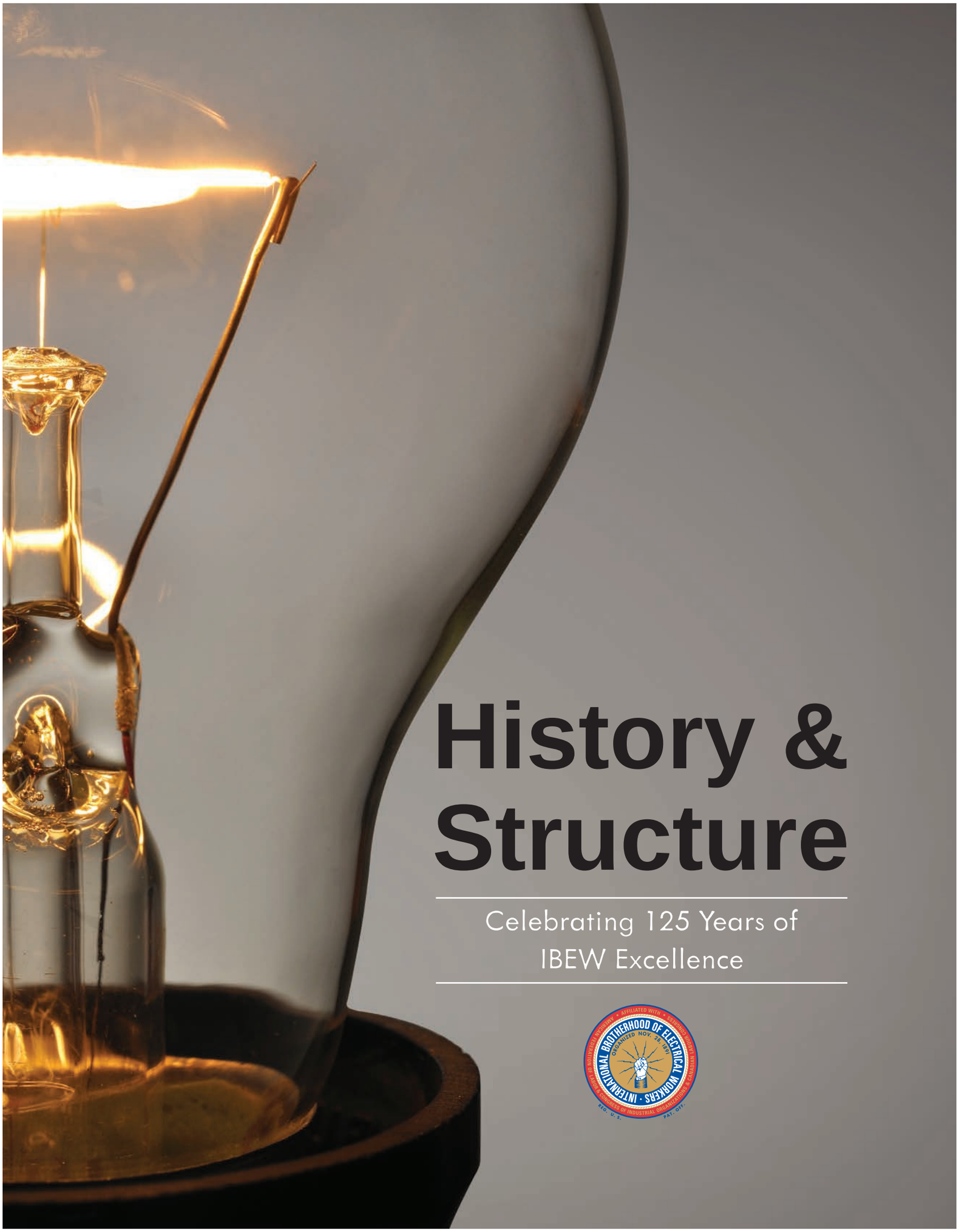

History & Structure

Celebrating 125 Years of
IBEW Excellence

This is the story of the International Brotherhood of Electrical Workers—one of hard work, skill, and courage. Our organization's goal has remained steady since our beginning: to promote excellence in the electrical industry and improve our members' lives. We hope that this story makes you proud of your union heritage and inspires you with the spirit of solidarity as we build the IBEW of the future.

The IBEW Conventions that have shaped our union for more than a century serve as the framework for our history. The first part of *History & Structure* offers a chronological record of important IBEW historical events and insight into our organization's struggles and successes. The second part lays out how the IBEW is organized and explains our structure, from how we make our laws to how the IBEW's local unions, districts, and International Office work together to carry out the important work of the Brotherhood.

Much can be learned from the history of our Brotherhood, and lessons from our past continue to shape our actions today. We will never forget all the work done by our predecessors to build and grow this organization. Their fight for a standard of living proportionate to their skills and integrity continues to this day.

Lonnie Stephenson

International President, IBEW

History & Structure

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IBEW Excellence

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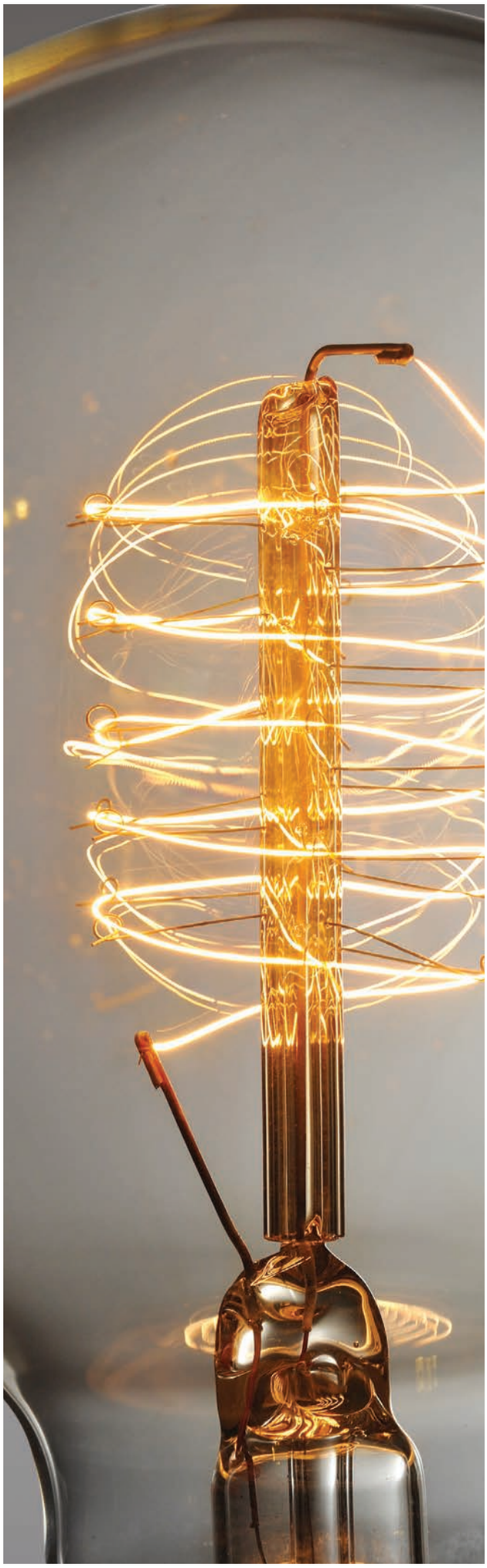

Part I

History of the IBEW

1 Early Years

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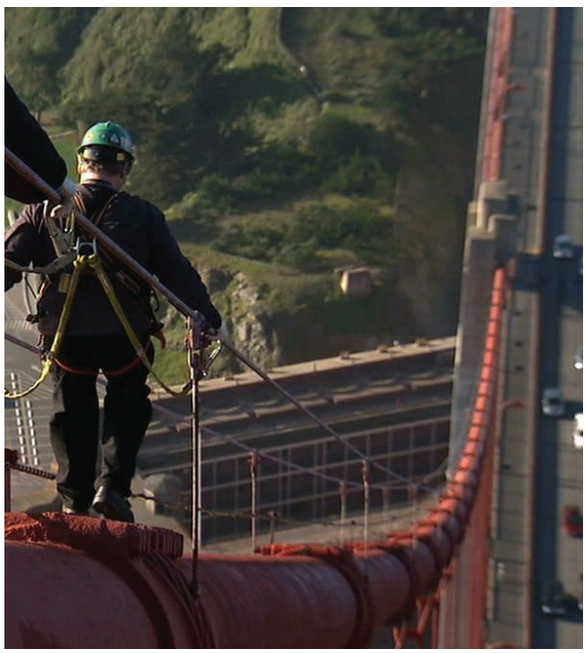
5 IBEW in the 21st Century



1 Early Years: 1844–1896

The International Brotherhood of Electrical Workers (IBEW) is the most established and extensive electrical union in the world, existing as long as the commercial use of electricity. From the beginning, workers realized the importance—and danger—of electricity. As the industry grew, electricians began organizing themselves and setting the stage for increased safety measures, fair pay, and a better standard of living.

1844–1880
THE DAWN OF ELECTRICITY

The telegraph was the first electrical accomplishment of commercial importance, and it transformed the practical application of electricity, which most people of the time believed to be an interesting but dangerous experiment. For the first time, messages could be transmitted to people over great distances. In 1844, the first telegraph wires were strung between Washington, DC, and Baltimore, Maryland, carrying the famous message of Samuel Morse, "What hath God wrought?"

An Industry Is Born

In 1848, the first telegraph station was built in Chicago, Illinois. By 1861, a web of telegraph lines spanned the United States; and in 1866, the first permanent telegraph cable was successfully laid across the Atlantic Ocean. Hiring linemen to string the new network of wires was a necessity, and young men across the land flocked eagerly to be a part of this new and exciting profession.

The general public became increasingly aware of the possibilities of electricity when the telephone was introduced in 1876 and with Thomas Edison's invention of the first successful incandescent lamp in 1879. Electricity began to transform American life. In 1882, the first U.S. central power station was built in New York City. Known as the Pearl Street Generating Station, it was capable of lighting 85 buildings.

As public demand for electricity increased, the number of electrical workers continued to grow. Where once only a few intrepid linemen handled electricity, many now appeared on the scene, along with wiremen, seeking their life's work. This rapid expansion of the electric power and light industry kept demand for labor high. However, employers kept wages low by hiring an untrained workforce. Without proper training, the industry was overrun by individuals with inadequate skills and insufficient knowledge to practice the trade with proper regard for safety—making an

Workers laying tubes for electric wires in the streets of New York City; illustration from *Harper's Weekly*, 1882

Henry Miller, founding father of the IBEW

already dangerous job more risky. The surge toward unionism was born out of the industry's deplorable safety conditions and workers' demand for higher standards and pay.

Early Signs of Unity

Beginning in 1870, many small electrical unions were organized, only to disappear shortly thereafter. By 1880, enough telegraph linemen had organized themselves to form a local assembly, which affiliated with the Knights of Labor, an important labor organization of the day that was established in 1869. A few more local assemblies were organized, and a district council was formed. In 1883, this council called a strike against the Western Union telegraph company, demanding 8-hour workdays, an increase in pay, and equal pay for women. The strike failed after 1 month and broke up the first known attempt to organize electrical workers.

Despite the defeat, the desire for workers to unite remained strong. In 1884, a group of linemen formed an organization called the United Order of Linemen. The group was headquartered in Denver, Colorado, and was able to organize a considerable number of linemen in the Midwest and western United States. However, it was not until a few years later that our Brotherhood would be formed.

1890
THE BEGINNINGS OF BROTHERHOOD

In 1890, the St. Louis Exposition, an annual agricultural and technical fair, featured electrical wonders of the era. Wiremen and linemen from all over the United States flocked to St. Louis, Missouri, the fourth largest city in the United States at the time, to wire the buildings and erect the exhibits.

The exposition workers got together at the end of each long workday and talked about the toil and conditions for those in the electrical industry. The story was the same everywhere: The work was hard, the hours were long, and the pay was spare. It was common for a lineman to risk his life on the high lines in all kinds of weather for 12 hours a day, 7 days a week. Two dollars and fifty cents a day was considered an excellent wage for wiremen, and many electrical workers were forced to accept work for just $8 a week. However, skilled laborers in other trades earned more. By comparison, plumbers in large cities averaged a daily wage of $3.37 and bricklayers and masons earned an average of $3.88 per day.

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

A Union Forms

A union was the logical answer for the many problems facing these workers; so the small group of electricians meeting in St. Louis sought help from the American Federation of Labor (AFL) to unionize. An organizer named Charles Cassel was assigned to help them, and in 1890 the group was chartered as the Electrical Wiremen and Lineman's Union, No. 5221, or the AFL Federal Labor Union 5221. A St. Louis lineman, Henry Miller, was elected president.

It was apparent to Miller and the other workers at the exposition that their small union was merely a starting point. Only a national organization of electrical workers with jurisdiction covering the entire industry could win better treatment from the large corporate telephone, telegraph, electric power, electrical contracting, and electrical equipment manufacturing companies.

Early Leaders Set the Pace

Henry Miller was a man of remarkable courage and energy. J.T. Kelly, the first secretary of our Brotherhood, said of Miller, "No man could have done more for our union in its first years than he did." Miller packed his tools and an extra shirt in an old carpetbag and rode the rails to many U.S. cities to work the trade. The receiving committee for Miller's arrival in a city was often a "railroad bull"—a policeman who chased him and tried to put him in jail for his unauthorized mode of travel.

Nonetheless, Miller persevered. Everywhere he went, he organized the electrical workers he met into local unions. Largely because of Miller's work, a great deal was accomplished in that first year of the union. Local unions chartered by the AFL and other electrical unions were organized all over the United States, including Chicago; Milwaukee, Wisconsin; Evansville and Indianapolis, Indiana; Louisville, Kentucky; New Orleans, Louisiana; Cincinnati and Toledo, Ohio; Philadelphia and Pittsburgh, Pennsylvania; Duluth, Minnesota; and New York City.

1891
THE FIRST CONVENTION

The First Convention was called in St. Louis on November 21, 1891. Ten delegates attended, representing 286 members:

1. Henry Miller, St. Louis
2. J.T. Kelly, St. Louis
3. W. Hedden, St. Louis
4. C.J. Sutter, Duluth
5. M. Dorsey, Milwaukee
6. T.J. Finnell, Chicago
7. E. Hartung, Indianapolis
8. F. Heizleman, Toledo
9. Joseph Berlowitz, Philadelphia
10. H. Fisher, Evansville

The IBEW now recognizes these delegates as our founding fathers. They met in a small room above Stolley's Dance Hall in a poor section of the city. It was a humble beginning—only a tiny fraction of the trade seemed interested in building a national union, and no representatives of southern or western workers attended the meeting. The handwritten report of that convention 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.*

Stolley's Dance Hall, site of the IBEW's First Convention

Although the delegates were disappointed by the turnout, they projected a strong front and their bluff succeeded: Newspapers reported that nearly 100 men took part in the proceedings.

The adopted name for the organization was the National Brotherhood of Electrical Workers (NBEW). The delegates to that First Convention worked night and day for 7 days drafting the NBEW's first constitution, laws, ritual, and emblem. The image of a fist grasping lightning bolts is still used as the IBEW logo.

The Objects of the International Brotherhood of Electrical Workers

- 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 first constitution continues to serve as the basis for the governance of our Brotherhood. Its preamble outlined the goals that motivated our union's founders. These far-reaching and altruistic intentions are referred to as the Objects of the International Brotherhood of Electrical Workers, and they have been retained, except for slight changes in language, by every convention of the IBEW.

The NBEW Constitution vested considerable executive power in the officers, but such power was rarely exercised in the early years of the Brotherhood. The officers were not paid regular salaries and earned their living working at their trade. Traveling organizers only received reimbursement for expenses if the union could afford it. Despite their personal sacrifices, the officers were unable to devote sufficient time to union business to ensure that all local unions complied with the provisions of the constitution. As a result, large numbers of unskilled and incompetent workers were among the Brotherhood's early membership.

In order to raise standards in the trade, the drafters of the NBEW Constitution established an apprenticeship system that required a minimum of 3 years of training under the supervision of a journeyman before an applicant could become eligible for membership. The apprenticeship also limited the ratio of the number of apprentices to the number of journeymen. Later, the term *apprenticeship* was extended, and an apprentice was required to pass an examination before being admitted to membership in a local union.

During this time, the delegates also made plans for a death benefit and established a per capita tax of $0.10 per month to finance the organization. Also significantly, they formed an Executive Board, which would go on to become the International Executive Council (IEC). The Convention elected Henry Miller as the first Grand President and J.T. Kelly as the Grand Secretary-Treasurer.

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.

1892–1896
BUILDING SOLIDARITY

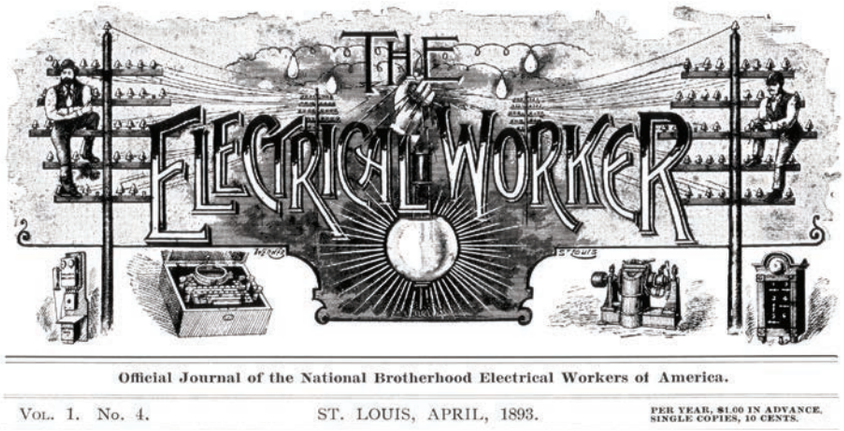
The new national union struggled financially. It had to be financed with a $100 loan from the St. Louis local union. The leadership depended on their own resources to gain new members and keep the Brotherhood solvent. However, the lack of money and bitter resistance by employers to organizing were counterbalanced by the vigor and determination of its members. Charles P. Ford, a longtime International Secretary of the IBEW, commented:

> *This was the time and manner in which the Brotherhood was born. There was little to encourage this small group of dedicated and determined men. The opposition to unions at that time was active and bitter. The obstacles seemed unsurmountable. Hearts less courageous would have given up in despair.*

In the first year of the Brotherhood's existence, Grand President Miller is said to have visited every major city in the eastern United States on his own dime, from New Orleans, Louisiana, to Boston, Massachusetts, adding 35 local unions to the Brotherhood. Grand Secretary-Treasurer Kelly handled the operations from St. Louis. Their only rewards at the time were the satisfaction of expanding the organization and the knowledge that they were working to wipe out the injustices of the electrical industry and create a better life for all who sought a living from it.

The Second Convention

When the Second Convention met in Chicago in 1892, the Brotherhood had 43 member unions chartered; nearly 2,000 members; and $646.10 in the treasury. The efforts of our founders finally began to pay off. With the idea that benefits and brotherhood went hand in hand, they established a $50 funeral benefit payment for members as well as a $25 funeral benefit for members' wives. They also agreed to pay the Grand Secretary-Treasurer $900 per year, making him the first paid staff member.


THE ELECTRICAL WORKER

Official Journal of the National Brotherhood Electrical Workers of America.

VOL. 1. No. 4. ST. LOUIS, APRIL, 1893. PER YEAR, $1.00 IN ADVANCE. SINGLE COPIES, 10 CENTS.

The masthead of one of the first editions of *The Electrical Worker*

Also at the 1892 Convention, the first women became members of the union. Four years later, when only one organizer was on the NBEW payroll, a second, Mrs. Mary Honzik of St. Louis, was hired. This development gave our Brotherhood the distinction of being the first union to have a female organizer on its staff.

From the earliest days, our Brotherhood recognized the importance of communication within the union. The Second Convention also authorized the publication of a journal. The first edition of the journal, titled *The Electrical Worker*, was issued on January 15, 1893. The name and format have changed over the years, but this official publication has been published continuously ever since. Currently published as a newspaper, *The Electrical Worker* masthead you see today is an adaptation of that of the first edition. In an early convention report, Grand Secretary-Treasurer Kelly, appealing for financial support for the journal, noted that, "We could not have managed to keep our Brotherhood intact through these early years if it were not for our magazine."

The Third Convention

By 1893, the Brotherhood had more than 61 local unions and 10,000 members. However, the union gained and lost members and local unions frequently, in part because the electrical industry was hostile toward organized labor. Employers frequently discharged active union members to warn other workers of the

dangers of unionism. With obligations to meet, but with inconsistent funds coming in, the NBEW became financially unstable. Despite the hardship, it was of utmost importance to take care of members and their families. According to the specific, longhand accounts of Grand Secretary-Treasurer Kelly's ledger, all obligations of those first years were met. Many electrical workers died in those early days, and the widow of every member in good standing received a death benefit.

The country at this time was plunging into a severe economic depression. Despite these financial troubles, those at the Convention resolved to keep the Brotherhood alive. The Third Convention voted to recommend an increase in per capita tax to $0.15, which the members subsequently approved. Members also voted by referendum that year to hold conventions every 2 years, instead of annually, to save money.

The depression did not help to bolster the position of organized labor. Hostile employers and anti-labor prejudice became almost insurmountable. Beatings and blacklistings were commonplace. Members concealed their "tickets" (or union cards) in their shoes as they traveled from place to place seeking employment. One account recalls 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 train.

Attendees of IBEW's Third Convention, 1893

In 1894, Grand Secretary-Treasurer Kelly reported a loss for the year of $468.50, which was covered by personal loans from members and local unions. Considering the many obligations that needed 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 . . .*

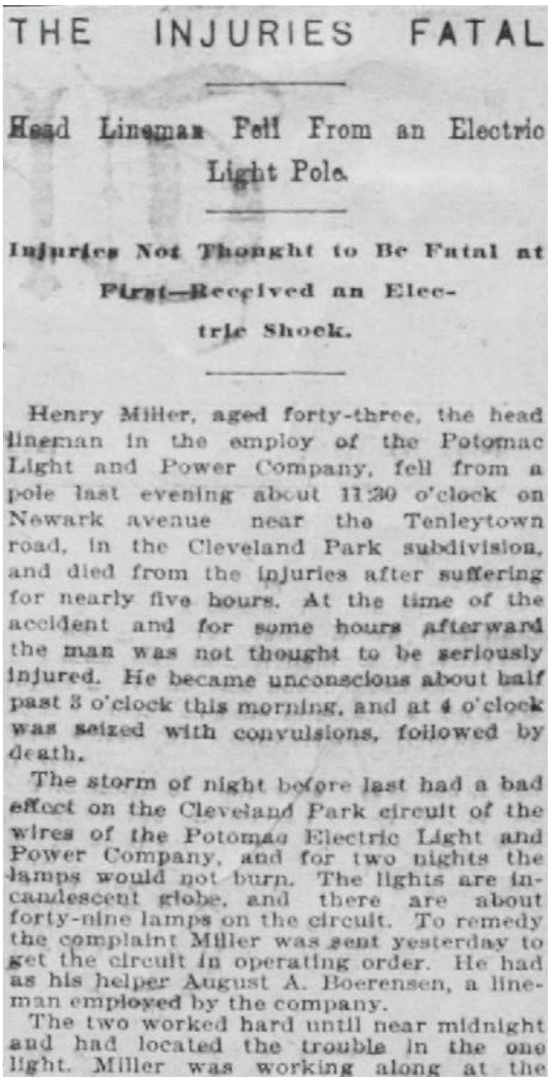
It became clear at the Third Convention that there was a divide in the membership of the union: Wiremen and linemen were organized into separate local unions in cities where the membership was large enough. As a result, there were frequent arguments over which branch had the right to enroll members of other branches of the trade that were not numerous enough to organize local unions of their own.

Although unsafe working conditions and substandard wages continued, the safety record for electrical workers did begin to improve as a result of the apprenticeship system established by the NBEW Constitution.

1895 Convention

As difficult conditions took their toll, the Brotherhood was at a low ebb. When the 1895 Convention opened in Washington, DC, only 12 delegates answered the roll call. The treasury showed a deficit of $1,016. The union had lost 600 members and 29 local unions. However, Grand Secretary Kelly kept the union afloat with his strength and encouragement, along with a few other members who refused to abandon their dream of a strong national union and a better life for all electrical workers.

The delegates to the 1895 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 tax was raised to $0.25 per month per member. In



THE INJURIES FATAL

Head Lineman Fell From an Electric Light Pole.

Injuries Not Thought to Be Fatal at First—Received an Electric Shock.

Henry Miller, aged forty-three, the head lineman in the employ of the Potomac Light and Power Company, fell from a pole last evening about 11:30 o'clock on Newark avenue near the Tenleytown road, in the Cleveland Park subdivision, and died from the injuries after suffering for nearly five hours. At the time of the accident and for some hours afterward the man was not thought to be seriously injured. He became unconscious about half past 3 o'clock this morning, and at 4 o'clock was seized with convulsions, followed by death.

The storm of night before last had a bad effect on the Cleveland Park circuit of the wires of the Potomac Electric Light and Power Company, and for two nights the lamps would not burn. The lights are incandescent globe, and there are about forty-nine lamps on the circuit. To remedy the complaint Miller was sent yesterday to get the circuit in operating order. He had as his helper August A. Boerensen, a lineman employed by the company.

The two worked hard until near midnight and had located the trouble in the one light. Miller was working along at the wires, when all of a sudden he lost his hold and fell down the ladder upon which he was standing. In his fall he struck his helper, knocking him down and somewhat easing his fall. The fall did not render him unconscious, and he complained of pains in his back. Word was immediately sent to the power house of the Georgetown and Tenleytown electric railway, on 32d street, and a car sent to Georgetown for a physician. Dr. Kurtz was found and carried to the scene.

The injured man was brought to his boarding house, on M street, where he was put to bed.

Shortly after midnight the doctor left, stating that he would call this morning, but when he arrived he was surprised to find that his patient was dead.

Miller had been in the employ of the Potomac Electric Light Company for about nine months, and was regarded as an excellent workman. His fall last evening was due to receiving a shock from catching hold of a live wire, though just how the accident happened no one will ever know. All Boerensen knows is that there was a sudden flash of light, and the next instant Miller came tumbling down the ladder, head foremost, striking him upon the head and shoulders, and both men going down. Miller was an extremely well-built man, having a splendid physique and weighing about two hundred and twenty-five pounds. Boerensen is a well-built man, but the heavy weight of the fall of Miller was too much for him to stand.

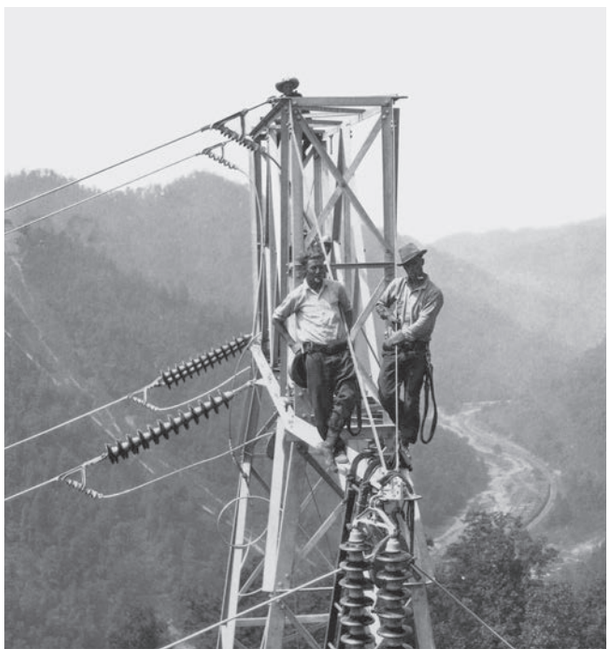
Coroner Hammett was immediately notified of the occurrence, and at noon today he investigated the circumstances of the case. After hearing the testimony of a number of people and that of Superintendent Purdy of the company, he came to the conclusion that the affair was accidental, and deemed an inquest unnecessary. After examining the body he came to the conclusion that death was caused by concussion of the brain, and gave a certificate of death to that effect. The remains were turned over to Undertaker Birch for burial, the Potomac Light and Power Company paying for the funeral expenses.

Henry Miller's death notice, *Evening Star*, July 11, 1896

addition, because of a steady increase in work and wide range of administrative and financial duties, the office of Grand Secretary-Treasurer was separated into two positions. Delegates to the 1895 Convention voted to elect officers to the newly created positions of Grand Secretary and Grand Treasurer.

1896
THE END OF AN ERA

On July 10, 1896, the man who began our Brotherhood, Henry Miller, died from an accident while working for the Potomac Electric Power Company. As the 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 that he remained conscious, was carried to his rooming house and treated by a doctor, and died about 8 hours after the accident. At the time of his death, Miller had very little money, and his burial was paid for by the Potomac Electric Power Company. According to the many friends he made while organizing workers and working as a lineman, Brother Miller often went without food and deprived himself of needed clothing so his earnings could benefit the NBEW. He is buried in Glenwood Cemetery in Washington, DC, Section F, Range B, Site 179.



2 Victory and Progress: 1897–1913

The 1897 Convention, held in Detroit, Michigan, proved that the courage of those who persevered despite great odds had not been in vain. By that time, work had become more plentiful, membership had increased to 1,700 members, and the Brotherhood treasury showed a surplus. The emerging manufacturing and telephone industries brought new types of workers into the Brotherhood, including telephone operators, crane operators, and semiskilled factory workers. The demographics of the union began to change as women joined the IBEW in larger numbers; and in 1897, Local Union 80—the first all-women's local union—was chartered in Cleveland, Ohio.

Looking to the north, the officers of the NBEW sent an organizer to Canada, and a successful campaign to organize began across the border. With its influence extended internationally, the name of the union was changed from the National Brotherhood of Electrical Workers to the International Brotherhood of Electrical Workers at the 1899 Convention. On December 20, 1899, Local Union 93 of Ottawa, Ontario, became the first IBEW local union in Canada.

1901–1905
THE IBEW TAKES SHAPE

By the turn of the century, expansion of the electrical industry meant more than an increase in supply and demand. It resulted in concentrating economic and social power in the hands of large corporations, who did not share their profits with workers.

When the 1901 Convention met, the Grand Secretary reported that unauthorized strikes were so numerous that year—as many as 40 at one time—that he was unable to keep an accurate record. International leadership was reluctant to suspend local unions for disregarding obligations when their dues and support were so critically needed. However, the lack of discipline discredited the organization in the eyes of employers.

Members at the 1903 Convention voted for a full-time salary for the Grand President so that he could dedicate his time solely to the interests of the union. They also elected Frank J. McNulty as Grand President. Putting the Grand President on salary transformed the Brotherhood from a tenuous association into a coordinated and effective organization.

During its formative years, the IBEW was based in the city in which its president lived, and headquarters changed frequently. During McNulty's Grand Presidency, the IBEW's base of operations was fixed in Springfield, Illinois.

McNulty was determined to enforce the provisions of the IBEW Constitution, particularly those that dealt with relations between the union and employers. All cases of infraction were promptly punished. In a short time, the organization gained prestige as employers were assured that contracts made with local unions would be respected and enforced.

Enforcement of the IBEW Constitution also favorably affected the Brotherhood's growth. Illegal and unsuccessful strikes had discouraged many members and forced them to

Attendees of the special Reid-Murphy Convention, 1911

seek employment wherever they could find it. After an unsuccessful strike, many local unions found themselves almost entirely disorganized and left the Brotherhood. Under McNulty's leadership, many difficulties that would have formerly resulted in strikes were peacefully settled, and membership turnover greatly decreased.

The 1903 Convention brought another transformative change: the creation of regional districts within the Brotherhood. The precedent for this action had been set in 1902, when local unions on the West Coast formed the Western Conference and used its resulting power to launch a successful strike against the Pacific States Telephone and Telegraph Company. IBEW's International Office took notice and created districts to strengthen organizing and bargaining efforts.

By 1905, the total dues-paying membership had increased to 24,000, with 12,247 new members having been initiated during the preceding 2 years. The Brotherhood was not only recruiting members—it was retaining them.

1906–1912
DISSENTING FORCES

In 1906, events took place that set the stage for a major division within the Brotherhood. Several members of Philadelphia's local union launched a strike against Bell Telephone because of declining work conditions and workplace abuse. James Reid, Vice President of the Third District, coordinated the strike and petitioned McNulty for additional funds.

When the funds sent by the International Office were depleted, and the Bell Telephone strike spread to the Midwest, thousands of dollars in benefits had been spent. McNulty asked Reid to consider raising strike benefits among the Third District's employed members; but Reid refused and countered by asking the Grand President to assess the entire membership, which was also rejected. Reid then suggested that McNulty issue an appeal to the AFL for assistance. When asked, the AFL instead elected to meet with Bell Telephone and force a settlement, a decision that the Grand President approved.

In 1907, Reid called for a general strike, but McNulty refused to bring it to a vote on the Executive Board, citing insufficient funds. Reid saw these decisions to be a battle line drawn between outside workers and wiremen (such as Reid and the Bell Telephone strikers) and linemen (such as Grand President McNulty).

In 1908, the IBEW was in relatively good condition—with paid officers, a treasury balance, and strong organization. However, the internal struggle playing out between McNulty and Reid resulted in the secession of a large percentage of the Brotherhood. The conflict was additionally stimulated by members disappointed by failed runs for office, a former Grand Treasurer who was removed from office in 1907 because of irregularities found in his work, and a faction of employers who wanted to destroy the fast-growing union. Known as the Reid-Murphy split, named for Reid and James Murphy, the two officers elected by the seceding faction, this struggle divided the Brotherhood for 6 years. However, the true officers of the Brotherhood during this time were Frank J. McNulty and Peter W. Collins.

Many local union representatives attended a special convention called by the dissenting faction in 1908. They refused to recognize Grand President McNulty and Grand Secretary Collins, instead electing J.J. Reid as President and J.W. Murphy as Secretary. The Reid-Murphy group secured an injunction to prevent the disbursement of the IBEW's funds. The McNulty group secured another injunction to forestall seizure of the International Office and its operations. AFL President Samuel Gompers unsuccessfully attempted to reconcile the groups and subsequently recognized the McNulty-Collins faction as the legitimate Brotherhood.

The official 1909 Convention, held in Chicago, Illinois, was dominated by business brought about by the Reid-Murphy secession. The AFL sent a delegate to pledge support for Grand President McNulty and Grand Secretary Collins. Additionally, the 1909 Convention saw the change of the titles of "Grand President" and "Grand Secretary" to "International President" and "International Secretary," reflecting the Brotherhood's reach beyond the borders of the United States.

Although the AFL recognized just one faction, the Reid-Murphy group remained strong. In 1911, two conventions were held, one for each faction. Photos in the IBEW archives show that the Reid-Murphy Convention was larger than the McNulty-Collins Convention.

In 1912, the Reid-Murphy split ended when a court decision declared the special Reid-Murphy Convention illegal and its actions void.

It is estimated that the Reid-Murphy group controlled three-fourths of the organized electrical workers in the United States and Canada for a time. In March 1912, the Reid-Murphy split ended when a court decision declared the special Reid-Murphy Convention illegal and its actions void; union funds were restored to the AFL-recognized group.

1912–1913
UNION SPIRIT SURVIVES

The 1913 Convention held in Boston was the first convention after the Reid-Murphy split and included nearly all of the local unions that had seceded. In his report to the Convention, McNulty, now a 10-year veteran as head of the IBEW, tried to bind the wounds of secession and inspire the members to carry on in a true spirit of unionism.

Once more in possession of its funds and with AFL backing, the IBEW gradually won back its full membership. Those who left the Brotherhood with Reid and Murphy returned with credit for whatever standing they would have enjoyed had they never seceded, as well

Attendees of the McNulty-Collins Convention, 1911

as 12 months' credit in the payment of death benefits. Those who joined the secessionists but were never in the IBEW received the same.

The 1913 Convention, attended by delegates representing 18,500 members, again attempted to put the Brotherhood on a firmer financial standing by voting to recommend an increase in per capita tax from $0.30 to $0.40. That action, as well as all convention actions except the election of officers, had to be submitted to the membership for approval. Although the per capita tax and other constitutional amendments passed at the 1913 Convention, it was becoming increasingly difficult to effect organizational changes with the requirement of membership approval in place.

The Brotherhood's turmoil did not stop North America's demand for electricity from expanding, especially as telephones became more in demand. A sizable workforce grew within the telephone industry. Telephone operators—most of them women—became a growing presence in the IBEW at this time. When female operators from Boston joined the Brotherhood in 1912 as Local 1A, the local union became the third largest in the IBEW with 2,500 members. Although women were admitted to the Brotherhood as early as 1892, this large group of female electrical workers ushered in a new era. No longer would female members be considered second class.

By 1913, Local 1A led the industry, establishing a collective bargaining agreement and winning an 8-hour work day and paid vacations. Impressed by this success, male and female telephone workers throughout New England began to organize, marking a new chapter in IBEW's history.

3 Growth, Depression, and Recovery: 1915–1940

While our Brotherhood continued to restore its unity, 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 resulting demand for electricity to support the war effort. Our Brotherhood could provide mechanics trained to handle electricity and could quickly train more. Ranks swelled as the call went out for IBEW members to perform the vital role of building the United States' first "Arsenal of Democracy."

1915–1918
A NEW ERA OF CHANGE

The IBEW's 1915 Convention was held in St. Paul, Minnesota, and the 1917 Convention took place in Atlantic City, New Jersey. The delegates' decisions on actions at both conventions were defeated when submitted to a referendum vote.

Although the IBEW had been trying to organize railway electrical workers for years, only 25 percent of railway workers were IBEW members before World War I. When the federal government took over railroads in 1917, a policy of collective bargaining with employees was adopted, and 90 percent of this workforce became IBEW members.

At this point in IBEW history, uninterrupted telephone service became a national priority, and telephone operators were the most dynamic sector of the union. The sizable number of IBEW operators led the Brotherhood to rename its monthly magazine the *Journal of Electrical Workers and Operators* in 1915. In addition, an amendment passed in 1918 established a separate Telephone Operators' Department. This department had its own leadership, its own journal, and its own financing.

To avoid the requirement of burdensome referendum votes for decisions, a constitutional amendment adopted in 1918 declared all convention actions final, except when the convention voted to refer a matter to the membership for consideration. This change is credited with allowing a more effective and efficient operation of the Brotherhood, curtailing contentious political maneuvers and fractious circular discourse. Thus, the amendment enabled the officers to focus their attention on the jobs that they were elected to perform.

1919–1920
THE COUNCIL ON INDUSTRIAL RELATIONS

Shortly after the end of World War I, the open-shop movement—also called the "American Plan" in the United States—took hold. The open-shop movement branded unions as un-American, adversarial, and inefficient. As a result, the IBEW and fellow union members in the AFL were targeted by anti-union propaganda and union-busting tactics.

During this period, employers attempted to destroy the labor movement through legal and not-so-legal means. They campaigned nationwide against unions, resulting in the passing of restrictive laws and court injunctions and the use of strikebreakers and spy agencies to

Local Union 134 members in Chicago, circa 1920

weaken solidarity. Frequent bombings and beatings terrorized union members and would-be members.

With the war over, unemployment rose and IBEW's membership fell to 56,349 by 1925—a loss of 91,723 members in 6 years.

At the 1919 Convention in New Orleans, Louisiana, the IBEW established an International Strike Fund, which was financed by collecting $0.14 per month from each member and the appropriation of half of all initiation fees. Also at this convention, the membership decided to protect the funds of IBEW local unions by uniformly bonding financial officers of all local unions through the International Office. This change went into effect in January 1920.

The 1919 Convention is additionally remembered as the membership body that took an historic step forward in its labor–management relations by setting the stage for the creation of the Council on Industrial Relations (CIR). Charles Ford, IBEW's International Secretary at the time, was chiefly responsible for devising the plan with electrical contractors that eventually became the CIR.

The idea for the CIR was conceived as early as 1916, when a small group of electrical contractors called the Conference Club met regularly to discuss matters pertaining to the electrical contracting industry, including difficulties in labor–management relations. A contractor proposed that members of the club meet with a committee from the IBEW to draft a "national labor agreement" that would benefit both groups. A joint committee, including representatives from the IBEW and the Conference Club, met in March 1919 to consider this proposal.

The joint committee decided that a labor agreement between them was not essential, but that an environment where they could conduct open discussions and resolve their differences was necessary. The Conference Club persuaded the National Association of Electrical Contractors and Dealers (NAECD; later renamed the National Electrical Contractors Association [NECA]) to become the signatory employer organization, an action affirmed by NAECD's July 1919 Convention. The IBEW's 1919 Convention likewise approved the Declaration of Principles that created the CIR.

The CIR, organized in 1920, had the same requirements that exist today, including equal representation by employer and union, disputes submitted voluntarily, and a unanimous vote on all decisions. The council was a milestone in IBEW history: Like a "supreme court" of the electrical construction industry, the CIR has settled thousands of disputes without striking. The CIR is credited with providing critical stability in the construction branch of our Brotherhood, a development that other labor-management groups seek to emulate to this day.

1920
FINDING A PERMANENT HOME

In March 1920, IBEW headquarters permanently relocated to Washington, DC, 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 used office equipment

moved from Springfield, Illinois, and many members of the Springfield staff voluntarily relocated to Washington.

1921–1923
THE ELECTRICAL WORKERS' BENEFIT ASSOCIATION

From its inception, the IBEW was bound by the principle that brotherhood and benefits are inseparable. Around 1921, the officers of the IBEW realized that a significant number of electrical workers were being electrocuted or injured by hazards associated with the industry. Delegates to the 1921 Convention voted to form the Electrical Workers' Benefit Association (EWBA). The EWBA became effective on January 1, 1922, and ensured sufficient resources, funded by membership dues, to provide a dignified burial when an IBEW member passed away.

The First General Convention of the EWBA took place at the 1923 Convention in Montreal, Quebec, the first IBEW Convention held outside the United States. The 1923 Convention not only provided additional benefits to improve the lives of members, but also strengthened feelings of brotherhood and cooperation between American and Canadian members of the IBEW.

1925
REPRESENTATION ON THE AFL EXECUTIVE COUNCIL

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

> *After the death of [AFL] 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 now known as the AFL-CIO Executive Council.

1927
ADOPTION OF THE PENSION PLAN AND END OF THE STRIKE FUND

The Brotherhood's 1927 Convention was held in Detroit, Michigan. This historic Convention authorized the creation of a pension fund and the elimination of the International Strike Fund. On January 1, 1928, the IBEW introduced the Pension Benefit Fund (PBF). The PBF is a defined benefit plan funded by dues, which resulted in the establishment of two types of IBEW membership: basic membership (or "BA") and expanded membership (or "A") that included participation in the EWBA and

The first IBEW International Office in Washington, DC, located at 1200 15th Street NW

the PBF. The amount paid into the pension fund by our members in its inaugural year was $0.37 per month, and a pension of $40 per month was provided to all "A" members, following the guidelines set forth in the IBEW Constitution (Article XI). The IBEW has never defaulted in the payment of pension benefits since the PBF was established.

1929
THE GREAT DEPRESSION BEGINS

In January 1929, the International Office moved into the IBEW's own building at 1200 15th Street, NW, in Washington, DC. The 1929 Convention adopted a retirement plan for Brotherhood officers and representatives. However, the Great Depression of the 1930s would create serious financial difficulties for the United States and Canada. Both countries experienced a period of unprecedented economic stress. Wage cuts pyramided upon each other, banks failed, businesses collapsed, and 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 IBEW's membership was idle throughout North America.

An IBEW lineman works in Chicago, circa 1930

International President H.H. Broach presided over the Brotherhood during this turbulent era. Local unions tried to maintain their dwindling memberships, and the International Office and local unions tightened their belts considerably. Consequently, IBEW conventions scheduled between 1929 and 1941 were postponed by referendum vote. Although it was forced to reduce expenses wherever possible, the IBEW continued to pay promised pension benefits and continued IBEW's monthly publication.

It is hard to imagine how our organization survived those dark days. Membership dropped further, from 64,000 to 50,000. The International Office was forced to take stern economic measures: Officers' and representatives' salaries were cut by 50 percent; some officials were furloughed, with no salary or expenses paid; and some staff members were laid off.

Updating the IBEW Constitution

At the beginning of the 1930s, many officers and members felt that the IBEW Constitution and local union bylaws needed to be rewritten to clarify and strengthen certain sections and ensure respect for authority. During 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 (with no two from the same local union) to meet with him and the International Secretary at the International 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. Just after the referendum vote, the committee was appointed and began deliberations, which resulted in an abbreviated and more precise IBEW Constitution. The current constitution is much the same as it was following the changes made in 1930.

New Deal and Positive Legislation

When Franklin D. Roosevelt became President of the United States in 1933, he immediately proposed legislation as part of his "New Deal" to launch the country on the road to recovery. Promising relief, recovery, and reform, New Deal legislation included a series of economic measures designed to alleviate the worst effects of the Depression, reinvigorate the economy, and restore the confidence of the American people in their banks and other institutions.

During Roosevelt's New Deal era, the IBEW played a prominent role in legislation beneficial to workers.

Organized labor was especially affected by a series of laws concerning workers' rights enacted by Congress during the early New Deal. For example, the National Industrial Recovery Act of 1933 established the Public Works Administration, provided for collective bargaining, and included wage and hour standards.

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 organized workers. The act also established the National Labor Relations Board (NLRB) to enforce orders against employers for unfair workplace treatment. The Wagner Act enabled the IBEW to organize utility companies and manufacturing plants in a way never before possible and led to a rapid increase in membership.

Other legislation beneficial to U.S. workers began in the late 1920s and continued throughout the 1930s, including the Railway Labor Act, Social Security Act, United States Housing Act, and Norris-LaGuardia Act. The Brotherhood played a prominent role in these legislative triumphs, presenting data supporting its case to government boards established to formulate law and other regulations.

Organizing the TVA

In 1933, the IBEW made it a goal to organize the Tennessee Valley Authority (TVA) and was largely successful in doing so. Using its diverse skills and knowledge, the Brotherhood made practical suggestions to the TVA to make this huge project successful. The IBEW appointed a 20-year veteran member to oversee labor relations for this enormous undertaking, who helped to set up labor-management councils to expedite organization and collective bargaining. When a collective bargaining agreement was signed with the TVA, a new type of industrial relations was achieved, including some of the best work provisions in the United States.

Fontana Dam, the largest dam of the Tennessee Valley Authority system

1935–1939
CREATION OF "B" MEMBERSHIP

Just as it seemed that unionism was becoming more accepted in the United States, a controversy emerged. Growing numbers of less skilled, lower-wage workers wanted to organize themselves and reap the benefits of collective bargaining. The IBEW needed to find a way to incorporate groups of workers with different levels of skill, earnings, and experience within the union without risking the pension and insurance plans of its members.

To address this issue, in March 1935, the IEC submitted constitutional amendments that would allow workers to join the union as "B" members, a class typically used for female workers who could not afford the regular dues and did not participate in pension and insurance benefits. Before 1935, there was only one type of IBEW membership, later known as "A" membership. In 1935, a "B" membership was created by referendum vote. Now, unorganized workers in utilities and manufacturing plants could join at a lower admission fee ($1.50) and pay a lower per capita ($0.50). These members did not participate in death and pension benefits, since they did not pay for them, and in return, they were not allowed equal voting rights with the other members at conventions and on referendums.

4 World War II and the Modern Era: 1940–1998

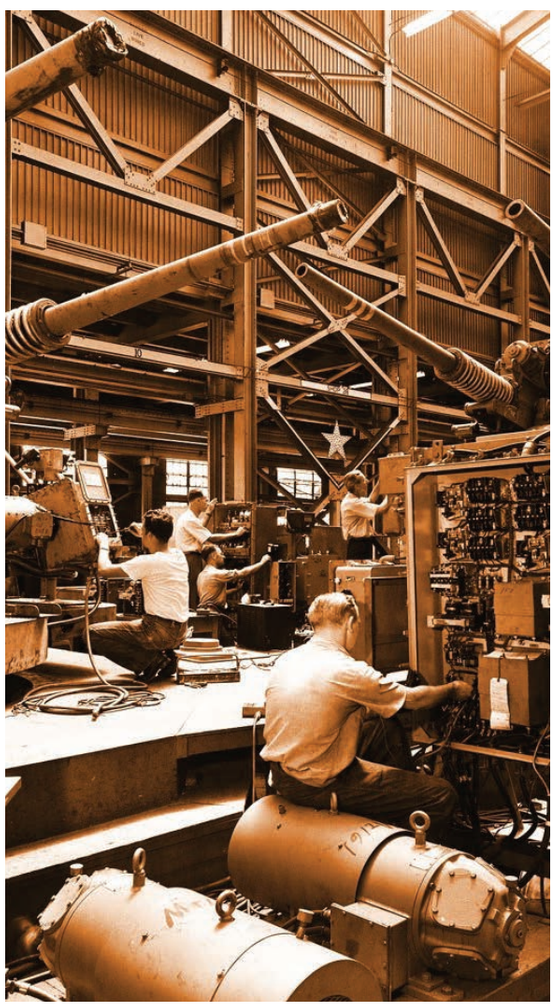
In September 1939, Nazi Germany attacked Poland, and World War II began. Following the attack, various countries, including Canada, declared war on Germany. Canadian electrical workers were among the first to experience war-time demand for work, including ship-building, aircraft manufacturing, and other defense-related construction.

In 1940, President Roosevelt began preparing the United States for war. Organized labor once again played a critical role in U.S. defense programs. IBEW's International President Tracy resigned his position to serve as assistant secretary of labor in charge of military and war-related construction, a role to which President Roosevelt appointed him.

Travel was curtailed during World War II, and IBEW conventions were postponed again until 1946. However, the years between 1941 and 1946 were active ones for the Brotherhood. The demand for electrical work and electrical workers dominated all phases of the war effort.

The IBEW established a system to staff defense jobs within just 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, and those not serving in the military paid the dues of IBEW members on active duty through a military assessment, including their pension and death benefits.

When special projects required skilled electrical workers, IBEW members staffed the jobs and performed admirably. IBEW members installed 95 percent of electrical work needed for the war effort under union-shop conditions. Their technical skills helped engineers to speed up the production of military hardware, ammunition, and vehicles for use overseas. The Brotherhood remains proud that its members were able to measure up to the expectations of our countries.



Organized labor played a critical role in defense programs during World War II

1941–1946
FIFTY YEARS STRONG

In 1941, the golden jubilee year of the founding of the Brotherhood, delegates returned to St. Louis, Missouri, the city of IBEW's birth, for the first convention since the Great Depression afflicted the nation. Fifty years after the founding of the union—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"—the 1941 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 IBEW's last 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 addition, by 1941, almost the entire membership of 200,000 enjoyed a 5-day work week.

In September 1941, an important event took place: The National Apprenticeship Standards for the Electrical Construction Industry were established. Understanding that electrical workers were unique because of the mechanical, technical, and professional knowledge needed on the job, the IBEW helped develop standards to support the training needs and goals of its members. These standards resulted from a cooperative effort of the IBEW, the NECA, and the Federal Committee on Apprenticeship.

In addition to IBEW's strides made in organizing utilities and manufacturing plants, considerable progress was made in railroad organizing, as well as in the electric sign and radio broadcasting industries.

Electronics and Television

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, in collaboration with the Engineering College of Marquette University in Milwaukee, the IBEW established a national electronics school. Hundreds of IBEW members received intensive training in electronics at the school until June 1945, returning to their local unions as instructors for other members and preparing thousands of additional members to meet the challenges of the new electronics age. During these years, the capabilities of traditional electrical generators, power transmission, motors, electric lighting and heating, and home appliances transformed the ways that Americans lived their daily lives. Also, a new type of electrical engineering—electronics—emerged. This industry became a major part of the U.S. economy, with applications in communications, entertainment, science, medicine, and the military.

Around this time, the IBEW became the bargaining agent for technical employees of the Columbia Broadcasting System (CBS). IBEW's relationship with CBS continued to flourish in the next few years.

Also at this time, it became clear that the television would eventually become as popular as radio: "Television is just another example

IBEW became the bargaining agent for technical employees of CBS in 1939

of the expanding electrical science," IBEW pointed out in its journal, and the union "adjusted its sights to the target of fitting its members to move into all new electrical fields." In response to the rise of this new medium, an agreement negotiated in 1944 developed a television training program for IBEW members employed by CBS.

1946 Convention

In the time since the start of World War II, the standard of living for many IBEW members had changed significantly. As a result of wartime demand, economic strife in the U.S. and Canada had been replaced by full-time employment, and amazing industrial advances put electrical workers at the forefront of technology. At the end of the war, the Brotherhood stood proud, with membership growing from 50,000 in 1933 to 347,000 in the mid-1940s. When the convention call was made for the 1946 Convention in San Francisco, California, IBEW membership surpassed 360,000, with 1,800 delegates representing them.

The 1946 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.

This convention authorized the $0.20 assessment as a permanent part of members' dues for the PBF. In addition, $0.03 of the amount for the IBEW General Fund—the fund providing all the expenses of the day-to-day operations of the IBEW—was earmarked for the PBF, for a total of $0.60 monthly. The monthly PBF benefit increased from $40 to $50 a month, effective January 1, 1947. With this increase, the international officers realized that it would be necessary to involve employers in providing retirement benefits for IBEW construction members. As a result, on October 1, 1946, NECA and the IBEW signed an agreement establishing the National Electrical Benefit Fund (NEBF). Contractors from NECA agreed to put 1 percent of their payroll into this special fund. The subsequent 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. Today, the NEBF is one of the largest Taft-Hartley pension plans in the United States.

The 1946 Convention also created a third type of membership, known as "BA," making for three types of IBEW membership: "A," "B," and

NEBF Benefits

As of May 5, 1947, the monthly pension amount was $50. In 1966, it was changed from a flat dollar amount to one based on the member's number of service credits. The following table lists the increases from 1966 through 2016.

Date	Monthly Amount for Each Service Credit
January 1, 1966	$2
January 1, 1968	$3
July 1, 1977	$6
January 1, 1981	$8
January 1, 1983	$10
January 1, 1985	$11
March 1, 1986	$13
January 1, 1987	$14
January 1, 1989	$15
January 1, 1990	$16
January 1, 1991	$18
January 1, 1992	$19
January 1, 1993	$20
January 1, 1994	$21
December 1, 1995	$23
January 1, 1997	$24
January 1, 1998	$26
January 1, 1999	$28
January 1, 2000	$30
January 1, 2001	$31
July 1, 2001–2016	$32

An IBEW journeyman and apprentice, circa 1940

"BA." "BA" members would enjoy rights equal to "A" members—paying the same per capita to support the IBEW's operations, with equal voting rights. "B" members continued to pay $0.50 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 IBEW Constitution. ("B" membership was eliminated on January 1, 1953, as a result of a referendum vote. All members were required at that time to transfer to either "A" or "BA" membership.) Also, to accommodate the growing membership, the Eleventh and Twelfth vice presidential districts were formed in 1947, following an amendment passed at the Convention. Annual progress meetings for all vice presidential districts were instituted that same year and continue today.

1946
ANTI-LABOR LEGISLATION

During the New Deal and through World War II, the strength of the American labor movement was indisputable. However, a battle against organized labor began with the passage of the first right-to-work laws in the United States after the resolution of World War II. In 1944, Arkansas and Florida adopted constitutional amendments prohibiting union shops, followed closely by Arizona, Nebraska, and South Dakota in 1946. Then, in 1947, the Taft-Hartley Act was passed, creating problems for the labor movement and severely hampering IBEW's efforts to organize new members. The Taft-Hartley Act, also called the Labor Management Relations Act of 1947, severely curtailed the power of labor unions, giving individual states the authority to outlaw union and agency shops for employees in their jurisdictions.

1947
FORMING THE NJATC

In 1947, the National Joint Apprenticeship and Training Committee (NJATC), now the Electrical Training Alliance, was established by the IBEW and NECA. The IBEW expanded its apprenticeship program to increase the number of trained electrical workers for the construction industry. Today, the Electrical Training Alliance has developed into the largest apprenticeship and training program of its kind, having trained more than 350,000 apprentices to become journeymen through local affiliate programs.

1948–1954
FORGING AHEAD

In September 1948, the IBEW Convention was held in Atlantic City, New Jersey. Considerable attention at this convention was focused on the Taft-Hartley Act and other anti-labor legislation in several states.

The 1950 Convention took place in Miami, Florida. Again, anti-labor legislation and its effects dominated the discussions. Following this convention, an expensive one for the union, a referendum vote of IBEW membership established conventions every 4 years instead of every 2, as the IBEW Constitution had previously directed.

On April 15, 1954, International President Tracy resigned, becoming International President Emeritus. Secretary Milne was appointed by the IEC to take his place. International President Milne appointed a

longtime member of the Brotherhood, Joseph D. Keenan, to serve as International Secretary. These two officers were at the helm for IBEW's 1954 Convention in Chicago, Illinois.

1954–1956
A TIME OF INNOVATION

During the past decade, the Brotherhood had made substantial membership gains and organized 75 percent of the nation's utility workers. The 1954 Convention had more attendees than any in the Brotherhood's history. In fact, it was the largest labor union convention ever held in the world up to that time. A total of 3,130 delegates attended, representing a membership of 625,000. As a result of the convention's considerable attendance, a referendum vote took place that reduced the number of delegates to all subsequent conventions. Otherwise, the steady increase in the number of IBEW members soon would have made it impossible to locate cities with adequate accommodations to handle future conventions.

Reports of the officers to the 1954 Convention still emphasized the harmful effects of the Taft-Hartley Act and the right-to-work laws it prompted in 16 states. Despite these damaging laws, then as now, the Brotherhood remained strong. Reports and discussions at the Convention profiled progress achieved in membership growth and improved collective bargaining agreements. At this point in time, many IBEW members were fully employed and had better working conditions than they had ever imagined. The membership and leadership were committed to organizing the electrical industry, and they worked to ensure that the Brotherhood was strong enough to protect its members' economic interests and flexible enough to meet their changing needs.

On July 20, 1955, International President Milne died. Five days later, the IEC appointed Vice President Gordon M. Freeman of the Fourth District to the post of president.

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 also a time 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 of 1926 was constitutional. Following the Supreme Court decision, union-shop agreements were negotiated with all but three major railway carriers in the United States.

A number of innovations were initiated in the International Office by International Presidents Milne and Freeman, including training classes for international representatives and establishing industry branch departments.

These years also brought innovations to IBEW's apprenticeship program. A full apprenticeship training program for outside electrical apprentices became available in January 1957. The number of apprentices in the construction field increased by 46 percent since 1952.

1957–1959
PENSION RIGHTS AND LANDRUM GRIFFIN

Major changes were made to pension rights in the 1950s. In 1957, the NLRB ruled that limiting NEBF pension benefits to IBEW members only was illegal. Until then, 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.

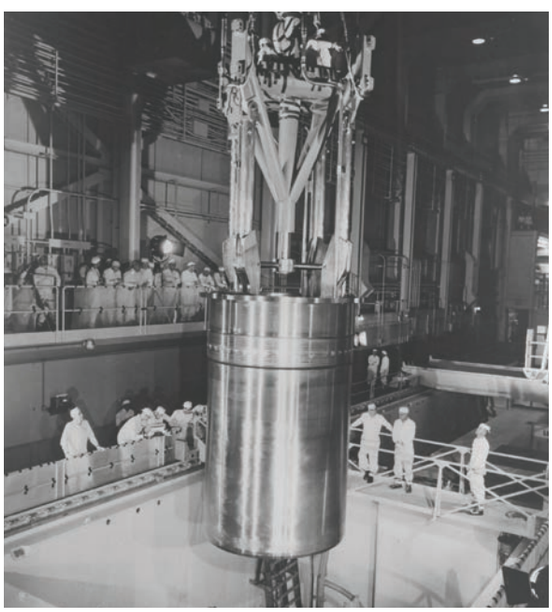
The period following the 1958 Convention in Cleveland, Ohio, was not easy for any segment of the labor movement. During this time, the IBEW experienced the most extreme wave of

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, with laws equally damaging to labor in effect in Canada, IBEW's efforts in organizing and collective bargaining were much more difficult. During the middle and late 1950s, the labor movement was under intense congressional scrutiny. In 1959, U.S. President Dwight Eisenhower signed into law the new Labor-Management Reporting and Disclosure Act (LMRDA), also known as the Landrum-Griffin Act, which amended the Taft-Hartley Act. The law imposed extensive reporting requirements for unions. As a result of the LMRDA, the IBEW was forced to spend considerable membership funds to comply with the law and defend the IBEW Constitution against actions—many of them frivolous and without merit—that aim to destroy or impair the organization.

1960s
NEW HORIZONS

In 1959, a full-time director of skill-improvement training was added to the International Office staff to keep members current with technological advances. Then, a complete industrial electronics course geared to inside, outside, railroad, maintenance, and utility members was developed.



Atomic power opened up additional work opportunities for IBEW members in the mid-20th century

Nuclear energy had started to take off as an industry. Twenty-seven atomic power projects, including 15 nuclear power plants, were under construction; one plant was already built and operated by IBEW members. In addition, work on nuclear-powered submarines, atomic freighters, and missiles opened up additional opportunities for IBEW members. The IBEW worked with representatives from major electrical utilities and the U.S. Atomic Energy Commission to develop a course and train instructors in the nuclear field on the uses and hazards of atomic energy.

1962 Convention

When the 1962 Convention in took place in Montreal, Quebec, 2,300 delegates representing more than 770,000 members were in attendance. The convention focused on promoting good conditions for workers and the need for better safety conditions throughout the United States and Canada. With electronic devices and nuclear energy now central to both countries' economies, the electrical trade took on a new level of responsibility. Delegates to this convention also voted to raise the per capita tax 60 cents, from $0.90 to $1.50.

IBEW's Diamond Jubilee

The IBEW Diamond Jubilee Convention was held in 1966 in St. Louis, Missouri, where the Brotherhood was born 75 years earlier. Delegates voted to create Strike Assistance and Legal Defense funds. "A" member delegates voted to strengthen the IBEW pension program by increasing payments to the PBF and improving benefits, including the addition of provisions for disability and vested pension benefits and a death benefit. This death benefit provision ($1,000 for normal death and $2,000 for accidental death) supplemented the death benefit already provided by the EWBA. The IBEW also began its Founders' Scholarship

IBEW's 1954 Convention was the largest labor union convention ever held at the time

Program, honoring the dedicated wiremen and linemen who organized the Brotherhood. The goal of the scholarship is to contribute to the personal development of IBEW members and to steward the electrical industry that its founders envisioned.

International 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.*

New Leadership

Following International President Freeman's retirement in 1968, IEC member Charles H. Pillard was appointed by the IEC to succeed him. Early on, International President Pillard realized the growing importance of residential construction and went on to establish a residential organizing program to help local unions reclaim work. His leadership was a driving force in the organization of the construction industry, and he provided a sound basis for improvements in pension benefits by negotiating an increase in the employer (NECA) contribution to the NEBF from 1 percent to 3 percent of payroll.

In addition, International President Pillard was instrumental in implementing a national system for portability of pension and health benefits for traveling members in the construction industry. This initiative has allowed countless IBEW construction electricians to maintain their health coverage in their home funds and keep their full pension benefits when traveling outside of their home local unions for work.

1970s
POWER AND PROSPERITY

Since the IBEW Convention of 1966, 101 new local unions had been chartered; membership had risen from 850,000 to 950,000; more than 45,000 members were receiving pensions; and wages were increasing steadily. In the 1970s, the IBEW reached its highest membership numbers. However, the labor movement began to feel the long-term effects of structural changes in the world economy that would eventually undermine the long post–World War II era of prosperity and North American economic dominance.

1970 Convention

The theme of the 1970 Convention in Seattle, Washington, was "Exploring New Horizons in Electricity," reflecting the strides the IBEW had made over the past decade. The delegates to the 1970 Convention added an Optional Spouse's Benefit (OSB) and an early retirement provision to the PBF. The OSB allowed an "A" member to elect to receive a reduced pension benefit so that, upon the member's death, one-half of the reduced pension will be paid to the member's surviving spouse for as long as the spouse lives. Early retirement provided that

members with 20 years of continuous good standing as "A" members could now retire as early as age 62.

In October 1972, IBEW membership reached an all-time high of one million. Another milestone occurred on December 1, 1973, when the new IBEW International Office was dedicated at 1125 Fifteenth Street NW, in Washington, DC. The previous headquarters at 1200 Fifteenth Street NW had been enlarged in 1935 and renovated in 1955, but it could no longer accommodate the operations of the growing union. Constructed entirely by union labor, the new 12-story building offered room for growth.

1974 Convention

The 1974 Convention in Kansas City, Missouri, was the largest convention of the Brotherhood to date. The convention celebrated the one-million-member milestone and focused on the Brotherhood surviving many trials and tribulations from anti-union sentiments and legislation over the years. However, the reality of inflation, a rising cost of living, high interest rates, and the unfair tax burden on low- and middle-class wage earners was clear during the convention. Disturbing trends that continue to this day were also discussed, including exporting jobs overseas so that multinational corporations could increase their profits by paying workers less, high unemployment, and a growing gap between the rich and poor. Unions were being unfairly attacked for economic trends that allowed the rich to get richer and the poor to become poorer. In response, the Brotherhood vowed to join the rest of organized labor in seeking a solution to these problems and taking political action to fight for economic justice.

IBEW International Secretary-Treasurer Joseph Keenan meets with U.S. President Lyndon Johnson

Work of the International Secretaries

In 1976, International Secretary Joseph D. Keenan retired from the Brotherhood. This great humanitarian faithfully served not only the IBEW, but the entire trade union movement. He received numerous honors for his dedication and devotion to the United States and was highly respected for his services in civic and political arenas. Early in his career, Brother Keenan realized that organized labor needed to become active in the education and registration of voters who could then elect public officials who supported working people.

Ralph A. Leigon was appointed to replace Brother Keenan as International Secretary in 1976. Leigon reorganized the office of the International Secretary, introduced the latest in modern office techniques and software design, and initiated the conversion to computerized systems in all departments of the International Office.

Jack F. Moore succeeded Ralph Leigon as International Secretary. Under Brother Moore's leadership, the pension funds of the Brotherhood grew significantly and benefits were improved. He also oversaw phenomenal growth of the IBEW's Political Action Committee, which helped to strengthen the voice of working people by supporting candidates who were friendly to labor.

1978 Convention

Since the previous convention, the United States and Canada experienced an economic recession that resulted in a reduction in membership from 1976 through 1977. However, members at the 1978 Convention in Atlantic City again took pride in the IBEW having more than one million members.

Delegates to the 1978 Convention addressed a number of pressing economic issues. They supported a resolution calling on the United States to reform the tax code in order to help stabilize the economy and promote balanced growth and full employment. Likewise, they supported resolutions that called upon the Carter Administration to bolster the national economy through various efforts including: job creation programs, changes to tax laws and other incentives to dissuade U.S.-based multinational corporations from moving jobs overseas, efforts to curb inflation, and policies to improve the U.S. trade deficit. The delegates encouraged the government to create full employment by investing in public works jobs, urban development, and mass transportation. The passage of two resolutions dealing with international trade and foreign imports demonstrated member concerns about the U.S. trade deficit and competing in a global marketplace.

Recognizing the importance of gender equality, the delegates also passed a resolution supporting the ratification of the Equal Rights Amendment. Finally, delegates at this Convention passed a resolution calling for the IBEW to support efforts to change legislation in Ontario, Canada, that called for mandatory 2-year collective bargaining agreements rather than allowing local unions to negotiate wages and working conditions without third-party intervention.

1980s
STRENGTH AMIDST ADVERSITY

The 1980s brought a conservative trend in the United States led by right-wing anti-unionists, whose primary purpose was to increase the profits and wealth of the already wealthy. The election of Ronald Reagan as U.S. president was a political watershed moment for conservatives. Although once a union member and president of the Screen Actors Guild, President Reagan took a very different stance toward unions when he fired every air traffic controller who participated in a strike called by their union, the Professional Air Traffic Controllers Organization. This initial incident set the stage for an anti-union political philosophy that continues to the present day.

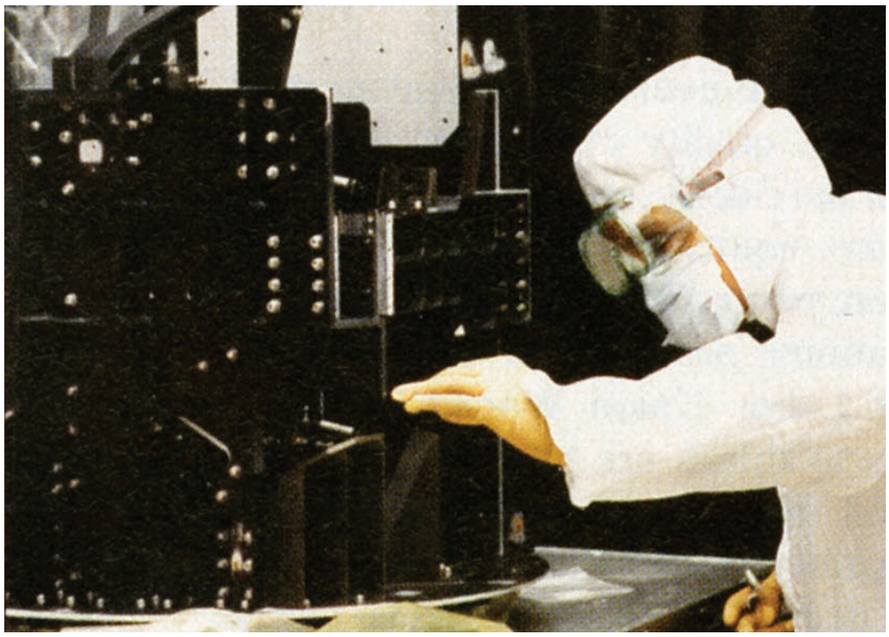
IBEW International President Pillard with International President Emeritus Freeman

Conservative thinkers also gained power in Canada and achieved significant inroads in damaging the labor movement. In both countries, wages stagnated and union membership declined.

Corporate executives' salaries soared to obscene heights while workers experienced continual rollbacks in wages and a loss of health-care benefits. Unemployment grew as IBEW's domestic industries seemed unable to compete with their foreign counterparts. The manufacturing 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 the Brotherhood's manufacturing members. In 1982, the court-ordered divestiture of AT&T led to a decline in telephone-industry membership, including devastating losses in manufacturing plants operated by that company.

1982 Convention

Nonunion electrical contractors also gained a stronger foothold in the 1980s, eroding membership in the IBEW construction branch. International President Charles Pillard underscored labor's position in the early 1980s:



An IBEW member onsite at NASA's Goddard Space Flight Center

Now we must gear ourselves to make the same fight that so many of our gallant pioneer members were compelled to make so often during the first 40 years of our proud history, years in which our country was domineered by those who placed greed and profits above the welfare of people.

The IBEW tackled the problems of the day at the 1982 Convention. To address the devastating housing policy of the Reagan administration, the IBEW vowed to intensify its efforts to increase program authorizations for necessary housing construction, reduce mortgage interest rates, and enact a bill to protect unemployed workers against home foreclosures. Furthermore, the IEC urged that the IBEW claim all electrical construction work done in service to National Aeronautics and Space Administration (NASA) space equipment, both in the private sector and for governmental research, and sought an agreement with NASA on the training and deployment of electrical workers.

With these committee recommendations adopted, the delegates turned attention to the creation and implementation of a massive national advertising campaign to support the buying of American-made products. Additionally, the IBEW continued its focus on strengthening the labor movement's campaign against anti-union legislation.

Through the turmoil of the early 1980s, the IBEW kept its financial footing. Membership in the IBEW, although hurt by the government's generally negative stance on labor issues, remained relatively stable, dropping only slightly from the one-million-member mark. Organizing continued to be a top priority for the Brotherhood. In addition to organizing campaigns, construction and energy production industries helped the IBEW to hold its influence during the Reagan era.

International President Pillard retired in 1986 and was named International President Emeritus. John J. Barry, International Vice President of the Third District, was appointed to succeed him.

1986 Convention

With International President Barry at the helm, delegates to the 1986 Convention assembled in Toronto, Ontario. Delegates addressed the continued challenges of anti-union legislation and the attack on working families.

The IBEW called on Congress and the U.S. president to enact new amendments to the Fair Labor Standards Act that would adjust erosion of the minimum wage and index its value against future losses in purchasing power. The Davis-Bacon Act, a federal law that requires the payment of local prevailing wages to laborers on public works projects, was discussed at length at the 1986 Convention. The IBEW stated its uniform opposition to repealing or weakening the Davis-Bacon Act, including exemptions from its laws for construction programs and efforts to restrict its classifications, eliminate enforcement procedures, and reduce enforcement personnel. Furthermore, delegates to the convention called for continued research and development of measures to promote energy efficiency and natural resource conservation, regulatory reform of nuclear power, and the continued development of alternative energy resources and environmentally sound practices.

Among the many pressing issues at the 1986 Convention, the IBEW continued in its enduring objective to encourage and support trade unionism free of government control, urging U.S. and Canadian governments to commit to basic human and trade union rights around the

world. In response to an anti-labor offensive aimed at destroying years of progress made by unions, delegates resolved to organize workers and create a construction organizing division. With nearly 870,000 workers in 1986, the IBEW focused on retaining and growing its membership base.

Rebuilding IBEW Organizing

Brother Barry dedicated much of his presidency to IBEW's organizing programs, especially in construction. He helped launch the COMET (Construction Organizing Membership Education Training) program that focuses on the importance of all members participating in the organizing effort. Through this and other initiatives, local unions and individual members became more directly involved in growing the Brotherhood. Barry also expanded the education programs of the IBEW and instituted a series of labor–management cooperation efforts that helped improve relations with key employers and promote job security for members.

1990s
CELEBRATING 100 YEARS OF SERVICE

Before the opening of the 1991 Convention in St. Louis, Missouri, a Centennial Exposition was opened to commemorate IBEW's first 100 years, celebrate the union's progress, and envision its next 100 years of service. In addition to educating visitors about the IBEW, the electrical industry, and the trade union movement, the exposition showcased the numerous ways in which the Brotherhood touches the lives of hundreds of millions of people across the United States and Canada.

Delegates to the convention amended the IBEW Constitution to provide for a convention every 5 years. Changing the frequency of conventions reduced costs and enabled more local unions to send delegates to attend. This convention also passed an amendment requiring the use of electronic voting. The EWBA and the PBF plans functioned separately until this convention, when they were combined into one fund, resulting in a significant improvement to death and pension benefits. At that time, all EWBA beneficiary designations became null and void, and all death benefits have since been paid by the PBF.

1996 Convention

At the 1996 Convention in Philadelphia, Pennsylvania, the theme "Taking Our Dreams Into the 21st Century" ushered the IBEW into the new millenium. The International President and International Secretary were elected by electronic voting for the first time, which was also used to determine the vote on some of the proposed amendments to the IBEW Constitution. The delegates adopted a constitutional change requiring that contested elections be conducted by secret ballot for the offices of International President, International Secretary, and Chairman of the IEC. Delegate action also directed the International President to appoint a committee to study the IBEW's Constitution and structure and recommend changes to ensure the Brotherhood's vitality.

IBEW International President J.J. Barry and International Secretary-Treasurer Ed Hill march with members

The Select Committee on the Future of the Brotherhood recommended changes to update the IBEW Constitution. The changes were approved by local unions through referendum early in 1998 and became effective May 1, 1998. The updates included instruction on conducting petitions for referendums, rules for local unions and local union officers, and the combination of the office of International Treasurer with that of International Secretary. A Railroad Department was established within the International Office to carry out the efforts of the Tenth Vice Presidential District. Consequently, the Twelfth International Vice Presidential District was renumbered to become the Tenth International Vice Presidential District.

Taking on a New Century

In 1997, then Third District International Vice President Edwin D. Hill was appointed International Secretary by International President Barry. One year later, Hill assumed the newly created position of International Secretary-Treasurer. Brothers Barry and Hill continued to lead the IBEW in the fight for the rights of the dedicated and skilled workers who helped to electrify North America for over more than a century.

5 IBEW in the 21st Century: 2000–2016

With the dawning of a new millenium, IBEW leadership looked to the future through the lens of the past. Using the Objects of the IBEW as their guide, they took on the goals of organizing, securing social justice, and electing labor-friendly political candidates with new energy and a sense of optimism.

2001
A CHANGED WORLD

In 2001, Brother Barry retired and appointed International President Hill to lead the Brotherhood. That September, IBEW officers, staff, and delegates assembled in San Francisco, California, for the 2001 Convention.

On the second morning of the meeting, the September 11th attacks on the United States sent shockwaves around the world. The celebration of union pride and spirit brought by the convention was tempered by tragedy and horror. We all shared in the grief, but two of the Brotherhood's local unions were especially affected. Among the dead and missing were 16 members from Local 3 and four from Local 1212, both in New York City.

One resolution passed at this convention increased the death benefit payment to $6,250 and provided for an accidental death benefit of $12,500. The death benefit changes were made effective retroactively to September 10, 2001, in order to provide assistance to the beneficiaries of our members who lost their lives in the terrorist attacks.

The Chairman of the IEC was elected in the first secret ballot electronic vote by an amendment passed at the previous convention.

The delegates focused on securing the future of the IBEW by protecting collective bargaining and making organizing a primary goal of the Brotherhood. With a membership of nearly 775,000, the IBEW set its sights on seeking justice and defending the rights of free people in the workplace and the world.

In Memoriam

Our fallen members were doing what hundreds of thousands of our sisters and brothers do every day—going to work to do a job. They were simply trying to fulfill the goal to which we all aspire: earning a good living to help realize their dreams for the future.

Their lives and spirit will not be forgotten.

Thomas Ashton, Local 3
James Cartier, Local 3
Robert Caufield, Local 3
Gerard Coppola, Local 1212
Joseph DiPilato, Local 3
Salvatore Fiumefreddo, Local 3
Harvey Hermer, Local 3
Steven Jacobson, Local 1212
Ralph Licciardi, Local 3
Michael Lowe, Local 3
Charles Lucania, Local 3
Lester Marino, Local 3
Jose Martinez, Local 3
Robert Pattison, Local 1212
Joseph Romagnolo, Local 3
Isaias Rivera, Local 1212
Jeffrey Shaw, Local 3
Steven Strauss, Local 3
Glenn Travers Sr., Local 3
Kenneth White, Local 3

2003–2015
ORGANIZING AND THE IBEW CODE OF EXCELLENCE

On November 1, 2003, International President Hill restructured all organizing efforts, creating the Membership Development Department. Another key initiative introduced during Hill's tenure was the Code of Excellence, a joint commitment between employers and the IBEW to work together to ensure on-the-job safety, increase productivity, and provide the highest quality for customers.

On January 21, 2005, the IBEW moved into new headquarters at 900 Seventh Street NW in Washington, DC. The new building's state-of-the-art equipment and spaces updated the union's administrative capabilities and exemplify the highly trained and skilled membership of the largest electrical union in the world.

Since the 2001 Convention, the IBEW benefit funds experienced record growth. Brother O'Connor, the International Secretary-Treasurer during this time, helped lay the groundwork for a national IBEW/NECA Family Medical Care Plan (FMCP).

An IBEW construction wireman proudly displays his Code of Excellence certification

2006 Convention

In 2006, Jon F. Walters succeeded Brother O'Connor, guiding the FMCP in its early years and overseeing the continued expansion of technological upgrades to the operations of all of IBEW's funds.

The 2006 Convention took place in Cleveland, Ohio, with a focus on reversing the membership losses that the union experienced since 2001. The delegates voted to institute increases in the per capita tax paid by local unions, to be implemented in three phases: January 1 of 2007, 2009, and 2011. This $3 increase in per capita was for an ambitious program to devote additional resources to stimulate growth in every major industry in which the IBEW has a presence.

Delegates also approved an increase to the PBF, providing a $4.50 credit per year of service. All members retiring on or after January 1, 2007, receive these improved payments. Another change that occurred at the 2006 Convention was that any member of the IBEW was allowed to elect "A" membership by agreeing to pay the appropriate per capita dues and payments to the IBEW PBF.

2011 Convention

A renewed commitment to organizing helped the IBEW get through the worst of the 2008 global recession and regain market share once the economy began its upswing in the 2010s.

Delegates to the 2011 International Convention in Vancouver adopted increases in the per capita tax to fund an expanded and more aggressive organizing approach. In addition, the convention delegates approved changes to the PBF, including raising the monthly PBF contribution rates to $15 effective January 1, 2013; and $16 effective January 1, 2015. These increases were intended to help the PBF continue its mission of providing pension and death benefits to IBEW members and their beneficiaries.

Changing Leadership

In 2015, International President Hill stepped down after a nearly 60-year career in the union. Sixth District Vice President Lonnie R. Stephenson was named as his successor. In his new role, Stephenson continued Hill's policy priorities: organizing, promoting the Code of Excellence, and building community outreach.

2016
ORGANIZING FOR THE FUTURE

Today, the IBEW remains strong with approximately 725,000 members. In the construction industry, IBEW membership has reached an all-time high. The IBEW continues to serve as a fine example to all unorganized workers of the benefit of collective action as it grows and thrives.

The IBEW stands where it does today because strong men and women protected and preserved the union.

United through more than 800 local unions established throughout the United States and Canada, the IBEW has additional members in Puerto Rico, Panama, Guam, and Saipan. The Brotherhood remains one of the largest electrical unions in the world, and its members' wages, working conditions, and benefits continue to provide a solid living and a middle-class existence for hundreds of thousands of families.

Each era writes its own history. Where IBEW's vibrant and strong heritage goes from here depends on the sisters and brothers of today.

IBEW and the labor movement remain a political force, primarily through a resurgence of grassroots activism and member education. Labor has beaten back several major challenges to workers' rights, including so-called "paycheck protection" legislation—ostensibly developed to prevent unions from funding politically oriented activities that some members may agree with—that could silence unions in their efforts to obtain legislation and regulations favorable to working people. Labor was instrumental in the election of Bill Clinton as President in 1992 and 1996 and of Barack Obama in 2008 and 2012; and it has made the difference in numerous campaigns for progressive leaders in races at the federal, state, provincial, and local levels.

IBEW International President Lonnie Stephenson

Organized labor has fended off attacks on the collective bargaining rights of public workers—which would undermine the rights of all workers—in Ohio and elsewhere, but has suffered setbacks in Wisconsin and other states. Since 2000, Oklahoma, Indiana, Michigan, and Wisconsin have added to the number of right-to-work states. And the labor movement has been unable thus far to win changes to strengthen labor law and make the system fairer to workers who are trying to organize and negotiate first contracts. This challenge requires every member to stand strong and contribute energy to upholding the Brotherhood's mission.

IBEW Conventions & Leaders

CONVENTIONS

1st	St. Louis, MO (Nov. 1891)
2nd	Chicago, IL (Nov. 1892)
3rd	Cleveland, OH (Nov. 1893)
4th	Washington, DC (Nov. 1895)
5th	Detroit, MI (Nov. 1897)
6th	Pittsburgh, PA (Oct. 1899)
7th	St. Louis, MO (Oct. 1901)
8th	Salt Lake City, UT (Sept. 1903)
9th	Louisville, KY (Sept. 1905)
10th	Chicago, IL (Sept.–Oct. 1909)
11th	Rochester, NY (Sept. 1911)
12th	Boston, MA (Sept. 1913)
13th	St. Paul, MN (Sept.–Oct. 1915)
14th	Atlantic City, NJ (Sept. 1917)
15th	New Orleans, LA (Sept. 1919)
16th	St. Louis, MO (Sept.–Oct. 1921)
17th	Montreal, QC, Canada (Aug. 1923)
18th	Seattle, WA (Aug. 1925)
19th	Detroit, MI (Aug. 1927)
20th	Miami, FL (Sept. 1929)
21st	St. Louis, MO (Oct. 1941)
22nd	San Francisco, CA (Sept. 1946)
23rd	Atlantic City, NJ (Sept. 1948)
24th	Miami, FL (Oct. 1950)
25th	Chicago, IL (Aug.–Sept. 1954)
26th	Cleveland, OH (Sept.–Oct. 1958)
27th	Montreal, QC, Canada (Sept. 1962)
28th	St. Louis, MO (Sept. 1966)
29th	Seattle, WA (Sept.–Oct. 1970)
30th	Kansas City, MO (Sept. 1974)
31st	Atlantic City, NJ (Oct. 1978)
32nd	Los Angeles, CA (Sept. 1982)
33rd	Toronto, ON, Canada (Sept. 1986)
34th	St. Louis, MO (Oct. 1991)
35th	Philadelphia, PA (Sept. 1996)
36th	San Francisco, CA (Sept. 2001)
37th	Cleveland, OH (Sept. 2006)
38th	Vancouver, BC, Canada (Sept. 2011)
39th	St. Louis, MO (Sept. 2016)

PRESIDENTS

(1891–1893)	Henry Miller
(1893–1894)	Queren Jansen
(1894–1897)	H.W. Sherman
(1897–1899)	J.H. Maloney
(1899–1901)	Thomas Wheeler
(1901–1903)	W.A. Jackson
(1903–1919)	F.J. McNulty
(1919–1929)	J.P. Noonan
(1929–1933)	H.H. Broach
(1933–1940)	D.W. Tracy
(1940–1947)	Ed J. Brown
(1947–1954)	D.W. Tracy
(1954–1955)	J. Scott Milne
(1955–1968)	Gordon M. Freeman
(1968–1986)	Charles H. Pillard
(1986–2001)	J.J. Barry
(2001–2015)	Edwin D. Hill
(2015–)	Lonnie R. Stephenson

SECRETARIES

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

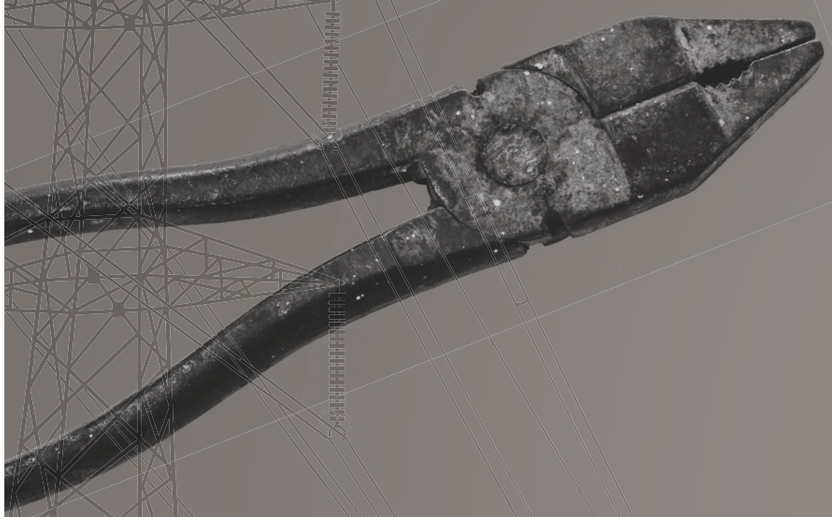
SECRETARY-TREASURERS

(1891–1895)	J.T. Kelly
(1998–2001)	Edwin D. Hill
(2001–2005)	Jeremiah J. O'Connor
(2005–2008)	Jon F. Walters
(2008–2011)	Lindell K. Lee
(2011–)	Salvatore (Sam) J. Chilia

IBEW Per Capita Payments

Date	Amount	Membership Type
1891	$0.10	
1893	$0.15	
1895	$0.25	
1903	$0.30	
1913	$0.40	
	$0.25	LU, Class A
	$0.25	LU, Class B
1919	$0.60	
	$0.25	LU, Class A
	$0.25	LU, Class B
1919	$0.75	
	$0.25	LU, Class A
	$0.25	LU, Class B
1921	$1.00	
	$0.50	LU, Class B
1927	$0.73	
	$0.50	LU, Class B
1935	$0.73	A
	$0.50	B
January 1, 1947	$0.70	A and BA
	$0.50	B
B Membership Eliminated in 1953		
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
January 1, 2007	$11.00	A and BA
January 1, 2009	$12.00	A and BA
January 1, 2011	$13.00	A and BA
January 1, 2012	$15.00	A and BA
January 1, 2014	$17.00	A and BA

IBEW Timeline



1891 NBEW founded (Nov. 28) and affiliated with the American Federation of Labor (Dec. 7).

Apprenticeship system established by the NBEW Constitution.

1892 First female members admitted into NBEW.

First paid staff position established.

1893 First journal, *The Electrical Worker*, published (Jan. 15).

Convention delegates voted to hold conventions every 2 years.

1895 Telephone operators joined NBEW.

1896 First female organizer appointed.

1897 First female delegate sent to the NBEW Convention.

1899 NBEW became an international union when jurisdiction extended to include Canada; name changed to IBEW.

1908 IBEW split into two factions: Reid-Murphy and McNulty-Collins.

IBEW affiliated with the Trades and Labour Congress of Canada.

1912 U.S. Supreme Court decision upheld McNulty-Collins as officers of the legitimate IBEW.

1913 Delegates returned to a united Convention (Reid-Murphy faction reabsorbed into the legitimate Brotherhood by agreement in 1914).

1918 Constitutional amendment rendered actions of conventions final.

IBEW membership triples during World War I.

1919 Telephone Operators Department established.

1920 Council on Industrial Relations founded.

IBEW headquarters moved from Springfield, IL, to Washington, DC.

1921 International Convention voted to form the Electrical Workers' Benefit Association (EWBA), providing life insurance to IBEW members.

1924 Research Department established.

1927 Pension plan (Pension Benefit Fund) established.

1929 IBEW headquarters built at 1200 15th Street NW, Washington, DC.

1935 Second type of membership created by referendum vote ("B" membership).

1939 IBEW became bargaining agent for technical employees of the Columbia Broadcasting System.

1941 National Apprenticeship Standards for the Electrical Construction Industry were established, a collaborative effort of IBEW, the National Electrical Contractors Association (NECA), and the Federal Committee on Apprenticeship.

International Convention celebrates its 50th anniversary.

1946 Number of vice presidential districts increased from 10 to 12.

National Employees' Benefit Fund (NEBF) agreement signed by IBEW and NECA.

"BA" membership created.

1947 National Joint Apprenticeship and Training Committee (NJATC) formed.

Government Employees Department established.

Progress meetings for vice presidential districts instituted.

National Electrical Benefit Fund (NEBF) went into effect.

1950 International Convention changed to every 4 years instead of every 2 years (affirmative decision reached in 1952).

1951 Broadcasting and Recording Department established.

1953 "B" membership eliminated; all members required to transfer to either "A" or "BA" membership.

1954 IBEW held the largest labor union convention to date.

1955 Construction and Maintenance, Manufacturing, Telephone, and Utility departments established; previously existed as divisions within the IBEW.

1959 Skill Improvement and Safety departments established.

1963 U.S. Supreme Court ruling supported authority of IBEW Constitution.

1966 Founders' Scholarship Program instituted to celebrate the 75th anniversary of the IBEW.

1971 International Office moved to 1125 Fifteenth Street NW, Washington, DC.

Special Services and Organizing departments established.

1972 IBEW membership reached 1 million.

Telephone Department operations relocated to International Office.

1977 IBEW and NECA agreed to improve NEBF benefits and increase employer contribution from 1% to 3%.

1981 Electrical Industry Health and Welfare Reciprocal Agreement established; achieved 100% participation in 1985.

1982 IBEW affiliated with the Canadian Federation of Labour.

1984 Electrical Industry Pension Reciprocal Agreement established; achieved 100% participation in 1989.

1986 IBEW International President J.J. Barry developed Construction Organizing Membership Development Training (COMET).

1987 Pension Investment and Employee Benefits Department established.

1988 Education Program established (became Education Department in 1991).

1989 Canada IBEW-COPE established.

1990 Canadian Signal and Communications Union joined the IBEW.

The First District began publication of its newsletter, *Canadian Comment*.

1991 Centennial Exposition and 100th Anniversary Convention held in St. Louis, MO. Delegates voted to hold convention every 5 years.

1994 New database established for agreement approval/analysis.

Public Relations Department established.

1995 First IBEW-wide opinion poll of rank-and-file members conducted.

1996 Electronic voting used for first time at an IBEW convention.

Committee authorized to study IBEW's Constitution and structure.

1997 IBEW reaffiliated with the Canadian Labour Congress.

1998 Offices of the International Secretary and International Treasurer combined.

Railroad Department established.

Former Twelfth Vice Presidential District renumbered as Tenth Vice Presidential District.

2003 Organizing efforts restructured and combined into the Membership Development Department.

2005 International Office moved to new building at 900 Seventh Street NW, Washington, DC.

2006 IBEW established the Family Medical Care Plan.

IBEW, along with six other building trades, launched the Mechanical Allied Crafts.

IBEWHourPower.com website launched.

2007 Code of Excellence launched.

2008 National 401(k) plan introduced.

IBEW founded the National Labor Management & Public Affairs Committee.

Construction membership reached all-time high.

2009 IBEW issued "smart" cards to all active dues paying members.

IBEW Journal published its last issue.

2010 Construction coordinators appointed for each vice presidential district.

Utility Code of Excellence unveiled.

2012 IBEW completed installation of a studio production facility at the International Office.

2014 IBEWmade.com website launched.

NJATC renamed the Electrical Training Alliance.

2016 IBEW celebrated 125 years of Brotherhood.

Part II

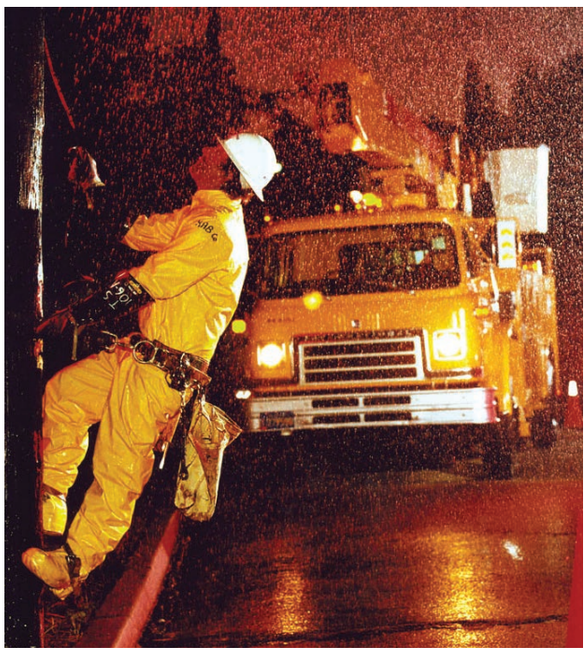
Structure of the IBEW

6 Organization

7 Jurisdiction

8 Industries of the Brotherhood

9 Services of the International Office



6 Organization

The IBEW prides itself on the autonomy of its local unions, which are organized into eleven districts with an International Office in Washington, DC. The International Office carries out the day-to-day operations of the Brotherhood, including protecting members' health and safety through education and the development of standards; administering pension and other payments; ensuring that our members get the best and most up-to-date training available; representing the working class through political action; and supporting organizing programs at the local, regional, and international levels.

The IBEW International Convention, which meets every 5 years, is the highest governing body of the IBEW. All international officers are elected at convention, and the basic policies of the IBEW are determined there through votes on proposed resolutions and constitutional amendments. The convention is also the final authority on appeals.

Each affiliated local union in good standing for at least 6 months prior to each convention is entitled to elect delegates to attend it. The number of delegates is fixed by Article II, Sec. 8, of the IBEW Constitution.

The executive officers of the IBEW—the International President and International Secretary-Treasurer—are charged with supervising the affairs of the IBEW in accordance with their duties as outlined in the IBEW 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.

Under the direction of the International President, the elected international vice presidents supervise the affairs of and provide services to the local unions in their respective districts (see the map on p. 47). The international vice presidents and their staff members assist local unions with membership development (including organizing), collective bargaining, and contract administration. The international vice presidents also act on appeals from local union Trial Board decisions and on charges filed by members against local union officers and representatives.

The IEC consists of nine members and meets four times per year to carry out its duties as described in the IBEW Constitution, including acting on appeals; reviewing applications for pension, disability, or retirement benefits; auditing the books and accounts of the international officers; and reviewing all proposed constitutional amendments submitted for referendum vote. The IEC has a chairman, who is elected at large, and eight members elected to represent their respective IEC districts (see

Local unions and their members are the heart of the IBEW.

the map on p. 48), which are different from the international vice presidential districts.

Local unions are chartered by the International Secretary-Treasurer under authorization by the International President and operate in prescribed territorial and trade jurisdictions. They are responsible for organizing in their respective jurisdictions, aiding in collective bargaining, and managing employer–employee relations.

Local unions also 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. Local unions elect their own officers in accordance with constitutional and bylaw procedures. In addition, local unions affiliate with state, provincial, central, or trades councils as decided by the International President.

The IBEW is affiliated with the AFL-CIO, the umbrella affiliation for U.S. unions that includes North America's Building Trades Unions and the Metal Trades, Maritime Trades, Transportation Trades, and Union Label and Service Trades departments. The IBEW is also affiliated with the Canadian Labour Congress, which is the largest labor organization in Canada. Beyond North America, the IBEW cooperates with other international labor organizations to build solidarity and advance workers' rights around the world.

IBEW International Vice Presidential Districts

IBEW International Executive Council Districts

7 Jurisdiction

Determining jurisdiction includes consideration of the physical boundaries (territorial jurisdiction) as well as types of work (trade jurisdiction) for local unions. The IBEW Constitution (Article XIII, Sec. 2) empowers the International President to determine both the territorial and trade jurisdiction of a local union.

Jurisdiction policy applied only to territorial jurisdiction at first, but it was later extended to include trade jurisdiction. The policy requires that international vice presidents recommend the trade and territorial jurisdictions of local unions within their districts to the International President. The International President then approves or disapproves each recommendation according to the circumstances of each situation.

Trade jurisdiction is based on the IBEW Constitution (Article XXVI) and is set forth in a local union's bylaws (Article I, Sec. 1).

The trade classifications listed in the IBEW Constitution and the IBEW *Local Union Directory* (Form 75) serve as guidelines. Local union bylaws define territorial jurisdiction either geographically or by employer, as the case may be. Jurisdiction in cable television, electrical manufacturing, radio-television broadcasting, telephone, and utility is granted based on approved current labor agreements on file in the International Office.

In the case of a jurisdictional dispute between local unions, the International President determines which local union will do certain work. In addition, the International President may take charge of and direct certain jobs or projects when circumstances warrant this action.

Determining Jurisdiction

1. The local union notifies its international vice president.
2. The international vice president investigates the situation and makes a recommendation to the International President.
3. The International President awards or denies jurisdiction according to its impact on the overall welfare of the IBEW.

G.J. F.C. BRINE
ELECTRICAL
ENGINEERS and
CONTRACTORS
204 FRANKLIN AV.

8 Industries of the Brotherhood

The following describes the industries and jobs of the many workers of the IBEW. These descriptions are not intended to replace the material in the IBEW Constitution. They serve as summaries and include the articles and sections of the IBEW Constitution for reference.

OUTSIDE AND UTILITY WORKERS

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

Utility workers in power plants control and regulate the energy that heats and lights homes, runs factories, and drives giant machinery. Watch engineers, boiler operators, turbine operators, switchboard control operators, and load dispatchers are responsible for generating and distributing power by proper load connection to the lines that serve our homes and communities. Utility workers also construct, operate, and maintain the facilities of water utilities and transit systems.

The IBEW Constitution (Article XXVI, Sec. 4) establishes the jurisdiction of outside and utility workers.

Linemen and Other Workers

Linemen install and maintain the lines that supply electricity to consumers. 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 linemen with their assignments.

Other IBEW workers in the utility industry include radio dispatchers, meter installers, testers, repairmen, and clerical workers. Cable splicers, welders, and machine operators also play valuable roles in the important work of producing electrical energy.

IBEW linemen and utility workers keep the power running during extreme weather

The Gas Industry

No discussion 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 to oversee the transmission, distribution, and maintenance of gas utilities and to provide clerical support for this work.

INSIDE ELECTRICAL WORKERS

Inside wiremen are responsible for constructing, installing, erecting, repairing, or maintaining all materials, equipment, and appliances required to generate, supply, or furnish electricity.

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 to ensure that all equipment is working properly.

IBEW construction members are an integral part of the building of our cities

These workers must be highly skilled: Their 5 years of apprentice training qualifies 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 as well.

Wiremen work with renewable energy sources including wind turbines, solar photovoltaic, geothermal, biomass, wave, fuel cells, microturbines, and energy storage. They install, maintain, and repair the systems necessary to meet our nations' ever-growing energy demands. Wiremen at nuclear power plants support outages and ongoing construction that is vital to our nations' power supply. Inside wiremen also perform preventive maintenance, testing, and commissioning within existing facilities and for new construction projects.

Other aspects of inside electrical work include maintaining and repairing electrical signs and fabricating switchboards and panel boards. The IBEW Constitution (Article XXVI, Sec. 5) establishes the jurisdiction of inside electrical workers.

COMMUNICATIONS WORKERS

The IBEW has represented workers in radio, television, and recording since the early days of experimentation and development in these fields. IBEW members work behind the scenes in the broadcasting industry to assemble, install, repair, and maintain all equipment, apparatus, and appliances required to transmit data, voice, sound, video, and other emerging technologies (including fiber-optic and high-speed data cables). High degrees of skill are required to install, operate, and maintain the complex equipment. In addition, continually changing technology demands the personal ingenuity, initiative, and continual skill improvement of communications workers. Similarly, the recording industry depends upon

the special technical skills of our members to produce digital audio and video.

IBEW members were active in the development of high-definition television (HDTV) and recorded the first speech on HDTV by a U.S. president and the first HDTV "Movie of the Week," produced for CBS. This medium demanded new specialized skills, and the International Office was instrumental in persuading the U.S. government to set the standard for HDTV. The IBEW now sets its sights on expanding new technologies, including 3D and 4K. As these technologies emerge, IBEW members will continue to be at the forefront to develop and make this technology available to the mainstream public.

The IBEW Constitution (Article XXVI, Sec. 6) establishes the jurisdiction of communications workers.

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, IBEW members are involved in the installation, maintenance, and operation of almost all of the communications systems that our countries rely on. All phases of this industry—from fabrication and construction to product maintenance and public safety services—depend on special radio, satellite, and TV links. IBEW personnel are employed in maintenance and repair work essential to modern, efficient telecommunications.

Telecommunications

The telecommunications industry has experienced many changes since Alexander Graham Bell was granted the first telephone patent in 1876. We have seen the telephone evolve from an awkward electrical–mechanical instrument to the sleek digital devices we use today. The old copper facilities, manual switchboards, and customer service centers—that provided work for decades for IBEW linemen, installers, operators, service representatives, and more—are being replaced with fiber optic cables, digital switches, and automated attendants. Today's telephone and cable companies are focused on new products and wireless technology to offer voice, video, and data products. Tens of thousands of IBEW members are employed at telecommunications companies such as AT&T, CenturyLink, Comcast, Frontier Communications, and Verizon.

IBEW members broadcast our favorite sport events

IBEW members maintain our lines of communication

IBEW railroad workers keep transportation systems running

RAILROAD ELECTRICAL WORKERS

Railroad work has always held a fascination for Americans and Canadians, perhaps because railroads played an important part in building our nations. IBEW members have played a vital role on our nations' freight, passenger, and commuter railroads since the industry's beginning. Railroad electricians perform many duties with various carriers to inspect, test, maintain, repair, and rebuild highly sophisticated railroad electrical equipment. This equipment includes locomotives, passenger cars, signal systems, communication systems, and positive train control systems. IBEW members are also responsible for maintaining railroad right of ways, stations, rail shops, rail yards, and other buildings used by the railroads.

The 1990s brought interest in high-speed rail to the United States. These sleek passenger trains, traveling at speeds up to 135 miles per hour, operate in the Northeast Corridor between Boston, Massachusetts, and Washington, DC. Rail ridership has been increasing year after year, with more people looking to use rail as their mode of transportation to and from work. Freight traffic is also on the rise, indicating a promising future for additional IBEW railroad jobs. As a result of the success of high-speed trains, the 21st century has seen additional investment in them across the United States. Canada does not have high-speed rail, but studies on its benefits for the country are ongoing.

Railroads in the United States and Canada are now using advanced train control systems to track trains, help keep them on schedule, and enhance their safety. These systems use satellite technology and transponders installed on train engines to track the movement of trains, depending heavily on reliable voice and data communications, such as microwave and voice radio. The introduction of new technology means that the railroad industry will require an increasingly skilled workforce to maintain and repair the sophisticated equipment.

The IBEW Constitution (Article XXVI, Sec. 7) establishes the jurisdiction of railroad electrical workers.

IBEW manufacturing members work on products that add convenience and comfort to our lives

ELECTRICAL MANUFACTURING WORKERS

The manufacturing branch of the IBEW represents thousands of women and men involved in the research, development, and assembly 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 industries such as aerospace, automotive, communications, consumer electronics, health care, and national defense. Equipment required for the generation, control, and distribution of electricity is also produced by IBEW manufacturing members.

Because lifestyles in the United States and Canada are directly bound to an abundant use of electricity and electrical products that are 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 force that the IBEW represents. 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.

The IBEW Constitution (Article XXVI, Sec. 8) establishes the jurisdiction of electrical manufacturing workers.

GOVERNMENT WORKERS

Some IBEW members work for the United States and Canadian governments. In naval and coast guard shipyards, naval ordnance plants and various defense capacities, electricians, linemen, gyro and electronics technicians, electric-crane repairmen, and other workers are essential to the defense of our nations and the safety of our people.

IBEW members that work aboard ships are employed in private and federal shipyards doing repair, renovation, and shipbuilding and breaking. In the federal, state, and municipal areas, electrical workers sustain transmission lines; provide maintenance to federal buildings and equipment; take part in communications work; support navigational locks and dams; and maintain hydro- and steam-driven electric power generating plants.

In the United States, IBEW members are employed in many federal agencies, bureaus, and departments, including: all branches of the armed services, the General Services Administration, the Bureau of Reclamation, the National Park Service, and the Department of Veterans Affairs. IBEW members maintain the electrical and electronic machinery that prints U.S. stamps, currency, laws, and other government documents. Their worksites include the Tennessee Valley Authority, Bonneville Power Administration, Western Area Power Administration, Southwestern Power Administration, Sandia National Laboratories, and Brookhaven National Laboratory.

IBEW members also work at federal, state, and municipal jobsites such as the New York and New Jersey harbor authorities and the Chicago Transit Authority. They work as emergency responders, police, dispatchers, attorneys, paralegals, architects, and engineers.

IBEW government employees work in shipyards, naval plants, and federal buildings

In Canada, IBEW members work in shipyards as part of the Metal Trade Councils and perform skilled electronics work for the Treasury Board of Canada. IBEW technicians are employed in operational, scientific, research, and development work for government ministries such as the Canadian Coast Guard;

National Defence; Foreign Affairs, Trade and Development Canada; and Transport Canada.

The IBEW Constitution (Article XXVI, Sec. 9) provides that government workers may be organized under any of the general branches of the IBEW.

OTHER TRADE CLASSIFICATIONS

Thousands of IBEW members work in the U.S. space program on cutting-edge projects such as telescopes that explore early life and distant objects in our universe and devices that monitor weather, environmental, and sea-level conditions.

An IBEW member working at NASA's Goddard Space Flight Center

Other members work behind the scenes in unique ways, servicing jukeboxes, running electrically operated "tote" devices of parimutuel systems at racetracks, and providing complex lighting arrangements for entertainment venues. The IBEW also has members working with radar and on nuclear projects, X-rays, and other medical equipment.

Office workers are another key segment of the IBEW, particularly those in our utility, telecommunications, and manufacturing fields. Maintenance workers, who keep electrical installations and equipment running, also form a vital part of the IBEW.

Technological advances, including the increasing use of automation and technology in manufacturing, construction, and communications, are reshaping the future of electrical work. However, change has also occurred in the structure of the electrical industry, and traditional electrical classifications and jurisdictions are becoming more interdependent among the various branches.

9 Services of the International Office

The International Office of the IBEW provides important services for its members and industries. Headquartered in Washington, DC, this center of operations is divided into two types of departments: 1) industry/branch departments and 2) support departments. Department directors and staff members of the International Office work closely with other unions, industry groups, and government agencies and officials.

INDUSTRY/BRANCH DEPARTMENTS

Industry/branch departments within the International Office represent six specific areas of the electrical industry:

1. Utility
2. Construction and Maintenance
3. Broadcasting and Telecommunications
4. Railroad
5. Manufacturing
6. Government Employees

These departments conduct annual conferences for officers of IBEW local unions with jurisdiction in their particular branch of the industry, issuing reports and statements that support the IBEW's goals. Directors and members of these departments are experienced in their industries and can, at the request of the respective international vice president, assist local unions with jurisdiction in that branch. They also coordinate activities among local unions and system councils within their branches.

Department staff offer help with organizing efforts, negotiations, grievance and arbitration, jurisdictional disputes with other unions, and national and international agreements. Staff also help local union officers and members to stay informed about new developments and other matters of interest in their industries.

Utility

The Utility Department of the International Office provides advice and assistance to local unions and system councils with utility jurisdiction in the United States and Canada. Among the department's responsibilities are addressing electric, gas, water, nuclear, and transit issues (whether investor-owned, publicly owned, or cooperative); approving information and giving advice concerning the provisions of utility agreements; and confronting problems arising from the

IBEW utility members working on an outside line

industrial use of nuclear energy in reactors, isotopes, and other sources of ionizing radiation. The department collaborates with other labor groups and with government agencies to develop adequate safeguards for radioactive materials. Utility Department staff members serve on numerous committees dealing with the installation, operation, and maintenance of utility facilities, including matters of worker safety.

Construction and Maintenance

The Construction and Maintenance Department assists IBEW local unions in increasing market share, creating partnerships, resolving conflicts, protecting craft jurisdictional lines, safeguarding prevailing wages, and overseeing national agreements. Other responsibilites include handling jurisdictional disputes, approving project labor agreements, and working closely with IBEW Hour Power and ElectricTV.net. The department also works with complementary organizations such as Helmets to Hardhats and renewable energy associations, attends trade shows and exhibitions, and ensures employer compliance with the Davis-Bacon Act and other prevailing wage laws.

Broadcasting and Telecommunications

The Broadcasting and Telecommunications Department monitors the federal regulations and legislation that may impact the broadcasting and telecommunications industries and IBEW membership. The department pursues internal and external organizing opportunities at broadcast crewing companies, sports arenas, telecommunications firms, and other venues. Staff address member issues, assist local unions with collective bargaining, and maintain working relationships with companies that employ IBEW members.

In the United States, IBEW broadcasting and telecommunications members work under agreements with CBS, AT&T, and Comcast, among others. In Canada, IBEW members work for companies including CableLync, NorthwesTel, MTS Allstream, and Rogers Cable Atlantic.

Railroad

The Railroad Department handles national negotiations with freight railroad companies and assists the railroad system councils and local unions with their independent bargaining. Department representatives attend regular meetings with the Railroad Safety Advisory Committee and its working groups on rail safety issues with the Federal Railroad Administration. The department tracks and responds to legislative and political developments, as federal legislation affects almost every aspect of the railroad industry from funding to safety legislation.

Manufacturing

The Manufacturing Department oversees collective bargaining agreements in the manufacturing sector. It maintains oversight and administration for the IBEW Union Label, maintains the IBEWmade.com website, and encourages IBEW local unions to adopt the Manufacturing Code of Excellence. Additionally, the department works in collaboration with the Membership Development Department to organize new members and gather information to assess potential manufacturing targets so that field organizers are better prepared for campaigns.

Government Employees

The Government Employees Department serves IBEW local unions that represent members employed by federal, state, provincial, and municipal local governments in the United States and Canada; those working under the U.S. Department of Labor's McNamara-O'Hara Service Contract Act; and those employed in the shipbuilding and marine industries. The department serves as a liaison to many federal government agencies, private employers, and departments of the AFL-CIO. Additionally, the department monitors important legislation, advocating for laws that preserve, retain, and improve jobs and benefits for IBEW members.

SUPPORT DEPARTMENTS

The support departments handle many of the day-to-day functions of the IBEW and help to fulfill the long-term goals of the Brotherhood. The staff of these departments maintain pension and payment records, provide research to support collective bargaining and organizing, manage the union's investments, oversee the local union supply store, create educational and training programs, and inform the public and IBEW members through media and publications.

Education

The Education Department serves as a resource for IBEW members and staff and promotes the core priorities of the IBEW through education and training. Department staff members have expertise in developing and presenting training programs to meet the specific needs of our members, local union leaders, international representatives, and staff.

Courses including New Business Manager Training, Construction Organizing, Membership Education Training, Train-the-Trainer (for classes to be taught directly by the local union), Code of Excellence Steward Training, Local Union Leadership Training, and Member Orientation are developed by the department. Additionally, to better support membership development, the department offers the following courses: First Contract Negotiations Training, Leadership Education and Planning for Organizing, Organizer Boot Camp, Member-to-Member Training, and Member-to-Future Member Training.

The department is committed to providing the highest quality education possible; to that end, it continually revises and adds courses according to feedback from training attendees. The department's staff teach all of the courses throughout the United States and Canada with assistance from district international representatives.

Research

The IBEW Research Department, one of the first such departments instituted by a labor union, was established in 1924. 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 by a department solely devoted to this purpose. The Research Department in its early days collected 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 in the ensuing years.

Department staff members have expertise in corporate affairs, shareholder activism, financial and industry analysis, job evaluation and testing, wage incentives, labor economics, employee benefits, database design, publishing, research, writing, and editing. The department compiles information to assist international

IBEW members receive training from Education Department staff

officers and staff members as well as local unions and district offices. When requested, staff prepare reports for use in negotiations, organizing, conferences, and government hearings. The department also administers the IBEW Founders' Scholarship program and provides scholarship information to members.

Media

The Media Department is charged with the mission of communicating the IBEW's message and purpose to members and the public. The department runs an integrated communications network that combines print resources with the IBEW's website, original videos, and social media.

The IBEW has produced an official publication since 1893. The IBEW founders believed that communication was an important factor in binding the membership together; therefore, they included the requirement for a publication in the IBEW Constitution (Article IV, Sec. 3).

The Brotherhood's monthly magazine, the *IBEW Journal*, was an important means of communication in the early days of the union. In 2007, the IBEW added a monthly newspaper, *The Electrical Worker*. The *IBEW Journal* ceased publication in 2009, but *The Electrical Worker* continues on a monthly basis.

The Electrical Worker serves as an educational and motivational tool for the membership and conveys the scope of IBEW activities to members and the public. The newspaper also serves as a platform to publish items required by the IBEW Constitution or by statute, including the minutes of the IEC meetings, referendum results, IBEW audits, National Electrical Benefit Fund trustee reports, and notices to members and fee payers of their rights.

The IBEW's online presence offers resources for members including access to the *Local Union Directory* (Form 75), jurisdictional maps, and links to district websites and IBEW social media. The IBEW Media Center provides original content highlighting issues in the electrical industry, political developments, and coverage relevant to the labor movement as a whole. Visitors can also view award-winning videos produced in house and featuring IBEW members.

The department also maintains the IBEW's online presence via Facebook, Twitter, YouTube, Flickr, Vimeo, Pinterest, and blogs such as DailyKos.

Civic and Community Engagement

In 1971, the Department of Special Services was established in the International Office and charged with designing programs and developing a center of information for both retired members and those planning retirement. The department was renamed Human Services in 1991 and expanded its focus to include diversity, community services, and groups such as the disabled, youth, and minority and women workers.

Today, the Civic and Community Engagement Department maintains liaison with many likeminded 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; Pride at Work; and Coalition of Labor Union Women. This department also

The video production facility at the IBEW International Office contains a studio, control room, and audio booth

maintains the relationship between the IBEW and Union Privilege, through which members can receive a variety of health, economic, and legal benefits.

Political/Legislative Affairs

Everyday across the United States and Canada, elected officials and regulatory and judicial bodies make decisions that affect IBEW members. The Political/Legislative Affairs Department monitors these decisions and works to have an impact on the outcome. The department is involved in the political process by educating and mobilizing IBEW membership, and it serves as the hub for all IBEW political contributions.

Through individual voluntary and local union contributions, the IBEW Political Action Committee (PAC) supports candidates, committees, and educational programs that promote the goals and mission of the Brotherhood. The department files federal, state, and local campaign finance reports to ensure that the PAC remains in compliance with all election laws. The mobilization and education portion of the department is called the IBEW Grassroots Program.

CIR/Bylaws and Appeals

The CIR is a unique labor–management judicial body that allows labor and management in the electrical contracting industry to settle major differences peacefully. At quarterly meetings, six representatives of NECA and six members of the IBEW hear both sides of a dispute and render a unanimous decision.

The CIR is an arbitration board; and because decisions are unanimous by rule of the council, and a third party is never involved in deliberations, the CIR can effect fair decisions and seek out errors to correct. For nearly a century, employers and employees in the electrical contracting industry have voluntarily settled their differences via the CIR—a record that has earned IBEW and NECA the "strikeless industry" title.

IBEW members participate in a rally at the U.S. Capitol

The department also processes local union bylaws and charters and determines jurisdiction and membership classifications in accordance with the IBEW Constitution. In addition, staff process appeals of decisions regarding violations of the IBEW Constitution rendered by the international vice presidents.

Membership Development

The Membership Development Department oversees organizing activities in all IBEW branch/industry departments and coordinates campaigns among the IBEW branches and districts and on the international level. Staff also develop strategies and training methods for successful organizing campaigns. The department is divided into two sections: 1) construction organizing and 2) professional and industrial organizing.

Construction organizing campaigns include companies employing outside linemen, line clearance and tree trimming workers, and electricians working on the construction and maintenance of buildings and other structures. Professional and industrial organizing campaigns involve workers in broadcasting, manufacturing, railroad, telecommunications, and utility industries, as well as government employees.

The department works closely with other groups, including IBEW branch/industry

departments, North America's Building Trades Unions, and other unions to provide support to successfully organize workers and sign companies to IBEW agreements.

Information Technology

The Information Technology (IT) Department oversees all computer-related activities of the IBEW. Staff members design, program, implement, and maintain all in-house computer systems; they also install, integrate, and implement the computer, phone, and video systems for the International Office and districts.

The department staff prepare and review all hardware and software purchase requests; administer various databases; design and administer the wide-area network and the CIR website; and investigate the feasibility of new technologies for IBEW use. The department assists district offices with computer-related activities, including purchasing and installing hardware and software, training, and development of custom applications. Additionally, the department is responsible for administering and hosting IBEW websites and provides a help desk for all international representatives and international vice presidents.

The department coordinates all computer-related activities for IBEW International Conventions and annual conferences, registering delegates and calculating voting strength, recording election results, and producing delegate mailings and expense checks.

Pension and Reciprocity

The IBEW Pension and Reciprocity Department reports and provides assistance to the international officers regarding pension and death claim payments, construction industry reciprocity, and membership records.

The department also provides assistance with and research into membership records for the purpose of determining eligibility for pension and death benefits. The International Office staff use these requests for various activities, including organizing, political action, and informational mailings. The department researches, reviews, and corrects data for members, including per capita reports, obligation forms, beneficiary forms (including old EWBA records), and correspondence. When necessary, the department contacts local unions directly for information to help maintain accurate records.

The department director also serves as the reciprocal administrator for the Electric Industry Pension Reciprocal Agreement and the Electrical Industry Health and Welfare Reciprocal Agreement. This position is responsible for administering and addressing inquiries related to these agreements, as well as maintaining current data on all participating funds. These agreements, created by the IBEW in cooperation with NECA, enable the transfer of members' pension and health and welfare contributions back to their home funds, regardless of where they may be working.

Per Capita

The Per Capita Department is responsible for reviewing all per capita reports submitted by IBEW local unions and verifying membership transactions and payments. The department provides local unions with membership summaries that list the number of new admissions; membership type changes, including transfers to and from Honorary Withdrawal and Traveling Card activity; Official Receipts for local unions' per capita payments; and Statements of Balances. Staff send monthly status reports to each international vice president.

Another responsibility of the department is administering the IBEW Agency Fee Payers (AFP) Objection Plan, which provides a procedure for nonmembers to obtain a reduction in their monthly fee payments pursuant to federal law. Employees working under contractual union security provisions in the United States may choose not to become full union members and not support union activities that are unrelated to collective bargaining. The AFP Objection Plan is designed to assist IBEW local unions in fulfilling legal obligations to notify

employees of their rights and to provide them with a procedure for exercising these rights.

Finally, the department maintains detailed records on Trial Board assessments, including the assessed member's name, the assessment, the amount of the fine, and all payments.

Accounting

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

Support Services

The Support Services Department is responsible for purchasing supplies, inventory control, mail services, imaging, central filing, and records management. The department also approves orders for IBEW Union Made, Union Assembled, and Construction labels. Serial numbers of these labels are recorded for future reference as well as historical purposes.

The department expedites the delivery of supplies and merchandise to local unions, district offices, members, and international organizers and sells items through the local union supply store.

The IBEW logo artwork is issued by the department to local unions for their use in compliance with established rules and regulations, and the department enforces logo trademark infringements. Finally, the department distributes IBEW Service Awards for members with continuous good standing for 50 years and more.

Safety and Health

The Safety and Health Department promotes safe work practice codes for different industries and works actively for their adoption. It promotes effective safety and health legislation, and assists local unions in setting up programs and resolving any safety or health problems. The department works closely with other unions, safety and health organizations, and government agencies to reduce accidents both on and off the job. Within the Brotherhood, the department works with all trade jurisdictions to help develop safety standards and programs. Its primary focus is occupational safety—although home, community, and personal safety and health issues frequently require departmental attention. Staff also participate in national consensus standard committees on issues involving worker safety.

Personnel

The Personnel Department's primary responsibility is to provide assistance to the staff of the International President and the International Secretary-Treasurer in making the best possible use of the International Office's human resources. The department administers employee health and welfare benefits, processes retirements, and handles various personnel matters. The department can assist when a liaison is needed between the employees and their medical carriers.

The department's responsibilities include administering employee health and welfare benefits and maintaining health care information; processing medical, dental, vision, prescription,

An IBEW member presents a safety demonstration for school children

and legal benefits; ensuring compliance with various laws; and consulting with other departments to analyze and prepare job descriptions and the specifications for jobs within a particular department. The department also handles employee grievances, manages building access and security issues to ensure the safety of the International Office, and coordinates various community-relations events.

Investments

The Investments Department reports to and assists the International Secretary-Treasurer with investing pension funds and administering plans overseen by the IBEW. These plans include the IBEW PBF; International Officers, Representatives and Assistants Plan; Office Employee Plan; IBEW General Fund; IBEW Employees 401(k) Plan; and the National Electrical 401(k) Plan.

Primary responsibilities of the department include monitoring and evaluating the performance of investment managers; maintaining cash flow for benefit payments; accounting of real-estate investments; and overseeing IBEW-owned property, which involves working with the custodial bank to review analytical evaluations of IBEW accounts and determining reporting requirements.

Agreement Approval

The Agreement Approval Department was re-established in 2015 with its efforts focused on processing agreements in an accurate and timely manner and providing excellent service to local unions, district offices, and other departments with their needs concerning collective bargaining agreements.

The responsibility of this department is to enforce adherence to IBEW procedures regarding the content of labor agreements between local unions and employers. Adhering to these procedures will minimize conflicts and the turnaround time during the agreement-approval process. The department lends support to all branches of the IBEW, and the information extracted from each agreement is compiled and used to generate reports that support negotiations and organizing across industries.

Business Development

This department's primary responsibilities include overseeing and coordinating business development efforts on multiple levels throughout the Brotherhood. These efforts focus on direct contact with customers, owners, developers, and contractors with the ultimate goal of increasing IBEW market share.

The department has successfully obtained written commitments from large customers to exclusively engage IBEW signatories on their planned projects in exchange for assistance with their permitting and regulatory processes. This strategy and subsequent activities have included IBEW member and officer submissions of project support letters to state and federal regulatory agencies, attendance and supporting testimonies at various public hearings, supporting letters to the editors of various print media outlets, production and media buys for project-supporting TV commercials, and lobbying efforts at many levels with multiple agencies.

International Brotherhood of
Electrical Workers®

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