg, D.	4/29/23				
568 Larose, A.	11/29/22	716 Baxley, R. L.	2/14/23				
568 Lauze, V.	4/1/23	716 Cano, B.	6/24/23				
569 Halverson, S. H.	12/20/22	716 Freeland, J. R.	2/16/23				
569 Hartnett, J. J.	4/29/23	716 Fuller, A. E.	4/24/23				
569 Layton, S. J.	5/29/23	716 Lawrence, J. D.	1/16/23				
569 McNaney, D. O.	10/3/22	716 Van Winkle, L. J.	4/5/23				
569 Riggs, G. L.	6/3/23	725 Frye, L. L.	1/26/23				
573 Zimmer, T. E.	11/29/22	725 McMullen, J. W.	4/16/23				
577 Murray, E. J.	3/30/23	725 Quimby, M. D.	6/14/23				
583 Carver, J. P.	12/29/22	728 Risser, L. E.	6/29/23				
584 Holtz, H.	6/24/23	728 Spinney, G. E.	6/23/23				
584 McElmurry, G. L.	6/14/23	728 Taylor, R. J.	2/10/23				
584 Tackett, J. W.	2/1/23	743 Shaffron, W. L.	6/20/23				

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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HOW TO REACH US

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

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This list shows members for whom PBF death claims were approved in August 2023. ■

WHO WE ARE

'I'm Not Leaving': IBEW Members Step Up in Aftermath of Hawaii Wildfires

The wildfires that devastated Maui in early August were among the worst natural disasters in Hawaii's history and were the deadliest fires in the U.S. in over a century. As always, IBEW members were there to help pick up the pieces, many of them on the job when they didn't even know the fate of their own homes.

"It's like a war zone," said Honolulu Local 1260 Business Manager Leroy Chincio, who also represents the Seventh District on the IBEW International Executive Council. "We've dealt with hurricanes, lava, other natural disasters, but nothing of this magnitude, and with so many people suffering."

The fires that ravaged the historic town of Lahaina on Maui's west coast, as well as Kula farther inland, killed more than 100 people as of press time, with roughly 400 still unaccounted for. More than 14,000 people were left without power in the days following the fires, and over 2,200 buildings were damaged just in Lahaina.

It's too soon to assess the full extent of the damage, but emergency management experts are estimating that the cost will be in the billions. The emotional toll is beyond measure.

"Words can't describe the destruction and desolation of Lahaina," Honolulu Local 1357 Business Manager Troy Benevides said. "A popular and vibrant, historic town that welcomed everyone is now ash and rubble. A huge part of our Hawaiian history has been lost. It's going to be a long road to recovery."

Jeff Larita, a Local 1260 member, was born and raised in Lahaina, and the only electric troubleman working in that area.

"This doesn't compare to any other storm I've experienced," he said. "It was very concentrated. It was like a tornado on fire."

The historic and cultural roots of Lahaina run deep for Hawaii's residents. The tight-knit community was once the royal residence of King Kamehameha and served as the capital from 1820 to 1845. It's been a National Historic Landmark since 1962. Now it's not even rubble. It's ash.

"I literally saw all my neighbors' houses burn," Larita said. "I can still hear the sounds, the crumbling and the violence from the explosions."

In late August, Lahaina was too toxic for him to return to work in town, so he focused instead on rebuilding his own life. Larita was one of the many who lost everything, including his home, and finding permanent housing in Hawaii is a struggle at any time.

"I don't know what the future is, or how you come back, but I'm not leaving," he said. "As Hawaiians, we have a



The fire that decimated Lahaina on Maui's west coast, as well as Kula farther inland, in August, killed more than 100 people, making it the deadliest U.S. wildfire disaster in over a century. "This doesn't compare to any other storm I've experienced. ... It was like a tornado on fire," Honolulu Local 1260 member Jeff Larita said.

spiritual connection to the ocean and the earth. I really love this place."

About 500 Local 1260 members have been working to restore power as quickly and safely as possible, which will involve replacing more than 400 poles, Chincio said. Members who work in broadcasting have also been hard at work covering the catastrophe for the local news.

"We got the call that Tuesday and thought it would be the usual restoration. But by the time we landed, the fire had already devastated everything," he said.

Local 1357 members worked restoring the equally devastated communications system.

"Our crews are walking in as the firefighters walk out, and their

dedication to their craft and communities is unmatched," Benevides said.

Local 1357 Chief Shop Steward Craig Pruse said he and many of his brothers and sisters are putting their community before their families because they know how crucial power and a dial tone are.

"Our members are passionate," Pruse said. "I'm proud of these guys and how they've pulled together in a time of grief."

Chincio said there were so many examples, but one that stood out to him was a member on a restoration job while his house was burning down.

"There has been no shortage of heroism on the part of our members," he said.

On the mainland, IBEW support

has been pouring in, including from members gathered at the annual RENEW conference in New Orleans around the same time the fires started. And in New Orleans, the impact of Hurricane Katrina can still be felt.

"We were getting condolences as the news broke, and they really stepped up by donating around \$4,000 for us to bring home for our members in need," Honolulu Local 1186 Business Manager Damien Kim said. "The spirit of aloha was definitely there at the conference, and I cannot express enough my aloha and mahalo to everyone there."

For members of Santa Rosa, Calif., Local 551, the aftermath of Maui's wildfires hit close to home. They lived through their own fire in 2017 where half the area around the local burned down.

"When we saw Maui, it looked exactly like Coffee Park, which is close to the hall," Local 551 Business Manager John McEntagart said. "I knew we had to act immediately, because that's what helped us."

The local donated \$10,000 to the GoFundMe that the three Hawaii locals set up and their Labor-Management Cooperation Committee to give \$25,000.

"Big checks were life-saving for our members. We were able to help for weeks after because of the money coming in. It was a huge, huge help," McEntagart said. "Basically, if they have 55 problems to worry about, I want to make it 54."

On the other coast, East Windsor, N.J., Local 827 members planned a luau fundraiser and, as of press time, are working on a matching gift from Verizon, one of their employers. For them, it's become par for the course to help out after disasters. They hosted pig roasts after Hurricane Maria devastated Puerto Rico and then after an earthquake hit the island in 2020, and they collected items for Houston Local 716 after Hurricane Harvey, said Business Agent Tom Kelly.

"This is what we do," Kelly said. "We kind of pride ourselves on it."

All the support has not been lost on Hawaii's members.

"We've had tremendous support from the IBEW. It's been overwhelming in a good sense," Chincio said. "I've never been more proud to be an IBEW member."

The best donation right now is money, Chincio said, and those interested can go to the Hawaii locals' GoFundMe page. For anyone interested in giving something more specific, Larita suggested swim clothing, fishing poles, bodyboards, surfboards or anything beach-related.

"The ocean is therapeutic for us. It releases everything," Larita said. "I believe it could help a lot with the trauma."

And for those who can, Local 1260 member Scott Kanemitsu said to consider visiting other parts of the island.

"Come and visit Maui. We need the tourism," he said. "Just don't forget about us. It's going to be a long haul, and we need people to stick with us." ■



HOW TO HELP

If you'd like to help IBEW members affected by the Maui wildfires, you can donate via the QR code here or at www.gofundme.com/f/kokua-for-maui-wildfire-victims-ibew-members.

Donations that are larger than \$200 should be sent to:
IBEW Local Union 1186
1935 Hau St., 5th Floor
Honolulu, HI 96819

Checks can be made out to
"Hawaii State Association of
Electrical Workers."

Mahalo!



gofundme