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THE NEWSLETTER OF IBEW LOCAL 11

NEWS @ 11



New Offices Opening in South Bay, District 6

After Long Drought, Members to Get Dispatch Halls Closer to Home

Good news for members in the South Bay and LA's Eastern regions. After years with no satellite hubs in Districts 2, 3 or 6,

IBEW 11 is opening two new offices in those regions so members will have easier access to dispatch halls, classes and union get-togethers.

"We're reaching out to members where they live," said IBEW 11

President Rusty Roten. "It's been far too long since we've had home offices in these two areas. We're doing all we can to ensure members have greater access to their union and their work."

The South Bay office, which combines Districts 2 and 3, hosted its grand opening March 5, featuring Torrance Mayor Pat Furey and dozens of local members who came to check out the new facility. District 6, which encompasses much of Eastern Los Angeles

County, will finally have a home in the next few months as well. Construction has already begun on the San Gabriel Valley office, with a target to open in mid May.

Roten noted that as the union has evolved, the demographics of where Local 11 members live has changed. "That's why we need these new satellite offices to serve our members living there," he said. "The locations for both offices are superb. We chose them because

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Local 11 Helps LAX Passengers Take Flight

Safety on the Job Top Priority for IBEW 11 Team

Every morning when Supervisor Leo Black and General Foreman Derek Ho go to work at ITF-West, the safety of their crew of more than 100 employees is foremost on their minds.

"No question, safety on the job is key," said Black, a third generation IBEW member with 48 years of experience. "We start off every day with a tailgate safety meeting and their JHA - Job Hazard Analysis

books - in their pockets."

The group discusses what each worker is doing that day, what hazards they may encounter, and how to control them. "Are there overhead beams being craned in? Or rebar getting installed?" Black explained. "A concrete pour, or other areas they have to stay away from? They have to be alerted."

Since the project broke ground in August of 2019, these IBEW 11

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BUSINESS MANAGER'S MESSAGE

By Joël Barton

Encouraging News on The Horizon

After more than a year of a worldwide pandemic, lockdowns and slowdowns, things are finally starting to look up. Vaccines are being distributed at a record pace, new work projects are on the horizon, and Los Angeles is now in the red tier and on its way to orange.

In other big news, IBEW Local 11 is opening two new offices – one in the South Bay, the other, coming soon, to Diamond Bar in District 6. These two new dispatch halls have been a long time coming. In some instances, it has been more than 10 years since we had halls to call our own in these two areas. Congratulations to everyone on the IBEW 11 team who made this a reality!

At our South Bay office grand opening on March 5, I was pleased to host Torrance Mayor Pat Furey who welcomed IBEW Local 11 to his city with open arms and a certificate of recognition. Dispatch is scheduled to start out of that office sometime in April. I am also pleased to report that we have signed a lease for our Eastern Region members in District 6 and construction has begun. We're targeting mid-May for our District 6 office to open.

More good news is on the horizon with our LA Electrical Workers Credit Union. Members will soon be able to get their vacation funds faster! Previously the credit union dispersed funds twice a year in June and December. Now, under new changes voted on by the credit union's Board of Directors, members will have access to their funds

on a regular basis and can withdraw their money whenever they need it. You may never need to take a vacation loan again. This is one more way we are striving to make your union benefits even more valuable.

However, we still have more work to do. The pandemic has been very challenging for us on several fronts. While many of us were fortunate enough to be deemed Essential Workers and could continue working, the situation has been more problematic with our apprentices during this time. One of the biggest challenges has been keeping the ETI operating at the same pre-pandemic level and helping our apprentices continue their upgrades and education.

I have heard from many of you about the challenges at the ETI. I want you to know that we are meeting regularly with our apprentices, and recently hosted a virtual town hall meeting where those members could air their concerns. Thank you all for attending. We hear you. We are working hard to find solutions and will keep you informed via email as we make progress on these issues.

There is no doubt the apprenticeship has changed quite a bit since I went through the program. When I was a 23-year old, first-year apprentice, my first journeyman was Burt Burrows. We were working at an IBM plant with about 300 IBEW electricians on the project. Burt taught me about the brotherhood (and sisterhood). As was customary back then, I carried his lunch and toolbox, and if we went out for lunch, he never let me pay. Sometimes, on the weekends, he hosted BBQs at his place. I have lots of appreciation for what Burt taught me.

After I turned out, I worked at the Peter Pitchess Detention Center as a young journeyman. Jody

Lee was assigned as my apprentice and I was his first journeyman. Jody was a first generation IBEW member. My first journeyman had taught me plenty about the trade and I made it a point to do the same with Jody. He has successfully worked in Local 11 for over 30 years. I know we all believe that we must teach the newcomers.

Which brings me to vaccines and the need for our members and their families to get their shots once they are eligible. IBEW 11 is lobbying very diligently to make sure that our Essential Worker status translates into getting the vaccine eligibility sooner. The quicker we all get vaccinated, the sooner we can all get back to normal.

More than two million Los Angeles County residents have already been vaccinated, and plans are underway to ramp up the number of doses administered each week. I'm pleased to report I got my vaccine in March, the week after my 65th birthday. I encourage you to do the same. #TakeTheVaccine.

If you find you need help during these trying times, we have hardship funds set up in each of our districts to help. Don't hesitate to ask your union brothers and sisters for assistance. That's why we call it a brotherhood and sisterhood. We are family, here for you in good times and bad.

As always, it is a pleasure and honor to serve as your Business Manager. I am grateful for the trust you have placed in me to lead this great local union. We will prevail through these very challenging times and come out stronger for it.

Stay healthy. Stay safe. Stay union strong!

In Solidarity,
Joël Barton
IBEW 11 Business Manager

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From the President

Local 11 vs. The COVID-19 Pandemic: Where We Stand

So here I am writing to you, brothers and sisters, about where we stand in the grand scheme of things some 13 months into the COVID-19 pandemic.

We have tried to help everyone understand what the ramifications are if you don't protect yourself. We are lucky to have the option to work. When work has not been possible, we have come up with other means of support for most all our members.

Keeping one another informed

was the obvious next step. The Business Manager went out to over 100 job sites where he gave out face coverings and assured all that we would get through this and urged us to support one another. We have held informational Zoom meetings and voted by mail for our contract allocations. As things have intensified, we have made adjustments and adaptations.

So here we are near the end of this pandemic. We have encouraged everybody to get their vaccinations when they become available. One of our district offices now serves

as a distribution site for one of the vaccines. We have sent out emails to all our members urging them to register for the vaccinations and to get them as soon as possible.

We are a family. If there is something else that needs to be addressed, then please don't hesitate to contact our agents or the main office. Everyone's well being is what matters most.

Thank you for allowing me the privilege to serve.

*In Solidarity,
Gaylord R. (Rusty) Roten*



NEW DISTRICT OFFICES

Continued from the cover

they are centrally located and freeway-accessible, with easy access to work."

In addition, the offices will serve as dispatch halls, training facilities and a meeting hall.

South Bay Opening

IBEW 11 Business Manager Joël Barton served as the master of ceremonies at the ribbon-cutting ceremony officially opening the South Bay facility in Torrance.

"It's been a long time coming," noted Barton. "The District 2 and 3 offices were both shuttered years ago, and it's time we were responsive to our members who have had to drive long distances to get to dispatch."

Torrance Mayor Pat Furey was on hand to welcome the union to his city and to give the leadership a certificate of recognition.

"I'm excited to see IBEW 11 located here, becoming a part of our great city," the Mayor said. "We have so many of your members in the region. And the location is perfect: midway between LAX and the ports, 21 square miles with every industry and ethnic background represented."

"This new office is awesome!" exclaimed IBEW 11 member Jane Templin, as she looked over the new facility. "It's big, centrally-located and will be great for meetings. It's very exciting to have it so close and local.

It will make sharing with our membership so much easier. We finally have a home again!"

There has been no meeting space on the westside since the local sold the District 3 hall a few years ago and it has been hard for members to travel to Commerce or San Fernando, said Oscar Martinez, IBEW 11 Organizer. "This new office will really help with our sense of community. I'm hearing lots of positive comments from the members. So come on down and visit your new home."

IBEW 11 South Bay Office
2150 W. 190th St.
Torrance, CA 90501

District 6 - San Gabriel Valley

Construction has begun on the new San Gabriel Valley offices in District 6 with a target opening date of mid May.

"A lot of our members live in Riverside, San Bernardino and Chino, and it was quite a drive to get to Commerce," said Business Agent Jacob Troncoza. "Now they will be able to go close to home. It will save them an hour or more in driving, plus gas.

"We're excited to conduct union business in our home soon. We hope it will help get members more involved," he continued. "It's important that our members know they have a place close to home for them. It's been 12 years since we sold our building in El Monte during the last recession, so it's time."

Organizer Mario Barragan believes the new hall will help



Top: Torrance Mayor Patrick Furey (center) presents Local 11 with a certificate of recognition at the opening of their South Bay office.



Left: Local 11 members celebrate during the grand opening of the South Bay Union Hall.



Left: The exterior of the new District 6 Union Hall in the San Gabriel Valley. The facility is still under construction and is expected to open in mid May at 830 N. Diamond Bar Blvd., Diamond Bar, CA 91765.

with organizing efforts because it will be closer to where people live and work. "We're looking forward to holding union meetings, welfare committee meetings, even casino nights," he noted.

"Plus we have an annual Christmas breakfast that we'll start holding here again as well, instead of at Commerce. It'll be a home away from home."

Milestone Anniversary Numbers for Tina Beaudreau

By Evan Henerson

As 2020 came to an end, Local 11 staff member Tina Beaudreau notched a unique double milestone.

On December 29, she received an award for her 40-year membership with OPEIU. The date was significant because it also marked the 40-year anniversary of Beaudreau's hiring at Local 11 in 1980. Then a few weeks into 2021, Local 11 got in on the action, giving Beaudreau a certificate of appreciation for 40 years of service to the members of Local 11 and recognizing her as an honorary member of the local.

Want some more numbers? During her tenure at Local 11 - during which she has worked in

the dues office and in dispatch - Beaudreau has overlapped with six different business managers, six administrations and countless elections.

And how about the number of members with whom she has interacted?

"Millions probably," Beaudreau said with a laugh. "I worked in dues for 32 years. We used to have cards that we would put into a microfiche reader with a magnetic strip, and that's how we would keep track of dues payments. Seeing the change from simple automaton to a fully automated computer system has been amazing."

A native of Michigan, Beaudreau moved to Orange County when she was 2 and has lived in Anaheim since she graduated high school. Professionally, she joined the Local 11 dues office in 1980 and, four years later, became the dues supervisor. In 2013, she moved

to the dispatch office where she has been working ever since, while occasionally helping in the Business Manager's office. Her various positions have put Beaudreau in contact with Local 11 members through the entire trajectory of their careers.

"I've loved helping the members, seeing them from when they start their careers as apprentices to when they retire," said Beaudreau. "It's gratifying helping them fill out the paperwork for retirement and knowing that all of that hard work is finally paying off for them."

When she helps the apprentices fill out their applications, Beaudreau reminds them of the importance of establishing good work habits right out of the gate.

"I tell them that in the 40 years I have been working here, I have been late to work twice," she said. "That was back in the 1980s and everyone in my department was even later."



Tina Beaudreau

One of the secretaries had the nerve to say something to me, and I said, 'Really? I'm never late. You know that' and I'm still never late."

"It's a great organization," she said of Local 11. "This is a whole career I have spent working here. I feel very lucky that I got this time."

9 Questions for Executive Board Member Gus Marino

By Alex Weber

News @ 11 recently spoke to nine-year member and Executive Board Member Gus Marino about his work, background and leadership responsibilities in the union.

Q: Why did you decide to run for the Local 11 Executive Board?

A: I felt that with my involvement, I could help to make sure that our local was always doing the right thing, and doing right by our members.

Q: What have you learned since becoming an Exec Board member?

A: I'm constantly learning. My position means I'm out in the field, where I'm constantly hearing what's on the brothers' and sisters' minds. So, I can take that back with me to the executive board and implement changes that take member concerns into account.

Q: How did you join Local 11?

A: I was organized in nine years ago.

Q: What are some of the most memorable projects that you have worked on?

A: One of the first projects I worked on was a big solar project for Taft, out in the Antelope Valley in Palmdale. Another big one that I just finished it up recently was SoFi Stadium. I'll always remember the magnitude of both of those projects, how big and what a big deal they were. At the time, the Palmdale job was one of the first solar projects, and the new stadium is iconic - a huge build for Los Angeles.

Q: Do you come from a union upbringing?

A: I had no union upbringing at all.

Q: Tell us a little bit about your background.

A: I'm a native of San Francisco, born and raised. I went to a high school that was a trade school, with three periods of shop. At first, I thought I was going to be a carpenter. Since I'd decided I wanted to get into the trades for a career, I looked into it more closely.

I found out I could make very good money doing electrical work, which I found to be more satisfying. One of my first jobs right out of high school was doing electrical at the California Academy of Sciences, a science museum with an aquarium in San Francisco's Golden Gate Park. I went to ABC School five years later. Fourteen years ago, I moved to Los Angeles.

Q: Can you share some facts about your family?

A: I met my lovely wife Jeannie when I was working at the Academy of Sciences. She was on a project up there, but she's from LA So, I moved to LA Now we live here together with our dog.

Q: What are some of the key benefits of being a union member?

A: I started out working non-union. Having experienced the benefits of working union for the past nine years ... it's so much better. We get great benefits, retirement, great pay, and safety on the job. It's really good compared to working non-union. There's also a



sense of stability and a feeling that someone's always got your back. Everybody respects one another, and everybody's an equal, not all out for 'me, me, me.'

Q: What do you tell young tradespeople about the union?

A: If you're into construction and you're interested in electrical science, IBEW is a great trade union to get into. Local 11's benefits package and retirement are just the best. I try to remind younger people on the job to think about their retirement. I don't tell them how to manage their paycheck or anything, just to keep it in the back of their mind that they're working for their retirement. That's important to remember.

Challenging Hi Rise on Long Beach Coastline

Tallest Building in the City to be First LEED-ND Gold-Certified Structure

By Oren Peleg

Long Beach is set to have a new tallest building this summer. When it wraps construction in July, the Shoreline Gateway project along Ocean Boulevard will stand 417 feet tall -- 20 feet higher than the city's previous tallest, One World Trade Center. The 35-story residential development is the city's first LEED-ND Gold-certified structure, and will have 315 luxury apartments (many with sweeping ocean views) atop ground-floor retail. The project was first unveiled in 2003, and broke ground in 2018 with Build Group as the general contractor.

For the electricians of IBEW's Local 11, working on Long Beach's future tallest building is not only a point of pride, but a job with unique perks: "I can look over my shoulder and see the ocean every day," says Marco Pastrana, a second-year IBEW 11 apprentice.

"You can even see the port from there, and that's becoming increasingly unionized too now," he continues. "So, it's almost a metaphor for watching the union grow."

But the superlatives of the job also bring some challenges. Compound those with a global pandemic, and it's easy to see why this project has

been unlike any other.

"In my 25 years, this is the most challenging project I have had to manage," says Leo Medina, Local 11 member and general foreman for Rosendin Electric, the electrical contractor on the Shoreline Gateway tower. One of the main challenges has been the aggressive timeline on the build. Another has been the logistics of operating a full construction site in the middle of a dense downtown area.

"They're pouring a new floor every week," Medina explains. This accelerated schedule leaves his team of 32 electricians with about five days to finish each floor. Even with the crew's roughly 1,280 labor hours a week, it's a tight timetable.

The scale of the project means receiving deliveries "is a project in itself," adds Mitchell Cardenas, IBEW 11 member and Rosendin's foreman on the job. Cardenas notes that "one of our biggest obstacles is logistics."

Between pedestrian and car traffic delaying trucks along Ocean Boulevard, and other trades on the job site receiving their own deliveries, "you have to be super methodical and schedule deliveries so that you're ready with your forklifts and everything."

It's a balance Cameille Brisco, a fifth-year apprentice with Local 11, knows well. "Part of navigating such a fast workplace environment



(L-R) District 2 Business Agent Gary Tomlin, Business Manager Joël Barton, Rosendin General Foreman Leo Medina and Rosendin Foreman Mitchell Cardenas.

is having what you need ready so you don't run into down time with delays," she explains. "But there will always be a snag, even with preparations. So you have to head it off and keep a calm mind."

Working on the Shoreline Gateway project, Brisco says, has taught her "the ins and outs of leading other apprentices and helping them understand how the process works." The union, she notes, has been instrumental in securing these jobs for her, along with the non-profit 2nd Call that has supported Brisco by teaching her "the skills necessary to maintain a career in this profession."

Ensuring safety standards during the pandemic has been a central focus for the team.

IBEW has helped its members stay protected on the job site by enforcing CDC social-distancing guidelines, and paying for face shields and sanitizer. According to Medina, Build Corp has gone a step beyond CDC protocols and paid for twice-weekly COVID testing.

Yet, for all its challenges, many of the Local 11 crew have a personal connection to Long Beach and see the Shoreline Gateway project as part of their legacy. Mitchell Cardenas grew up in the city, and still has family a mile away from the tower.

"I'll be able to drive by this building for years to come and say I was involved in that," Cardenas says. "Take pride in your work. Generations to come are going to see it, and it'll be your legacy."



Once complete, the Shoreline Gateway Tower will be the largest building in the city of Long Beach.



Fifth-Year Apprentice Cameille Brisco and Local 11 Business Manager Joël Barton.



More than 30 Local 11 electricians are working on the job.

Building a Stronger EAA & IBEW Relationship

Note from IBEW Leadership: Congratulations to Marleen Fonseca, who was recently appointed the new permanent Executive Director of our sister organization, EAA, the 5,000-member Engineers and Architects. EAA is a division of IBEW Local 11, and we will be featuring them regularly in our communications. We look forward to working with EAA to build a stronger and healthier union.

By Marleen Fonseca Executive Director, EAA

If you look at the rich histories of EAA and IBEW 11, the partnership between our two organizations makes perfect sense. Combined, we have over 250 years of labor between us - our paths crossing in the early days of industrial Los Angeles. We built this city together - electricians, engineers, scientists, architects. The history is there.

That is why EAA has immense pride in our affiliation with IBEW 11. We are proud to be part of the brotherhood and sisterhood. We know our strength comes by increasing our membership and in solidarity of our missions. Together, with our blended skills, knowledge and abilities, we can continue building this city's history to advance matters that are important to all of us - bringing green jobs to the city, expanding apprenticeships and pathways to careers into underrepresented communities and making Los Angeles a city where working families can afford their own home.

Our current affiliation remains strong. More than 1,700 EAA members have already become members of IBEW Local 11, reaping the additional benefits Local 11 provides:

- ▶ **AFL-CIO membership:** You will have the pride of being part of an association that is constantly fighting for the rights of its 12 million members, insuring dignity and respect and a voice at your jobsite.
- ▶ **Discounts and Scholarships:** Union Plus offers a variety of discounts on everyday purchases as well as free 2- and 4-year college degrees for EAA/IBEW members and their families. See all the details on unionplus.org.

Together We are Stronger!

Whether seated at the negotiating table, organizing new membership, promoting campaigns or fighting for equity across the board, our joint membership brings a force like no other. It merges the powers and political connections of IBEW with the inside depth and city knowledge that the EAA membership contains - the IT professionals, the City Planners (including Transportation Planners), the Housing Analysts, the Finance Specialists and more.

Let's keep moving forward together, building our membership and our power. Every EAA member should sign up to be an IBEW member through our EAA website (eaaunion.org). Share this information with your co-workers, and encourage them to join IBEW today. The benefits are worth it!

A Report on What Your EAA Unit Has Been Doing for You in 2021:

In the last three months, your EAA business agents have been busy in the field handling matters such as:

- ▶ Grievances for members receiving poor evaluations, notices to correct, reorganizations that have resulted in lost bonuses, denial of tuition reimbursements, departments not allowing telecommuting, non-accommodation of medical restrictions, bonuses not being paid and acting pay matters to name a few.
- ▶ Disciplinary actions including allegations/suspensions for poor work performance, DUIs, insubordination, violation of department policies and not responding in a timely manner to supervisor requests.
- ▶ Nine pending arbitrations. Many arbitrators are choosing not to have electronic hearings and EAA will be looking into selecting new arbitrators to proceed on those hearings.

Negotiations/Meet & Confer

We have been cleaning up the last of our negotiations with the City on the four unpaid days, including who gets to work on 24/7 operations, and clarifying language for the new bank of 40-hour personal time.

Upcoming negotiations - As the city calls our members back to work, we will be negotiating permanent/partial telecommuting and safety protocols including the need for employees who



Marleen Fonseca

interact with the public to have plexiglass partitions installed, staggered shifts for office workers, appropriate cubicle heights, and the possible need for employees to be vaccinated.

City Budget - With the news that the city will receive \$1.35 billion in federal funds through the American Recovery Plan, the city's fiscal situation begins the healing process. The city will receive half of the total amount this year (June 2021) and will likely use most - if not all - of it to close the remaining budget gap and replenish the reserve fund. Mayor Garcetti will present his budget to City Council by April 20, 2021 and the Budget and Finance Committee will begin discussing it on April 26.

Our New Building - Work on our new office building continues. Currently on deck is electrical work by our professional IBEW 11 brothers and sisters, which should begin this month. They will be providing electricity for a new front sliding door and an electric roll down gate.

Vacation Fund Upgrades Will Benefit Members

We can all use some time off and the L.A. Electrical Workers Credit Union (LAEWCU) has made the process of tapping into their funds earmarked for vacations that much easier.

The Credit Union's Board of Directors has made major upgrades to the Local 11 Vacation Fund, allowing members to withdraw funds from their accounts when

they need them, not just on a twice-yearly pre-determined schedule as had previously been the case.

"This will make the Vacation Fund more accessible to our members than it has been in the past," said Robert Corona, Local 11 Senior Assistant Business Manager and chairman of the Credit Union's Board of Directors. "The change makes members' funds available to do with what they wish."

Getting the upgrades in place took

a considerable amount of work. The Credit Union's Board of Directors hired a consultant who conducted extensive research in order to bring this to fruition, according to Corona. Now that they can tap into this money more often than twice a year, members should no longer need to take out vacation loans.

Individuals who are already members of the LAEWCU get Vacation Fund money deposited into their accounts. The money

can be removed at any time or transferred to other accounts. Non-Credit Union members will get a "Vacation Only" account opened up in their name and - like Credit Union members - will receive the funds as disbursed by the trust.

The Local sent out a Vacation Fund FAQ to members in March. Those who have questions should contact the Credit Union at (626) 440-9284.

Members Speak Out

"I'm a third-generation IBEW member – my father and grandfather and uncle all have 50-year pins. I have lots of cousins in the union too, and my son will make it the 4th generation. The union's been really good for me and my family. I've traveled the world as an electrician, working in refineries, oil fields, and even parking structures. It's been a great career."



— **LEO BLACK**
Site Superintendent

"I'm very fortunate. I'm a 35-year Morrow-Meadows man with the union, and I've gotten to mentor quite a few apprentices over the years. Safety is always a top priority at this company and we share that with the apprentices every morning at our safety meetings. We tell them where to be careful of the concrete pours, the heavy equipment, the overhead beams being craned in. It's quite a challenge."



— **DEREK HO**
General Foreman

"I'm a 25-year union man and have been very fortunate to have worked on some great projects - this one at ITF-West, SoFi Stadium, Torrance Memorial Hospital, LAFC Soccer Stadium. I'm very proud of all I've helped build. We have a great team at ITF. It's an awesome project with great work ethic and safety protocols."



— **ART MARTINEZ**
Journeyman

"I've been an electrician for 12 years, and only been with the union for the past 15 months. You can't begin to compare the two. The pay's so much better, the benefits, the fact that you can stand up for yourself and know the union has your back. They preach safety every day here. I'm very grateful."



— **LAVELTON DUNBAR**
Journeyman

"It's been a great choice for me. I joined the union in 2014 and turned out in November of 2020 right in the middle of the pandemic. I've been busy ever since. I was the second one on the job at ITF-West when it was just dirt. It's been very cool to watch it go up. When I was working non-union I got a 75-cent raise after two years. This is so much better."



— **JONATHAN MORENO**
Journeyman

LAX

Continued from the cover



journeymen and apprentices have been hard at work bringing to life the state-of-the-art parking and mobility hub for the LAX People Mover that will whisk passengers to and from their flights -- the Intermodal Transportation Facility (ITF) West.

These IBEW 11 workers are creating the electrical backbone for the four-story parking lot and administrative project, which will connect offsite parking to the LAX terminal to help ease congestion at the notoriously busy airport. It is all part of the long overdue modernization project at LAX.

The 1.7 million square-foot facility will feature 4,700 parking stalls and 1,500 EV charging stations, and will serve as the home for LAX's Security and Badging Office for airport employees.

Black said he's very proud that "safety is the culture at Morrow-Meadows. When I first started in construction all those years ago, it was a dangerous and high-risk industry. Now, it's gotten so much safer that I'm perfectly comfortable having my children work in the industry."

ITF-West is a very large project, four stories, and a lot of ground for the Safety Officer on the job to cover. "You'll easily get your 10,000 steps in every day," Black added with a laugh.

It's also an exciting project with a lot of state-of-the-art technology built in, noted Robert Freeman, a third generation IBEW member who has been on the job since the beginning.

"We started out doing the underground cabling when it was a dirt field out here," he said, pointing to the ground surrounding the parking structure. "It's been exciting to watch us build out the whole electrical system – including a DWP sub station, and all the data, flight and security information, and electric car chargers we have here."

"We're creating a project that will make it easy for passengers to park offsite, walk across the bridge, and jump on a tram and be at LAX without all the hassle of driving around the

airport and parking."

Working during the COVID-19 pandemic on such a large, complex job with so many crafts, has had its challenges, noted Ho, a 35-year Morrow-Meadows employee. The crew was also cursed with a lot of rain during this past year, all while having to maintain tight schedules.

"We had crew members who were out with COVID, some of them in the hospital, so we had to constantly shift schedules around," Ho said.

Both Ho and Black believe strongly in mentoring the next generation of IBEW members. "I'm very proud we've put a lot of apprentices through this program. We've had 44 in all. We take mentoring our apprentices very seriously. In fact, we've helped prepare our apprentices to take their Cal state license test and all of them have passed," Ho pointed out.

ITF West is considered an important milestone in building a world-class airport for the more than 80 million travelers that come through LAX every year. At the 2019 groundbreaking, Mayor Eric Garcetti called out the facility, saying, "Once completed, ITF-West will stand as a new front door to our airport welcoming travelers, reducing traffic congestion and offering a seamless connection with the Automated People Mover."

In addition, ITF-West will boast Wi-Fi, flight information, meet-and-greet space, valet parking and direct trains to the airport. The facility is expected to be completed in August of 2021. Electrical sustainability is one of the key features of the parking structure, including efficient LED lighting with energy-saving light controls, dedicated parking for EV vehicles and car/van pools and 1,500 electric vehicle charging stations.

The structure will also feature the latest in smart parking features, including computerized parking guidance and a space indicator system that will help users identify the number of available parking spots and direct them to open spots.

Organizing Stories:

Often these organized members stay in touch with the organizers, keeping them abreast of their situations and letting them know how becoming a member of Local 11 has changed their lives.

We have put together some of the stories from our Organizing Department.

Here are a few:



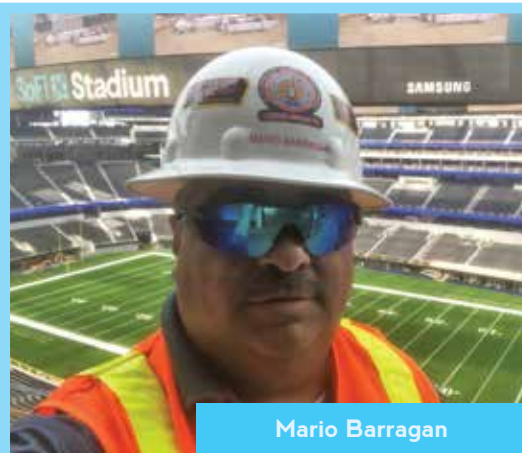
Francisco "Paco" Arago

Ricky

Ricky went into the electrical trade 14 years ago knowing nothing of the IBEW. He just knew that he had a family to provide for, and he was fascinated by electrical construction and felt that it would be a great career. He worked for Helix Electric for a couple of years and was tired of trying to negotiate a raise for himself and being shorted. The most that he was able to get as a Certified Electrician was \$36 an hour. Getting his wife and child on their health benefit plan would have cost him an extra \$1,000 a month out of pocket.

In April of 2019, Ricky was organized into our local union. He says that it is the best decision that he has ever made in his life. Since joining Local 11, he has been employed by Dyna Electric. More importantly, he has attended every single General Meeting, either in person or on Zoom.

—Francisco "Paco" Arago



Mario Barragan

Jacob

As a young organizer in 2004 with only one year on the job, I came across a non-union contractor at MasTec Communications doing work at Cal State Los Angeles. After talking to about 20 of the workers, I realized that they were being misclassified and possible wage theft was occurring.

My organizing campaign turned into a class action lawsuit. With the help of the attorney for the Los Angeles Building Trades, we received a settlement of over \$3 million for their workers who were misclassified. This became one of the largest wage theft settlements in Local 11's history.

Which brings me to the real story I wanted to relay to our members. During my organizing campaign, many of those workers come into membership, but one stands out above the rest. Jacob J. Troncoza (Journeyman Wireman / Cable Splicer), had been working for MasTec for approximately five years and when he realized what a union can do for workers, he was ready to become a member of Local 11. I organized him into membership, and he was initiated in August of 2004.

Jacob went on to complete a five-year apprenticeship where he worked for Rosendin, Mass and Morrow-Meadows. Not long after turning out, he began running work for ILB, Neil, Comstock and Walsh-Shea. For the last 17 years, Jacob has been an active member of District 6 and in January 2020 he joined the Local 11 Staff as an Organizer to serve his local. He recently was reassigned and became the District 6 Business Agent serving the members in the San Gabriel Valley and beyond. There is no doubt he will continue the great work of this Local.

For those of you who don't know Jacob, he expressed the same excitement and pride when he first became a member as he does now. As an Organizer, these are the rewards we are blessed with when helping someone change his or her course in life.

—Mario Barragan



Christine Austria-Lozoya

Christian and Rudy

Over the past two and a half years as a Sound Organizer, I have had the pleasure of organizing a handful of Sound Contractors, but my work with Reliable Cabling Solutions especially stands out. Christian and Rodolfo ("Rudy") are Local 11 members who have completed the Sound Apprenticeship Program in the early 2000s.

After working as a journeyman for a few years, Christian decided to obtain a C-7 communications license and he asked Rudy to join him as a partner. Although theirs is currently a small shop, by employing two journeyman, one apprentice and themselves as working members, they hope to expand their business by obtaining a C-10 electrical license.

I have no doubt that they will succeed and grow to become one of our larger signatory contractors. This is the beauty of being or becoming an IBEW 11 member. This union can provide the necessary tools and skill sets like our apprenticeship and Contractor's Course, so we too can fulfill a dream of one day becoming our own boss. With a lot of hard work and dedication, there is no end to what we can aspire to be within this local.

One day, my brother or sister, I will have the pleasure of writing about you.

—Christine Austria-Lozoya

Tales from the Front Lines



Mike Costigan

Zachary

After his enlistment in the United States Marine Corps, Zachary began his career as an Inside Wireman Apprentice. Zachary found familiar qualities in construction that he missed from his time serving in the U.S. Marines. He liked working with his hands, and he enjoyed work that was both mentally and physically challenging. Zachary says that working on a team to achieve a specific objective that requires problem-solving, technical expertise and physical ability, aligned with the skills and experience he gained in the military.

The transition from the military to the civilian sector was not easy. Zachary discovered Helmets to Hardhats, a non-profit that helped veterans transition into one of the trades. After deciding to pursue an electrical apprenticeship, he contacted the program and met with fellow Marine and Veteran Organizer Mike Kufchak. Zachary successfully navigated the application process and began his apprenticeship in March 2020.

After nearly a year in the program, Zachary is grateful for the opportunity offered to him by Local 11 because the electrical trade offers camaraderie, a sense of purpose and a healthy challenge. He looks forward to turning out as a Journeyman Wireman. Working with union brothers and sisters to improve the infrastructure of our communities is rewarding and allows him to continue to serve our country.

—Mike Costigan



Jacob Troncoza

William

Becoming an organizer with Local 11 has been a pleasure, but to be able to help someone get a chance at a life they have never had, stands out for me.

William was raised in Wilmington, California. Like many who have grown up in a broken home, he felt drawn to a destructive lifestyle. He got involved with gangs and drugs at a very early age. At 16, he was convicted of a gang-related shooting and sentenced to life in prison. After 21 years in prison, he became so depressed that he said it was harder each day to even want to live.

Upon his release from prison, he entered and graduated from a trade school and, after he had worked enough hours, he received his state certification as a general electrician. While working for Helix Electric, he was given my number by an individual I had previously organized into Local 11. William will tell you that joining the local was not only a great career move for him financially, but it also allowed him to provide for his family in ways he had never dreamed of. He is very thankful and blessed for the opportunities that Local 11 has given to him and his family.

—Jacob Troncoza



Alton Wilkerson

David

While visiting non-union job sites in the Antelope Valley area of Los Angeles county, I ran across a contractor by the name of Christianbelle Electric working at a charter school. I introduced myself to a young man who was doing underground work, explaining to him the benefits of being in the IBEW and we exchanged information. He told me that his father was the owner of the company, so I encouraged him to have his father contact me.

I made it about a block away from the project when the man's father, David, called me and we set up a meeting. While meeting with David, he explained to me how his career path led him to where he was. He started as a non-union electrician, coming up through the ABC program, and explained to me that he knew that union was the way to go. Soon after, they signed an agreement and became a full signatory contractor with IBEW Local 11. They finished the charter school with IBEW labor, and since then they have worked on the second phase of that charter school project. They are also currently building a medical facility in Palmdale with IBEW local 11 electricians on site.

Growing the IBEW is not just about organizing the workers; it is also about organizing the work as well.

—Alton Wilkerson

DISTRICT 1 (NORTH)

Brett Moss

Brothers and Sisters

Greeting from District One North. I hope this report finds you and your families well.

March marks my one year anniversary as a Business Representative here and what a wild year it has been. Please take a moment to remember those we have lost and treasure those we have around us.

We have a few projects in the stages of wrapping up. Some of these projects are hiring to help with completion. We also have ongoing work at County USC, the Women's and Children's building and Hollywood Presbyterian Hospital. Multiple contractors are working at Kaiser in Hollywood.

These are just a few projects going now. Coming soon will be another high-rise residential building on Wilshire and a few new buildings on Sunset.

It has been and remains an honor to represent you. Stay well and be safe. Always feel free to reach out via email, phone or text.

DISTRICT 1 (SOUTH)

Shomari Davis

Here are some District 1 projects:

Ascot Avenue Elementary School, LAUSD, is a \$76 Million Dollar modernization project that will require demolition of existing classroom buildings and new classrooms and administration buildings to be installed. Baker Electric will take on the inside electrical and First Fire will perform low voltage work. The pre-job happened at the beginning of January and demolition has commenced. Further information about manpower demand is coming soon.

An \$83 Million dollar Metro Center street project for Metro Rail operations and security operation is being built at 410 Center St. in Los Angeles. Comet Electric, Advanced Cable Solutions and Global Electric are assigned the work.

960 West 7th street 56-story tower is located adjacent to the 7th and Figueroa outdoor mall. CSI Electric is the NECA contractor performing this work. They are currently on the third floor podium parking for the Tower. They will call for manpower in approximately two months.

Baker Electric is working on a project at White Memorial on Boyle Street which is about to start working two 12-hour shifts to complete a special project for the hospital. They will be calling for manpower very shortly.

The Lucas Museum is a SASCO Project that has a lot of steel going up. They are about to top off the steel and start building larger portions of the project. It is a monumental \$1 billion dollar museum, and will start to build out in late March, needing a lot of manpower.

The HMT Electric high-rise hotel/condo is at ground level now at New Hampshire and Wilshire Boulevard in Koreatown. There will

be a growing demand for manpower as they pour and build a few levels of the project. April will be when the demand for manpower really kicks in.

Thank you for the honor of being your District 1 Business Representative.

DISTRICT 3 REPORT

Mike Costigan

Hello from District 3,

As the vaccines continue to roll out, the summer of 2021 should pick up right where 2019 left off. As for the work picture in District 3, we have quite a few jobs with continued growth. Rosendin at the LAWA Police station has put in a few calls for their big push. ConRAC also has multiple contractors calling for wireman on their project which already has over 200 members. A new contractor, DVBE, has just been signed by our organizing department, and they will be a sub-contractor to Streamline Integration at the ConRAC, Delta Terminal 3 and TBIT projects.

I also visited the United Airlines Hangar and GSE where Morrow-Meadows has over 50 members working. Local 11 just set up three more stewards on LAX projects. Hector Navarro and Omar Calderon are now the stewards at the Terminal 3 project, and Michael Hawkins has stepped up at ConRAC. I also visited the Ivy Station in Culver City where Gonzalo Garcia with Walton gave me a tour. All the members were in good spirits, happy to be Essential Workers, and were in full CDC compliance wearing their masks. I also visited Lumen West where Unison has 10 members and is slated to be calling for workers as the project progresses.

As for the future, keep your eyes open for Comet and Fisk calls. They will be doing the buildouts on the Purple Line Stations which will be long-term employment. Some of the jobs I'll be looking to visit will be Skechers where CSI is working in Manhattan Beach, and I plan to revisit Westwood One where Google is having a new buildout which is also CSI. If I haven't visited your jobsite in a while, please contact me and I'll do my best to get out there.

Please stay safe and take care of each other.

DISTRICT 4

Marc Greenfield

Greetings to everyone from District 4.

COVID is really putting a damper on life! However, I am still looking forward to a busy year with some good projects coming to the Valleys.

In February, The Building Trades announced that they are working on a PLA worth over \$1.5 Billion to rebuild or retrofit the Olive View Medical Center Hospital in Sylmar and adding several buildings to the facility over the next few years. There are two water filtration plants currently under construction, one in Arleta and the other one in North Hollywood. There are plenty of LAUSD and LACCD projects on

the horizon also. Hopefully, The Warner Center Project will get started soon with hotels, residential, retail stores, and a 7500-seat arena. This project will be very close to the new Westfield Mall currently under construction.

I would like to congratulate all the new members who were sworn into membership at the informational meeting by President Roten. I remember my swearing in at The Carpenter's Hall in Van Nuys back on January 2, 1980. There was a fist fight at the meeting and a member was ejected. I thought it was kind of cool, but then my Dad told me, "that doesn't happen very often."

I would also like to thank our stewards for their great work. Everyone, please be safe, wear a mask, and socially distance. Hopefully we can get past this and get on with our lives.

DISTRICT 5

Mitch Klein

Good Day Brothers and Sisters,

As summer approaches, we are continuing work at several locations in the Antelope Valley including the Battery Storage project in West Lancaster with CSI Electric. Taft Electric, Antoine Electric, ESSCO Electric along with other contractors is working off and on at Antelope Valley College. We have CSI Electric, Morrow-Meadows and Taft Electric working at the Defense Plants and we are continuing work at the Palmdale School District with various projects.

Rosendin Electric has been hiring for the Solar project ANX 3a and 3b. Ferreira Construction recently was awarded a 25 MW solar job at Lockheed which should start in early May hiring 80-100 members. Pacific Industrial Electric is working the new Antelope Valley Hospital CT Scan and Pharmacy. Several contractors continue working the Kaiser medical clinics in Lancaster and Palmdale.

On the horizon is the Green Hydrogen Plant in Lancaster, plus more solar projects, High Speed Rail, Battery Storage facilities and Electric Vehicle Charging Stations. We are currently striving for Community Workforce Agreements in the Defense Plants, Plant 42 and other entities in the area. Thanks to Business Development and our relationships with our elected officials we have secured several Community Workforce Agreements which include our most recent with the Air Quality Management District in all of Antelope Valley including Waste Management.

Please do not forget to renew your State License Certification. You can schedule a class through the ETI. Congratulations to our recent graduates from the apprenticeship program. One journey ends and another begins. Now starts your next chapter in the IBEW.

I would also like to thank our Stewards Summer Trout, Adalberto Gonzales, Peter Sisson, Andy Rosete and Brian Little for doing a great job. Thank you to all our officers and members for all their help and participation.

Stay Safe and God Bless.

MANUFACTURING REPORT Kristian Mendoza

I hope this message finds everyone well. All is good on the industrial and manufacturing front. Kinkisharyo patiently waits for an answer on the LA Metro P2550 contract, and we are hopeful that we will get an answer within the next few weeks. That contract will put around 100 of our members back to work in Palmdale and bridge the gap for another contract in the coming years for the Palmdale site.

We reached a settlement with Covanta Long Beach on an arbitration case we won that will give about half of our brothers and sisters at the facility a raise. On a more somber note, we lost a good brother, Army Veteran and lifelong electrician who had recently retired from the Long Beach Covanta facility. Sadly, Rick Ramirez passed away in late January. He will be missed.

Recently we began a campaign to organize the brothers and sisters in the City of Industry at the CRRC rail car plant. Look for more news in the coming months on welcoming these brothers and sisters into our IBEW family.

It is an honor and pleasure to represent our membership. If you have any questions about the manufacturing or industrial side of things, please feel free to give me a call.

REFINERIES REPORT Manny Solis

Spring is here and summer is rounding the corner. Nearly all of the refineries are going to be gearing up for many turn-arounds and shutdowns with cut-overs in the coming months. The RSO 20 and the TWIC card is a requirement for most every refinery.

Currently RSO 20 can be taken in person at OSCA in Carson, and is reimbursable when presented with a receipt to dispatch. With the completion of RSO 20, a stipend will also be mailed to all members when presented with a receipt to dispatch as well.

The TWIC card can be acquired at various locations as designated on the form at dispatch. The fees associated with acquiring the TWIC card are also reimbursable when presented to dispatch with the receipt along with the TWIC card. There is also a stipend for acquiring the TWIC card.

Torrance PBF Refinery is requiring the RSO 20 with "High Hazard" and the TWIC card to take a call to Torrance PBF Refinery for M.B. Herzog Electric. Please prepare yourselves for these fine jobs we need to fill.

M.B. Herzog will also be in need of certified Level B instrumentation technicians. For our members whose instrumentation Level B certification is recently expired or is about to expire, each of the refinery contractors will accept instrumentation Level B technicians 1 year expired on the cert.

M.B. Herzog Electric, Contra Costa Electric, Schultz Mechanical, and California Spectra

are all looking to place calls for manpower in the coming months.

As COVID restrictions begin to loosen up, many of our refinery contractors are looking forward to the work picture opening up as well. Please feel free to contact me for any questions regarding the refineries.

SOUND & COMMUNICATIONS REPORT Chuck Webb

There's little that I can tell you that you are not keenly aware of.

The number of deaths from COVID-19 is coming down, the number of vaccines being injected into arms is going up. Contractors are touching base to check on the availability of our workforce. Through the pandemic we did not see much of a drop off in hours worked.

When the pandemic first hit us, our Business Manager used his relationship with California Governor Gavin Newsom to have our craft designated as "Essential Workers," allowing us to continue working, adhering to stronger safety guidelines. Many other crafts were not able to obtain the same designation and were not allowed to continue working. We have also continued working with the Los Angeles/Orange Counties Building and Construction Trades Council to secure more projects through Project Labor Agreements (PLAs) and Project Stabilization Agreements (PSAs). These agreements are not all the same, but some of the highlights include Prevailing Wage, and adherence to our CBAs where said wage is determined.

A daily occurrence that has really been changed and has been highlighted is the Project Pre Job Conference. These PJs happen for every PLA and PSA contract and usually for each of the different phases of each project. The pandemic forced what was typically a boring hours-long meeting to happen online via video conferencing (Zoom, Teams, Blue Jeans, Cisco WebEx) and to take place at a much more efficient pace. General Contractors send out the invitations to the sub-contractors that they have secured to take on portions of the project and representatives from all unions that the sub-contractors will assign their work to. It is tedious and time consuming.

From Local 11, we will typically have someone from Compliance, to make sure that all portions of our CBA are adhered to, the agent whose district the project will be built and agents who cover the specialties (signage, Intelligent Transportation, Sound & Communications). We are able to gauge future work by the number of PJs we participate in weekly.

The future is bright. Today alone, there are 10 PJs, not all will concern S&C work, but being there keeps the Laborers from claiming the installations of speakers or the mounting of cameras, work they continue to try and claim.

Stay safe, work safe.

UNIT 14 CIVIL SERVICE REPORT Luis Arida

Sisters and Brothers,

I hope this report finds you healthy and in good spirits. COVID-19 has wreaked havoc among our Civil Service members due to a lack of revenue for our public agencies. We must remain vigilant to protect ourselves and our loved ones.

LAUSD: We are getting closer to opening the LAUSD schools. It is very likely that the District will require all employees to be vaccinated. I realize this information troubles many of you, but IBEW Local 11 cannot be on the wrong side of safety. Ultimately you will have to decide what is best for you and your family.

LA County: So far, we have remained generally unscathed at the County despite the wrath of COVID. While layoffs have been threatened, we have successfully staved them off. Stay tuned.

LA City: The previously impending furloughs have finally been eliminated for the remainder of this fiscal year. Through a contract extension, a 10% pay cut has been avoided. Additionally, we garnered three additional personal days for a total of 40 hours that can be used in one-hour increments.

MOU 35: The City is notoriously late implementing our scheduled raises. Now they are later than ever. I have been hounding the City CAO's office daily so that they know that this is unacceptable. I was just informed that the new rates should be reflected in the 19th pay period.

Lastly, I would like to invite you and your shop to schedule a Zoom meeting with me so that I can hear your concerns directly and as a group. For further information, please feel free to contact me.

VETERANS CORNER Mike Kufchak

Veterans who still have not had their "Veteran Status" placed on their California Driver's License can contact me. I can refer you to the closest Veteran Administration to visit with a Veteran Service Officer who will provide you with the form required by the Department of Motor Vehicles.

Additionally, any Veterans interested in exercising their V.A. Loan for a home purchase can also do so through the Wells Fargo (Union Plus) Program. Again, just contact me and I will place you in direct contact with their field representative.

Finally, members who are Veterans should please refer to the Local 11 website for information on how to register with the Long Beach V.A. Healthcare Services to sign up for the COVID Immunization.

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Newsom \$1.5 Billion Investment in Clean Jobs Vital to Economic Recovery

Note: IBEW Local 11 Business Manager Joël Barton co-wrote the following commentary in CalMatters with Bernie Kotler and Amisha Rai

With vaccines being rolled out, job creation and economic recovery should now be at the top of the list of our state's priorities as we consider how to use the budget to address the devastating impact of the pandemic.

A century ago, the explosive growth of the automobile industry sparked an economic revolution in the United States. Seemingly overnight, thousands of Americans were put to work making steel, rubber and constructing roads.

Californians were at the heart of this economic boom. In the 1940s and 1950s, auto plants hummed in the heart of Los Angeles County, and thousands of Angelenos churned out automobiles at a rate reaching a half million or more cars a year.

Today, we're on the cusp of a similar revolution as electric cars and trucks sweep the globe, and again, California is positioned to reap the enormous economic and quality of life benefits that this transition will deliver – but only if we support present and future workers in this industry with smart consistent policy and funding that will help it thrive. And, in doing so, put people back to work right away.

Now, with President Joe Biden committed to an all-electric federal fleet and Gov. Gavin Newsom's executive order to achieve 100% zero-emission new vehicle sales by 2035, there are massive, homegrown market signals moving this job-creating industry forward.

That's why the governor's budget calling for a \$1.5 billion investment in the clean transportation sector is so well-timed – and why those criticizing the move are missing the mark.

As the global economy revives, strategic public investments in clean transportation will create jobs and open up career opportunities for decades to come. The improved air quality for California's communities, which are some of the most polluted in the nation, is an added benefit.

California has always led the way. That's why more than 500,000 advanced energy and clean transportation workers

and 34 different electric vehicle manufacturers call our state home. This investment in good-paying, skilled, clean transportation jobs is a workforce development opportunity for our state.

Public investment in clean transportation will add construction jobs building-out charging station infrastructure, especially in low-income communities, communities of color and rural areas – places they are needed most to make electric transportation universal. The state is expanding access to training programs such as the Electric Vehicle Infrastructure Training Program so that new and currently certified electricians are prepared for this significant opportunity.

To achieve the economy-wide benefits that come with switching to electric cars, we must give all Californians the opportunity to go electric. With funding for programs like Clean Cars for All, this budget provides assistance for low-income Californians to purchase electric cars of their own – saving them money every month by reducing fuel and operating costs.

Additional opportunities for California to benefit from electric vehicle investment continue to surface. New research shows that California can anchor a multibillion-dollar domestic electric vehicle battery supply chain by developing lithium from the Salton Sea. This project would inject thousands of jobs and billions of dollars into California's Imperial Valley, one of the state's most economically disadvantaged regions.

The economic risks of not investing in clean transportation are real and costly. If we do not act now, we will lose out on these critical economic and job creation opportunities, ceding them to other states and nations that are in the race to be the world center for clean transportation.

The governor's call for \$1.5 billion in smart and strategic transportation electrification investments gives us a chance to corner the world's largest growth market. Let's put California in the driver's seat and put people back to work in this time of unprecedented economic upheaval.



Local 11 Helps Stop The Spread!

Local 11 retiree Harvey "Butch" Bacchand receives his COVID-19 vaccination. In addition to their work getting members vaccinated, Local 11 hosted a union vaccination drive for eligible workers at the union's District 4 offices in San Fernando. More than 8,000 vaccines were administered including 1,100 on Friday, March 19.



IBEW Local #11 member Charly Xicara with DSE Electric on the rooftop of the NFL Headquarters in Inglewood.

Condemning Anti-Asian Hate Crimes

IBEW International President Lonnie R. Stephenson issued the following statement in response to the rise in anti-Asian hate crimes: "The men and women of the International Brotherhood of Electrical Workers vigorously condemn all forms of anti-Asian bigotry. Harassment and attacks on Asian-Americans are skyrocketing in the United States, and I call on all IBEW brothers and sisters to stand up against racism and discrimination in their communities."

The labor movement's founding value is solidarity, which means bringing together working people from all backgrounds and walks of life to build better workplaces and stronger communities. Racism stands as a direct threat to that value, making it incumbent on labor to fight against bigotry in whatever form it takes.

All Americans have the right to live their lives free of violence, harassment, and bigotry, and the IBEW stands with our Asian-American neighbors to protect that right."

#STOPASIANHATE