



JANUARY
2021

VICE PRESIDENT'S REPORT

Brothers and Sisters:
Happy New Year! I hope you had a safe and happy holiday season and that you had the opportunity to relax and enjoy some down time with your family.

I am pleased to announce that the Fourth District Families in Need Drive was so successful that we were able to help eighteen (18) IBEW Fourth District families this year (instead of 10) thanks to the donations received from the Fourth District retired and current staff, our IEC Officers and our International Officers. Many of these families have written to share their appreciation for the IBEW and for making their holidays a little brighter. I am so happy

that we were still able to continue this tradition in these unprecedented times. Special thanks to the local unions that nominated families for this drive. This would not have been possible without your help!

Construction:

In December, we completed negotiations with NECA on the Regional Agreements. I am hopeful that the small tweaks that we have made will result in increased organizing and usage by each region, and ultimately help us continue to make strides to regain our market share. I strongly believe that adding the "owners working with their tool's" language will help some of our existing members that want to start a business, make the move. Likewise, adding prefab to the scope of the agreements will make us more competitive against the non-union Rough-in and Ready's, and increasing the wages in the MD/DC/VA region will help us recruit more brothers and sisters into our industry. Finally, the term for all the agreements is one year; January 1, 2021 to December 31, 2021. This short term will give us time to evaluate whether these changes are moving the needle in the right direction or whether additional tweaks are necessary.

Market share numbers for 2018 have been released and now that the process of computing them has been automated, I have been advised that we can expect the 2019 market share numbers sometime in January 2021. This is great news as these numbers provide good feedback as to whether our organizing efforts are paying off.

We continue to promote the Fourth District Solar Variance throughout the District and have a lot of momentum in Ohio going into the new year. We have become a strong resource for solar developers through our advocacy at public service commission hearings. Further, the residency requirements in Ohio have many recognizing that we are the best resource for reliable, skilled manpower. Special thanks to BM Dan Shirey (Local Union 575), BM Ed Moore (Local Union 683), BM Dave Phillips (Local Union 673), and BM Mike Ruppert (Local Union 32) for their help in testifying and getting strong advocates within their local unions to testify on behalf of this work. Great job Brothers.

(continued on next page...)



IBEW FOURTH DISTRICT

Political:

We are days away from President Elect Biden taking office and he continues to place strong advocates for workers within his administration. We remain hopeful that the two Georgia Senate seats both go our way, and President Elect Biden can fully implement his plans for a build back better infrastructure plan, without the constant gamesmanship played by Senate Republicans.

I recently requested and was provided information on the level of participation each Fourth District Local Union had throughout the election cycle. While I was pleased to see that the majority of the Fourth District Local Unions participated in the election activities, there are still some local unions that chose not to, even with the stakes so high for workers in this country. This was disappointing to say the least.

The International Constitution requires that the President of each Local Union appoint a Registrar to promote political education. Specifically, to encourage all members to register and vote, to keep the membership informed on candidate's worthy of support and pending legislation of vital importance to the country, the community, and the members of the Local Union.

In these polarized political times, it is easy to throw up our hands and choose not to be involved, but this is a fight that we ALL need to be in. It affects our livelihood, our pensions, our families, and the future of all workers. It is not an option to sit out. There is too much at stake.

International Convention:

The IBEW International Convention is scheduled for September of this year in Chicago, Illinois. With the recent release of the COVID-19 vaccines, we are hopeful that the convention can take place in person. However, International President Stephenson and International Secretary-Treasurer Cooper are preparing for both a virtual and in-person convention should it be unsafe to hold the event in-person. I will keep you posted as more information is available. Please also remember that at the last convention, Article 2, Section 7 was changed to require that all per-capita payments must be paid through July prior to the first of the month in which the International Convention is held or your delegates will not be seated at the convention.

In closing, I remain hopeful that 2021 will be a turning point; one that sees an end to this pandemic, one that sees an end to the four years of attacks on workers by Washington and most of all a prosperous year for each of you. Thank you for all you do and are going to do for working families this year!

In Solidarity,



Gina P. Cooper

Fourth District International Vice President

WHERE'S THE WORK??

We will begin including ongoing and upcoming manpower needs across the District to keep our unemployed members aware of work opportunities and assist the locals to successfully staff their projects.

INSIDE

Local 80 - Norfolk, Virginia: **Immediate Needs!** Amazon conveyor project(s), highway lighting project and Microsoft Data Center expansion.

Local 573 - Warren, Ohio: Electric Motor facility and Battery facility.

Local 666 - Richmond, Virginia: Various projects in the Richmond area.

Local 683 - Columbus, Ohio: Project Mustang (Data Center) along with many other projects including hospitals, distribution centers and University projects.

Local 1105 - Zanesville, Ohio: **Immediate Needs!** Facebook and Project Mustang (Data Center) along with other various projects.

OUTSIDE

Local 317 - Virginia/West Virginia: A new transmission project should be building up by the end of the first quarter.



Construction Organizing Report Published By: Gary Osborne

The year 2020 has probably changed the way many businesses will operate from this point forward, including the IBEW. We have learned to social distance, wear a mask when in public and hold our meetings by Zoom. Our Inside and Outside organizers have learned how to recruit workers by utilizing a more virtual means of contact as opposed to our normal jobsite visits and one-on-one meetings. Hopefully, the pandemic will soon be behind us and life can somewhat return to normal, but the lessons learned over the last ten months need to be carried forward.

In the Fourth District, our construction membership continues to grow. From August through November our District grew by 603 members or 1.6%. We were fortunate during 2020 that the majority of our projects remained on track, with very few projects cancelled. Our manhours under the Regional Agreements have remained steady, in fact we are on track to match or exceed the hours worked in 2019. We currently have many opportunities upcoming on solar scale projects across the District which will greatly increase the need for manpower for those local unions.

As Organizers we need to focus not only on organizing the unorganized worker, but also the unorganized employer. Over the past several years our focus has been on recruiting enough manpower to meet the needs of our employers, but the majority of us have lost focus on the open shop employers. Many locals have increased their membership which has positively impacted their market share numbers but has not increased their employer base. Eventually as work slows, an expanded contractor base will be critical to maintaining full employment.

Let's make 2021 a banner year for organizing in the Fourth District! Keeping in mind there are only three things to organize in construction: the work, the workers, and the employers. We have the tools in our toolbox. On Inside work, we have the Regional Agreements which allows our contractors the tool to competitively compete for the work, our organizers on the Inside and Outside have the ability and the tools to recruit workers from their chosen targets; now we just need to maintain our focus on the employers. Growing our membership, growing our market share, and increasing the number of signatory employers equals better wages, more secured benefits, and greater employment opportunities for our members. Let's make 2021 our year!

ORGANIZER'S CORNER:

P&I Organizing Report Published By: Bert McDermitt, Jr.

Congratulations to:

Local 1194 – Jaren Thompson, Business Manager

- Ohio Edison/First Energy – Warren, OH
- Collectors – 2 employees (Armor-Globe) – 100% yes vote

Local 978 – James Richards Jr., Business Manager

- Area Wide Protective – Parkersburg & Huntington, WV
- Successful with Unfair Labor Practice charges and objections to the election activities conducted by the employer
- Working towards a stipulated election agreement to conduct a new election in the first quarter of 2021

Local 666 – Charles Skelly, Business Manager

- Aclara Smart Grid Solutions, LLC – Richmond, VA
- Smart meter installers – 22 employees
- Awaiting a ruling from the Regional Director from Baltimore, MD on (4) challenged ballots from an election conducted July 10, 2020
- The election resulted in a tie, a hearing for the challenged ballots was conducted and concluded on July 31, 2020.
- Post hearing briefs were submitted August 7, 2020. The Hearing Officer recommended in favor of Local 666. To date we await a ruling from the Regional Director.

The 4th District Professional and Industrial Membership Development Policy directs each Local Union to develop and implement a 12-month strategic organizing plan. COVID-19 has created some unique challenges in accomplishing the review and implementation of these plans. During these unique times, many of you have used new tools to continue the business of the membership. The Membership Development staff have worked and conducted organizing campaigns with Local Unions almost entirely via Zoom. This included using mail ballots that were counted via Zoom with the National Labor Relations Board and employer.

The International Lead Organizers will be coordinating setting a date with each Local Union for the review of your 12-month strategic organizing plan. This should include a review and discussion of the following:

- IO and 4th District Membership Development Policies
- Support that can be provided by the Membership Development staff
- Statistics of the Local Union Membership numbers and trends – Union Density
- Development and engagement of a Local Union organizing committee
- Local Union 12-month strategic organizing plan – the plan should define a mission, identify short and long-term goals, and develop an action plan to include a timetable with an evaluation process



THE FOURTH DISTRICT NEEDS YOUR CREATIVITY!

With the 40th International Convention upon us in late August/early September 2021, it has been a long-standing tradition that each district design a unique district pin that can be worn proudly by each of our delegates, in addition to trading these pins with other delegates from other districts. It is also a tradition to redesign the logo every 5 years. With that said, we are asking for design ideas for our Fourth District Delegate Pin from the local union's membership. In these creative designs, please keep in mind the district's motto of "The Fighting Fourth."

Selection of the design will be done by presenting the designs to each business manager for a vote.

Please have designs submitted by email or mail by **March 1, 2021**.



IBEW Fourth District Office
5100 Buckeystown Pike – Suite 255
Frederick, MD 21704
or
ivpd_04@ibew.org



UPCOMING VIRTUAL TRAINING

While we would prefer to host in person trainings at your local union that are customized to meet your needs, we realize that that is not always possible, particularly for some of our smaller local unions.

Therefore, to ensure that everyone has the opportunity for training, we are offering the following training in a virtual format. **Please register a minimum of two (2) weeks in advance of these trainings to allow us time to mail class handouts to the participants.**

Stewards Virtual Training:

(2 evenings, for 2 hours each)

- **March 3 & 4, 2021**
- **June 2 & 3, 2021**

Local Union Election Judge Virtual Training:

(2 evenings, for 2 hours each)

- **January 26 & 27, 2021**
- **February 23 & 24, 2021**
- **March 30 & 31, 2021**
- **April 27 & 28, 2021**

New Officer Leadership Virtual Training:

(2 evenings, for 2 hours each)

- **February 3 & 4, 2021**
- **July 4 & 5, 2021**

To sign up for any of the above trainings, please send an email request with the names of the participants to:

IVPD_04@ibew.org

REGIONAL AGREEMENT MEETING SCHEDULE 2021

Regional Agreement Meetings have been scheduled throughout 2021 to discuss local union organizing efforts, the regional agreements and share information and best practices. Please mark your calendars now!

AM Morning Sessions – 9:00am to 12:00pm
PM Afternoon Sessions – 1:00pm to 4:00pm

Wednesday, January 20, 2021 (AM) – NORA Region
Wednesday, January 20, 2021 (PM) – Southwest Region
Thursday, January 21, 2021 (AM) – Central Region
Thursday, January 21, 2021 (PM) – MD, VA, DC Region

Wednesday, May 12, 2021 (AM) – NORA Region
Wednesday, May 12, 2021 (PM) – Southwest Region
Thursday, May 13, 2021 (AM) – Central Region
Thursday, May 13, 2021 (PM) – MD, VA, DC Region

Wednesday, September 29, 2021 (AM) – NORA Region
Wednesday, September 29, 2021 (PM) – Southwest Region
Thursday, September 30, 2021 (AM) – Central Region
Thursday, September 30, 2021 (PM) – MD, VA, DC Region

"The key is not to prioritize what's on your schedule but to schedule your Priorities"

-Stephen Covey

Additional Virtual Training Opportunities

FMCS Institute for Conflict Management is offering virtual training opportunities to sharpen your skills with live, web-based courses and you can register now!

Date: 1/12/21, 1/13/21, 1/14/21

Session Title: **Mediation Skills**

Registration Link:

<https://www.fmcs.gov/eventsregister/mediation-skills-online/>

Fee: \$1,300

Date: 1/13/21, 1/20/21, 1/27/21

Session Title: **Funny You Should Ask – The Art and Science of Asking Questions**

Registration Link:

<https://www.fmcs.gov/eventsregister/the-art-and-science-of-asking-questions-january-2021/>

Fee: \$225

Date: 2/17/21 & 2/19/21

Session Title: **Gathering Input & Fostering Engagement in the Virtual World (2 Session Series)**

Registration Link:

<https://www.fmcs.gov/eventsregister/webinar-gathering-input-and-fostering-engagement-in-the-virtual-world/>

Fee: \$150

BUSINESS DEVELOPMENT UPDATE BY: JON ROSENBERGER

While 2020 undoubtedly brought challenges to the Business Development team and how we operate, we adapted and continued to work on behalf of the IBEW membership. Some of the opportunities on the horizon in the Fourth District are Department of Defense projects and utility scale solar projects.

The Business Development Department is seeking your help to identify contractors that have previously worked on or are certified to work on Department of Defense (DOD) projects. We believe there will be opportunities for work throughout the district at virtually every DOD facility. Due to the vast scale and timeline of these projects, it is critical that the district be prepared. The first step in preparing for these opportunities is to establish an accurate database of IBEW contractors approved to work on DOD projects. From there, with your help, we will develop a plan to get more IBEW contractors approved to work on DOD projects and secure this work.

As reported in the November Newsletter, there are many renewable energy projects in the permitting or pre-permitting phases throughout the district. There is a strong plan in motion in the state of Ohio to support and secure this work. A team of international representatives and I have been working with local unions to identify opportunities, provide educational materials, and importantly build relationships between developers, contractors, and local union leadership. As of December 31st, there are nearly 600 projects in the pre-construction phase throughout our district. We will continue the teamwork approach throughout the district, tailoring the materials and method we are using in Ohio as needed.

The Business Development Team continues to evolve and adjust its practices to continue its relationship building, despite the pandemic. If you are aware of a DOD approved contractor or are interested in more information about upcoming solar opportunities within your jurisdiction, please contact me. I look forward to continuing to work with all local unions in the Fourth District to build relationships and secure job opportunities for our members.



Benefits Conference:

The 2021 IBEW/NECA Employee Benefits Conference will be held virtually on Monday, January 25, 2021 and Tuesday, January 26, 2021.

Registration to virtually attend is now open. The purpose of this conference is to provide information and updates for business managers, chapter managers, plan administrators, and fund trustees involved in today's Taft-Hartley world of multiemployer fringe benefits.

Registration is free and can be completed online THROUGH LOCAL CONNECTIONS.

EWMC Conference:

The Electrical Workers Minority Caucus is going to be held virtually on Friday, January 15, 2021 and Saturday, January 16, 2021. The tentative schedule is as follows (all times are Eastern Standard Time):

- Friday, January 15th
 - Main Plenary – 7:00pm to 9:00pm
 - District social hour – 9:00pm to 10:00pm
- Saturday, January 16th
 - Plenary – 10:00am to 11:00am
 - Workshops, repeat twice
 - Closing – 3:00pm

The registration fee is \$25.00 but everyone who attends is asked to pay the yearly dues of \$75.00. The options for payment are online or by check. The link to register is: <https://uniononly.io/o/ewmc/individual-registration-includes-2021-dues>. Payment by check may be sent to:

EWMC
P.O. Box 821462
Vancouver, WA 98682

mark your Calendar

2021 TENTATIVE PROJECTED SCHEDULE

(PLEASE NOTE: THESE DATES ARE SUBJECT TO CHANGE OR CANCEL DUE TO THE PANDEMIC)

| | |
|--|---|
| JANUARY 24, 2021 JANUARY 27, 2021 | IBEW/NECA BENEFITS CONFERENCE VIRTUAL |
| FEBRUARY 14, 2021 FEBRUARY 18, 2021 | CIR WASHINGTON, DC |
| MARCH 15, 2021 MARCH 19, 2021 | BROADCASTING, MANUFACTURING AND TELECOM VIRTUAL MEETING |
| APRIL 7, 2021 APRIL 9, 2021 | UTILITY CONFERENCE HILTON, NEW ORLEANS, LA |
| APRIL 15, 2021 APRIL 17, 2021 | CONSTRUCTION CONFERENCE WASHINGTON, DC |
| MAY 4, 2021 MAY 6, 2021 | FOURTH DISTRICT PROGRESS MEETING LOUISVILLE, KY |
| MAY 16, 2021 MAY 20, 2021 | CIR WASHINGTON, DC |
| AUGUST 15, 2021 AUGUST 19, 2021 | CIR WASHINGTON, DC |
| AUGUST 30, 2021 SEPTEMBER 3, 2021 | IBEW CONVENTION CHICAGO, IL |
| OCTOBER 3, 2021 OCTOBER 6, 2021 | 28 TH CONSTITUTIONAL CONVENTION OF THE AFL-CIO PHILADELPHIA, PA |
| OCTOBER 3, 2021 OCTOBER 8, 2021 | FALL TELECOM MEETING TRADEWINDS RESORT, ST. PETE BEACH, FL |
| OCTOBER 20, 2021 OCTOBER 23, 2021 | RENEW CONFERENCE HILTON NEW ORLEANS, NEW ORLEANS, LA |
| OCTOBER 24, 2021 OCTOBER 27, 2021 | RAILROAD AND GOVERNMENT EMPLOYEES HILTON, MYRTLE BEACH, SC |
| NOVEMBER 1, 2021 NOVEMBER 4, 2021 | MEMBERSHIP DEVELOPMENT CONFERENCE HYATT REGENCY ATLANTA, ATLANTA, GA |
| NOVEMBER 13, 2021 NOVEMBER 17, 2021 | CIR WASHINGTON, DC |
| NOVEMBER 16, 2021 NOVEMBER 18, 2021 | NUCLEAR CONFERENCE HILTON NEW ORLEANS, LA |

YEAR END OHIO AFL - CIO LEGISLATIVE REPORT

By: Tim Burga
“Lame Duck” Session

OHIO GENERAL ASSEMBLY

What started out as a very busy “Lame Duck” session came to a close with no resolution on key bills that Labor had made progress on throughout the year. Speaker Cupp did not rule out the possibility of the House coming back before the end of the year to take up a VETO override vote of Senate Bill 311--a bill that severely hampers the Governor’s ability to enact emergency health orders as he has done in response to the Covid-19 pandemic.

PTSD care for First Responders: For years, the state federation has been advocating for Workers Compensation benefits for first responders who are dealing with Post Traumatic Stress Disorder (PTSD) without an accompanying physical injury. We were successful in lobbying to have this language included in the House BWC budget bill earlier in the session. However, after an agreement by the Republican majority to pull this provision from the budget bill and act on it separately before the end of the session, passage of PTSD bill did not materialize. Instead, the Senate majority decided to amend House Bill 308 to create an entirely new fund within the Police and Fire Pension system to be made available to first responders who are diagnosed with PTSD. In the end, Senate Republicans decided to create a Study Committee within the Police and Fire Pension Fund that will make recommendations to the next General Assembly on how the fund will be administered. No money was authorized to be transferred into this new fund. The House concurred to the Senate changes of the bill and it now heads to the Governor for signature. While this may get first responders one step closer to receiving crucial care, not passing the original language is a major disappointment. Full engagement on this issue will be needed during the next General Assembly.

School Funding: Another major disappointment, after much talk about school funding equity, has been the unwillingness of the Senate majority to pass the fair school funding bill, House Bill 305. After two years of workgroup meetings, over a dozen committee hearings, and countless hours of thorough debate, and decades of operating under a school funding scheme that has been ruled unconstitutional, the Ohio House overwhelmingly passed HB 305 in early December. Beyond having a funding formula that meets the educational needs of each child, the bill also would end the disastrous policy of offsetting funds for school districts based on private school voucher cost. This change is desperately needed as charter schools continue to siphon necessary resources from our public school districts.

Overtime Pay: A defensive victory for Labor came in the form of stopping Senate Bill 243, legislation that would have allowed employers to stop paying employees overtime for performing certain tasks before or after their scheduled shift. For example, the legislation would allow employers to stop paying employees overtime for checking e-mail or taking a work call after hours, or hospitals to stop paying nurses for putting on or taking off their personal protective equipment. The state federation joined with allies in opposing this unnecessary bill. We will likely see it reintroduced when legislators return in January.

HB6: Finally, the legislature was unable to come to any consensus around amending or repealing House Bill 6. The majorities in both chambers believed that having an extra day of session would allow enough time for a compromise to be found, however consensus was not reached, and Legislators left town without holding any votes on a repeal or pause measure. An important development did occur as Legislators debated the fate of HB6 as a Franklin County judge placed an injunction on the fees and subsidies that were to begin in January. Speaker Cupp has promised to revisit this issue in the next General Assembly.

(continued on next page...)

“All life is interrelated. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one directly, affects all indirectly.”

-Dr. Martin Luther King

Other Legislative News:

WEST VIRGINIA:

The Legislative Session starts February 10, 2021 with huge Republican majorities in the House and Senate and a Republican Governor. We expect them to come after us in multiple areas including Licensing (again), Paycheck Protection, Workers Compensation and Unemployment Compensation.

KENTUCKY:

The Legislative Session starts on January 5, 2021 with huge majorities of Republicans in the House and Senate. Number one issue and first order of business is the attack on unemployment insurance (going to cut the current \$ amount in half) and to override the Governor's Executive orders regarding COVID-19 matters.

MARYLAND:

The Legislative Session starts on January 13, 2021. The Democrat's control the House and Senate with a Republican Governor. Expected legislation includes an Essential Worker Protection Act Bill, an Electrical Licensing Bill and an Apprentice to Journeyman Ratio Bill

VIRGINIA:

The Legislative Session starts on January 13, 2021. Democrats have a majority in the Senate, the house and control the governorship. During this session we expect to see labor-friendly legislation on Worker Compensation – Prohibition of Employer Retaliatory discharge of employee(s) who file for claims and Right-to-Work – Repeal of specific provisions that would reverse legislation and allow labor unions and employers to agree to 'Union Security' provisions in their collective bargaining agreements.

DISTRICT OF COLUMBIA:

The DC Council will convene on January 5, 2021.

CONGRESS

After seven months of Senate Republican refusals, an agreement was finally reached for another COVID-relief package, one that provides relief checks to individuals and extends unemployment benefits with a \$300 boost. However, the Senate Republicans would not move on providing needed aid to state and local governments. See AFL-CIO Richard Trumka's statement on passage of the bill: <http://ohioaflcio.org/2020/12/21/statement-from-afl-cio-president-richard-trumka-on-the-latest-covid-19-relief/>

Some of the key provisions of the bill include:

- Direct payments of \$600 going to individual adults with adjusted gross income of up to \$75,000 a year based on 2019 earnings.
- Enhanced federal jobless benefits of up to \$300 per week for 11 weeks, providing a lifeline for hard-hit workers until March 14.
- \$285 billion for additional loans under the Paycheck Protection Program.
- Extended moratorium on tenant evictions another month, through Jan. 31.
- Increased monthly food stamp benefits — formally known as the Supplemental Nutrition Assistance Program, or SNAP — by 15 percent for six months, beginning on Jan. 1.

The measure also includes money for schools, vaccine distribution, and broadband. During the negotiation, Senate Republicans refused to include much needed relief for local governments and Democrats rightly held the line on giving corporations egregious legal immunity. After President Trump spent the Christmas break railing against the bill that his own staff and the Treasury Secretary negotiated, he finally caved in and signed the measure yesterday. Delay in signing the bill may mean one week less of unemployment benefit extension, from 11 to 10 weeks.

"The ultimate test of a person, a union, a movement and a people is not whether we get knocked down. It is what do we do when we get up. Are we smarter, stronger, more compassionate, more determined and more united? This is always our choice."

-Mark McDermott