



IBEW LOCAL 325

NOVEMBER 2025

Greetings IBEW Local 325 members,

Setting the record straight, series? As Business Manager I dedicate my life to the local and represent all members including retirees. It is a position I highly respect and serve with honor and I make decisions that are best for the Local. In doing that, I realize not everyone will be happy with the decisions that are made. With the Funds (Pension, Annuity, and Health and welfare Joint Trust Fund) there is a board of Trustees (3 on the union side and 3 on the employer side) that oversee the funds. The funds Trustees make recommendations and then it is put to a vote. The JATC also has a board of Trustees that make the decisions, again with equal votes with majority votes carrying the decision. There are many factors that must be adhered to when running the Local as a Business manager and Fund Administrator. Such as Laws, Department of Labor regulations, Fund policies and Summary Plan Descriptions, International Constitution, Local 325 Construction Agreement and Bylaws. This is the memberships local and not an Autocracy or the voice of just one as some may feel it is; all members votes are equal and must be a majority vote. Our Constitution and Bylaws state that the business manager shall be the principle officer of the local union when it comes to union business outside of the Funds. The business Manager is the one in charge of making the decisions that are legal and best for the Local as a whole taking into consideration all voices that have made their opinion known either by calling the Business Manager or speaking out at a meeting. The Future of IBEW Local 325 has never been BRIGHTER! Now is a great time to be an electrician and over the next 3 years I will continue providing the best care that I can for the Local.

There will be a 13th check sent out to the retirees (retired prior to and including May 1, 2025) in November to show Respect to the retirees that have paved the way before us. Without them we would not be able to retire in dignity. It is our job to protect our funds and keep the Pension strong for those that are working now and those that come behind us.

Fraternally, Kelvin

**BUSINESS MANAGER, KELVIN HERRALA'S
PHONE NUMBER: (607) 222-4908**

Don't Let Sickness Get You Down!

Get Care 24/7!

For members enrolled in Local 325 Coverage, Teladoc Health is included as one of your health benefits. Wherever you are, you and your family have access to licensed healthcare providers all year long. Whether you're at home, work, or traveling, Teladoc Health can help— day or night at NO COST to you!

Download the **Teladoc Health app**, visit
www.teladochealth.com, or call
1-800-TELADOC (1-800-835-2362)

Get treated for:

- Flu
- Pinkeye
- Sinus infections
- Sore throat
- Bronchitis
- And more!
- Allergies
- Rashes

CHRISTMAS ADOPT A FAMILY

Hello All,

So excited for our 7th season supporting people in our communities! Together with your support we have uplifted 48 families in the past 6 years!!! That's amazing!

Family wish lists will be available by Monday November 10 for sponsorship. We are hoping to have another 10 local families to support this season. We are accepting both gifts and monetary donations. If you prefer to provide gifts, please contact me directly at 607 651-7595 or to receive a wish list for a specific family or individual. Monetary donations can be dropped off at the Hall, Venmo or mailed. Please note that all gifts should be unwrapped and delivered to the Hall by Friday December 12th. This allows us time to distribute them to the families before Christmas.

Your generosity and support make this program possible, and we extend our deepest gratitude for your participation. Let's make this Christmas season extra special for those in need.

Warm regards,

Katie and Eric Huff

Venmo @Katie-Huff-118



JOURNEYMEN ANNOUNCEMENT:

The EVITP (Electric Vehicle Infrastructure Training Program) course will be offered in November to any JW's that are interested in getting certified or need to be recertified. Email Training Director/Education Coordinator Amy if interested at training@ibew325.net



NFPA -70E TRAINING JOURNEYMAN CLASS

The class will be offered on Wednesday, December 10th and Wednesday, December 17th from 5-9pm both nights.

If you are interested in signing up please email Amy at training@ibew325.net or call the Hall to sign up.

Binghamton Black Bears Hockey Tickets

Regular season tickets are available at the Hall!
2 Tickets per member, per season.



Current dues rates REMAIN FOR 2026

ACTIVE: QUARTERLY: \$147.45

EARLY RETIREES: QUARTERLY: \$141.00

Active members can pay online, if your dues are current.
@ ibew325.net

Password: !WEBRINGTHEPOWER!

NOVEMBER CALENDAR

11/3/25 – E– Board Meeting

11/17/25 – Regular Union Meeting

THANKSGIVING HOLIDAY

Upcoming Overtime Holiday for Local 325 as in Article 3, section 3.02(a) is Thanksgiving Day (November 27th) and the Friday after Thanksgiving (November 28th.)



—Now available with UMR—

TALKSPACE—TAKE CARE OF YOUR MENTAL HEALTH

**With Talkspace online therapy, you can regularly communicate with a therapist safely and securely from your phone or desktop.
No office visit required.**

Customers that have access to the behavioral health network through UMR, now have access to Talkspace as an additional network option. Services are charged as an in-network claim. Access comprises of personalized care, including therapy, self-guided exercises, psychiatry, and relationship tools for stress, anxiety, depression and other conditions.

Talkspace is convenient, safe and secure. Simply register and choose a provider and message anywhere, anytime at talkspace.com/connect

.