

Carrying the IBEW® Dream into the 21st Century



International Brotherhood of Electrical Workers®

History & Structure





Edwin D. Hill

Edwin D. Hill
International President



Jon F. Walters

Jon F. Walters
International
Secretary-Treasurer



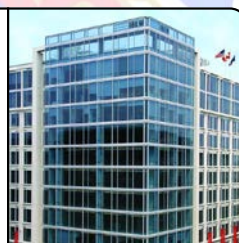
This is the story of our Brotherhood; the story of the many courageous men and women who made the IBEW an organization which uses the skills of its members to make a better life for everyone. Be proud of this, your union heritage. We hope this story inspires you with the spirit of trade unionism as we build the IBEW of the future.

The chronological record of important IBEW historical events should provide interesting and informative reading for our members, other members of organized labor and those outside the labor movement. To this record we add our own accomplishments, which will be duly noted by future generations.



International Brotherhood of Electrical Workers®

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Preamble

The objects of the International Brotherhood of Electrical Workers® are:
To organize all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions; To promote reasonable methods of work; To cultivate feelings of friendship among those of our industry; To settle all disputes between employers and employees by arbitration (if possible); To assist each other in sickness or distress; To secure employment; To reduce the hours of daily labor; To secure adequate pay for our work; To seek a higher and higher standard of living; To seek security for the individual; And, by legal and proper means, to elevate the moral, intellectual, and social conditions of our members, their families, and dependents, in the interest of a higher standard of citizenship.



Part 1

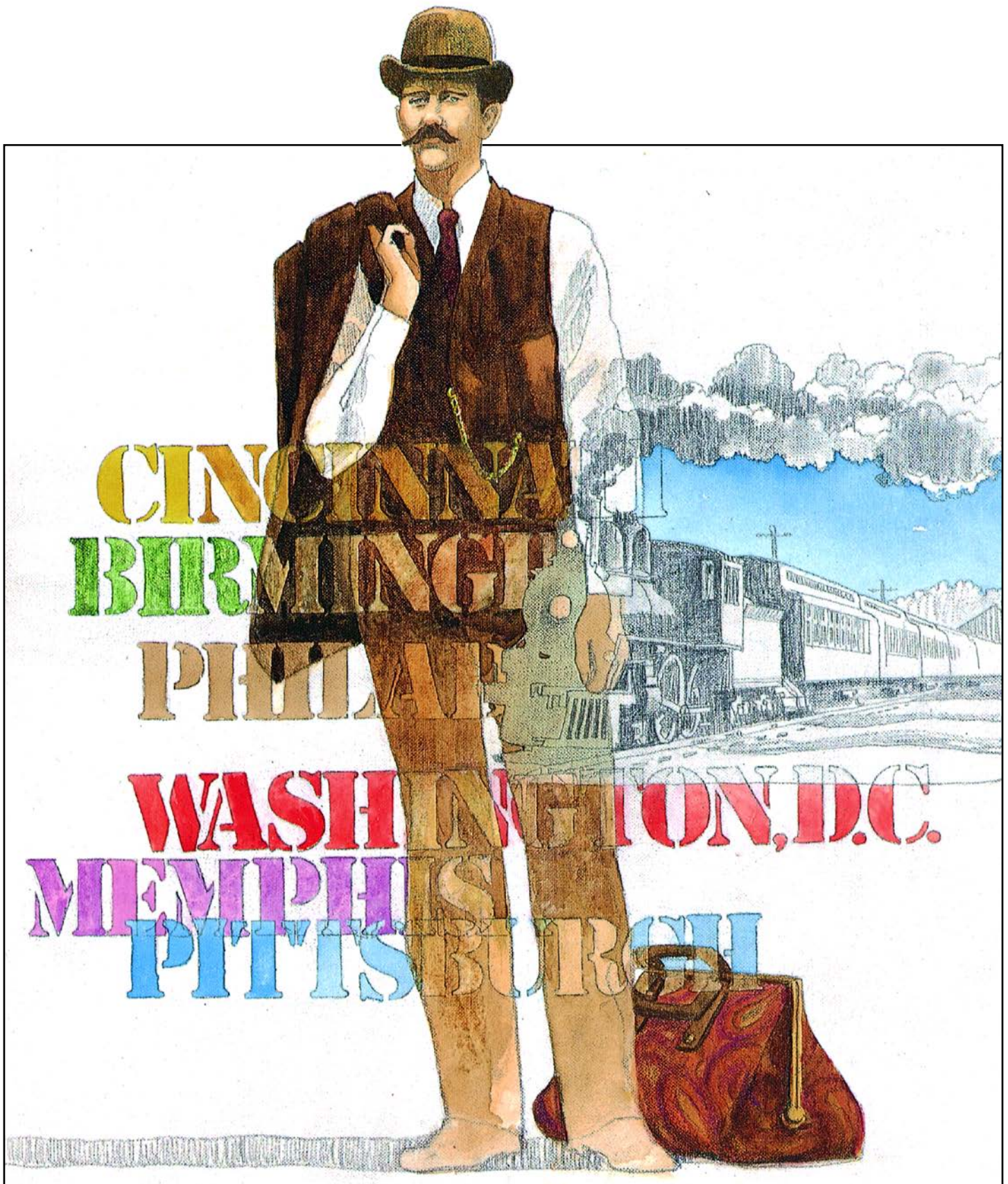


HISTORY OF THE IBEW®





IBEW® HISTORY





IBEW® HISTORY

EARLY YEARS

**The International Brotherhood of Electrical Workers®
is as old as the commercial use of electricity itself. It is the oldest,
as well as the largest, electrical union in the world.**

Various histories of labor record no attempts to organize electrical workers during the experimental days of electricity. In 1844 the first telegraph wires were strung between Washington, D.C., and Baltimore carrying that famous message of Samuel Morse, “What hath God wrought?” This was the first electrical accomplishment of commercial importance. It changed the whole aspect of electricity, which most people believed to be an interesting but dangerous experiment. In 1848 the first telegraph station was built in Chicago. By 1861 a web of telegraph lines crisscrossed the United States, and in 1866 the transatlantic cable was laid. Linemen to string the wires became a necessity, and young men flocked eagerly to enter this new and exciting profession.

Opportunity Grows

With Edison’s invention of the first commercially successful incandescent lamp in 1879, the general public became aware of the possibilities of electricity. The electric power and light industry was established with the construction of the Pearl Street Generating Station in New York in 1882. Where once only a few intrepid linemen handled electricity for a thrill, many now appeared on the scene, and wiremen, too, seeking a life’s work.

As public demand for electricity increased, the number of electrical workers increased accordingly. The surge toward unionism was born out of their desperate needs and deplorable safety conditions.

Early Signs of Unity

Beginning in 1870 many small, weak unions organized, then disappeared. However, by 1880 enough telegraph linemen had organized to form their own local assembly and affiliate with the Knights of Labor. A few more locals soon organized, and a district council was formed. In 1883 this council called a general strike against the telegraph companies. The strike failed and broke up the first known

attempt to organize electrical workers.

The urge to unite was strong, however; and another attempt was made in 1884—this time with a secret organization known as the United Order of Linemen. Headquarters for this union was in Denver, and the group attained considerable success in the western part of the United States.

BEGINNING OF BROTHERHOOD

The nucleus of our Brotherhood formed in 1890. An exposition was held in St. Louis that year featuring “a glorious display of electrical wonders.” Wiremen and linemen from all over the United States flocked to Missouri’s queen city to wire the buildings and erect the exhibits which were the “spectaculars” of their era.

The men got together at the end of each long workday and talked about the toil and conditions for workers in the electrical industry. The story was the same everywhere. The work was hard; the hours long; the pay small. It was common for a lineman to risk his life on the high lines 12 hours a day in any kind of weather, seven days a week, for the meager sum of 15 to 20 cents an hour. Two dollars and 50 cents a day was considered an excellent wage for wiremen, and many men were forced to accept work for \$8 a week.

There was no apprenticeship training, and safety standards were nonexistent. In some areas the mortality rate for linemen was one out of every two hired, and nationally the mortality rate for electrical workers was twice that of the national average for all other industries.

No wonder electrical workers of the Gay ’90s sought some recourse for their troubles. A union was the logical answer; so this small group, meeting in St. Louis, sought help from the American Federation of Labor (AFL). An organizer named Charles Cassel was assigned to help them and chartered the group as the Electrical Wiremen and Linemen’s Union, No. 5221, of the AFL.



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A St. Louis lineman, Henry Miller, was elected president of that union. I.O. Archives photos show him to be a tall, handsome man with broad, powerful shoulders; keen blue eyes; and reddish-brown hair. To him and the other workers at that St. Louis exposition, it was apparent their small union was only a starting point. Isolated locals could accomplish little as bargaining agencies. Only a national organization of electrical workers with jurisdiction covering the entire industry could win better treatment from the corporate empires engaged in telephone, telegraph, electric power, electrical contracting and electrical-equipment manufacturing.

Early Leaders Set Pace

Henry Miller was a man of remarkable courage and energy. The first Secretary of our Brotherhood, J. T. Kelly, said of him, “No man could have done more for our union in its first years than he did.” Miller packed his tools and traveled to many cities of the United States to work at the trade. Everywhere he went, he organized the electrical workers he met and worked with into local unions.

Although the going was rough in those early days, Miller seemed impervious to personal discomforts and endowed with boundless energy. He “rode the rails” with his tools and an extra shirt in an old carpetbag. Many times the receiving committee on his arrival in a city was a “railroad bull”—a policeman who chased him and tried to put him in jail for his unauthorized mode of travel.



Henry Miller,
first Grand President.

Nevertheless, a great deal was accomplished in that first year. Locals chartered by the AFL and other electrical unions were organized in Chicago, Milwaukee, Evansville, Louisville, Indianapolis, New Orleans, Toledo, Pittsburgh, Cincinnati, Duluth, Philadelphia, New York and other cities.

A first convention was called in St. Louis on November 21, 1891. Ten delegates attended, representing 286 members. The 10 men to whom our Brotherhood owes its life and the cities they represented are:

Henry Miller, St. Louis, Missouri
J. T. Kelly, St. Louis, Missouri
W. Hedden, St. Louis, Missouri

C. J. Sutter, Duluth, Minnesota
M. Dorsey, Milwaukee, Wisconsin
T. J. Finnell, Chicago, Illinois
E. Hartung, Indianapolis, Indiana
F. Heizleman, Toledo, Ohio
Joseph Berlowitz, Philadelphia, Pennsylvania
H. Fisher, Evansville, Indiana

The founders of our union met in a small room above Stolley’s Dance Hall in a poor section of St. Louis. It was a humble beginning. The handwritten report of that First Convention in our Archives records Henry Miller’s thoughts:

“At such a diminutive showing, there naturally existed a feeling of almost despair. Those who attended the Convention will well remember the time we had hiding from the reporters and trying to make it appear that we had a great delegation.”

The name adopted for the organization was National Brotherhood of Electrical Workers. The delegates to that First Convention worked night and day for seven days drafting our first Constitution, general laws, ritual and emblem—the well-known fist grasping lightning bolts. The Convention elected Henry Miller as first Grand President and J. T. Kelly as Grand Secretary-Treasurer.

The First Constitution

The Preamble to the first Constitution included the goals which motivated our founders and the far-reaching, sensible, unselfish Objects which have been retained, except for slight changes in language, by every Convention of the IBEW:

“The objects of the International Brotherhood of Electrical Workers are: to organize all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions; to promote reasonable methods of work; to cultivate feelings of friendship among those of our industry; to settle all disputes between employers and employees by arbitration (if possible); to assist each other in sickness or distress; to secure employment; to reduce the hours of daily labor; to secure adequate pay for our work; to seek a higher and higher standard of living; to seek security for the individual; and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.”

The new national union was penniless and had to be financed with a \$100 loan from the St. Louis local.

“This was the time and manner in which the Brotherhood was born,” wrote Charles P. Ford, a longtime International Secretary of the IBEW, commenting on the birth of our union. “There was little to encourage this small group of dedicated and determined men. The opposition



EARLY YEARS

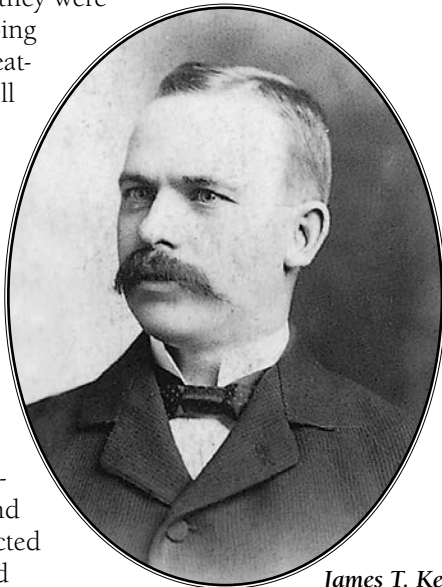
to unions at that time was active and bitter. The obstacles seemed unsurmountable. Hearts less courageous would have given up in despair.”

A motion to affiliate with the AFL passed at the First Convention. The AFL granted a charter on December 7, 1891, which gave the NBEW sweeping jurisdiction over electrical workers in every branch of the trade and industry.

A Determined Group

The handicaps suffered by the new union—no money, bitter resistance by employers to organizing—were counter-balanced by the vigor and determination of the members. Henry Miller was tireless in his efforts. In the first year of the Brotherhood's existence, he is said to have visited every major city in the East, from New Orleans to Boston. Other officers of the union organized in the same way, spending their own time and funds. Their only rewards: the satisfaction of enlarging the organization and the knowledge they were working toward wiping out injustice and creating a better life for all who sought a living from electricity.

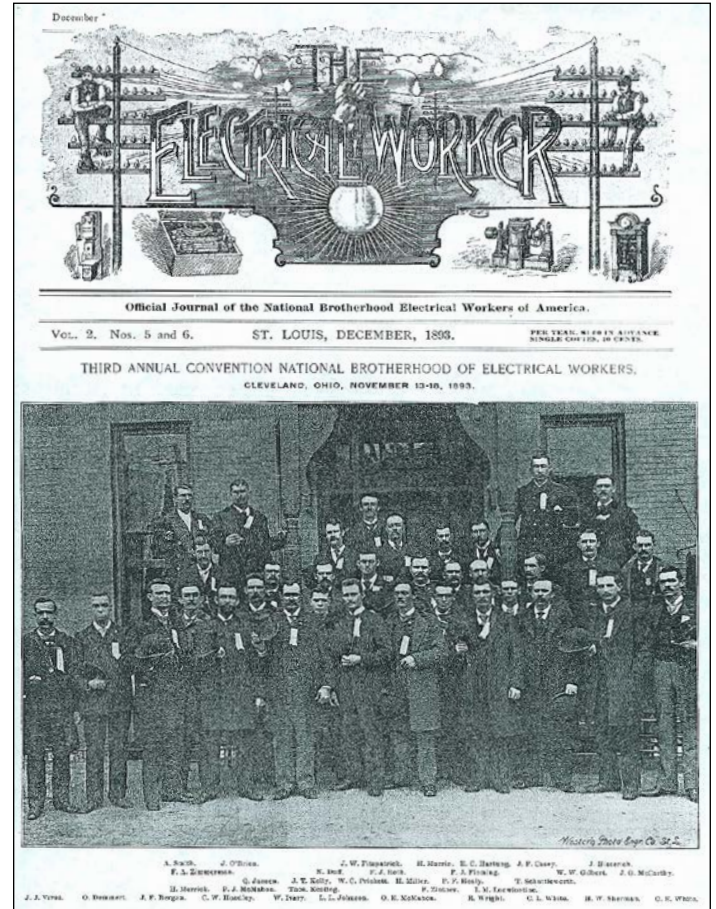
When the Second Convention met in Chicago in 1892, the Brotherhood had 43 locals chartered; nearly 2,000 members; and \$646.10 in the treasury. Henry Miller and J.T. Kelly were reelected Grand President and Grand Secretary-Treasurer.



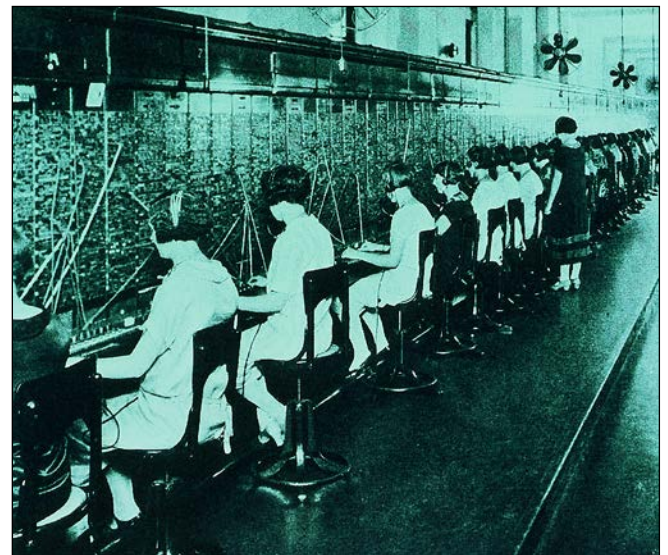
*James T. Kelly,
first Grand Secretary-Treasurer.*

Unity Despite Difficulty

The new union was destined for setbacks, however. Of course, our inexperienced pioneers made mistakes in those early days. The men who attended our first Conventions had a dream of brotherhood. They were idealists, and from the very beginning they believed that benefits and brotherhood went hand in hand. They set the per capita to be paid to the “Grand Office” low—only 10 cents a month per member. They assumed this small sum would cover all their obligations and expenses. Then they established not only a \$50 funeral benefit payment for members, but also a \$25 funeral benefit for wives of members.



The December 1893 cover of The Electrical Worker.



Telephone operators—who were mostly women—run a late-1890s switchboard. The first operators' local was in Cleveland, all-women's Local 80, chartered in 1897.



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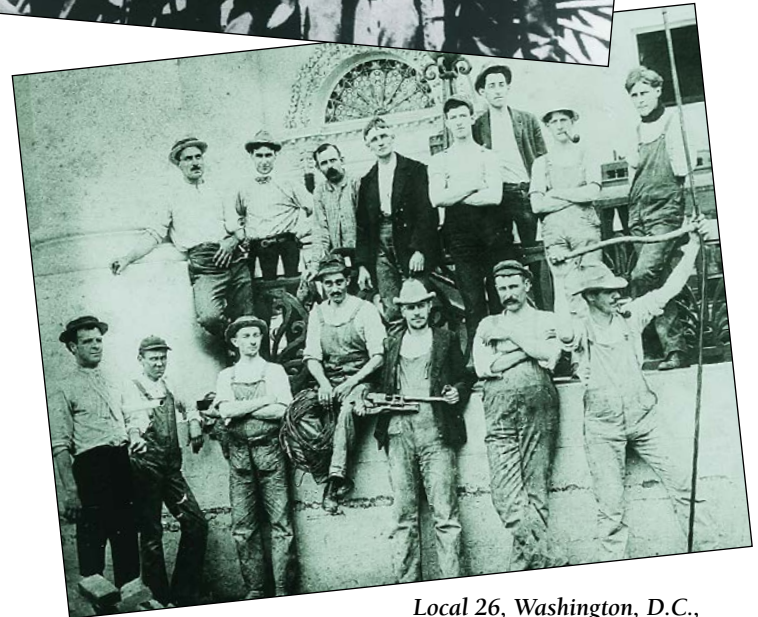
All obligations of those first years were met. Secretary Kelly's accounts are specific; his ledger, written in long-hand, is practically the sole record of the early years in the history of the IBEW. Many electrical workers died in those early days, but the widow of every man in good standing received a death benefit. Thus, the Brotherhood headed down the road to bankruptcy.

The mistakes were overshadowed by two important innovations. At the 1892 Convention women who were employed as telephone operators became members of the union. Four years later, when only one organizer was on our payroll, a second, Mrs. Mary Honzik of St. Louis, was added. Our Brotherhood was the first union to have a woman organizer on its staff. The Second Convention also authorized publication of our *Journal*. The first *Journal*, called *The Electrical Worker*, was issued on January 15, 1893. The magazine has been published continuously ever since.

From the earliest days our Brotherhood recognized the importance of communication within the union. In an early convention report, J.T. Kelly, appealing for financial support for the *Journal*, said, "We could not have managed to keep our Brotherhood intact through these early years if it were not for our magazine."



Electricians, circa 1900, take a break from their labors.



Local 26, Washington, D.C., members take a break from rewiring the White House in August 1902.

HARD TIMES

The country was plunging into a severe economic depression at the time of the Third Convention, held in Cleveland, Ohio, in 1893. Many older members were forced to drop out of the organization.

At that time wiremen and linemen were organized into separate local unions in cities where the membership was large enough. However, linemen and wiremen frequently argued over which branch had the right to enroll members of other branches of the trade not numerous enough to organize locals of their own. These disputes surfaced forcefully at the Third Convention.

Making Ends Meet

In the early days constitutional amendments had to be submitted to every member—with a two-thirds affirmative vote required for adoption. Conventions could only recommend, not adopt. The Third Convention voted to recommend an increase in per capita tax to 15 cents, which the members subsequently approved. Members also voted by referendum that year to hold conventions every two years.

Queren Jansen served as Grand President from 1893 to 1894, with Henry Miller serving as Third Grand Vice President and Grand Organizer.

In 1894 Secretary-Treasurer Kelly reported a loss for the

year of \$468.50, which was covered by loans from various members and locals. With many obligations to be met, Kelly wrote, "It was under such circumstances, when the very life of the organization depended on it, that I mortgaged my household effects and building association stock to meet the checks and get out the *Journal* with proceedings of the Convention...."

Issues Evolve

Unsafe working conditions and substandard wages prevailed. Local Union 1 reported as late as 1897 that the wage of an electrician in St. Louis was only \$2 per day.

However, general conditions of work in the industry and the safety record for electrical workers began to improve, due to the adoption of an apprenticeship system.



EARLY YEARS

To effect better conditions in the industry and to rid the trade of its large numbers of unskilled and incompetent mechanics, the first NBEW Constitution established an apprenticeship system which required a minimum of three years' training under the supervision of a journeyman before an applicant could become eligible for membership. The system also limited the ratio of the number of apprentices to the number of journeymen an employer might employ. Later the term of apprenticeship was extended and an apprentice was required to pass an examination before being admitted to membership in a local union.

In addition to the severe depression ravaging the country in 1894 and 1895, hostile employers and antilabor prejudice were almost insurmountable. Those were the days of beatings and blacklistings. Members concealed their "tickets" (union cards) in their shoes as they traveled from place to place seeking employment. One early account tells of the experience of a member traveling by boxcar to Cripple Creek, Colorado, to find work. He was dragged from the car and searched. When an NBEW card was found in his pocket, he was chained to a tree, whipped and shipped out of town on the next freight.

Strength Amid Struggle

Conditions took their toll. When the Fourth Convention opened in Washington, D.C., in 1895, only 12 delegates answered the roll call; the treasury showed a deficit of \$1,016. Our Brotherhood was certainly at a low ebb. It is amazing that the union did not fall apart completely. It probably would have, had it not been for that stalwart of our Brotherhood, Grand Secretary J.T. Kelly. He kept the foundering union afloat with the strength and encouragement of a few more members who refused to abandon their

dream of a strong national union and a better life for all.

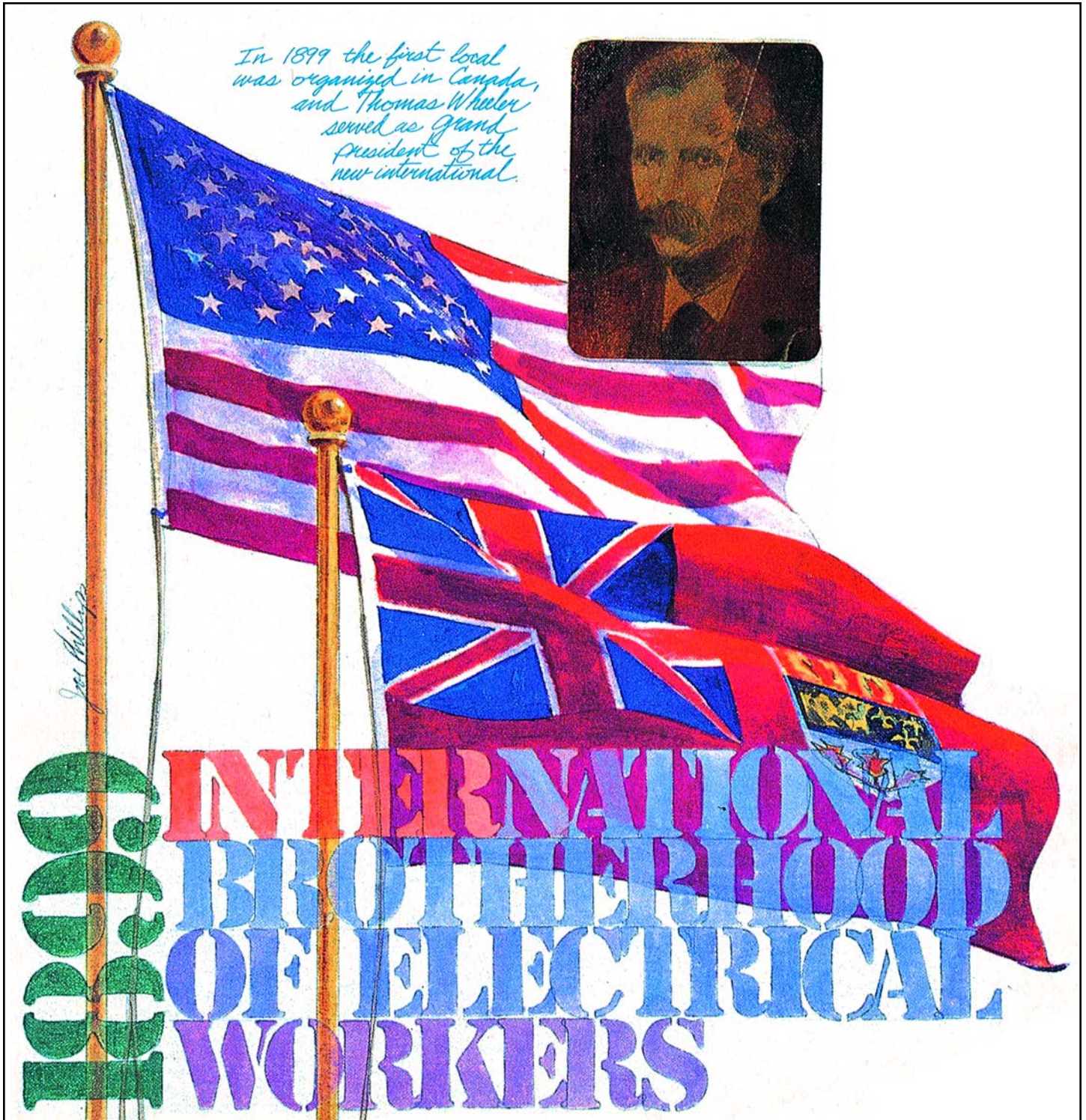
The delegates to the Washington Convention corrected some past mistakes and established a sounder financial policy for the Brotherhood. The funeral benefit covering a member's spouse, which proved too heavy a burden for the treasury, was abolished. The minimum initiation fee was increased to \$5, and the per capita was raised to 25 cents a month. In addition, the office of Grand Secretary-Treasurer was separated into two offices. Harry W. Sherman served as Grand President from 1894 to 1897, when he succeeded the veteran J.T. Kelly as Grand Secretary.

Meanwhile, the man who did so much to breathe life into this organization, Henry Miller, died from an industrial accident while working for the Potomac Electric Power Company. On July 10, 1896, while working as head lineman of a crew repairing storm damage, Brother Miller suffered an electrical shock and fell from a power pole, striking his head. Newspaper accounts stated he remained conscious, was carried to his rooming house, treated by a doctor and died about eight hours after the accident. At the age of 43, he had no money and was buried at the power company's expense. The undertaker's record shows expenses of \$63.50, including \$1.50 for a shirt, collar and tie. The man who gave so much of himself for others was destitute and without a decent outfit to his name.

According to the many friends he made while organizing and working as a lineman, Brother Miller often went without food and deprived himself of needed clothing so his earnings could benefit his dream—the NBEW. His final resting place is in Glenwood Cemetery in Washington, D.C., Section F, Range B, Site 179. His dream lives on. The IBEW provides for perpetual care of his gravesite.



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VICTORY, GROWTH AND PROGRESS

The Fifth Convention, held in Detroit in 1897, proved that the courage of people who persevered despite great odds had not been in vain. Work became more plentiful, membership increased and the Brotherhood treasury showed a surplus. Encouraged, the officers sent an organizer to Canada; and a successful campaign began there.

J.H.

Maloney served as Grand President from 1897 to 1899.

The Sixth Convention, meeting in Pittsburgh in 1899, changed the name of our union from National Brotherhood of Electrical Workers to International Brotherhood of Electrical Workers. The first local to be organized in Canada was Local Union 93 of Ottawa, Ontario, on December 20, 1899. In 1899 Thomas Wheeler became Grand President of the new International, while Harry W. Sherman continued as Secretary.

The Constitution adopted in 1891 vested considerable executive power in the officers, but such power was exercised rarely in the early years of the Brotherhood. The officers were not paid regular salaries and earned their living working at their trade. Traveling organizers received expense money if the union could afford it. Despite the remarkable devotion of these men and the personal sacrifices they made to perform the work of the Brotherhood, they were unable to devote sufficient time to union business to ensure that locals complied with the provisions of the Constitution. Headquarters, as well as the international officers, changed frequently.

Effective Leadership

In 1901 when the Seventh Convention met in St. Louis, the Grand Secretary reported that unconstitutional strikes were so numerous that year—as many as 40 at one time—that he was unable to keep an accurate record. The International was reluctant to suspend a local union for disregarding its obligations when the dues and support of each local were so critically needed. But the lack of discipline discredited the organization in the eyes of employers. W.A. Jackson, elected President at the Seventh Convention, tried to cope with the situation; but such oversight

required the services of a full-time, salaried officer.

Accordingly, at the Eighth Convention, held in 1903 at Salt Lake City, Utah, the members elected F.J. McNulty as Grand President and voted him a full-time salary so he might dedicate his time solely to the interests of the union. A strong, magnetic leader, Frank McNulty served in this office until 1919.

The change was an important event in the history of the Brotherhood. It transformed the international body from a weak association into a coordinated and effective organization. President McNulty was determined that the provisions of the Constitution should be enforced, particularly those dealing with relations between the union and employers. All infractions were promptly punished. In a short time, the organization regained its prestige as employers were assured that any contracts they might make with local unions would be respected and enforced.

Enforcement of the Constitution also favorably affected the Brotherhood's growth. Illegal and unsuccessful strikes had discouraged many members and had forced them to seek employment wherever they could find it. After an unsuccessful strike many locals found themselves almost entirely disorganized and had to drop out of the Brotherhood. Under President McNulty's constructive policy, many difficulties which formerly would have resulted in strikes were peacefully settled; and turnover in membership greatly decreased.

Dissenting Forces

Annual records show that the membership in good standing prior to 1903 was composed almost entirely of the new members initiated each year. In some cases there were fewer members in good standing at a year's end than had joined during the year. In December 1903, for exam-



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Julia S. O'Connor,
first president of the
IBEW's Telephone
Operators' Department.

ple, the total membership in good standing was 9,922; however, 18,341 new members had been initiated during the preceding 12 months.

In 1905, just two years after the President became full-time, the total dues-paying membership had increased to 24,000, while 12,247 new members had been initiated during the preceding two years. The Brotherhood was not only recruiting members, it was retaining them.

In 1908 when the IBEW was in pretty fair condition—with paid officers, a treasury

balance and a strong organization—a bitter internal struggle erupted. This costly experience, which resulted in the secession of a large percentage of the Brotherhood, was known as the Reid-Murphy split, named after the two officers elected by the seceding faction. Frank J. McNulty and Peter W. Collins remained the true officers of our Brotherhood.

A number of problems caused the split; such as the long-brewing dissension between wiremen and linemen, stimulated by disappointed office seekers and by a former Grand Treasurer removed from office in 1907 because of irregularities. In addition, employer forces appeared to want the fast-growing union to be destroyed. So they fostered the struggle which divided our Brotherhood for six long years.

A large number of local union representatives attended a special convention called by the dissenting forces in 1908. They refused to recognize President McNulty and Secretary Collins. Instead, they elected J.J. Reid as President and J.W. Murphy as Secretary. The Reid faction secured an injunction to prevent disbursement of union funds. The McNulty group secured another to forestall seizure of the International Office and operated on loans from local unions and individuals. AFL President Samuel Gompers unsuccessfully attempted to reconcile the groups, then subsequently recognized the McNulty-Collins faction as the “legitimate” Brotherhood.

A Turning Point

Two conventions were held in 1911. Photos in the IBEW Archives show that the Reid-Murphy Convention was much larger than the McNulty-Collins Convention. While

no reliable figures on the membership of the Reid-Murphy faction can be obtained, it has been conceded that the Reid faction at one time controlled three-fourths of the organized electrical workers in the United States and Canada.

Finally, a court decision in February 1912 declared the 1908 convention illegal and its actions void; union funds were restored to the AFL-recognized group. That 1912 court decision marked the turning point of the rebellion.

Union Spirit Survives

The 12th Convention of our Brotherhood, held in Boston in 1913, included nearly all of the local unions which had seceded. In his report to the Convention, Frank J. McNulty, now a 10-year veteran as Grand President, tried to bind the wounds of secession and inspire the members to carry on in a true spirit of unionism. Speaking of his years in office, he said:

“I have seen our Brotherhood in victory, as well as in seeming defeat; I cannot say in defeat, because I do not concede to anyone that our Brotherhood has met defeat....No labor organization, in our opinion, is ever defeated. When it suffers a setback, it incites the members to greater effort in organization and makes better pilots out of the leaders who profit by their past experiences and guide their organizations over the dangerous shoals upon which they had grounded in the past....”

“We have fought a clean fight, and we have won, simply because we were right....”

“We have not centralized our efforts to bring about temporary advantages for our Brotherhood; we rather have endeavored to fortify the trenches of our Brotherhood, so as to make them impregnable against the forces of its enemies in the future....”

President McNulty then directed a poignant statement to those of us reading our Brotherhood’s history many years later:

“When the history of our Brotherhood is read by the Electrical Workers of the future and we have all transferred our cards to our local union in Heaven, they will appreciate our efforts. They will realize and know that we fought the battle successfully that assured its future prosperity.”

At the 1913 Convention President McNulty presided with a new partner. Brother P.W. Collins, who stood with Brother McNulty during the days of secession, resigned on July 15, 1912. Charles P. Ford was appointed Secretary in his place.



VICTORY, GROWTH AND PROGRESS

Winning Back Membership

The 12th Convention, with delegates representing 18,500 members, lasted 14 days. The Convention again attempted to put the IBEW on a firmer financial basis by voting to recommend to the membership an increase in per capita from 30 to 40 cents. That action, as well as all convention actions except the election of officers, had to be submitted to the membership for approval. While the per capita increase and other constitutional amendments passed, the requirement of membership approval continued to handicap the organization.

Once more in possession of its funds and with AFL backing, the McNulty administration gradually won back its membership. By 1914 the locals which constituted the Reid faction were readmitted. Those who left the Brotherhood with Reid and Murphy received credit for whatever standing they would have enjoyed had they never seceded. They also received 12 months credit in the payment of death benefits. Those who joined the secessionists but were never in the IBEW received the same consideration.

Rapid Growth

From 1913 to 1919, while our Brotherhood was feeling its way and setting the stage for progressive action, membership exploded: from 23,500 in 1913 to 148,072 in 1919. Many factors contributed to this growth; but the most significant by far was World War I and the consequent great demand for electricity, with its power and versatility. Our union had mechanics trained to handle electricity, and the IBEW could quickly train more. Our ranks swelled as the call went out for IBEW members to perform the vitally important role of building our first “Arsenal of Democracy.”

The IBEW’s 13th Convention was held in St. Paul, Minnesota, in 1915 and the 14th in Atlantic City in 1917, with the same principal officers at the helm. The history of our organization was not affected significantly by the actions of these Conventions, chiefly because the decisions of the delegates were defeated when submitted to a referendum vote, as our Constitution required.

The only laws adopted during those years were amendments submitted separately to the membership. One of the amendments passed in 1918 established a separate Telephone Operators Department. Operators had full rights and full vote at conventions. Because of efforts to encourage organization among them, however, they paid about half the per capita paid by other members.

Policy for Progress

A constitutional amendment adopted in 1918 declared all Convention actions final, except when the Convention itself votes to refer a matter to the membership for consider-



IBEW's Washington, D.C., headquarters from 1929 to 1971.

ation. This single change is credited with allowing a more effective and efficient operation of our Brotherhood, curtailing contentious political maneuvers and fractious circular letters. Thus, the amendment enabled the officers to focus their attention on the jobs they were elected to perform.

If not for our predecessors’ foresight in adopting this policy, much of our union’s progress might never have been accomplished. At the very least, our progress would have been seriously delayed.

OPEN-SHOP MOVEMENT

Shortly after the armistice of November 11, 1918, the open-shop movement—in the United States, the infamous, misnamed American Plan—was adopted; and every piece of antiunion propaganda and trick in the book were pulled against us and our fellow union members in the AFL.



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Antiunion employers attempted to destroy the labor movement through legal and not-so-legal means. Employers in Canada and the United States campaigned nationwide against unions. Restrictive laws were passed. Court injunctions, strikebreakers and spy agencies were used. Frequent bombings and beatings terrorized members and potential members. The tactics of the robber barons of the day and the government they “owned” were very effective at intimidating organized labor. Aided by the scourge of unemployment, by 1925 our membership had dropped to 56,349—a loss of 91,723 members in six years.

In 1919 the presidency of the Brotherhood changed. Brother McNulty, who guided our union through the dark days of secession, resigned; James P. Noonan replaced him.

The 15th Convention was held in New Orleans in 1919. One of the most important actions of that Convention established an International Strike Fund. The fund went into effect on January 1, 1920, and was financed by collecting 14 cents per month from each member and by appropriating half of all initiation fees.

The 1919 Convention is remembered in IBEW history as the body which took a historic step forward in labor-management relations. That Convention approved a plan which other management and labor groups try to emulate to this day. This wild-eyed idea of the Roaring Twenties is known as the CIR—Council on Industrial Relations. This body is credited with providing stability in the construction branch of our Brotherhood.

The Conference Club

The idea for the CIR was conceived in the era after World War I, when labor strife was rampant. As early as 1916, a small group of electrical contractors met regularly to discuss matters pertaining to the electrical contracting industry. The group called itself the Conference Club.

Some of the issues it raised involved difficulties in labor-management relations. L. K. Comstock, a contractor, proposed that members of the club meet with a committee from the IBEW to draft a “national labor agreement” designed to benefit both groups mutually. A joint committee from the IBEW and the Conference Club met in March 1919 to consider this proposal.

Charles Ford, IBEW International Secretary, was chiefly responsible for the IBEW’s participation in devising the plan for what eventually became the CIR.

The joint committee decided a labor agreement between them was not essential. They needed an environment in which to conduct open and frank discussions to resolve their differences. The Conference Club persuaded the National Association of Electrical Contractors and Dealers (later renamed National Electrical Contractors Association [NECA]) to become the signatory employer organization, an action affirmed by NAECD’s July 1919 convention. Our New Orleans Convention of 1919 likewise approved the Declaration of Principles creating the CIR.

The council was organized in 1920 with the same requirements as today: equal representation by employer and union, disputes submitted voluntarily, and all decisions unanimous. The council was a milestone in our Brotherhood’s history. Like a “supreme court” of the electrical construction industry, the CIR has settled thousands of disputes without strike, earning for us the title “strikeless industry.”

While many in our ranks have questioned the value of the CIR, it is unquestionably superior to other alternatives. Were dispute resolution left to arbitration, the cost would be astronomical. Were resolution of differences available only through strikes, the result most likely would be self-destruction.



IBEW® HISTORY

CHANGE, DEPRESSION AND RECOVERY

During its formative years the IBEW® was headquartered in the city in which its President lived. When Frank J. McNulty became the first full-time, salaried officer of the Brotherhood, headquarters was fixed in Springfield, Illinois.

In March 1920 IBEW headquarters relocated permanently to Washington, D.C., where numerous international unions were establishing offices near the seat of government. The International Office of our Brotherhood was established in a new building erected by the International Association of Machinists. The new headquarters utilized office equipment moved from Springfield, and many members of the Springfield staff voluntarily relocated to Washington.

The EWBA

Uniform bonding of financial officers of all local unions through the International Office went into effect in January 1920. This action of the 15th Convention afforded a great deal of stability and protection to the funds of our local unions.

From its inception the IBEW was bound by the principle that brotherhood and benefits are inseparable. Death benefits were paid through the years, even when our organization was nearly bankrupted by its moral commitment to its members.

Death benefits for electrical workers were extremely important in the early days; because the work was so dangerous, no company would insure our members at any premium. Union members often passed the hat to assure a decent burial for their colleagues killed on the job.

With these problems in mind, delegates to our 16th Convention voted to form the Electrical Workers' Benefit Association (EWBA), which became effective on January 1, 1922.

At our 17th Convention held in Montreal, Quebec, in 1923, the First General Convention of the EWBA was held. The 17th was also the first IBEW Convention held outside the United States. So, the 17th Convention not only improved the lot of our members by providing additional

benefits, but also strengthened the feelings of brotherhood and cooperation between American and Canadian members of the IBEW.

In 1924 the Research Department of our Brotherhood was established, one of the first such departments instituted by labor unions. The International Officers wanted a more systematic and orderly presentation of wage cases, and they felt that more help in this regard would be provided through a department devoted to this purpose.

The Research Department of that time collected, related and interpreted wage and hour reports and forwarded this information to local unions engaged in negotiations. To keep pace with ever-changing conditions, this department's responsibilities have multiplied considerably. It is known today as the Research and Technical Services Department and provides a variety of services.

International Secretary Ford, the "grand old man" who did so much to establish our union on a permanent basis, resigned because of failing health. G. M. Bugniazet, who had been serving as a Vice President, replaced him in February 1925.

The 18th Convention of the IBEW was held in Seattle in 1925. President James Noonan stated in his report:

"After the death of President Samuel Gompers, the Executive Council of the American Federation of Labor elected Vice President William Green to fill the vacancy. This left a vacancy on the Executive Council. I was not a little surprised to learn that the Executive Council voted to give the Electrical Workers representation on the council by electing me a member thereof."

Since then the IBEW has held a position on what is known now as the AFL-CIO Executive Council.

The Brotherhood's 19th Convention was held in Detroit in August 1927. This historic Convention established our



IBEW® HISTORY

IBEW Pension Plan. The pension—\$40 a month for members 65 years old with 20 years continuous good standing—became effective January 1, 1928. The amount paid into the Pension Fund by our members at that time was 37 cents per month.

The Pension Plan

When our first Pension Plan was adopted by the Convention, the Great Depression of the 1930s lurked just around the corner. The Pension Plan and its requirement of 20 years continuous good standing prevented greater loss of membership in those dire days. True, we lost many members; but many more sacrificed to maintain their union membership. Some stayed through loyalty to the Brotherhood, of course; some to retain their pension rights.

The International Strike Fund was eliminated at the 19th Convention. Amid other complications, a prolonged railroad strike had exhausted its funds.

THE GREAT DEPRESSION

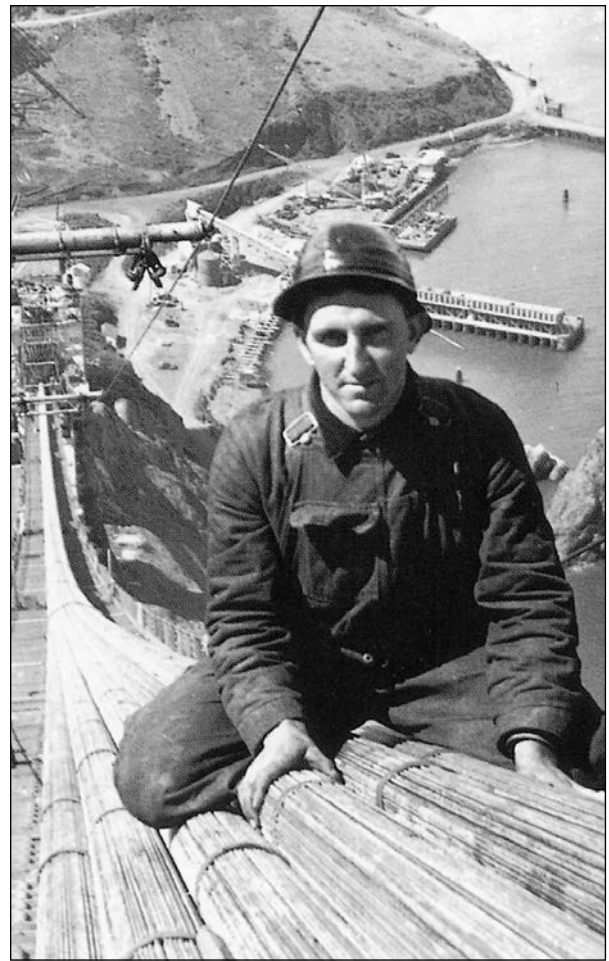
In January 1929 the International Office moved into the IBEW's own building at 1200 - 15th Street, N.W. That year the 20th Convention, held in Miami, Florida, adopted a retirement plan for Brotherhood officers and representatives.

Unbeknown to the delegates in 1929, this would be the last Convention held for 12 years. The Great Depression created serious financial difficulties for the International, and the Conventions scheduled between 1929 and 1941 were postponed by referendum vote.

President Noonan died in December 1929; the International Executive Council (IEC) appointed Vice President H.H. Broach to fill the office.

President Broach presided over our Brotherhood during the Great Depression, which devastated our countries and our union. His tenure was marked chiefly by a series of changes designed to enable our union to meet the challenges of the times. Many felt our Constitution and the local union bylaws needed to be rewritten completely to clarify certain sections and strengthen others by providing proper discipline and orderly conduct of business, and to ensure respect for authority.

At its March 1930 meeting, the IEC approved submitting a proposed amendment to the membership for a referendum vote. The amendment empowered the International President to appoint a special Constitution Committee of 11 members (no two from the same local union) to meet with him and the International Secretary in the International



An IBEW member who helped build the Golden Gate Bridge.

Office “for the purpose of altering, amending or revising the Constitution and the rules therein as may be necessary to conform with the needs of this organization.”

This referendum was adopted by a vote of 39,581 to 5,405. As part of this referendum, the membership authorized implementing the Constitution Committee's recommendations immediately upon notification by the International Secretary. Immediately after the referendum vote, the committee was appointed and began deliberations which resulted in an abbreviated and more precise Constitution. Our current Constitution is much the same as it was following the action taken in 1930.

Meanwhile, the United States and Canada suffered through a period of unprecedented economic stress. Wage cuts pyramided upon each other; banks failed; businesses collapsed; unemployment soared. Men and women roamed the streets begging for jobs and, later, for just enough food to stay alive. More than 50 percent of our membership was



CHANGE, DEPRESSION AND RECOVERY

idle throughout the United States and Canada.

We in the IBEW today are surprised how well our organization survived those dark days. Membership only dropped from 64,000 to 50,000 while other unions were decimated. The International was forced to take stern economic measures: officers' and representatives' salaries were cut 50 percent; some officials were furloughed, with no salary or expenses; some staff members were laid off.

NEW DEAL

Franklin D. Roosevelt took office in March 1933 and immediately proposed New Deal legislation to launch the United States on the road to recovery. First came the National Recovery Act, later declared unconstitutional by the Supreme Court after bitter opposition from big business. Later came the Walsh-Healey Act, then the Wage-Hour Law.

President Broach's health failed, and he was forced to resign as International President in July 1933. The IEC appointed Vice President D.W. Tracy to take his place.

Positive Legislation

The National Labor Relations Act of 1935, also known as the Wagner Act after its author and friend of labor, Senator Robert Wagner, ensured government protection to union organizers and to organized workers and led to a rapid increase in union membership. The Wagner Act enabled the IBEW to organize utility companies and manufacturing plants in a way never before possible.

Before 1935 there was only one type of IBEW member-

ship, later known as "A" membership. In 1935 a "B"-type membership was created by referendum vote. "B" membership allowed the unorganized in utilities and manufacturing plants to join at a lower admission fee (\$1.50) and pay a lower per capita (50 cents). "B" members did not participate in death and pension benefits, since they did not pay for them. Neither were "B" members allowed equal voting rights with the other members at Conventions and on referendums.

Other legislation beneficial to U.S. workers was passed in the late 1920s and throughout the 1930s, including the Railway Labor Act, Social Security Act, United States Housing Act and Norris-LaGuardia Act. Our Brotherhood played a prominent role in these legislative triumphs. President Tracy, in his report to the 1941 Convention, stated:

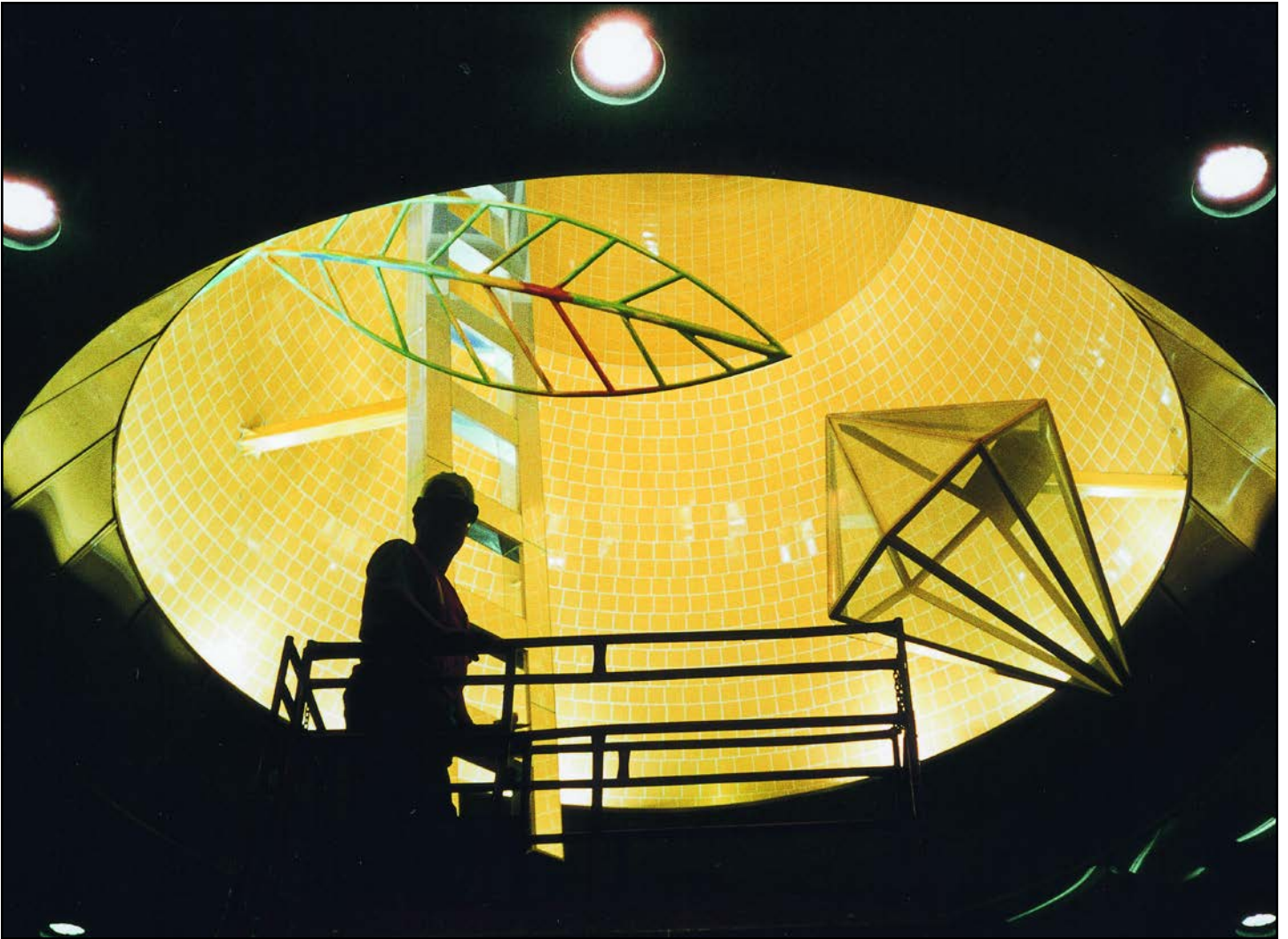
"The International Brotherhood of Electrical Workers overlooked no opportunity to present its case to the various boards established by the government for the purpose of formulating regulations and schedules under this program of new legislation, and our Brotherhood enjoys the distinction of having made available to these government boards more accurate, more detailed and more helpful data than any other labor organization."

In 1939 the IBEW became bargaining agent for technical employees of the Columbia Broadcasting System (CBS).

In July 1940 Brother Tracy resigned as President to accept an appointment as an assistant secretary of labor. The IEC appointed Ed J. Brown, a member of the IEC, to fill the post.



IBEW® HISTORY



An inside wireman apprentice lights a skylight in the Los Angeles subway (1998).



IBEW® HISTORY

MODERN ERA

In 1941, the golden jubilee year of the founding of our Brotherhood, we returned to the city of our birth, St. Louis, for the 21st Convention. Fifty years from our founding—after, as International Secretary G.M. Bugniazet stated in his Convention report, “having gone through a turbulent and hectic period, one of the longest and most severe depressions of our time, accompanied by rapid change”—our 21st Convention represented 869 local unions in good standing and a membership nearly 200,000 strong.

Reports to the 1941 Convention pointed out the dramatic progress achieved in the 12 years since the Miami Convention. In 1929 the average wage for inside electrical workers in the United States was \$1.15 per hour. In 1941 the average was \$1.38, and a new high of \$2.20 had been reached in some areas.

In 1929 less than one-quarter of our members worked the five-day week. In 1941 almost the entire membership of 200,000 enjoyed the reduced workweek.

A new type of industrial relations was achieved with the signing of a collective bargaining agreement (including some of the best provisions in the country) with the government’s huge power development, the Tennessee Valley Authority.

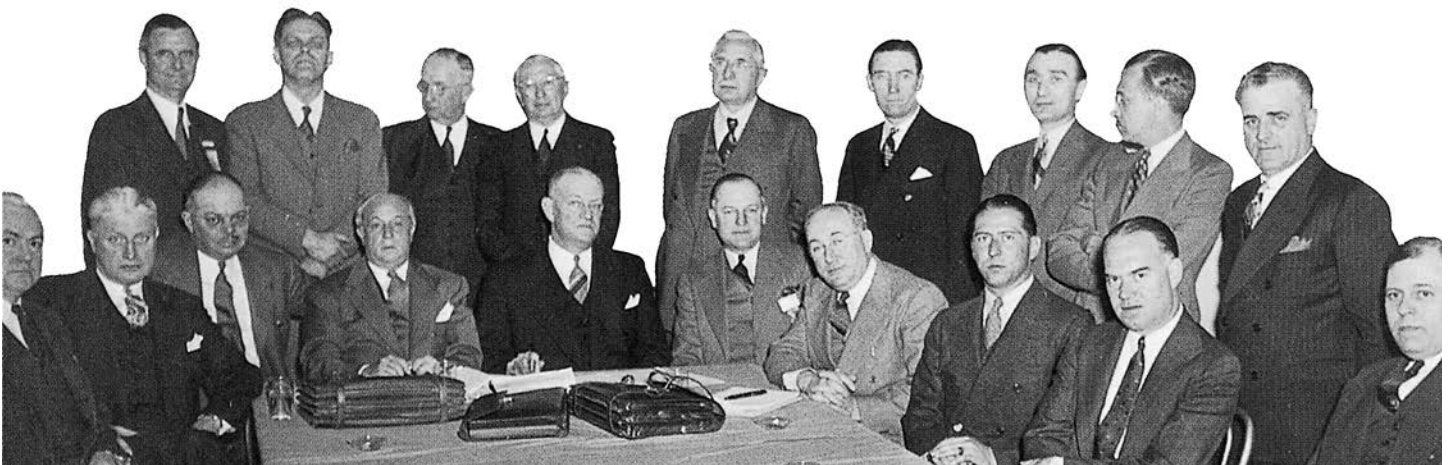
In September 1941 an important event took place: The National Apprenticeship Standards for the Electrical

Construction Industry were established. These standards resulted from a cooperative effort of the IBEW, NECA and the Federal Committee on Apprenticeship.

We have mentioned the strides made in organizing utilities and manufacturing plants. Considerable progress was also attained in railroad organizing, as well as in the electric sign and radio broadcasting industries.

WORLD WAR II

Travel was curtailed during World War II, and our Conventions were postponed again. However, the years between 1941 and 1946, when we again met in convention, were active ones for our Brotherhood. The demand for electrical work and electrical workers dominated all phases of the war effort, and our Brotherhood measured up to the expecta-



Representatives of NECA and the IBEW at a meeting on April 28, 1941, to discuss the joint apprenticeship program.



IBEW® HISTORY

tions of our countries. We established a system to staff defense jobs within 72 hours of receiving the government's request. Local union officers and members accelerated the training programs for new members. More than 35,000 IBEW members served in the armed forces. Incidentally, those not in the military paid the dues of our members on active duty, including

their pension and death benefits, through a military assessment.

When special projects required skilled electrical workers, our Brotherhood staffed the jobs adequately and performed admirably every time. We look back with pride, knowing that IBEW members performed 95 percent of all the electrical work needed for the prosecution of the war effort under union-shop conditions.

By late 1943 it was evident that 37 cents per "A" member per month was insufficient to pay for a \$40 monthly pension. A special assessment of 70 cents was levied and allocated to the Pension Fund for the first six months of 1944, and in July 1944 this assessment was reduced to 20 cents.

One significant IBEW development evolving from the war years was the Brotherhood's emphasis on training for the rapidly developing field of electronics. In November 1944 the IBEW, in conjunction with the Engineering College of Marquette University in Milwaukee, established a National Electronics School. From then until June 1945, hundreds of IBEW members received intensive training in electronics. They returned to their local unions as instructors for other members, and in a few months thousands of members were prepared to meet the challenges of the new electronics age.

The demands of war brought the IBEW rewards for its outstanding defense efforts. When

our Convention Call for 1946 invited delegates to the Golden Gate City, San Francisco, our membership had passed 360,000.

The San Francisco Convention is remembered as being somewhat stormy, with heated election campaigns. D.W. Tracy, who served the Brotherhood as International President from 1933 to 1940, defeated the incumbent, Ed J. Brown, for the top IBEW position. Numerous changes also occurred in vice presidential and IEC posts.

The 22nd Convention authorized the 20-cent assessment as a permanent part of the dues apportioned to the Pension Benefit Fund. In addition, 3 cents of the amount apportioned to the General Fund was earmarked for the Pension Fund, for a total of 60 cents monthly.

The delegates at that Convention effected another important change in the Pension Plan. The benefit was increased from \$40 to \$50 a month, effective January 1, 1947.

The International Officers were aware of the inadequate pension benefit provided by such a low funding level. They knew it would be necessary to involve the employers in providing the essential retirement security for our construction members.

On October 1, 1946, NECA and the IBEW signed an agreement establishing the National Electrical Benefit Fund (NEBF). The contractors agreed to put 1 percent of their payroll into this special fund. The NECA and IBEW conventions ratified the agreement; the U.S. Treasury Department granted approval in March 1947; and the fund became effective on May 5, 1947.

Our 1946 Convention also created another type of membership, known as "BA." The IBEW thus offered three types of membership: "A," "B" and "BA." The "BA" member would enjoy rights equal to the "A"—paying the same per capita to support the IBEW's operations, with equal voting rights. The "B" member continued to pay 50 cents with limited voting rights. The difference between "A" and "BA" members rested then, as it does now, solely on the death and pension benefits for which "A" members pay additional dues as provided under the Constitution.

A few months following our San Francisco Convention, Brother Bugniazet, who served for 22 years as International Secretary, tendered his resignation. President Tracy, with the approval of the IEC, appointed J. Scott Milne, Ninth District Vice President, to fill the vacancy.

By action of the 1946 Convention, two new vice presidential districts were created, the 11th and 12th. Annual progress meetings for all vice presidential districts were instituted in 1947.

ANTILABOR LEGISLATION

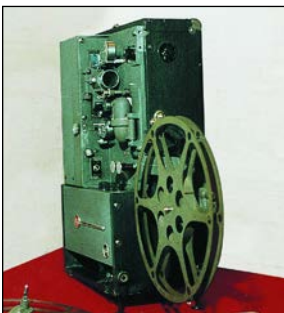
Between our 1946 and 1948 Conventions, the Taft-Hartley Act was passed, creating vexing problems for the



A U.S. Army field telephone built by members of former Local 713, Chicago. This phone saw action in the Pacific during World War II.



An IBEW-made, 1941, Crosley radio.



World War II-era movie projector that belonged to General George C. Marshall, chief of staff of the U.S. Army throughout World War II and architect of the Marshall Plan to rebuild postwar Europe.



MODERN ERA

labor movement and severely hampering our efforts to organize new members.

In 1947 the National Joint Apprenticeship and Training Committee was established. Arrangements were made to expand our apprenticeship program to increase the number of trained electrical workers supplied to the construction industry.

In September 1948 our 23rd Convention was held in Atlantic City. Considerable attention at this Convention was focused on the Taft-Hartley Act and antilabor legislation being promulgated in several states.

Our 24th Convention took place in Miami, Florida, in 1950. Again, antilabor legislation and its effects dominated the Officers' Reports and floor discussions.

International President Tracy and the IEC unequivocally stated in May 1950 that the IBEW preferred private ownership of utilities to public ownership because of the more favorable climate for collective bargaining with privately owned companies.

Following the 1950 Convention, which was an expensive one for our union, a referendum vote of our membership established conventions every four years instead of every two, as our Constitution previously directed.

In October 1952 the IBEW and NECA appointed a full-time director of apprenticeship and training.

"B" membership was eliminated on January 1, 1953, as a result of a referendum vote; and all members were required to transfer to either "A" or "BA" membership.

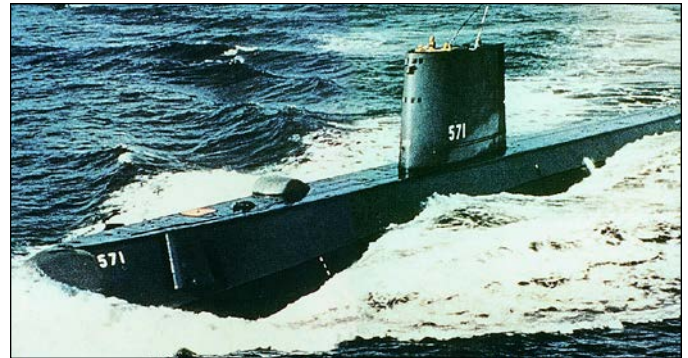
On April 15, 1954, President Tracy resigned; and Secretary Milne was appointed by the IEC to take his place. Brother Tracy became President Emeritus. President Milne appointed a longtime member of the Brotherhood, Joseph D. Keenan, to serve as International Secretary. These two officers were at the helm when our Chicago Convention met in 1954.

A Time of Innovation

It was the largest Convention of our Brotherhood and, as a matter of fact, the largest labor union convention ever held in the world up to that time. Three thousand one hundred thirty delegates attended, representing a membership of 625,000.

A referendum vote reduced the number of delegates to all subsequent Conventions. Otherwise, the steady increase in the number of our members soon would have made it impossible to locate cities with adequate accommodations to handle our future Conventions.

Reports of the officers to the 1954 Convention still emphasized the sinister effects of the Taft-Hartley Act and the "right-to-work" laws it had spawned in 16 states. On the other hand, the reports and Convention discussions also profiled the progress achieved in membership growth



USS Nautilus, the world's first nuclear-powered submarine. Local 261, Groton, Connecticut, members helped build her. (Photo courtesy of the Submarine Force Library and Museum in Groton.)

and improved collective bargaining agreements despite these damaging laws.

Less than a year later, on July 20, 1955, International President Milne died. Five days later our IEC appointed Vice President Gordon M. Freeman of the Fourth District to the post of President.

A number of innovations were initiated in the International Office by Presidents Milne and Freeman. These included training classes for representatives and establishing individual departments of manufacturing, utility and telephone operations to assist local unions and our representatives in the field.

The years 1955 and 1956 brought considerable gains in the telephone field, with sizable groups of independent telephone unions electing to join the IBEW. This was an era of gains for railroad workers, culminating with the declaration by the U.S. Supreme Court on May 21, 1956, that the union-shop amendment to the Railway Labor Act was constitutional. Following the Supreme Court decision, union-shop agreements were negotiated with all but three major carriers in the United States.

There were innovations in our apprenticeship program. A full apprenticeship training program for outside electrical apprentices became available in January 1957. Because the number of apprentices in the construction field had increased by 46 percent since 1952, when the first director was appointed, an assistant director of apprenticeship and training was appointed in 1957.

A full-time International Representative was appointed to handle matters in the atomic-energy field because of the IBEW's increased participation in this area.

Pension Funds

Major changes were made in pension rights. In 1957 the National Labor Relations Board ruled that limiting NEBF pension benefits to IBEW members only was illegal. Until then,



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NEBF Monthly Pension Benefit Bases Through the Years

May 5, 1947	\$50 per month pension
January 1, 1966	\$2 per month for each year of employment since 1942
January 1, 1968	\$3 per month for each service credit
July 1, 1977	\$6 per month for each service credit
January 1, 1981	\$8 per month for each service credit
January 1, 1983	\$10 per month for each service credit
January 1, 1985	\$11 per month for each service credit
March 1, 1986	\$13 per month for each service credit
January 1, 1987	\$14 per month for each service credit
January 1, 1989	\$15 per month for each service credit
January 1, 1990	\$16 per month for each service credit
January 1, 1991	\$18 per month for each service credit
January 1, 1992	\$19 per month for each service credit
January 1, 1993	\$20 per month for each service credit
January 1, 1994	\$21 per month for each service credit
December 1, 1995	\$23 per month for each service credit
January 1, 1997	\$24 per month for each service credit
January 1, 1998	\$26 per month for each service credit
January 1, 1999	\$28 per month for each service credit
January 1, 2000	\$30 per month for each service credit
January 1, 2001	\$31 per month for each service credit
July 1, 2001	\$32 per month for each service credit

nonmembers working for contributing contractors were not eligible for NEBF pension benefits and received no coverage.

To correct this situation, the provisions of the NEBF plan were revised to permit all employees working for participating employers to be covered by the NEBF. The NEBF provides eligible employees with a monthly pension based on a specific amount per month for each completed year of credited service. The accompanying table depicts the basis for monthly pension benefits earned by participants retiring under the plan. A participant retiring on or after the dates shown will receive a benefit based on the amount to the immediate right of that date.

“A” members of the IBEW also participate in the Pension Benefit Fund (PBF). For an “A” member who retires from the electrical industry after December 31, 2001, and who meets eligibility requirements, the PBF provides benefits computed on the basis of \$3.50 per month for each full year of continuous “A” membership earned through 1997, and \$4.50 per month for each full year of continuous “A” membership earned in and after 1998. The fund also pays a death benefit to the beneficiaries of active “A” members of \$6,250 upon death by natural causes or \$12,500 upon accidental death. The NEBF and PBF, as supplements to Social Security or Railroad Retirement benefits, provide retired members who participate in these plans with the means to live in moderate comfort after their years of labor.

The four years following our 1958 Convention in Cleveland were not easy ones for any segment of the labor movement. We experienced the most virulent wave of anti-unionism since the open-shop movement after World War I.

Already beset by the effects of the Taft-Hartley Act of 1947 and “right-to-work” laws in 18 states in the United States, with laws equally damaging to labor in effect in Canada, our efforts in organizing and collective bargaining were more difficult, to say the least.

Then, in September 1959 the Labor-Management Reporting and Disclosure Act (LMRDA), also known as Landrum-Griffin, took effect. The International and our local unions have faced considerable difficulty and expense living with the LMRDA and its regulations.

The Constitution

Since it was first drafted more than 100 years ago, our Constitution has provided organizational stability while ensuring the democratic principles for which it stands.

As a result of the LMRDA, the IBEW has been forced to spend considerable membership funds to defend our Constitution against actions, many of them frivolous and without merit, which aim to destroy or impair our organization. While we have been successful in upholding our Constitution in the majority of cases, our victories have not come without damage to our structure. However, those who believed such laws would destroy the labor movement cannot be considered “visionaries”; organized labor has learned to adapt in the face of challenges to its existence.

NEW HORIZONS

In 1959 a full-time director of skill improvement training was added to our I.O. staff. A complete industrial electronics course was developed; and by 1970 more than 100,000 journeymen were taking or had taken skill improvement courses.

In June 1959 a Safety Department with a full-time director was established at the International Office.

In autumn 1961 our Brotherhood developed a course called Industrial Atomic Energy Uses, Hazards and Controls; and institutes were conducted to train instructors in this field so important to the welfare of our members and the public.

Delegates to our 27th Convention in Montreal, Quebec, in 1962 voted to raise our per capita tax from 90 cents to \$1.50.

Our Diamond Jubilee Convention was held in September 1966 in St. Louis, where the Brotherhood was born 75 years earlier. Delegates voted to create a Strike Assistance Fund, in addition to the Legal Defense Fund. “A”-member delegates voted to strengthen the IBEW pension program by increasing payments to the PBF and improving benefits. In its diamond jubilee year, the IBEW also began its Founders’ Scholarship Program by awarding eight scholarships in electrical engineering to IBEW journeyman electricians.



MODERN ERA

President Freeman told the 75th Anniversary Convention,

“Our union stands tall today....The dream our founders had of bringing dignity and security to Electrical Workers is a staunch reality....We can take pride in how far we have come, but there is no time to rest on our laurels.”

Two years later President Freeman retired from office, after 13 years of dedicated service in that position. President Freeman was determined that the IBEW remain strong and continue to grow after he handed over the reins of leadership. So, he retired as President while still an active and effective leader to assure an orderly transfer of administration. He served as President Emeritus until his death on May 13, 1983.

Changes Instituted

Charles H. Pillard, an IEC member, was appointed by the IEC to succeed Brother Freeman on October 1, 1968. Early on, President Pillard realized the growing importance of residential construction. Among his many accomplishments from the '60s through the '80s are the promotion of the Coordinated Residential Organizing Program (CROP), the organization of the construction industry and the development of imaginative programs which provided better service to our members. His agreement with NECA to increase the employer contribution to the NEBF from 1 percent of payroll to 3 percent provided a sound basis for improvements in pension benefits.

At the 29th Convention of our Brotherhood in Seattle in 1970, President Pillard was unanimously elected International President. The 29th Convention's theme, “Exploring New Horizons in Electricity,” reflected the strides the IBEW had made. Since the Convention of 1966, 101 new locals had been chartered; more than 45,000 members were receiving pensions; and wages were increasing steadily.

President Pillard also initiated a unique program among Building and Construction Trades unions to relieve a serious problem regarding the health and pension benefits of members in the construction industry. These members lost their accumulated pension and health benefits when they traveled in search of work. In the early '80s President Pillard established programs which led to the development of the Electrical Industry Reciprocal Agreement for Health & Welfare and Pension Funds. By 1986 almost all IBEW construction health and pension funds in the United States participated in both reciprocal agreements.

IBEW membership reached one million in October 1972. Another milestone occurred on December 1, 1973, when the new headquarters building of the IBEW in Washington, D.C., was dedicated. The 30th Convention in Kansas City, Missouri, in September 1974, was the first Convention at which the delegates (2,970) represented more than one million members.

I.O. Modernization Begins

After 22 years of dedicated service to the Brotherhood as International Secretary, Joseph D. Keenan retired in 1976. This great humanitarian faithfully served not only the IBEW, but the entire trade union movement at home and abroad. He received numerous honors for his dedication and devotion to the United States and was highly respected for his services in the civic and political arenas. Early in his career Brother Keenan realized organized labor needed to become active in the education and registration of voters. These people could then vote for public officials who understand and support social and economic issues vital to workingpeople. He served with distinction as director of Labor's League for Political Education, which evolved into the Committee on Political Education (COPE). Secretary Emeritus Keenan died on July 22, 1984.

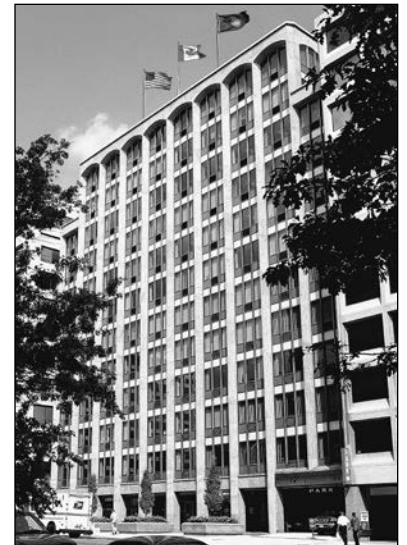
Ralph A. Leigon was appointed to replace Brother Keenan as International Secretary in 1976 and was elected to that position in 1978. Brother Leigon initiated the reorganization of the office of the International Secretary, introduced the latest in modern office techniques and software design, and initiated the conversion to computers in all departments of the International Office. After serving with distinction, Brother Leigon retired, effective October 1, 1985, and was named International Secretary Emeritus. Jack F. Moore, International Vice President of the 11th District, was appointed to complete the unexpired term of International Secretary.

Delegates to the 31st Convention held in Atlantic City, New Jersey, in 1978 approved monthly per capita increases from \$2 to \$3 effective January 1, 1979; to \$3.50 effective January 1, 1980; and to \$4 effective January 1, 1981.

The per capita payment was increased to \$5 per month effective January 1, 1983, by action of the delegates to the 32nd Convention held in Los Angeles, California, in 1982.

International President Pillard retired in August 1986 and was named International President Emeritus, in which capacity he served until his death on April 26, 1999. John J. Barry, International Vice President of the Third District, was appointed to succeed him on August 25, 1986.

Delegates to the 33rd Convention in Toronto, Ontario, in 1986 elected J.J. Barry as International





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President and Jack F. Moore as International Secretary by acclamation. The delegates to the 33rd Convention also voted to raise the per capita tax to \$6 effective January 1, 1987.

100 Years of Service Celebrated

Delegates to the 34th and Centennial Convention in St. Louis in October 1991 increased the per capita to \$7 effective January 1, 1992, and to \$8 effective January 1, 1994. The delegates also amended the Constitution to provide for a Convention every five years. This change should reduce the overall costs of conducting the Convention and enable more local unions to send delegates to the Convention.

Before the opening of the 34th Convention, a Centennial Exposition, open to the general public as well as delegates, their families and I.O. staff, commemorated our first 100 years, celebrated our union's progress and envisioned our next 100 years of service. The IBEW Archives was recreated at the entrance to the Exposition, the first time these artifacts have been displayed outside the International Office. An estimated 10,000 people visited more than 100 booths and exhibits provided by IBEW employers and union service providers. In addition to educating visitors about the IBEW, the electrical industry and the trade union movement, the Exposition revealed the numerous ways in which our union touches the lives of hundreds of millions of people across the United States and Canada.

At the 35th Convention in Philadelphia, in September 1996, the International President and International Secretary were elected by electronic voting. Electronic voting was employed also to determine the vote on some of the proposed amendments to the IBEW Constitution. A \$1 increase in the per capita tax to be effective no later than January 1, 2001, won the approval of the delegates. This increase could be implemented by the IEC prior to 2001 if budget projections indicated a deficit. Delegate action also directed the International President to appoint a committee to study the IBEW's structure and Constitution and recommend changes to ensure the Brotherhood's vitality in the 21st century.

As the result of the work of the Select Committee on the Future of the Brotherhood, recommended changes to update the International Constitution were approved by the local unions through referendum early in 1998 and became effective May 1, 1998. Numerous changes and clarifications were made in the Constitution dealing with petitions for referendums, rules for local unions and local union officers, as well as combining the office of International Treasurer with that of International Secretary. A Railroad Department was established in the International Office to replace the former 10th



Vice Presidential District. The former 12th International Vice Presidential District was renumbered to become the 10th International Vice Presidential District. The benefit for the Electrical Workers Benefit Fund was also increased to \$4.50 for each full year of continuous "A" membership earned in and after 1998.

Effective April 1, 1997,

International Secretary Moore retired and was named International Secretary Emeritus. President Barry appointed, and the IEC confirmed, Third District International Vice President Edwin D. Hill to complete the unexpired term of International Secretary (as of May 1, 1998, International Secretary-Treasurer).

On January 29, 2001, President Barry retired. The International Executive Council elected International Secretary-Treasurer Hill as International President for the remainder of the term. The IEC named Brother Barry International President Emeritus. To fill the office of International Secretary-Treasurer, President Hill appointed Jeremiah J. O'Connor, formerly the International Vice President of the Sixth District.

Delegates to the 36th Convention in September 2001 unanimously elected Brothers Hill and O'Connor to the offices of International President and International Secretary-Treasurer, respectively. The delegates also approved a \$1 increase in the per capita tax to be effective no later than January 1, 2004.

Because the revitalization and refocus of the organizing program is absolutely critical to the future of the IBEW, on November 1, 2003, President Hill restructured all organizing efforts and combined them under one department within the International Office. The new department was named Membership Development, and the position of Special Assistant to the International President was created to direct the operations of this department.

The IBEW moved into its new headquarters on January 21, 2005. The new I.O. is located at 900 Seventh Street, N.W., in the revitalized Washington, D.C., neighborhood known as the East End. The new building's state-of-the-art equipment and spaces update the union's administrative capabilities and exemplify the highly trained and skilled membership of the largest electrical union in the world.

Effective March 1, 2005, International Secretary-Treasurer O'Connor retired. International President Hill appointed Jon F. Walters, formerly the International Vice President of the Eighth District, to serve the remainder of Brother O'Connor's term.

Membership Declines

Not long after reaching the pinnacle of one million members, our membership began a steady decline. Our



MODERN ERA

Brotherhood's organizing efforts, although significant, could not keep pace with the erosion of jobs in almost all industries caused by antiunion sentiments, foreign competition and technological change.

The 1980s brought a conservative trend in the United States led by right-wing zealots whose primary purpose was to increase the profits and wealth of the already-wealthy. To show his strength of purpose in the early stages of his administration in Washington, U.S. President Reagan fired every air traffic controller who participated in a strike called by their union, the Professional Air Traffic Controllers Organization. After executing the union, Reagan forbade hiring of the strikers to any federal government job. This initial incident set the stage for an antiunion philosophy that dominated labor-management relations until 1992.

Conservative thinkers also gained power in Canada and achieved significant inroads in crippling the labor movement. In both countries wages stagnated and membership declined. In the United States the NLRB, through its supervision of certification elections, had a ruinous effect on organizing. The Department of Labor became dedicated more to protecting business interests than to ensuring the rights of workers and their unions. Many of these businesses employed union-busting consultants to defeat union organizers and to decertify bargaining units.

Corporate executives' salaries soared to obscene heights while workers suffered continual rollbacks in wages and even loss of their healthcare benefits. Unemployment grew as our domestic industries seemed unable to compete with their foreign counterparts. The manufacture of entire classes of electronic products moved offshore while still bearing the well-recognized names of American corporations. This deindustrialization, plus technological change, caused the loss of tens of thousands of jobs for our manufacturing members. In 1982 the court-ordered divestiture of AT&T led to a decline in our telephone-industry membership, including devastating losses in manufacturing plants operated by that company.

During the '80s nonunion electrical contractors gained a stronger foothold, eroding membership in our construction branch. While a proactive organizing campaign began to turn these losses around, the economy in the United States and Canada killed a promising building boom and inhibited membership growth. All these factors caused our membership to decline to fewer than 800,000 by the early 1990s.

Pundits, politicians and the general public have characterized the 1980s as the decade of greed. The beneficiaries of the largess of Presidents Reagan and Bush can hardly disprove this characterization, considering the workers who were left unemployed, many reduced to poverty and homelessness, by their political experiment of supply-side economics that made the wealthy even wealthier.

The breakup of the Bell System, deregulation and/or restructuring in the Utility Industry, corporate mergers, and

so-called free-trade legislation deeply affected our membership in the 1980s and 1990s. These activities, and their adverse effects, continue in the early 2000s; but other antilabor campaigns are just as troublesome. One major effort is so-called "paycheck protection" legislation (ostensibly to prevent unions from spending money on politically oriented activities that the members may not approve, but which would literally muzzle unions in their efforts to obtain legislation and regulations favorable to workingpeople). Other ongoing antilabor campaigns include "right-to-work" legislative proposals at the state and federal levels, and attempts to gut or repeal labor laws. Education of the membership on these issues, as well as effective lobbying by the International Office and our local unions, has in many instances alleviated, or prevented, the negative effects of these changes.

What of Our Future?

Today we remain strong with approximately 750,000 members. The number of local unions within the Brotherhood has been reduced because of the need to amalgamate smaller local unions when it appears that better representation of the membership could be achieved. Still, we are united through 947 local unions established over the length and breadth of the United States and Canada. We are one of the largest unions in the world, and our wages and working conditions are second to none in any comparable field. IBEW members enjoy better health and welfare coverage, improved pensions, longer vacations and more holidays, as well as a shorter workweek.

We stand where we are today because strong, intelligent and loyal men and women created, protected and preserved our union. They cared about what happened to them and to their children. They remained loyal to the organization that gave them protection and strength.

Each era writes its own history. Our union heritage, vibrant and strong, has been passed on to us. Where we go from here depends upon our Brothers and Sisters today.

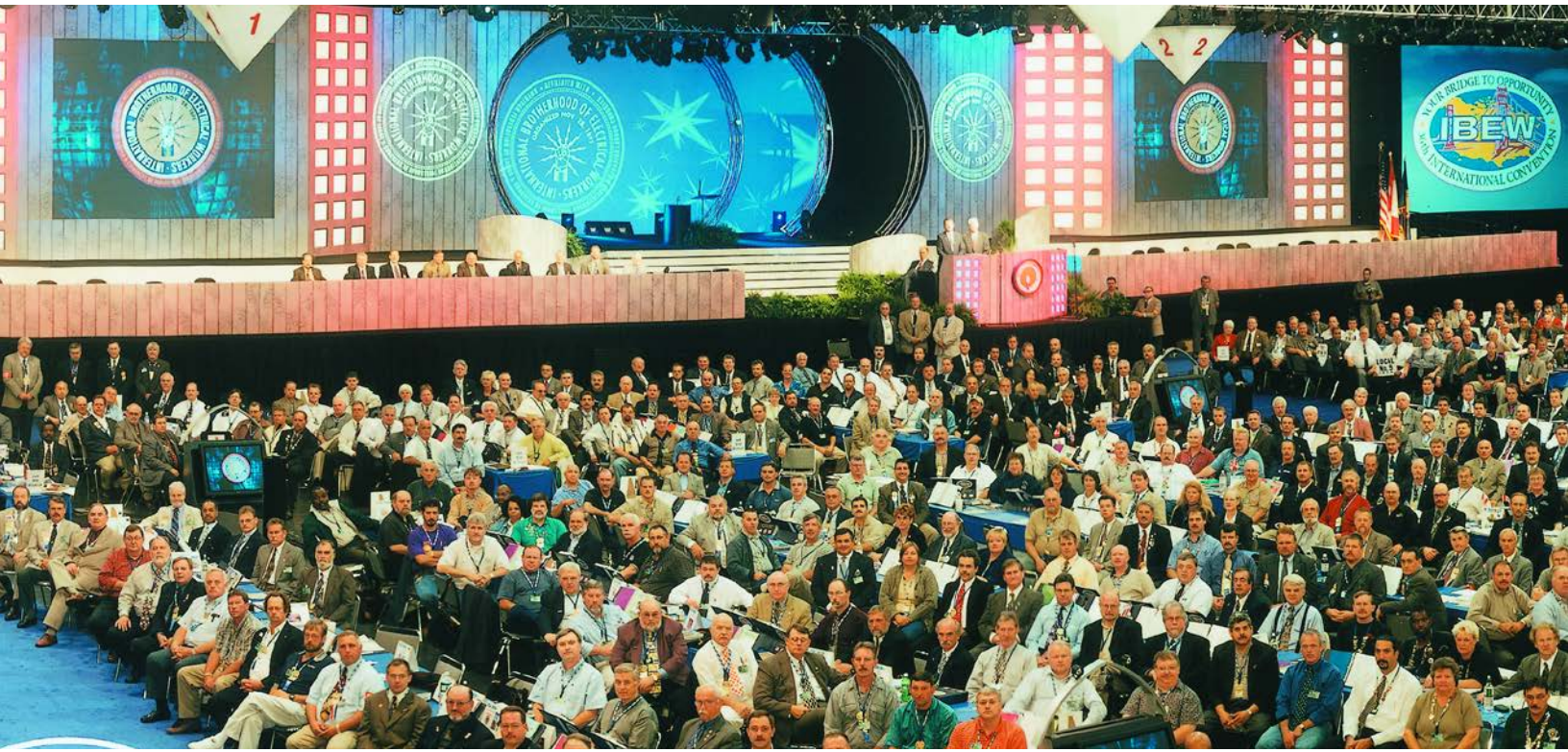
And the IBEW can go far. As International President Hill has stated:

"We are strong. Together we are a powerful force in our industry, and we continue to set the standard for excellence. We also take satisfaction in knowing that in the past two decades we took the best shots that our opposition could throw at us. And we not only survived—we found new growth and new sources of strength. ...

"You did that! None of our success could have occurred without local leadership and rank-and-file members who took responsibility for the future and made it better. You proved once again that the IBEW is blessed with the most talented—dedicated—tenacious local leadership of any union on the face of the Earth! And that should make all of us proud!"



IBEW® LEADERS



IBEW® LEADERS

Presidents

Henry Miller	1891 to 1893
Queren Jansen.....	1893 to 1894
H.W. Sherman.....	1894 to 1897
J. H. Maloney	1897 to 1899
Thomas Wheeler.....	1899 to 1901
W. A. Jackson.....	1901 to 1903
F. J. McNulty	1903 to 1919
J. P. Noonan	1919 to 1929
H. H. Broach	1929 to 1933
D. W. Tracy.....	1933 to 1940
Ed J. Brown	1940 to 1947
D. W. Tracy.....	1947 to 1954
J. Scott Milne	1954 to 1955
Gordon M. Freeman	1955 to 1968
Charles H. Pillard	1968 to 1986
J. J. Barry.....	1986 to 2001
Edwin D. Hill.....	2001

Secretaries

J. T. Kelly.....	1895 to 1897
H.W. Sherman.....	1897 to 1905
P.W. Collins	1905 to 1912
Charles P. Ford	1912 to 1925
G. M. Bugniazet.....	1925 to 1947
J. Scott Milne	1947 to 1954
Joseph D. Keenan.....	1954 to 1976
Ralph A. Leigon.....	1976 to 1985
Jack F. Moore.....	1985 to 1997
Edwin D. Hill.....	1997 to 1998

Secretary-Treasurers

James T. Kelly	1891 to 1895
Edwin D. Hill.....	1998 to 2001
Jeremiah J. O'Connor	2001 to 2005
Jon F. Walters	2005



IBEW® CONVENTIONS



CONVENTIONS OF THE BROTHERHOOD

(1)	St. Louis, Missouri	Nov. 1891
(2)	Chicago, Illinois	Nov. 1892
(3)	Cleveland, Ohio	Nov. 1893
(4)	Washington, D.C.	Nov. 1895
(5)	Detroit, Michigan	Nov. 1897
(6)	Pittsburgh, Pennsylvania	Oct. 1899
(7)	St. Louis, Missouri	Oct. 1901
(8)	Salt Lake City, Utah	Sept. 1903
(9)	Louisville, Kentucky	Sept. 1905
(10)	Chicago, Illinois	Sept. and Oct. 1909
(11)	Rochester, New York	Sept. 1911
(12)	Boston, Massachusetts	Sept. 1913
(13)	St. Paul, Minnesota	Sept. and Oct. 1915
(14)	Atlantic City, New Jersey	Sept. 1917
(15)	New Orleans, Louisiana	Sept. 1919
(16)	St. Louis, Missouri	Sept. and Oct. 1921
(17)	Montreal, Quebec	Aug. 1923
(18)	Seattle, Washington	Aug. 1925
(19)	Detroit, Michigan	Aug. 1927

(20)	Miami, Florida	Sept. 1929
(21)	St. Louis, Missouri	Oct. 1941
(22)	San Francisco, California	Sept. 1946
(23)	Atlantic City, New Jersey	Sept. 1948
(24)	Miami, Florida	Oct. 1950
(25)	Chicago, Illinois	Aug. and Sept. 1954
(26)	Cleveland, Ohio	Sept. and Oct. 1958
(27)	Montreal, Quebec	Sept. 1962
(28)	St. Louis, Missouri	Sept. 1966
(29)	Seattle, Washington	Sept. and Oct. 1970
(30)	Kansas City, Missouri	Sept. 1974
(31)	Atlantic City, New Jersey	Oct. 1978
(32)	Los Angeles, California	Sept. 1982
(33)	Toronto, Ontario	Sept. 1986
(34)	St. Louis, Missouri	Oct. 1991
(35)	Philadelphia, Pennsylvania	Sept. 1996
(36)	San Francisco, California	Sept. 2001



IBEW® HISTORY

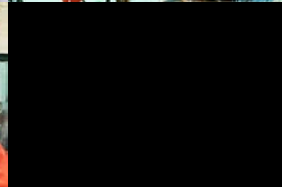
IMPORTANT DATES IN IBEW® HISTORY

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| <p>1891 National Brotherhood of Electrical Workers founded (Nov. 28) and affiliated with the American Federation of Labor (Dec. 7). Apprenticeship system established.</p> <p>1892 First women members admitted into NBEW.</p> <p>1893 First <i>Journal</i> published (Jan. 15), called <i>The Electrical Worker</i>; continuously published under various titles. Cleveland Convention delegates voted to hold conventions every two years.</p> <p>1895 Telephone operators joined NBEW.</p> <p>1896 First woman organizer appointed.</p> <p>1897 First woman delegate sent to the National Convention.</p> <p>1899 NBEW becomes international union when jurisdiction is extended to include Canada; name changed to International Brotherhood of Electrical Workers.</p> <p>1903 First full-time, salaried Grand President.</p> <p>1908 Reid-Murphy split; IBEW affiliated with the Trades and Labour Congress of Canada.</p> <p>1912 Court decision upheld McNulty-Collins as officers of the legitimate IBEW.</p> <p>1913 Delegates return to a united Convention. Split in the IBEW ended and seceding faction (Reid-Murphy) reabsorbed into the legitimate Brotherhood (McNulty-Collins) by agreement in 1914.</p> <p>1918 Constitutional amendment renders actions of conventions final.</p> <p>1919 Telephone Operators Department established.</p> <p>1920 Council on Industrial Relations founded. IBEW headquarters moved from Springfield, Illinois, to Washington, D.C.</p> <p>1922 Electrical Workers' Benefit Association founded.</p> <p>1924 Research Department established.</p> <p>1927 Pension Plan established by Detroit Convention.</p> <p>1929 IBEW moved into its own building at 1200 - 15th Street, N.W.</p> <p>1946 Number of vice presidential districts increased from 10 to 12; National Employees' Benefit Agreement signed by IBEW and NECA.</p> <p>1947 Permanent National Joint Apprenticeship and Training Committee for the Electrical Industry formed. Government Employees Department established. Progress meetings for vice presidential districts instituted. National Electrical Benefit Fund went into effect.</p> <p>1950 Members voted to submit to referendum vote the holding of the International Convention every four years instead of every two. Affirmative decision reached in 1952.</p> <p>1951 Broadcasting and Recording Department established.</p> <p>1954 Chicago IBEW Convention was the largest labor union convention ever held in the world.</p> <p>1955 Construction and Maintenance, Manufacturing, Telephone, and Utility Departments established; previously existed as divisions within the IBEW.</p> <p>1959 Skill Improvement, Safety Departments established.</p> | <p>1963 Supreme Court ruling supported authority of IBEW Constitution.</p> <p>1966 Founders' Scholarship Program instituted to celebrate the 75th anniversary of the IBEW.</p> <p>1971 IBEW moved to new, permanent address at 1125 - 15th Street, N.W. Special Services, Organizing Departments established.</p> <p>1972 IBEW membership reached one million in October; Telephone Department operations relocated to International Office.</p> <p>1977 IBEW and NECA agreed to improve NEBF benefits and increase employer contribution from 1% to 3%.</p> <p>1981 Electrical Industry Health and Welfare Reciprocal Agreement established; achieved 100% participation in 1985.</p> <p>1982 IBEW affiliated with the Canadian Federation of Labour.</p> <p>1984 Electrical Industry Pension Reciprocal Agreement established; achieved 100% participation in 1989.</p> <p>1987 Pension Investment and Employee Benefits Department established in response to 33rd Convention resolution.</p> <p>1988 Education Program established (became Education Department in 1991).</p> <p>1989 Canada IBEW-COPE established.</p> <p>1990 Canadian Signal and Communications Union welcomed into the IBEW. The First District begins publication of its newsletter, <i>Canadian Comment</i>.</p> <p>1991 Centennial Exposition and the 34th and 100th Anniversary Convention held in St. Louis. Delegates vote to hold Convention every five years.</p> <p>1994 New database established for agreement approval/analysis; Public Relations Department established.</p> <p>1995 First IBEW-wide opinion poll of rank-and-file members conducted.</p> <p>1996 Electronic voting used for first time at an IBEW Convention. Committee authorized to study IBEW's structure and Constitution.</p> <p>1997 IBEW reaffiliates with the Canadian Labour Congress.</p> <p>1998 Recommendations of the Select Committee on the Future of the Brotherhood approved by referendum vote of the local unions. Offices of the International Secretary and International Treasurer combined. Railroad Department established, and former 12th Vice Presidential District renumbered as 10th Vice Presidential District.</p> <p>2003 Organizing efforts restructured and combined into one department, the Membership Development Department.</p> <p>2005 International Office moves to new building at 900 Seventh St., N.W.</p> |
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Part 2



STRUCTURE OF THE IBEW®





ORGANIZATION

The highest governing body in the IBEW® is the International Convention, which meets every five years. Each affiliated local union in good standing for at least six months prior to the Convention is entitled to elect delegates to the Convention. The number of delegates is fixed by Article II, Section 8, of the Constitution. The International Convention elects all International Officers and determines the basic policies of the IBEW® through votes on proposed resolutions and constitutional amendments. It is the final authority on appeals.

The International Executive Council of nine members meets four times a year to carry out its duties as described in the Constitution. These duties include acting on appeals, on applications for pension and on all other business properly brought before it.

The executive officers of the IBEW are the International President and International Secretary-Treasurer. They are charged with supervising the affairs of the IBEW in accordance with their duties as outlined in the Constitution. The chief administrative officer is the International President, who is responsible for seeing that all other officers perform their duties. The International President may take necessary corrective action regarding officers, local unions and members to protect or advance the interests of the IBEW.

Eleven International Vice Presidents, under the direction of the International President, supervise the affairs of local unions in their respective districts and assist them in membership development (including organizing), collective bargaining and contract administration. The Vice Presidents act on appeals from local union trial board decisions and on charges filed by members against local union officers and representatives.

Local unions are chartered by the International Secretary-Treasurer, when authorized by the International President, and operate in prescribed territorial and trade jurisdictions. They are responsible for organizing in their jurisdictions, for collective bargaining and for representing their members in matters arising out of employer-employee relationships. Local unions elect their own officers in accordance with constitutional and bylaw procedures.

Local unions may enact their own bylaws and rules. Bylaws, amendments, rules and agreements must be approved by the International President and cannot conflict with the IBEW Constitution.

Collective Bargaining

Local unions shall affiliate with railroad or other system councils (where such are formed) for collective bargaining purposes.

The IBEW has equal representation with the National Electrical Contractors Association on the Council on Industrial Relations. This group rules on disputes submitted to it by local unions and their employers after efforts to resolve the disputes through collective bargaining have failed. The IBEW and NECA also have equal representation on the National Joint Apprenticeship and Training Committee, which promotes apprenticeship and journeyman training in the electrical contracting industry, develops standards, prepares materials, and assists local joint committees.

The National Employees' Benefit Board includes representatives of the IBEW, NECA and the public. It oversees the operation of the Pension Benefit Trust Fund and the Employees' Benefit Agreement, under which eligible retired members of the IBEW receive a monthly pension.

The IBEW is affiliated with the Canadian Labour Congress and the AFL-CIO and several AFL-CIO departments, including Building and Construction Trades, Metal Trades, Maritime Trades, Transportation Trades, and Union Label and Service Trades. The IBEW also cooperates with various international labor organizations. Local unions affiliate with state, provincial, central, or trades councils or bodies as decided by the International President.



ORGANIZATION

IBEW members determine their per capita payments to the International Office through their delegates to the International Convention or by referendum. Per capita is apportioned between two funds:

General Fund—All expenses of the day-to-day operation of the IBEW are paid from the General Fund. A payment of \$10 a month per member finances organizing and collective bargaining activities, as well as the services provided to local unions and their members by the various I.O. departments and staff.

Pension Benefit Fund—Members who participate in the IBEW Pension Benefit Fund make additional monthly payments to provide for these benefits.

Additional information on these funds appears in the IBEW Constitution.

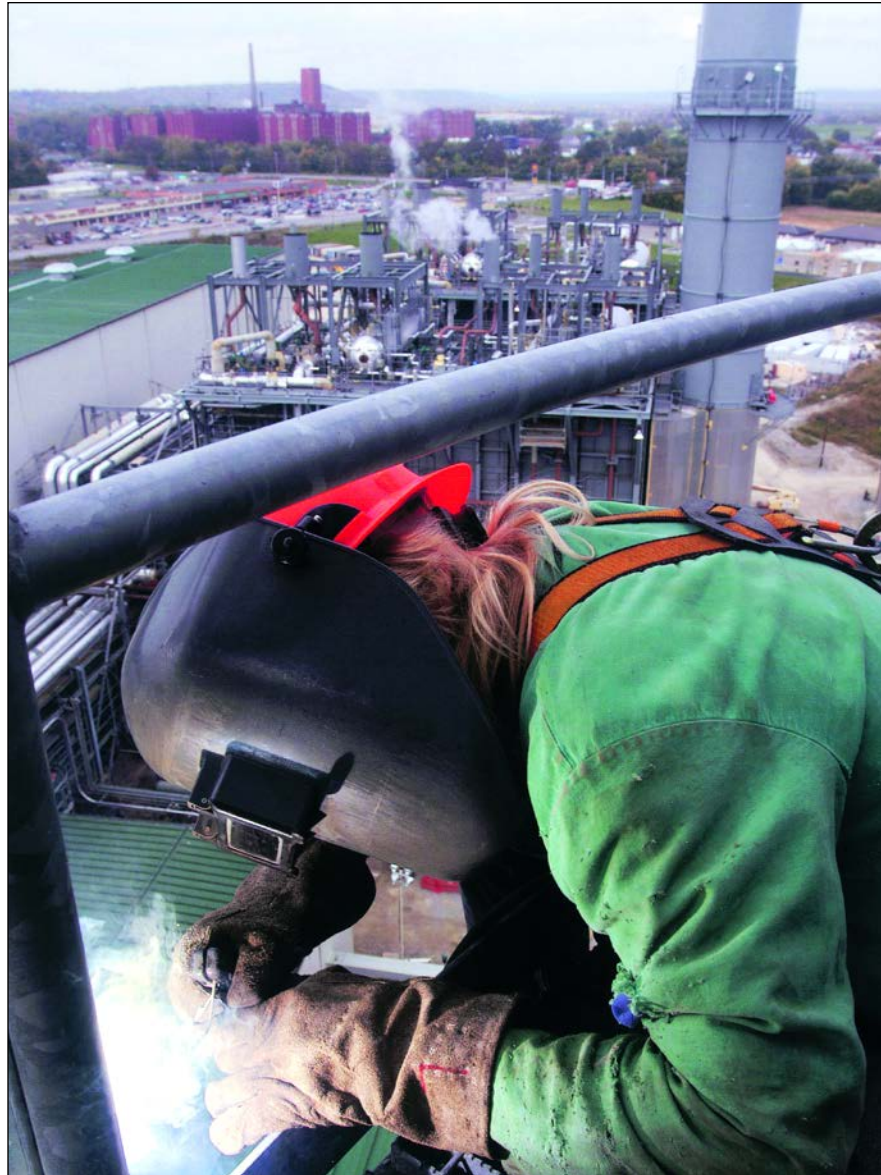


Monthly Per Capita Payments Through the Years

1891.....	\$0.10
1893.....	\$0.15
1895.....	\$0.25
1903.....	\$0.30
1913.....	\$0.40
LU, Class A	\$0.25
LU, Class B	\$0.25
1919.....	\$0.60
LU, Class A	\$0.25
LU, Class B	\$0.25
1919.....	\$0.75
LU, Class A	\$0.40
LU, Class B	\$0.40
1921.....	\$1.00
LU, Class B	\$0.50
1927.....	\$0.73
LU, Class B	\$0.50
1935.....	\$0.73 (A)
	\$0.50 (B)
January 1, 1947.....	\$0.70 (A and BA)
	\$0.50 (B)
January 1, 1953.....	\$0.70 (A and BA)
	No More B
January 1, 1958.....	\$0.80 (A and BA)
July 1, 1958.....	\$0.90 (A and BA)
January 1, 1963.....	\$1.50 (A and BA)
January 1, 1971.....	\$2.00 (A and BA)
January 1, 1979.....	\$3.00 (A and BA)
January 1, 1980.....	\$3.50 (A and BA)
January 1, 1981.....	\$4.00 (A and BA)
January 1, 1983.....	\$5.00 (A and BA)
January 1, 1987.....	\$6.00 (A and BA)
January 1, 1992.....	\$7.00 (A and BA)
January 1, 1994.....	\$8.00 (A and BA)
January 1, 2001.....	\$9.00 (A and BA)
January 1, 2004.....	\$10.00 (A and BA)



IBEW® STRUCTURE



JURISDICTION

Trade jurisdiction is based on Article XXVI of the IBEW® Constitution and is set forth in Article I, Section 1, of the local union bylaws.

When one of the five general branches or a division is used, it is not necessary to list each classification in the bylaws. In some cases the individual classification may come under more than one general branch, so more than one constitutional reference may be necessary to define the trade jurisdiction of that local union in its bylaws.

Defining Boundaries

The territory or jurisdiction must be defined for each stated trade jurisdiction—by geographical location, company or plant; a combination of these; or, when geographical, may include company or plants. Geographical jurisdiction is required for inside and outside construction and, in general, for radio-television service. Boundaries may be on state, county or township lines.

Where necessary, highways, rivers, railroads, etc., may be used. The territory must be defined in approved local union bylaws, and the International President is empowered to divide or change the territory.

Company jurisdiction is used primarily for utilities. Plant jurisdiction is used primarily for manufacturing, government, etc.

Article XIII, Section 2, of the IBEW Constitution empowers the International President to determine both the trade and territorial jurisdiction of a local union. The policy with regard to determination of jurisdiction was first set forth in “President’s Letter No. 1” dated April 16, 1947, from International President Tracy to all International Vice Presidents. At first the policy applied only to territorial jurisdiction but was later extended to include trade jurisdiction. The policy requires Vice Presidents to recommend to the International President the trade and territorial jurisdictions of local unions within their districts. The International President will approve or disapprove each recommendation according to the circumstances of each situation.

Jurisdictional Awards

In brief, IBEW policy on jurisdiction is: First, the local union notifies its International Vice President; next, the Vice President investigates the situation and makes a rec-



ommendation to the International President; finally, the International President awards or denies jurisdiction according to its impact on the overall welfare of the IBEW.

Experience has shown that time is wasted when a local union does not follow this procedure, since the local union frequently cannot properly describe jurisdiction. Also, jurisdictional awards will not be considered without a vice presidential recommendation.

Trade Classifications

When the trade jurisdiction of a local union is being determined, all general branches or portions covered by that local union are considered. The trade classifications listed in the Local Union Directory and in Article XXVI of the Constitution serve as guidelines for jurisdictional awards. Individual trade classifications are not used when the general branch or division under which they come is covered. When harmony and progress are disrupted or when disputes arise between local unions, the International President determines which local union will do certain work.

The International President may take charge of and direct certain jobs or projects when, in the President’s judgment, the circumstances warrant this action.



IBEW® STRUCTURE



INDUSTRY BRANCHES OF THE BROTHERHOOD

The following paragraphs are not intended to replace or qualify the material in the IBEW® Constitution. They have been added to simplify reading and clarify understanding. Because this information is supplementary, the relevant article and section numbers of the Constitution are provided for each jurisdiction.

OUTSIDE AND UTILITY WORKERS

The skills of outside construction and utility workers are as many and varied as their worksites. They may work in power plants or as linemen, groundmen, repairmen or machine operators, to name a few possibilities.

The utility worker in the power plant controls and regulates the power which heats and lights our homes, runs our factories, drives giant machinery, and fires missiles from their launching pads. In these power plants, which are usually steam operated, we find watch engineers, boiler operators, turbine operators, switchboard control operators and load dispatchers. These men and women are responsible for generating and distributing power by proper load connection to the lines which serve our homes and communities. The utility worker also constructs, operates and maintains the facilities of water utilities and transit systems.

Linemen and Other Workers

The workers who install and maintain the lines supplying every electric consumer

are linemen. They set poles, string lines and install transformers wherever electricity is needed. They handle trouble calls and keep the lines energized even in the worst weather. Groundmen, equipment operators and truck drivers assist the linemen with their assignments.

This meager description merely outlines basic line work. Other IBEW workers in the utility industry include radio dispatchers, meter installers, testers, repairmen and clerical workers. Cable splicers, welders and machine operators all play valuable roles in the important work of producing electrical energy.





IBEW® STRUCTURE

The Nuclear Industry

The International Office through its Utility Department provides advice and assistance to local unions confronting problems arising from the industrial use of nuclear energy in reactors, isotopes and other sources of ionizing radiation. The International Office collaborates with other labor groups and with government agencies to develop adequate safeguards for radioactive materials. Utility Department staff members serve on numerous National Electrical Code committees dealing with the installation, operation and maintenance of utility facilities, including areas affecting worker safety.

The Gas Industry

No description of outside construction and utility workers is complete without mentioning the thousands of IBEW workers in the gas industry. IBEW men and women are employed at clerical jobs and in the transmission, distribution and maintenance work of gas utilities.

Article XXVI, Section 4, of the IBEW Constitution establishes the jurisdiction of outside and utility workers.

INSIDE ELECTRICAL WORKERS

Inside wiremen are responsible for construction, installation or erection, repair or maintenance of all materials, equipment, apparatus and appliances required in the transmission of data, voice, sound, video and other emerging technologies (including fiber optics, high-speed data cable, etc.).

On construction work throughout the United States and Canada, wiremen install electrical and electronic systems in residential, commercial and industrial structures. Electricians are among the first craftsmen on the job, installing temporary power, and frequently the last to leave the job, testing and troubleshooting. These workers must be

highly skilled. Their five years of apprentice training qualify them to read blueprints; to work safely with high voltages; and to install, repair and service the heaviest and most complicated of electrical and electronic equipment and controls. They also perform low-voltage, instrumentation, sound and public address, and alarm and signal work. Many are licensed electrical inspectors. Wiremen are also a vital part of our missile and space programs. They install, maintain and repair the complex systems that guide our missiles, submarines and computers. Some inside wiremen are maintenance electricians who spend much of their time performing preventive maintenance and testing.

The sign industry, particularly that segment which installs luminous tube signs and illuminated plastic signs, is another major aspect of inside electrical work. The industry utilizes the skills of tube benders who fashion long glass tubes into all sorts of shapes, sign wiremen who wire the signs, and service crews who erect and maintain them. Each custom-made sign job is a different, complex task that cannot be turned out by assembly-line methods. Almost every sign is different, not only in design, but in fabrication. Few major cities lack a battery of sign “spectaculars,” and these feats of electrical wizardry astound people throughout the world.

Another important aspect of inside electrical work is performed by electric motor shop journeymen. These highly skilled artisans possess a variety of mechanical skills as well as electrical competence. Many of the tasks they perform require the use of various types of machines: metal lathes, static and dynamic balancing equipment, drill presses, power saws, hydraulic presses, and an assortment of coil-winding equipment. Welding skills are used to repair broken metal parts and to construct switchboards, panelboards and other apparatus.

Motor shop mechanics repair and service electrical machinery and equipment, either within their employer’s



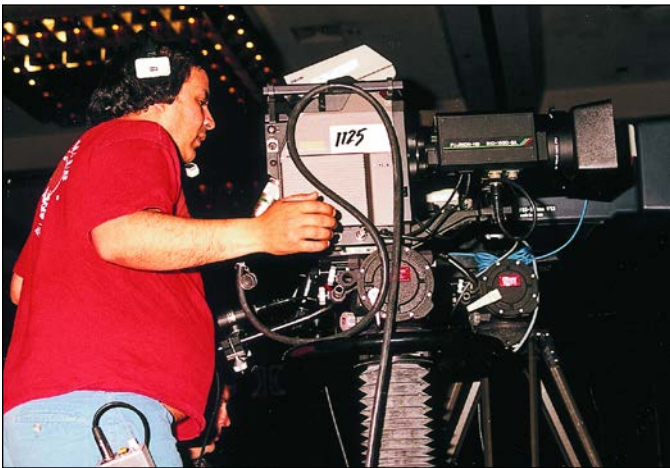


INDUSTRY BRANCHES OF THE BROTHERHOOD

shop or on the customer's property. Shop work includes troubleshooting and rebuilding electrical motors, generators, starters and controllers; rewinding transformers, relays, magnetic brake coils and miscellaneous coil windings; and fabricating switchboards and panelboards.

Article XXVI, Section 5, of the IBEW Constitution establishes the jurisdiction of inside electrical workers.

COMMUNICATIONS WORKERS



The IBEW has represented workers in the radio, TV and recording fields since the early days of experimentation and development. They work behind the scenes in the broadcasting industry in many positions essential to this worldwide communications system. These members assemble, install, repair or maintain all materials, equipment, apparatus and appliances required to transmit data, voice, sound, video and other emerging technologies (including fiber optics, high-speed data cable, etc.). High degrees of skill are required to install, operate and maintain the complex equipment; and continually changing technology demands personal ingenuity, initiative and continual skill improvement. Similarly, the recording industry depends upon the special skills of our members in the diverse technical operations required to produce digital audio and video.

IBEW members are active in the development of high-definition television. We recorded the first speech on HDTV by a U.S. president and the first HDTV "Movie of the Week," produced for CBS Inc. This medium demands new specialized skills, which we know our broadcast members can provide. The International Office was instrumental in persuading the U.S. government to set the standard for HDTV.

Maintenance and Repair

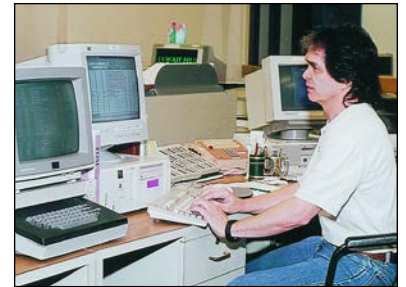
The broadcasting industry requires intricate equipment which must be carefully installed and diligently maintained. From broadcasting's high towers with elaborate antenna systems, microwave transmitters and receivers, and satellites, to cable subscribers' homes and businesses, to places of entertainment, IBEW members are involved in the installation, maintenance and operation of the communications apparatus, equipment and appliances of these systems.

A great part of the work of these people would be futile, of course, if it were not for those engaged in the maintenance and repair of radio and TV receivers and cable recording and playback equipment in millions of American and Canadian homes and offices.

All phases of industry—from fabrication and construction to product maintenance and public safety services—depend upon special radio, satellite and TV links. Again, IBEW personnel are employed in maintenance and repair work essential to modern, efficient telecommunications.

Telecommunications Technicians

IBEW members who are telecommunications technicians employed by communications companies install equipment and create in America and Canada the greatest communications system in the world. They erect telephone lines and run wires into buildings. They set up intricate external and internal communications systems. They lay coaxial cables which carry hundreds of telephone messages simultaneously. They





IBEW® STRUCTURE

install switchboards, cellular transmission towers and other communications equipment and keep them repaired. They are on the leading edge of installing and maintaining the fiber-optic, wire line, wireless and satellite networks which support voice, data and broadband technologies that are so important in the world today.

Telephone linemen, cable splicers, station installers, plant engineers, draftsmen and technicians, as well as customer service representatives, sales representatives, operators, and accounting and business clerks and others, work hard to enable us to maintain our business and social contacts. A homemaker wishing to send an e-mail or make a doctor's appointment receives the same fine service as the president of the United States talking with astronauts aboard a space shuttle.

Article XXVI, Section 6, of the IBEW Constitution establishes the jurisdiction of communications workers.

RAILROAD ELECTRICAL WORKERS

Railroad work has always held a fascination for Americans and Canadians, perhaps because railroads played such an important part in the building of our nations. Electrical workers have always played a vital role on the railroads. Railroad electricians perform many duties in accordance with their on-property agreements with various carriers to maintain and repair railroad equipment, including locomotives. Among other duties, IBEW railroad electricians inspect, test, assemble, install, remove, dismantle, connect, disconnect, rebuild, overhaul, adjust, wire, wind, load, calibrate, balance, strip, align, clean and lubricate all electrical and electronic equipment and components in all railroad shops, yards and buildings for freight, passenger and commuter services.

For several years railroads have been using high-tech methods to track trains and help keep them on schedule and to enhance safety. Railroads in the United States and Canada now are using Advanced Train Control Systems to further these goals. These systems use satellite technology or transponders attached to the railroad ties to track the movement of trains; and the systems depend heavily on reliable voice and data communications, such as microwave and voice radio. The units are equipped with a microprocessor, which monitors the total operation of the



unit, and an on-board computer. Other new technology includes electronic dynamic braking, high horsepower AC locomotives and digital data radio. The introduction of new technology means the railroad industry will require an increasingly highly skilled work force to maintain and repair the sophisticated equipment, particularly for the high-speed rail and magnetic levitation systems.

IBEW railroad communications technicians perform all types of work generally recognized as communications work per their agreements with various carriers. They work with microwave, radio, telephone and other communications devices, apparatus and equipment in the course of operating, maintaining and repairing these systems in the shops, yards and buildings and on locomotives. The IBEW also represents several other classes of railroad workers as certified and per agreements with particular carriers.

Article XXVI, Section 7, of the IBEW Constitution establishes the jurisdiction of railroad electrical workers.

ELECTRICAL MANUFACTURING WORKERS

The manufacturing branch of the IBEW represents thousands of women and men involved in research, development and production of products and equipment for worldwide distribution. IBEW manufacturing members, employed by companies of all sizes, produce a wide array of products and electrical and electronic components for many diverse industries; such as aerospace, automotive, communications, consumer electronics, healthcare, and national defense. Equipment required for the generation, control and distribution of electricity is also produced by IBEW manufacturing members.



INDUSTRY BRANCHES OF THE BROTHERHOOD



Because the lifestyles of people in the United States and Canada are directly bound to the abundant use of electricity through the electrical products which have become an essential part of everyday life, manufacturing workers are an important segment of the IBEW. Many of the comforts and conveniences we are accustomed to in our homes, at our workplaces and during our recreational time are the direct result of the labor of those we represent. The highly diversified list of products manufactured by IBEW members includes broadcasting and entertainment equipment, electric motors, generators, household appliances, light fixtures, medical equipment, switchgear, and telecommunications equipment.

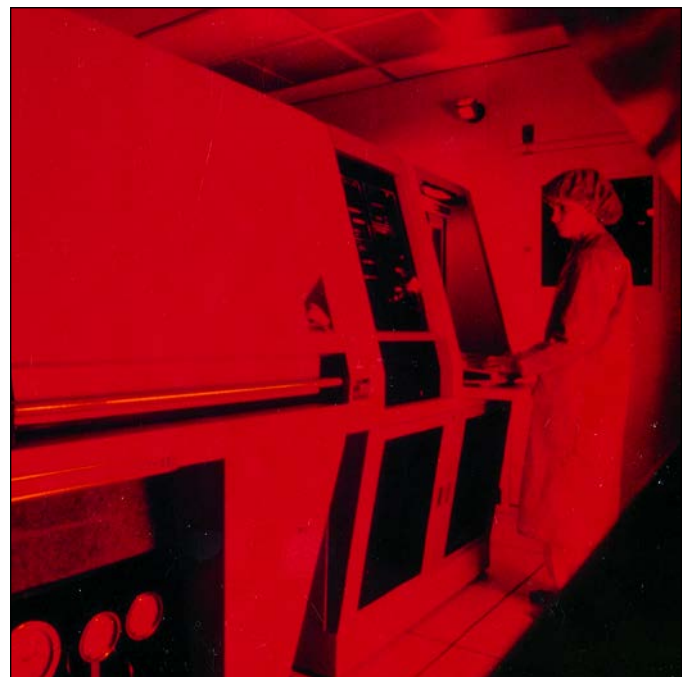
Article XXVI, Section 8, of the IBEW Constitution establishes the jurisdiction of electrical manufacturing workers.



GOVERNMENT WORKERS

A sizable segment of IBEW members works for the U.S. and Canadian governments. Hardly an agency of these governments does not need trained IBEW electrical workers to carry out its purposes. In naval and coast guard shipyards, naval ordnance plants and various defense activities, electricians, linemen, gyro and electronics technicians, electric-crane repairmen, and others are essential to the defense of our nations and the safety of our people.

IBEW members work aboard ships, on all types of transmission lines, in all kinds of shops providing maintenance to federal buildings and equipment, on communications work of every type, on navigational locks and dams, on hydro- and steam-driven electric power generating plants, and on numerous jobs in every branch of government service. They are employed in many federal agencies, bureaus and departments; such as each branch of the armed services, the General Services Administration, Bureau of Reclamation, National Park Service and Department of Veterans Affairs. They maintain the electrical and electronic machinery which prints U.S. stamps and currency and the machinery which prints U.S. laws and other government documents. IBEW members work on such installations as the Tennessee Valley Authority and the Bonneville Power Administration, and in national laboratories like Sandia and Brookhaven. In Canada, IBEW members perform highly skilled electronics work in several different departments of the Treasury Board of Canada. They are predominantly





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electronic technicians whose work covers operational, scientific, and research and development apparatus in several government departments; such as the coast guard, national defense, science, foreign affairs, international trade, public works and airports.

Article XXVI, Section 9, provides that government workers may be organized under any of the general branches of the IBEW.

OTHER TRADE CLASSIFICATIONS

It is a daunting task to list and describe the numerous and varied jobs in which IBEW members take part. Hundreds of thousands of IBEW members work at the tremendous job of performing all the electrical tasks that give our countries the greatest production potential in the world.

Many are marine electricians who work on ships and in naval yards around the coastlines of our countries. Many electricians perform unusual functions; such as servicing jukeboxes, running electrically operated “tote” devices of parimutuel systems at racetracks and providing the complex lighting arrangements so necessary to the attractions at various entertainment venues. Many others engage in the crucial work of keeping Americans and Canadians healthy

and their countries strong, working with radar and on nuclear projects and on x-ray and other medical equipment.

Thousands of IBEW members work in the national space program. Others are involved in renewable electrical energy sources such as solar photovoltaic, geothermal, wind, biomass, wave, etc., and other distributed energy installations such as fuel cells, microturbines, etc.

Office workers, particularly those in our utility, telecommunications and manufacturing fields, and maintenance workers, who keep electrical installations and equipment running, form a vital segment of the IBEW.

In whatever industry they work, at whatever jobs they perform, IBEW members find themselves in a field in which change occurs constantly. This change, of course, consists of advances in technology—increasing use of computers and high-technology manufacturing, construction and communications methods, for example. But change has also occurred in the structure of the electrical industry; that is, our traditional classifications and jurisdictions are becoming more interdependent among the various branches.

IBEW members must prepare for such change through continued training and education in the technologies of the future, and by understanding and adapting to the fact that technology and changes in the organization of work will spur the creation of new classifications.



SERVICES OF THE INTERNATIONAL OFFICE

The International Office of the IBEW® provides a comprehensive array of services, not only for its members, but for teachers; students; leaders of industry, government and labor; and the general public.

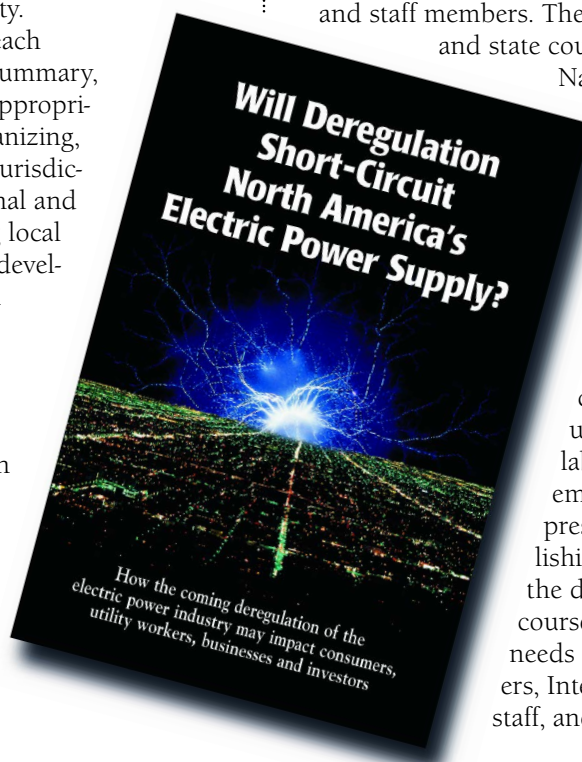
INDUSTRY DEPARTMENTS

Departments were created in the International Office to handle affairs in seven specific areas of the electrical industry. Directors and staff members of these departments are experienced in their particular branch and can, at the request of the International Vice President, assist local unions with jurisdiction in that branch. They also coordinate activities within branches. The seven departments are: Construction and Maintenance, Manufacturing, Government, Broadcasting and Recording, Telecommunications, Railroad, and Utility.

A listing of all duties and services of each department would be quite lengthy. In summary, the departments, working through the appropriate Vice President's office, deal with organizing, negotiations, grievance and arbitration, jurisdictional disputes with other unions, national and international agreements, and informing local union officers and members about new developments and other matters of interest in their branch.

Complete Cooperation

Department directors and staff members work closely with appropriate union and industry groups and with government agencies and officials. Several industry departments conduct annual conferences for officers of local unions with jurisdiction in a particular branch of the industry. These departments also periodically issue pertinent reports and statements.



TECHNICAL ASSISTANCE AND OTHER DEPARTMENTS

Other departments in the International Office provide advice and assistance on many types of requests. Providing special services, maintaining records and carrying out necessary routine work of the International Office requires a staff of more than 200 full-time employees. Departments include:

Legal—Competent attorneys in the general counsel's office provide legal advice and guidance to IBEW officers and staff members. They represent the IBEW in federal and state court cases and in hearings before the National Labor Relations Board and other government bodies.

Education and Research—The Education and Research Department (established in 1924 as the Research Department) is one of the oldest in the AFL-CIO. Department staff members have expertise in corporate affairs, shareholder activism, financial and industry analysis, job evaluation and testing, wage incentives, labor economics, nonconstruction employee benefits, database design, presentation graphics, desktop publishing, research, writing, editing, and the development and presentation of courses to meet the specific training needs of our members, local union leaders, International Representatives and staff, and international leaders.



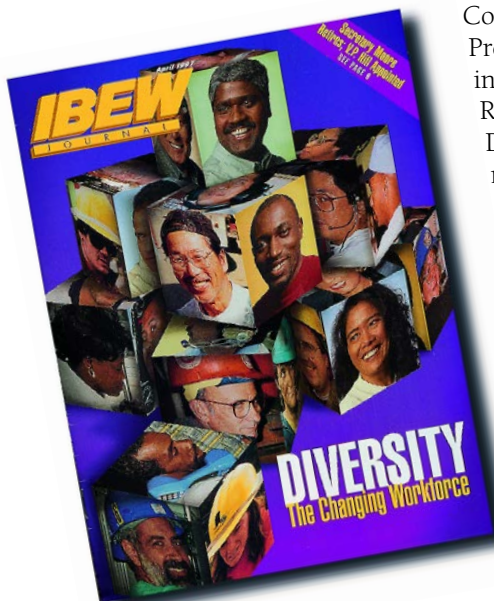
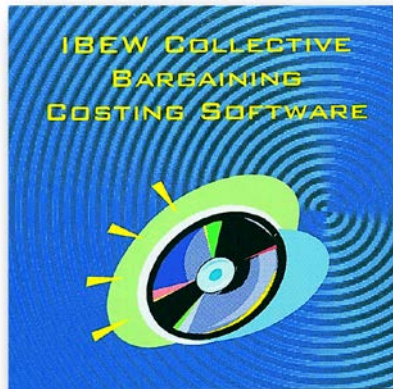
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The technical nature of the department's assignments to assist our members and the International Office requires state-of-the-art computer systems and access to, and maintenance of, diverse sources of information. These sources include, but are not limited to, the Internet and specialized computer databases. The department also houses, operates and maintains the IBEW Library.

The department also provides the following services and information, upon request: construction profiles and assistance, collective bargaining materials and economic analysis, arbitrator evaluation, publications, presentations and graphics (including the construction local union jurisdictional maps), industrial apprenticeship and skill standards, employment testing, IBEW Amateur Radio coordination, technology changes, surveys, domestic and international trade issues, and special assistance.

The department prepares and supplies literature on the IBEW and organized labor to students and others, administers the IBEW Founders' Scholarship Program, and provides scholarship information to members requesting it.

The International, in cooperation with the National Electrical Contractors Association (NECA), is responsible for running the



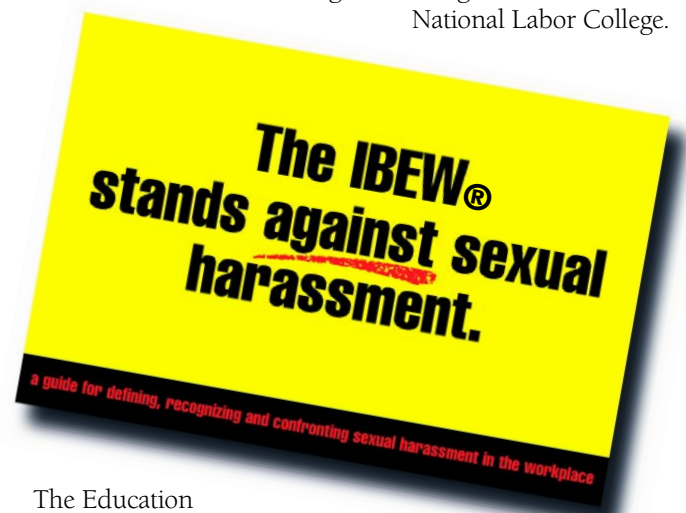
Corporate Affairs Program, now based in the Education and Research Department. The primary objective of the program is to promote corporate accountability and to maximize the long-term value of our pension fund portfolios and the corporations in which they invest. Local union pension funds can participate in the

program via two services: the Proxy Voting Service (PVS) and the Investment Tracking Service (ITS).

The program's shareowner activities include the submission of shareholder proposals, attendance at corporate stockholder meetings, participation in collective shareowner advocacy efforts and engagement of senior corporate executives in a dialogue on a variety of important corporate governance issues. The promotion of healthy, growing companies contributing to regional and national economic growth is a strong formula for enhancing fund portfolio value and providing important employment benefits to participants and beneficiaries.

Through its Education Section the department offers several courses, and more are being developed. Those available include Business Manager Orientation, Construction Organizing Membership Education Training (COMET) in English and Spanish, COMET Train-the-Trainer, Strategic Construction Organizing Representatives Education (SCORE), Industrial and Construction Steward Training courses, Local Union Leadership Training (LULT), and Construction and Industrial Member Orientation classes in English and Spanish.

In 2004 the IBEW entered into an Affiliated Partnership with the National Labor College—George Meany Campus. This agreement allows IBEW members to receive college-level credit for select IBEW courses that are in the process of being determined. These credits may then be applied toward an undergraduate degree from the National Labor College.



The Education and Research Department is committed to providing the highest quality education possible; to that end, it continually revises its courses according to feedback from those who attend. The department's staff meets with the International Representatives who teach many of the courses to exchange ideas, discuss problems and make necessary changes. The staff creates new courses and expands existing courses as needs require.



SERVICES OF THE INTERNATIONAL OFFICE

Journal and Media Relations—Our monthly magazine, the *IBEW Journal*, has been an important means of communication since the earliest days of the union. The magazine is sent to all IBEW members; to schools, universities, libraries and government agencies; and to all other North American unions. It has won numerous awards for editorial excellence.

The *Journal* keeps our members informed on what is happening in each branch of our Brotherhood and keeps them abreast of major developments in labor, government, and national and international affairs. Increasingly, major IBEW communication functions, both internal and external, are shared by the Brotherhood's Web site (www.ibew.org), whose content the department also maintains.



Coordination of the Web site with printed materials enables the department to perform the IBEW's core communication functions in great detail but with great speed.

Internally, the Web site expedites a growing number of vital union functions. It contains a local union directory, an organizing reporting system, a jobs board where members can locate work opportunities and numerous other administrative forms. The site also contains an online community for IBEW members to share views and information.

The department also deals with the news media, presenting the IBEW's views on key issues affecting the union and all working people—another function greatly enhanced by use of e-mail and the Internet. The department also maintains the IBEW Archives, a collection of historical material from the Brotherhood's rich history.

Human Services—In October 1971 the Department of Special Services was established in the International Office with initial responsibilities to design programs and develop a center of information for both retired members and those planning retirement. Renamed Human Services in 1991, the department devotes attention to issues concerning the disabled, youth groups, child care and community services.

The department addresses issues concerning minority and women workers, and maintains liaison with many civil rights and workers' rights groups, including the AFL-CIO Civil, Human and Women's Rights Department; A. Philip Randolph Institute; Labor Council for Latin American Advancement; the Asian Pacific American Labor Alliance; Coalition of Black Trade Unionists; and Coalition of Labor Union Women. The department also is liaison between the IBEW and Union Privilege, through which members can receive a variety of health, economic and legal benefits.

The department oversees the IBEW's English as a Second Language (ESL) curriculum, which comprises three modules—beginners, intermediate and advanced. The curriculum focuses its units on the following topic areas:

- Job-related communication skills,
- Workplace communication skills, and
- Member orientation, union activism and union history.

Political/Legislative Affairs—The IBEW has always been active in national legislative and political matters. This department maintains liaison with the legislative branch of the U.S. government and coordinates all efforts toward presenting the IBEW's views and desires for the benefit of all the workers of the United States to Congress and regulatory agencies. The department does everything possible to see that no legislation is passed that is detrimental to the members of organized labor and to all workers, while working to pass legislation beneficial to our members and all workers.

In addition, the department assists the International Secretary-Treasurer with all aspects of political activity; such as, voter education, voter registration, dissemination of information and materials, and general motivation—including the get-out-the-vote program. This department handles checkoff authorizations for the voluntary withholding of money from members' paychecks for the IBEW Political Fund, and reports to the Federal Election Commission as well as state and local election agencies. Monies contributed to the Political Fund are used for political contributions and to help defray expenditures relative to federal, state and local elections.

CIR/Bylaws and Appeals—*Council on Industrial Relations*—The Council on Industrial Relations for the Electrical Contracting Industry has been the medium by which labor and management in the electrical contracting industry settle major differences peacefully. The CIR is a unique labor-management judicial body, rather than a mere arbitration board. At quarterly meetings six representatives of the National Electrical Contractors Association (NECA) and six members of the IBEW hear both sides of a dispute and render a decision.

By rules of the council, all decisions are unanimous. Because decisions are unanimous and a third party is never involved in deliberations, the council can effect just decisions, not merely compromises, and can strive to seek out errors and correct them. For more than 85 years, employers and employees in the electrical contracting industry have been getting along, voluntarily settling their differences between themselves and living in peace—a record which has earned for the IBEW the title of “strikeless industry.”

Bylaws and Appeals—This department processes bylaws and charters for approval and determines local union jurisdiction and type of membership in accordance with the IBEW Constitution. The department also processes appeals of decisions rendered by the International Vice Presidents on violations of the Constitution.



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Membership Development Department—Because the revitalization and refocus of the organizing program is absolutely critical to the future of the IBEW, on November 1, 2003, all organizing efforts were restructured and combined under one department within the International Office. The new department was named Membership Development, and the position of Special Assistant to the International President was created to direct the operations of this department and report to the International President.

The Membership Development Department oversees organizing activities in all IBEW departments, including Utility, Telecommunications, Manufacturing, Government, Railroad, Broadcasting and Recording, and Inside Construction and Outside Construction, and coordinates the activities among the IBEW branches. Duties also include development of strategies and training methods for successful organizing campaigns. The Membership Development Department is basically divided into three parts with a director for each of the operations who reports to the Special Assistant. Below is an overview of each part:

(1) *Professional and Industrial*—The name of Industrial Organizing was expanded to Professional and Industrial Organizing to more accurately reflect the changes and evolution of the IBEW work force. The department conducts organizing campaigns involving industrial and professional workers when the International Vice Presidents request assistance or as directed by the International President. Many organizing campaigns involve multiple districts and/or rely on funding from the International Office, which requires coordination on the national level.

(2) *Outside Construction*—The department conducts organizing campaigns involving outside linemen, line clearance, and tree trimming workers when the International Vice Presidents request assistance or as directed by the International President. Most contractors in this industry are national in scope; and organizing campaigns involve multiple districts and/or rely on funding from the International Office, which requires coordination on the national level.

(3) *Inside Construction and Maintenance*—The department coordinates organizing campaigns involving all classifications engaged in the construction and maintenance of buildings and other structures. The Inside Construction and Maintenance Organizing Department works closely with other IBEW departments, the AFL-CIO Building and Construction Trades Department, other international unions, the NLRB, etc., to provide local unions and districts with the proper support required to successfully organize workers and sign companies to IBEW agreements.

Safety and Health—The Safety and Health Department promotes effective safe work practice codes for different industries and works actively for their adoption. It promotes effective safety and health legislation by federal and state governments, and it assists local unions in setting up safety and health programs and in solving safety and

health problems. The department works closely with other unions, other safety and health organizations, and with government agencies to reduce accidents both on and off the job. Within the Brotherhood it works through the various departments to develop safety and health programs and standards for their respective jurisdictions. The department also works on various national consensus standard committees on issues involving worker safety.

Some of the other departments and sections that perform the daily work of the Brotherhood include:

Computer Services—This department oversees all the computer-related activities of the IBEW. Staff members design, program, implement and maintain all in-house-developed computer systems, and install, integrate and implement all third-party-developed computer systems. The department installs and integrates all off-the-shelf computer software, and installs and maintains all computer hardware. IBEW personnel receive computer training from staff members, or the department arranges training sessions by outside professional trainers.

Other departmental responsibilities include preparing or reviewing all computer-related purchase requests; system administration on the TIMSS system and databases; wide area network design and administration; design and administration of the CIR Web site; evaluating proposed software and hardware purchases; and investigating the feasibility of new technologies for IBEW use. The department assists the district offices with their computer-related activities, including purchasing, installation of hardware and software (including network equipment and links to the I.O.), training, and development of custom applications. Local unions receive support from the department, particularly with regard to the use of the local union ICS software. The department also is responsible for the administration and hosting of the IBEW Web site and the International Vice Presidents' Web sites.

The department coordinates all computer-related activities for the International Convention. These activities include purchasing computers, servers, network equipment, badge readers, etc. The department designs, programs, installs, and implements software that registers del-





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legates and calculates voting strength, maintains the hotel database, records election results electronically, and produces delegate mailings and expense checks.

Pension/Reciprocity—Pension—The department processes claims for benefits from the IBEW Pension Benefit Fund (PBF). The PBF is also known as the “A” members’ pension plan, and all “A” members of the IBEW are participants of the Pension Benefit Fund. This department also maintains records on beneficiaries of death benefits payable from the Pension Benefit Fund and maintains records of pension payments including electronic transfers of pension payments.

Reciprocity—The IBEW hosts the office of the Reciprocal Administrator, which is responsible for administering the Pension and Health and Welfare Reciprocal Agreements. These agreements have allowed countless numbers of IBEW construction electricians to maintain their health and pension benefits when traveling outside of their home local unions for work. Canadian members working construction in the United States are able to keep their pension credits via the National Electrical Annuity Plan. Their health benefits are reciprocated back to their home funds. Presently, the IBEW is the only Building and Construction Trades union that provides full reciprocity for all construction members through a national agreement.

The IBEW in cooperation with NECA created the IBEW/NECA Electronic Reciprocal Transfer System (ERTS). ERTS is an electronic system for processing reciprocity-related information and forms via the Internet. Funds in the United States and Canada will be able to utilize this system. ERTS will help ensure that the transfer of information and money from fund to fund is both accurate and timely.

Per Capita—This department records and receipts monthly per capita and “A” and “BA” membership payments; processes transfers and military service applications; maintains permanent records of each member's standing; and handles the records of members on participating withdrawal cards.

Membership—The Membership Department provides the bridge between the data captured by the Per Capita Department and that established by the Pension and Death Claims Department. The department researches, reviews, maintains and recreates data and information associated with membership records from the point of initiation to transfers of membership to placement on pension to the ultimate creation of a death-claim file.

The department receives and maintains all data associated with the annual production of the Local Union Directory, as well as information related to the charter, amalgamation and defunct status of IBEW local unions. This data is maintained not only for production of the Officers’ Report during convention years, but to respond to requests for local union information for various unique situations.

The department maintains data and files associated with the divorce of members. This information involves

daily communication with members, their former spouses and their respective attorneys who, as part of the divorce process, require information regarding the prospective value of the benefit earned by a member through the IBEW Pension Benefit Fund. The negotiation between the affected parties and their attorneys frequently leads to creation of Qualified Domestic Relations Orders, which may affect the current or future benefit a member may receive from the fund. These court orders are reviewed and maintained for future reference as each situation dictates.

The Membership Department receives, creates and maintains data associated with the delegates and alternates to IBEW Conventions. This process begins with review of all membership data that may affect the ability to preregister properly nominated and elected delegates and alternates, and ends with the actual registration of those individuals at the convention site many months later.

Accounting—The department creates and maintains detailed records of all income and expenses and is responsible for producing multiple financial and management reports that continually monitor the financial position of the IBEW. The department’s primary objective is to continue developing and improving its accounting system’s capabilities to produce the most up-to-date financial information possible.

Support Services—The important work of purchasing, inventory control, providing supplies, mail services, imaging, central filing and records management are combined within this department.

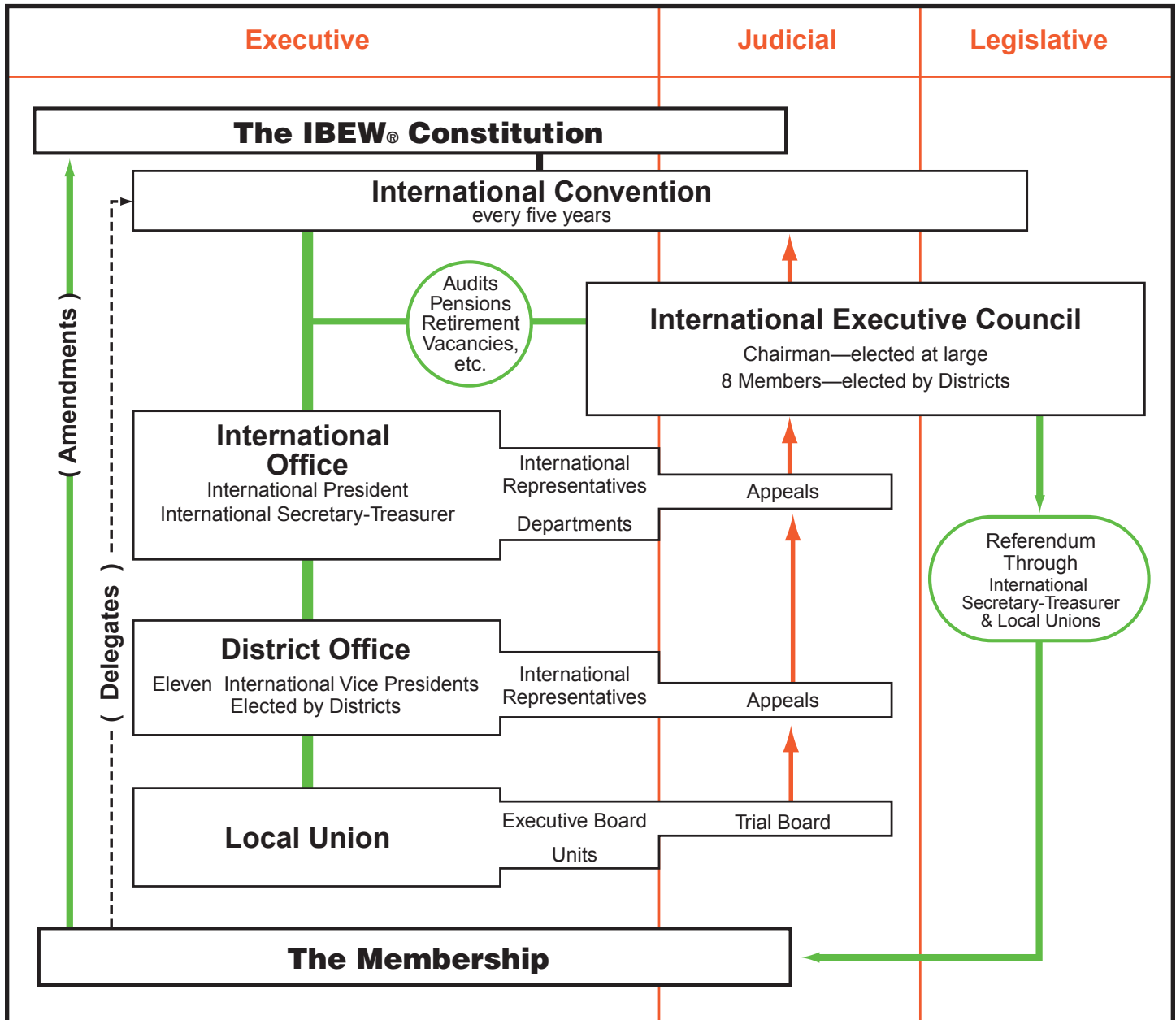
The department is responsible for the Brotherhood’s new high-density filing system that houses all our official documents. This electronic system operates by computer. The user searches for a file in a massive database, then an electronic signal is sent to a motorized file cabinet that slides automatically to the location of the requested file. The department also coordinates and supervises the use of off-site storage and the activities of other International Office departments involved with records and information management.

The imaging group converts paper documents with permanent or long-term value to electronic files for perpetual storage and easy retrieval. Irreplaceable history and data files on older microfilm and microfiche are also being converted. The imaging process of converting paper files to electronic files should create an almost paper-free environment and rapid document access.

Stored records include membership applications, pension and death claim files, local union charters and directory changes, per capita reports, beneficiary designation changes, and copies of all correspondence received and generated by the International Office. The department also maintains files on a wide variety of records not related to membership, including trial board actions, strike sanctions, NLRB decisions, jurisdictional decisions, EEOC cases, court cases, urban mass transit files and International Representative reports.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS®

Functional Organization



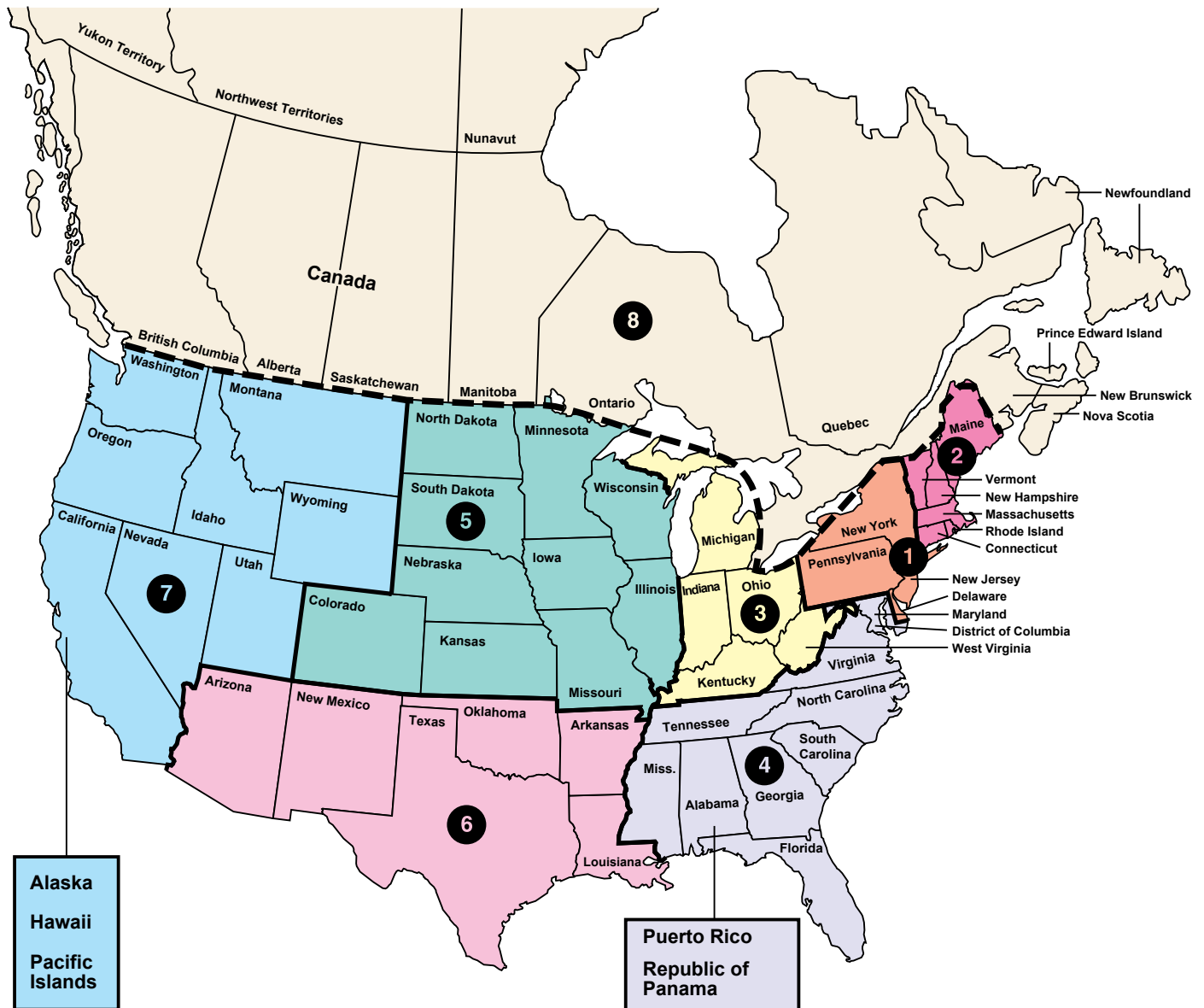


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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS®

International Executive Council Districts

Chairman at Large

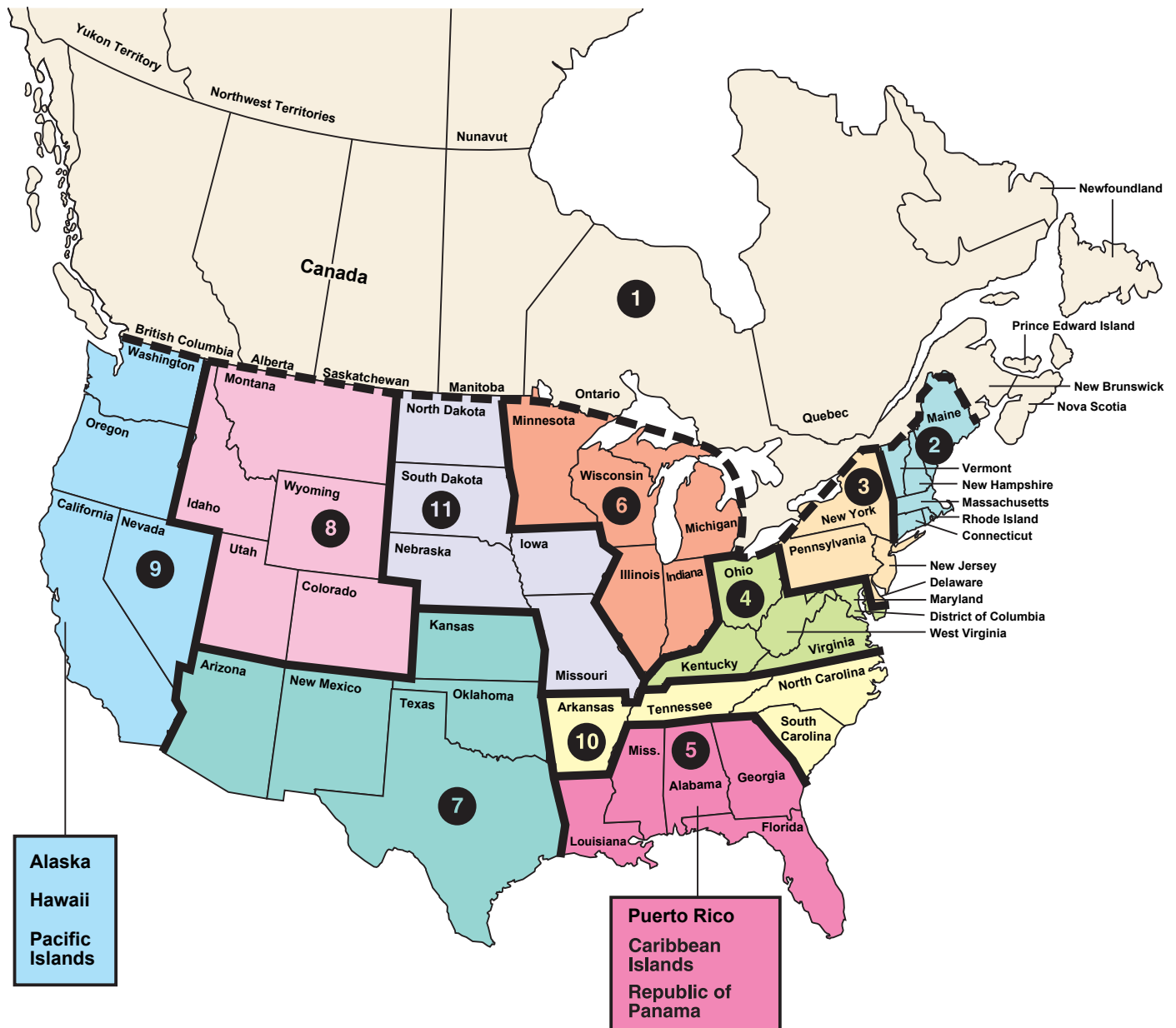




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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS®

International Vice Presidential Districts





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