

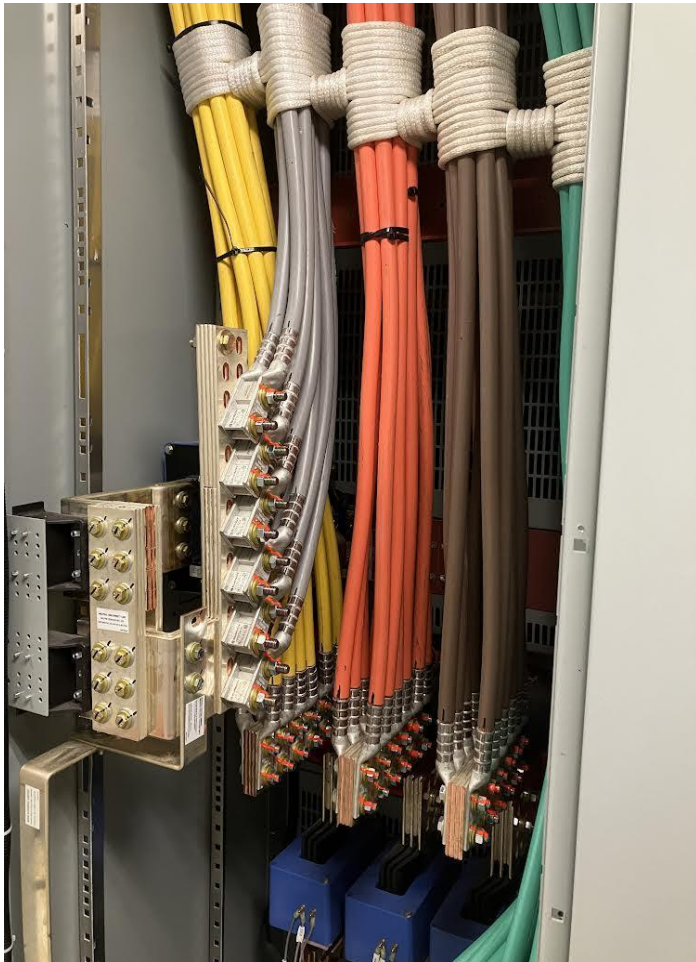
DENVER'S IBEW LOCAL 68 NEWSLETTER

Your resource for info on IBEW's Local Union 68, Denver

Business Manager: Zack Esquibel
 President: Morgan Buchanan
 Vice President:
 Recording Secretary: Mike King

IBEW Local 68
 5660 Logan St
 Denver, CO 80216
 303-297-0229

PHOTO CONTEST WINNER:



Do you know anything about lashing?!

This excellent craftsmanship exemplifies the work ethic and knowledge, our union siblings can accomplish! This quarter's contest winners show what local 68 IBEW members are capable of doing and why our competitors can't compare to our knowledge and skill. Thank you, brothers Ben Carranza and David Izaguirre, for not skipping a beat and representing our union and why we are the best tradesmen in the industry.

Thank you to brother Chris Boardman for the photo submission!

Are you a Commercial Inside Wireman, a Residential Wireman, a VDV or Comm Tech Wireman and have a photo you'd like to submit for consideration? Email your submission to newsletter@ibew68.com for a chance to be featured in next quarter's issue!

Upcoming Meetings:

General Membership Meetings April 2 nd – May 7 th – June 4 th	Stewards/Good of the Union April 17 th – May 15 th – June 19 th
RENEW April 11 th – May 9 th – June 13 th	Newsletter Committee April 18 th – May 16 th – June 20 th

IN THIS MARCH'S ISSUE

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Questions? Comments? Ideas?
 Send your correspondence to:
newsletter@ibew68.com

This is YOUR Newsletter. We want to hear your suggestions!

LABOR HISTORY – FDR’S NEW DEAL BY DOMINICK HINTON

Being a Union member is something that we may often take for granted - as we go about our day-to-day lives, forgetting to become involved in the community we have built, the word can lose its impact. Take for example our general membership meeting- this is something that as members, we should feel the need to participate in as often as possible. Without effort, repetition, or conviction to do so, you may never attend. This is a meeting for us as a union to keep everyone informed and up-to-speed on what our leadership is working on to represent us. Don't you want to have a say in how you are represented? This is one of the basic freedoms: the right to assemble. At many points in our history, we may have not had the option because of fear of retaliation, like being indicted or prosecuted for being a union.

In 1933, the vast majority of Americans voted for President Franklin D. Roosevelt to save us from the Great Depression. At this time, there were no protections for union members. FDR was committed to getting people back to work, putting in place securities to protect workers. Let's take a look at how The New Deal affected workers like us, reflect on the past, and compare it to the modern effort by our current president (with the help of bipartisan leadership).

We first must understand the state of our country at the time, and how people lived prior to his presidency. During the republican presidency of Herbert Hoover, the country was plagued with a severe economic downturn known as the Great Depression. In 1929, nearly 35% of the population was unemployed. IBEW membership went from 148,000 to 56,000 from the start, and nearly 50% of IBEW members were unemployed. "Hooverville", a reference to tent communities where unemployed families stayed, sprung up all around the country. The Dust Bowl made farming nearly impossible in America's Heartland, and working families were limited to rations at the soup kitchen lines. Unions like ours were in fear because union members were considered communists and un-American by many conservatives and reactionaries. This was a tactic that was commonly used to break union solidarity. The state of this country was dire, and people were looking for new leadership to reinvigorate the democratic process among the common man. FDR won by landslide due to his conviction and devotion to the American people.

One of the biggest philosophies that set President Roosevelt apart from Herbert Hoover was the belief in the Four Freedoms - the freedom of speech, the freedom of worship, freedom from want, and freedom from fear. This resided in the hearts of many working Americans; at the time, all these freedoms were at stake. His plan to pull us out of the Depression was The New Deal. This was a four-step process: relief, recovery, reconstruction, and reforms. All these steps were necessary in order to get people back to feeling financially secure. FDR and his administration were able to start government funded projects through the Industrial Recovery Act. This included creating a Public Works Association (PWA), which incorporated collective bargaining language as well as including standard wages and hours for the workers. The National Labor Relations Act, also known as the Wagner Act, created rules and standards between unions and their employees. The Wagner Act gave workers protections from retaliation from their bosses, gave them the right to choose whether to be in the union, and how the employer could treat employees if they did choose to be union.

This is where the tables turned for the American workers. The American dream, which seemed so unattainable at the time, seemed to finally be a possibility for workers. By establishing the Industrial Recovery Act, the government itself was able to create standards using collective bargaining languages, which normalized it for the vast majority of workers. By the time the National Labor Relations Act was passed, people were accustomed to the benefits of having labor and union protections at their workplace. Many of the public works associations pertaining to construction would be given to union contractors, which was a great way to help many IBEW members get back to work, and help rebuild the country. FDR's effort helped establish a workforce with strong labor standards that would ultimately help the United States win World War Two.

Our current President Joe Biden and his administration has been able to pass the bipartisan Infrastructure Law and the Chip Act. Both laws are an investment into the working people of this country. When we reflect on the past, we see that when our government invests into taking care of our people first, we can regrow our country from the ashes of strife- for example, the Great Depression. Even though we are not in the same economical standing as we were then, with such a tight labor market, working people have the upper hand with the support of our country's leadership. For example, these laws were written with the help of some of our IBEW leadership to ensure we uphold workers' rights.

When the leaders of our country work with the leaders of our union, this grows our union. In fact, the international president Kenneth Cooper wants to grow the membership to 1 million members from the 700,000 that we are now. How can we accomplish such a feat? It's passing laws and working with our government that will enable us to grow our membership and talk to our non-union siblings about the benefits of being union - and why there's no better option. This is why we need as many members as possible to participate in general membership meetings and other organizations throughout the union; it helps us grow! In the beginning of this article, I mentioned that it's easy for us to take for granted that we are in a union. There is a huge difference between saying you are in a union for the paycheck, and being your brother's keeper. When we review the past, look at our present, and acknowledge that when we work together, our future as a union has a lot of hope. We can stand in solidarity to better ourselves and our community.



KNOW YOUR CBA – WHAT ABOUT SHOW UP TIME BY JOE BEAUDOIN

So, you make your commute to work one morning and show up on site, on-time. Then, after you've arrived, your foreman tells you that he can't have any crews working that day, and that you need to turn around and head home. And just like that, you're short at least 8 hours on the check that week, plus the cost of an unnecessary commute.

But it's not like you made the decision to call off that day. In this particular case, the electrical contractor did not make the call –the General Contractor prohibited your employer from performing any work. You might think, and it's not an uncommon thought: are you entitled to any pay under our CBA for "show-up time?"

I talked to Business Agent Greg Gard about what, if any, our entitlements are at Local 68 in just a situation. Is there anything in our agreement that obligates the contractor to pay wages for just showing up?

The short answer is no. Local 68 has no written agreement with its contractors that guarantees workers "show-up time" for just arriving on a jobsite. This does not mean your employer cannot make accommodations for its workers under special circumstances, but, it is not contractually obligated to do so.

Greg did note one very particular exception, however, covered under section 3.16:

If an employee is not told of a layoff and reports for work, not having been notified the previous day, he or she will not receive less than (4) hours work and shall be paid all wages due before leaving the job.

The only circumstance in which pay is owed for reporting to work is under the specific condition that you are informed of a lay-off on that very same day, and were not notified the day prior.

So keep this in mind! Show-up time, as it's generally understood, is not a provision included in our current CBA. But this does not mean you still cannot advocate for yourself and for your crew on the jobsite. Set up plans for communication between your crew and management so no-one gets burned by an unnecessary commute. Make the case that it could be in the contractor's interest to accommodate the crew with token pay for showing-up, in order to encourage consistency even during less-than ideal conditions that may jeopardize the possibility of work on the day of.



3 THINGS TO NAIL BEFORE YOU PLANT THIS SPRING BY COLTON GULLY



Photo of a nice set of cherry tomatoes ready for harvest.

So you want to have a successful garden in 2024. You have tried in the past to grow some food or flowers for yourself and the results have not been what you wanted. Well, I am here to tell you, that is normal. Getting good at growing does not happen in one season, and we only get one of those per year (approx 120 days), having the right set up will help you make the best of it.

First off you need to sort out water. Where you are going to get it, how often you will be able to get it, and what you will use to deliver it. The best way to ensure consistent plant growth - without a doubt - is an automatic watering system. The easiest way to achieve this, is to buy a simple hose timer from your local hardware store, hook it up to an outdoor faucet, and set it to water three times a day for 10 min each time. For delivery, you can use an overhead pivot, drip lines or a combination of the two. Whatever you do, do not count on yourself to water your plants. Let the timer do it for you.

The next biggest thing you can do to ensure quality fruit, is to build some type of protection for your plants. Colorado summers are too finicky to risk it. Cold night time temps, hail, intense heat, and pest pressure will decimate the tomato crop you worked on all season in one afternoon. The best way to set this up is to bend $\frac{1}{2}$ EMT in a circular or gothic arch so that the width between the ends after bending is the same as your growing bed. To attach them to the ground, drive two pieces of rebar and set the conduit on top. Once you have your EMT bows bent and standing, you can attach almost anything you'd like to them - frost fabric, greenhouse plastic, shade cloth, etc.



Photo of EMT based protection for your garden. Each EMT bow is 6' wide, the run is 50' long, the cover is 6 mil greenhouse plastic secured with $\frac{1}{4}$ " rope. Bows spaced every 7 feet. This concept is completely scalable.



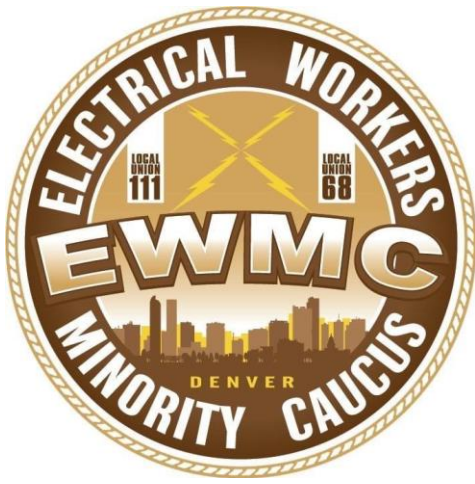
Photo of EMT bows. Bent on a simple jig made of wood and a pipe bender.

Lastly, you need to understand DTM (days to maturity), how to group plants, and when to plant them. Knowing a plant's days to maturity allows you to plant that crop multiple times. If a crop takes 50 days to mature, you can plant that crop at least twice (we get about 120 days of frost free weather on the Front Range). Knowing the climate your plant grows best in allows you to plant it at the correct time. Some crops (carrots, beets, lettuce, chard, and others) can take a frost and do not like really hot weather. Others (tomatoes, squash, corn, flowers) like the heat, as long as they have water, and will die if frosted. When you combine DTM, climate, and plant preferences you have a really good shot of getting some amazing fruit.

If your plants have consistent water, some physical protection, and enough time in their preferred climate to grow, you will be rewarded with a bountiful harvest. For more info you can find books at the library, videos on YouTube, and maybe best of all, you can talk with fellow gardeners.

Happy growing this spring and summer. Please send us photos of your garden for the summer issue! Send photos to: newsletter@ibew68.com





Denver Electrical Worker Minority Caucus

The EWMC is devoted to creating a more equal and diverse workforce for minorities in the IBEW. The Denver EWMC is constantly working in the community, especially in underserved communities to be a resource, and to promote building trades to the non-traditional backgrounds. So - what are we up to?

DECEMBER-

On December 9th, members of the EWMC walked in the Brighton Parade of Lights. A bucket truck was borrowed from Ward Electric and was decorated by members for the festivities.

JANUARY -

From Jan 9th to 15th, delegates of the Denver EWMC chapter (Locals 68 and 111) joined the EWMC family in Atlanta, Georgia for it's 34th National Conference. On the last day of the conference, a couple of local members were able to participate and join their IBEW siblings from ATL Local 613 in the Martin Luther King Jr Day parade in Atlanta. The parade made its way through downtown and finished in the 4th district in front of the King Center.



If you would like to read more please see Ross Holmes Piesco's article for his firsthand experience attending the conference.

FEBRUARY -

Our regular monthly meeting was held on Monday February 5th, 2024. Every Saturday, EWMC members volunteer at the Denver Inner City Parish in the Lincoln Park neighborhood. Contact Travis Trujillo at (303) 356-6971 if you would like more information or to volunteer.

JOIN DENVER EWMC @ DENVER INNER CITY PARISH

DICP FOOD BANK

SATURDAY MORNINGS FROM 9:00AM - NOON

**VOLUNTEERS
NEEDED**

Contact
 TRAVIS TRUJILLO
 TRAVIST@IBEW68.COM
 303-356-6971



  **DENVER INNER CITY PARISH**
 1212 Mariposa Street
 Denver, CO 80204



UPCOMING -

The EWMC plans to participate in the following parades and events:

Women’s Trade Day - located at the UA Plumbers and Pipefitters Union Hall March 9th, 2024

Saint Patrick Day Parade - located in Downtown Denver, see you there on March 16th 2024 at 9:30am

Cinco day Mayo, Cesar Chavez, and Juneteenth - locations to be determined



Mile High RENEW

RENEW stands for “Reachout Engaged Next Generation of Electrical Workers”. RENEW is working on creating more membership participation. RENEW strives to get younger members to participate in a committee and get younger people to join the trade.

What are we up to?

DECEMBER - On December 21st, members from the Mile High Renew collected toys from both IBEW Local Union Halls 111 and 68. These toys were donated to the Boys and Girls Club of Denver.



JANUARY AND FEBRUARY - In addition to the typical monthly meeting, a specially called meeting was held to discuss the 2024 calendar goals of the committee.

UPCOMING -

In celebration of May Day (also known as International Workers Day), Renew will be hosting a Labor History Class on Saturday, April 27th.

Softball committee planning will be starting soon in preparation of the 2024 8th District Softball Tournament, if you would like to participate please reach out to Renew.

Are you interested in participating and want to get involved in the Mile High Renew? Click the link and get involved now! <https://www.milehighrenew.org/>





Wireman's Brotherhood Fund (WBF)

DECEMBER AND JANUARY -

WBF had their regular monthly meetings.

FEBRUARY -

On Saturday, February 17th, the WBF held the yearly bowling tournament. The tournament helps bring IBEW siblings and families together to enjoy a day of fun.



If you are not already a WBF member, please consider joining!
Dues are only \$25 a year and go towards taking care of your sick or injured brothers and sisters!
Pick up an application at the hall.

Better for our Local

On December 9th, Local 68 celebrated our annual holiday party. Toys were given out to children and, as tradition goes, Santa and Mrs. Claus came to town to talk to kids about what they wanted for Christmas.

On Monday, January 15th, members joined in celebration of MLK day in Denver, despite the snow.



From January 29th - 31st, brothers Julian Aguliar and Travis Trujillo joined brothers and sisters at the capital to participate in Colorado's Labor Lobby Core.



On the week of February 5th, training was held at Local 68 for the 8th district P&I (Professional Industry) training.



The Local 68 Softball team will be playing league every Thursday night starting in April. If you are interested playing or participating on please contact Julian Aguilar at (720) 232-7000 or email him at Juliana@ibew68.com



How Can I Help?

To stay updated on upcoming events and learn how you can contribute to your community, please contact us via email:

Denver Electrical Workers Minority Caucus
denverewmc@gmail.com

RENEW
milehighrenew@gmail.com

WBF
wbfu68@gmail.com

Don't see your committee? Please reach out to the Local 68 Newsletter Committee at newsletter@ibew68.com!



EWMC LEADERSHIP CONFERENCE BY ROSS HOLMES PIESCO

I'll be honest, I was a little apprehensive to get involved with the Mile High Chapter of the Electrical Workers Minority Caucus (EWMC), and especially so when I was asked to attend the annual Leadership Conference in Atlanta, Georgia this January. As a cisgendered, heterosexual, white male, I know the EWMC was not made for people like me. And honestly, that's fine. I think it's important for minorities to be able to organize spaces they can call their own and where they can truly be themselves without having to worry about the gaze of their white male coworkers and bosses.

But after talking to our chapter president, Travis Trujillo, and Local 68's new business manager, Zach Esquibel, both of whom convinced me to go, I decided to try it out. And boy am I glad I did. Not only did I not feel out of place at this conference, but I was welcomed with open arms into the most familial organization in the IBEW.

I was extremely fortunate to attend the 34th annual EWMC Leadership Conference with six other members of Local 68. Brotherhood, sisterhood, siblinghood, whatever you want to call it, (perhaps just "solidarity") was in full effect for the entire week. Almost 800 IBEW siblings gathered in Hotlanta (although it snowed while we were there!) for 5 days of workshops, keynote speakers, panel discussions, and even an open bar dance party at the Atlanta Aquarium. We toured the National Center for Civil and Human Rights as well as the King Center, a museum dedicated to the legacy of Dr. Martin Luther King, Jr.

It was incredibly moving and inspiring to see so many leaders come together to share tactics and stories. We participated in workshops on how to become more effective communicators, how to build a mentorship program, how and why to address people by their correct pronouns, how to combat disinformation and misinformation from the media and internet, and others. We listened to keynote speakers such as Cedric Richmond, a senior advisor to President Biden; Kenneth Cooper, International President of the IBEW; Stacy Abrams, a former member of the Georgia House of Representatives and a fierce voting rights activist.

Most importantly, we formed relationships with members throughout the IBEW. I met with a brother from Texas who is pushing to get the AFL-CIO to endorse a resolution supporting abortion rights. I met with a sister from Seattle who is working on a resolution to demand a ceasefire between Israel and Palestine. I met so many motivated and passionate budding IBEW leaders, and it motivated me to become more involved.

Here in Denver, the Mile High Chapter of the EWMC is working on starting a mentorship program. It will be a volunteer program of one-on-one mentorship between a more experienced electrical worker and a new apprentice. We still need to hammer out the details, but we're modeling it after the program set up by Local 440 in Riverside, CA.

If you'd like to be involved with the EWMC, reach out to Travis Trujillo at Local 68.



WBF ABOUT US BY TITO ALEMAN III

Over the past three months the Wiremen's Brotherhood Fund (WBF) has been keeping business as usual. We order shirts to sell to raise money for the fund. We've also been selling raffle prizes only playable by coming to the general meeting and/or a Brotherhood Night. With the help of stewards and other committee members we sell 50/50 tickets. All profits go to raise money for the fund.

We encourage all IBEW LU 68 members to join WBF membership. At only \$25 a year it's not a financial burden. Even if you never make a claim, never win a raffle prize, or never win a 50/50 drawing, your monetary contribution goes directly to the fund. This helps Brothers & Sisters in need.

All that said, the WBF is in pursuit of another committee member right now. It does come with a volunteering commitment of each member's personal time. We committee members raise money and increase membership whenever possible. In addition to that we show up to every general meeting, and a WBF committee meeting each month. Whenever a WBF event happens like bowling, golf, or clay shoot the committee members volunteer their time to help run the event. It can be a lot of volunteer time for individuals, but we try to share the load. Which is also why we would like to accept another committee member.

Some may ask - why give all this personal free time up? I wish I could tell you what the drive from within is called for the service and the betterment of others. I lack the words. But know this, if anyone is interested in a WBF committee member position your efforts will help IBEW Brothers & Sisters who are sick or injured and in need. That is why the fund was created in the first place. The form will tell you the benefits of WBF membership. (Show pic of form) It's not much but it does help. Not that any of us wish for others to be sick or injured or even die to receive the benefits, but it is there when needed.

In closing this cause is a good cause. Anything good in life takes effort. Sometimes it's not the efforts of others that is needed but the efforts of oneself. We ask you to step up. Be the good you wish to see in this world. Be the Union you want it to be. Be the Brotherhood you want to be a part of.

JOIN THE BROTHERHOOD!

THE WIREMAN'S BROTHERHOOD FUND (WBF) HAS BEEN HELPING SICK AND INJURED MEMBERS FOR OVER 60 YEARS!

- WBF grant pays \$85.00 a week (plus \$15.00 if married and \$15.00 per dependent)
- WBF grant pays up to eight weeks
- WBF grant will pay if injured at work or home
- WBF pays a \$500 death benefit to the spouse of members who have been in good standing for at least 5 continuous years
- WBF dues are only \$25.00 per year!



ALL DUES AND DONATIONS ARE TAX DEDUCTIBLE

To join, please mail a \$25.00 check payable to Wireman's Brotherhood Fund along with membership application to the address below

Please mail to: **Wireman's Brotherhood Fund**
5660 Logan St
Denver, CO 80216

All claims are subject to a 90-day probationary period, from date of acceptance into the Wireman's Brotherhood Fund, Inc.
All claims have a one week wait period.

Travelers are covered only while working in Local 68's jurisdiction and remain in good standing with Local 68.

To file a claim: email wblu68@gmail.com or call/text 970-518-0671
Must be filed within 30 days of injury/illness.

[Please retain top portion for your records]

Rev. 05/18/2023

Application for Membership into the Wireman's Brotherhood Fund, Inc.

Our policy is to make gifts or grants, free and clear of any obligation on the part of the recipient in case of sickness or injury (on or off the job), whether working or not and regardless of financial circumstances.

PLEASE PRINT CLEARLY: Date of application: _____

Name: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____ Telephone: _____

Email: _____

Married: _____ No. of Children: _____ Ages of Children: _____
(Children are considered to be under the age of 18 and special needs children under the age of 25)

Signature: _____ Local Union Number: _____

Dues are \$25.00 per year and must accompany this application



THOUGHTS FROM THE BUSINESS MANAGER: ZACK ESQUIBEL

Dear Brothers and Sisters,

As we strive to expand our union's reach and influence, it is crucial to recognize the importance of organizing unrepresented workers within the electrical industry. By extending our solidarity and support to those outside our union, we not only strengthen our collective voice but also uphold the values of fairness, equality, and justice in the workplace.

Organizing non-union workers presents a unique opportunity to broaden our membership base and amplify our advocacy efforts. By reaching out to workers who may not have the protections and benefits of our union representation, we can offer them a path to empowerment and collective action. Through education and outreach, we can demonstrate the tangible benefits of union membership and inspire others to join our cause.

Moreover, organizing non-union workers is essential for building alliances and fostering solidarity across industries. By uniting workers from diverse backgrounds and sectors, we can confront common challenges, leverage our collective power, and advance the interests of working people as a whole. In doing so, we strengthen our union and contribute to a broader movement for social and economic justice.

By organizing the unrepresented workers, we not only improve their lives but also strengthen our own Union. Together, let us redouble our efforts to reach out to those who are not yet part of our great union family and invite them to join us in the fight for a better, fairer future.



Books I and II, All Regions

	INSIDE
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BOOK I	6
BOOK II	0



MEMBERSHIP UPDATE

Congratulations to the following members who will receive a service pin:

Congratulations to the following members on taking their Official Oath of Obligation:

<p>April</p> <p>Richard W. Edelen Gary D. Ramsier James A. Lucero Paul R. Marlin Matthew M. McCrery Emmett W. Tidwell</p> <p>May</p> <p>Roy S. Nordyke David J. Olson Gary W. Slagowski Benjamin R. Froemming</p>	<p>June</p> <p>Gregory M. Johnson Donald S. Konrad Joe N. Olson Ronald R. Olson Lambert L. Iringan Timothy P. Gordon Mark A. Medrano Daniel W. Nielsen</p>
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<p>January</p> <p>Zane Chleboun Thea Erickson Kyle Haley Joseph Hayes Grover Heard Thomas Herndon David Izaguirre Christian Linder Owen Martinez Corwin Menou Jonathan Olson Edwin Quijano Aaron Rodriguez Dylan Saarinen Andrew Turner</p> <p>February</p> <p>Bryan Begay Michael Conroy Kristofer Griffen Benjamin Hehn Kristopher Henson Benjamin Hintze Ethan Linnabary</p>	<p>Eli Martinez Devon McNear Connor Meek Manuel Melina Anthony Milnes Yessenia Teodoro Madero Jarai Vaughn Joshua Villarreal Timothy Walker</p> <p>March</p> <p>Vincent Barton Dalton Douglas Michael Edwards Chris Ewer Adam Gronlie-Lysak Morgan Hendler Noah Korosec Christopher Luna Justin Miller Julio Pacheco Justin Ray Rene Villanueva Daniel Zarate Gonzalez</p>
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We sincerely regret to report the death of the following members:

<p>Ronald W. House Claude F. Adams Stanislau Mardian Elwin J. Coulter</p>	<p>Timothy D. Moser James M. Schlieker Gary W. Byrd James R. Hammack Sr.</p>
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Congratulations to the following members on their recent retirement:

<p>January</p> <p>Fred J. Younger James D. Boaz Curtis D. Engle Terry A. Miller Nicolas G. Demos James R. Hammack Jr.</p>	
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