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News briefs

Competitive Markets

failed to deliver. Electricity customers in states that deregulated their power industry in pursuit of "competitive markets" now pay more for electricity than consumers in noncompetitive states, according to a study published by Carnegie Mellon University's Electricity Industry Center. On average, power users in restructured states pay 2 to 3 cents per kilowatt hour more than customers in states that didn't restructure.

Orv Owen, the long-time union activist who died Jan. 1, will be honored with a plaque on the Local 1245 Memorial Wall at Weakley Hall in Vacaville.

Thieves Disguised as utility workers cut into the perimeter fence of a substation in Wichita, KS and took "a major quantity" of braided copper wire. The theft prompted local police to alert the public to look for potential thieves dressed as utility crews.

Get answers to your union questions at: www.ibew1245.com

Utility Reporter

Volume 57 No.2 • March/April 2008 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

IBEW plans regional training centers to address utility workforce shortages

As massive retirements erode America's utility workforce, the IBEW is joining forces with several utilities to create a new system of regional training centers to create the utility workforce of the future.

In a recent visit to northern California, IBEW President Ed Hill made it clear that recruitment and training is an urgent necessity in an industry where half the workforce could retire within the next five years. He also made it clear that the IBEW is ready to move beyond talk and jolt the industry out of a decade of *continued on page 16*



President Ed Hill speaks to Local 1245 stewards, Executive Board members and staff in San Francisco about the IBEW's "Code of Excellence" program and the union's new training trust initiative.

New PG&E unit organized

Environmental Specialists at Pacific Gas & Electric will be represented by IBEW Local 1245 after a card-check representation election.

The card count, conducted Feb. 1, showed that a majority of employees working as Environmental Specialists wanted IBEW Local 1245 to represent them in negotiations with PG&E. The card count was carried out by a third party, Restructuring Associates, Inc., under the terms of a "neutrality agree-

ment" previously agreed to by the union and the company.

The 33 Environmental Specialists, who deal with hazardous waste and other environmental impact issues, first approached the local about representation in December 2007, according to Local 1245 Business Rep. Landis Marttila, who led the organizing drive. Major concerns included lack of control over their work hours in particular and their worklife in general. Compensation was also an issue.



Landis Marttila

"It's one of the best informed units I've ever dealt with. They're very self-motivated, assertive and well-informed," said Marttila.

The new group will be folded into the union's Physical Agreement with PG&E. Hours, job definition and salary will be determined in separate negotiations.



WINNING PHOTO

Local 1245 member Robert Mettalia took first place in the IBEW Photo Contest with this panoramic view of powerlines crisscrossing the Carizo Plain near San Luis Obispo, CA. Mettalia, a PG&E lineman, said it was the first time he had entered the contest. An Honorable Mention in the contest was received by Local 1245 member Jim Zimmerlin, whose photo showed welding work at PG&E's Diablo Canyon Power Plant. Both photos appeared in the Winter 2008 IBEW Journal.

Proposals sought for PG&E bargaining

The union wants your PG&E bargaining proposals!

Members at PG&E can submit proposals during unit meetings in March and April for the PG&E Physical Agreement, which expires at the end of 2008.

The Clerical Agreement at PG&E runs another two years, and Clerical wages in 2009 and 2010, by prior agreement, will mirror whatever is bargained for Physical.

The Benefits Agreement at PG&E is up for renegotiation this year and proposals are being accepted in March and April from members in both the Physical and Clerical Bargaining units.

Proposals must be submitted on official forms available from your Local 1245 Business Representative.

Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

Winter storms that pounded California and Nevada in January and February left no doubt as to who makes a utility work. Thousands of our members worked around the clock throughout our 360,000 square-mile jurisdiction in cold, windy, wet, and stormy conditions to restore service to millions of Californians and Nevadans. As important as those with engineering, financial, and management jobs are, it is our members who are the engine room of any utility.

The current year is full of challenges for Local 1245. Contracts covering more than 14,000 of our members are expiring in 2008, on top of recent difficult negotiations with Sacramento Regional Transit, Turlock Irrigation District, South San Joaquin Irrigation District, and all of our line clearance tree trimming contractors.

As we prepare for negotiations on multiple fronts, we are facing change on a level that we have rarely experienced. At Sierra Pacific, new management is pushing our sister local in Las Vegas towards elimination of their defined benefit pension plan in favor of



Amaral takes oath

Ken Amaral was sworn in by President Mike Davis in January as the newest member of the union's Advisory Council. Amaral, a 30-year member and Senior Hydro Clerk in Auburn, will represent members in the old Drum Division of PG&E, Plumas Sierra REC, and City of Roseville.

Unit Meetings

Unit 2516, City of Lodi, has a new meeting location: Round Table Pizza, 2715 Kettleman Lane, Suite 204, in Lodi.

Sam Glero, Business Representative

Unit 1115, Los Banos, has a new meeting location effectively immediately. The new location is Dutra's Towing Club House, 830 "I" Street, Los Banos, Ca.

Mike Grill, Business Representative

Unit 3513, Grass Valley, has a new meeting location: 10100 Alta Sierra Dr., Grass Valley, Ca.

a cash balance account system. At SMUD, longtime General Manager Jan Schori, with whom Local 1245 has worked well for years, announced her imminent retirement. The Board at Sacramento Regional Transit recently appointed a new General Manager after a national search, and the Board at the Lassen Municipal Utility District voted recently to terminate General Manager Frank Cady.

Change is the order of the day at PG&E, both in management and in work processes. Virtually every PG&E operating officer has been hired within the last three years, coming from a variety of backgrounds inside and outside the utility industry, inside and outside the United States. We will begin negotiations early this summer dealing with an operating management team that has nobody—literally nobody—who has been through negotiations with Local 1245.

At the same time, PG&E's management is struggling to move through and past Business Transformation. I don't choose to make an extended critique of Business Transformation here and now, but it is safe to say that most of the problems facing the new management at PG&E are problems that either did

not exist at all or did not exist at current levels before Tom King launched Business Transformation in 2004. Bill Morrow's hands-on approach involving bargaining unit employees is a refreshing contrast to the top-down Accenture days, but the problems are daunting.

Both of these factors will impact our negotiations. The challenge of getting to know and assessing the new management team is one that I relish. We know in broad terms what we hope to accomplish in negotiations, and in the coming months our members will be submitting specific proposals for negotiations. In the past, we could anticipate with some degree of accuracy what the company was likely to propose because we knew who we were dealing with. I am determined that by the time we exchange proposals with PG&E we will have as full an understanding as possible of who we are dealing with; only with a true understanding of your adversary can you negotiate from strength. We will be strong.

As for the lingering effects of Business Transformation, PG&E's failure to meet its financial targets cannot help but add pressure to the coming negotiations. It would be foolish to telegraph our bargaining strategy and I don't

Contract extension ratified at TransCanada

Members of Local 1245 at TransCanada ratified a four-year extension of the labor contract that was set to expire on March 31, Local 1245 Business Rep. Darryl Norris reported.



Darryl Norris

The contract extension provides for wage increases of 3%, 2.5%, 2.5% and 2% over the four-year period. There were no changes in the current collective bargaining agreement and benefits agreement, which continues to provide 100% employer-paid medical, dental,

and vision premiums.

The contract passed by a vote of 26-5.

The union and TransCanada agreed to discuss three outstanding issues at labor-management meetings for possible resolution:

- Establish training programs for all classifications, with an emphasis on the Utility Worker classification.
- Resolve the issues of recognition (Tuscarora, Northern Borders, and Baja)
- Establish procedures for future "out of district assignments."

Negotiating the extension of the contract were Shaun O'Neill, Scott Hoey, Business Rep. Darryl Norris and Business Manager Tom Dalzell.



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Our Web Site can be viewed at www.IBEW1245.com.

Our phone number is (707) 452-2700.

CALENDAR

March & April: PG&E Bargaining Proposals accepted at unit meetings

Apr 1: Retirees Club, Merced, CA

Apr 1: Retirees Club, Santa Rosa, CA

Apr 3: Retirees Club, San Jose, CA

Apr 9: Retirees Club, Vacaville, CA

Apr 10: Retirees Club, Dublin, CA

Apr 26: Advisory Council, Vacaville, CA

May 1: Retirees Club, San Jose, CA

May 6: Retirees Club, Merced, CA

May 6: Retirees Club, Santa Rosa, CA

May 8: Retirees Club, Dublin, CA

May 14: Retirees Club, Vacaville, CA

APPOINTMENTS

CITY OF FERNLEY

Bargaining Committee

Kathy Bennett
Jay Freeman
Jack Smith

CITY OF YERINGTON

Bargaining Committee

Helen Sturtevant

CITY OF OAKLAND

Bargaining Committee

Michael Patterson
Joe Rohrer

CITY OF BERKELEY

Bargaining Committee

William Edwards
Jim Milstead
Rudy Wilson

CONFERENCES AND CONVENTIONS

Alliance for Retired Americans Western Regional Conference
Watie Anthney



Got something to share with your fellow union members? Send signed letters to: Utility Reporter Letters, IBEW 1245, POB 2547, Vacaville, CA 95696. Please note that we cannot print personal attacks or letters dealing with union politics. Opinions expressed in "Letters" are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.

Conditions for Diablo employees

Editor's note: This e-mail from a Local 1245 member is reprinted with the writer's permission. It has been slightly edited for clarity. The writer's name is withheld to protect confidentiality.

I don't really know if there is any interest on the union's part, however it seems to me that there should be regarding the following matters.

Our company has become more budget conscious in the past years, downsizing jobs, upsizing job duties, looking at various ways to cut costs. All the while telling us that we, the employees, matter. With the onset of 2R14 [Diablo Canyon Unit 2 refueling outage], more and more I have felt that as a PG&E employee I have taken a back seat to contractors and in fact that being a PG&E employee has penalized me in numerous ways versus being a contractor.

1. Day & Zimmermann and SGT craft personnel are being paid 45 minutes at either time and a half or double time (depending on when they get out of work) to ride the bus to and from work each day. Each of these craft personnel are being paid this 1.5 hours per day whether they ride the bus or not. In addition to this, they are also being paid \$50 per diem for each day they work. This is all on top of their wages. I understand that they negotiated all this but the bus ride was negotiated as "if they rode the bus." There are many, many that are not riding the bus. All foremen, general foremen and many others are not riding the bus but they are all getting the 1.5 hours in overtime daily anyway. In addition to the above, the craft employees will also be getting a monetary bonus at the end of the outage. I don't know the specifics of that bonus but it is a monetary bonus. I'm sure it won't be the 5 hours or so that we usually get. I know we are eligible for like 20 hours but a lot of it is dependent upon safety, alara etc. which the contractors can effect. I don't think we have any affect on theirs.

2. Parking—I know, everyone is whining about it, however it is a huge issue. Contractors are given parking passes to

park in Lot 8 or above. Parking is first-come first-serve. SGT contractors start their shift at 0530. Night Shift is still here. Lot 7 is also full (many outage passes - cars parked there illegally) prior to 0600, mostly due to night shift still being onsite, contractors from nights that shouldn't have been allowed to be in the lot in the first place are parked there so consequently, PG&E employees are forced to at the very least park in Lot 1 or at the upper lots and be shuttled down. The busses and Steam Generators have cut out a ton of our parking. I have notified Security re: folks parking down here in Lot 7 at night, but it continues to happen. If the company would have at least had the contractors park in Lot 1 or above I think the employees would feel a LITTLE better about it.

I may be just sounding like a whining little kid "they got this and I didn't." What bugs me the most is the getting paid an hour and a half a day for nothing. They are supposed to ride the busses for the pay but they know that they don't have to and still get the pay so they are all just laughing all the way to the bank.

Maybe this is all just stuff to think about when you all do the next negotiations or something.

Member name withheld

Utility Reporter appreciated

I want to thank you for the Utility Reporter. It's a good paper with a lot of news.

I was equipment operator for the gas department out of Walnut Creek and a shop steward and union trustee for 1245 in the old union hall on Clayton Road in Concord. I have been retired for 28 years from the gas department. I am 85 years old. The paper helped me remember a lot of things.

I was glad to see the agency shop pass. [The agency shop was achieved at PG&E in the early 1970s, just a few years before Brother Balen retired.] It helped a lot and gave the union more money to work with.

I still belong to 1245 Retirees Club.

A friend to 1245,

Edward Bolen; Anselmo, NE

Orv saved my career

I was sorry to hear about Orv Owen's death recently. I have to tell you how he affected my career at PG&E:

When the new Edenvale Service Center opened in San Jose years ago, management requested that I attend an open house on a Saturday with no mention of any compensation. I decided not to attend, because I assumed it was management's party.

My supervisor said he was very disappointed that I was not there. Shortly after, my work didn't seem to satisfy management, and I was told I was going

to be demoted after 25 years of service.

I wasn't a member of the union because, after all, if you performed in a satisfactory manner, who needed a union? How silly I was!

I immediately joined IBEW and was told to attend a meeting to discuss my shortcomings with management and my union representative. In attendance was Orv Owen and Jack Hill. To make a long story short the electric superintendent told me several days after that meeting that my work had improved. It was like a miracle!

Because of Orv Owen and Jack Hill my 32 years career was saved. I'm sorry that Orv isn't here, so that I could thank him again.

Bob Leal; Los Gatos, CA

Thank you, Retiree Club

Editor's note: This e-mail by IBEW retiree B.J. Pierson to Ken Rawles is published here with the author's permission. Rawles is Recorder for the Santa Rosa Unit of the Local 1245 Retirees Club.

Dear Mr. Rawles:

I'm a PG&E retiree—1993 GC Auburn Office— IBEW retiree member also. I now reside in Idaho. I recently read online about the meeting coming up on 1/18/08 [between the leaders of the various Retiree Club chapters].

First of all, thank you for working so hard to get our insurance benefits extended. My wife and I truly appreciate every effort that was made. One thing that concerns me is the increase in the cost of living. As a retiree yourself I'm sure you understand how hard it is to make ends meet. We've had one small increase since I retired.

It would be really nice if PG&E would initiate a pay increase for the retirees. PG&E sure gives huge pay raises to their CEO's—how about the retirees? We worked hard to make the company what it is today.

Thank you for your consideration regarding this matter.

BJ Pierson; Idaho

Consider your retirement

When I was hired by PG&E General Construction Gas Department in 1967, my wage was \$106 a week. Boy was I happy. I as well as many others hit the road, working through out PG&E territory, not as much as others but more than some. Throughout my employment I had many people that were older than myself, who I respected for their work habit and their knowledge of their job. They all showed not just me, but all new hires how to get the job done.

This still goes on today, the more senior employees teaching the new employees not just what to do, but how to do it safely, and I hope it is still done with pride. Have you ever in your years of serv-

ice kept track of the men who were your teachers of work safety and kept most of you out of trouble? When they retired some of you donated some money for a gift or maybe just signed a retirement card. Have you ever wonder how those men and women are doing? Are they well? Are they still living in the area where they use to call home? Or did they move so their money would go farther?

Well, to tell you the truth our older retirees (who helped make PG&E and who helped groom you for the jobs that you are doing now) are getting a monthly pension check of around \$600-\$1000. People who retired later--whether you were in the labor force as most of us are or the ones in management--most people who I know are getting paid anywhere from \$1200-\$3000 a month for the rest of their life, and if they pass away some of their spouses will be getting less than that.

Stand back, take a minute of your valuable time and look at all the people who you knew that retired and ask yourself, "I wonder how they are doing?" I do keep in contact with some of them. The older you and I get, most of the time you're able to at least give that old fellow co-worker (that you once worked side by side with) the last respect at his grave site services.

I was one of the lucky few to be on the Negotiations Committee. We were able to get some of the oldest retirees a pension increase in 1999 and in 2004 workers voted in a new contract and the retirees received \$7500 to help pay for their monthly medical premium, that lasted at an average of 2-3 years and ran out. In 2007 retirees and the union were able to get the retirees a pro-rated \$3600 to help with their medical premium. We know that this will last some just over one year.

I hope you will attend your monthly union meeting and this year in negotiations try to get some language in the contract that will get somewhat of a pay adjustment for all retirees every year. Just remember, you too will be in our shoes. I can stand back and say as an active worker that I helped to get two increases in my 37 years and one health adjustment. Now, as a retiree I am working with others trying to help out our older retirees get a higher pay increase. Remember you will be there soon and now is the time to get some language voted on, for you and your spouse in the future.

Larry L. Darby; Fremont, Ca

Lineworkers risk lives

Editor's note: The following letter got its start as an e-mail from Jan Homer, an Auburn resident, to IBEW Local 1245 Administrative Assistant Lita Clark. It is printed with the author's permission.

As one of those people that had been without power for more than five days, I was elated when the PG&E workers

continued on page 5

CPUC wants to revive “Direct Access”

The state Public Utilities Commission wants to revive “Direct Access”—the cornerstone of California’s disastrous experiment with deregulation.

Despite warnings from state legislators and from the state’s utility unions, the CPUC voted on Feb. 28 to examine ways to reinstitute Direct Access, a policy that allowed power customers to bypass the state’s regulated utilities and buy electricity directly from independent producers and marketers.

The CPUC began discussing the revival of Direct Access last year. Legislative leaders warned at that time that state law expressly forbids reviving direct access for as long as the California Department of Water Resources continues to supply electricity to the utilities under long-term contracts signed during the energy crisis. The last of those contracts won’t expire until 2017.

To get around the prohibition, the CPUC is studying whether the long-term contracts could be assigned to someone else, such as the utilities.

The California Utility Employees (CUE), a coalition of utility unions, strongly urged the CPUC on March 5 to abandon all plans to revive the discredited policy of deregulation through Direct Access. CUE noted that Direct Access undermines the regulated utilities’ ability to predict and plan for

future generation needs.

CUE also pointed out that current providers of Direct Access (grandfathered in during the energy crisis) provide virtually no renewable generation. While the state’s regulated utilities are required to achieve 20% renewable generation by 2010, the CPUC seems “either unable or uninterested in enforcing” renewable obligations on Direct Access suppliers, CUE said. (See CUE’s testimony, this page.)

Independent generators are still making the same claims for Direct Access that were commonly heard in the 1990s, when Enron led the lobbying charge at the state legislature to deregulate California’s electric system. Direct Access, these generators argue, can lower California’s chronically high electricity prices by forcing utilities and power plant owners to compete for business.

But the theory proved completely at odds with the generation and pricing of electricity in the real world, as was demonstrated in 2000-2001 when California’s energy markets melted down, leaving Californians reeling from blackouts and soaring prices. The Legislature was finally forced to take emergency action to rescue the state’s electric system—and economy—from utter collapse. Direct Access was suspended by legislative order, and the state signed several long-term power

contracts through the Department of Water Resources to stabilize electricity supplies.

Large power customers who had already signed Direct Access contracts were allowed to keep them, but everyone else had to continue buying electricity from the utilities.

Now the CPUC seems determined to revive the discredited policies of deregulation—as if the disaster of 2000-2001 never occurred.

“They’ve yet to demonstrate what the benefit is to the (utility) ratepayers,” said Sen. Christine Kehoe of San Diego,

chair of the Senate’s Energy, Utilities and Communications Committee.

The consumer group TURN shares the unions’ concerns that Direct Access will make it difficult for utilities to properly plan for how much energy they’ll need to generate or buy for their customers. TURN Senior Staff Attorney Mike Florio told the San Francisco Chronicle that utilities would be forced by Direct Access to rely on expensive, short-term contracts with power plant operators rather than cheaper, long-term contracts.

“It’s really inevitable that prices will be higher for everybody,” Florio said. “It’s when you have the long-term deals that the utilities have traditionally relied on that you get stable rates.”

The theory of Direct Access proved completely at odds with the generation and pricing of electricity in the real world, as was demonstrated in 2000-2001 when California’s energy markets melted down, leaving Californians reeling from blackouts and soaring prices.

CUE Testimony

Senate Committee on Energy, Utilities and Communications
March 4, 2008

These comments are offered by the Coalition of California Utility Employees. The member unions of CUE represent about 35,000 employees of nearly all electric utilities on California, both investor owned and publicly owned. These Unions include International Brotherhood of Electrical Workers Locals 18, 47, 465, 659 and 1245, Utility Workers Union of America Local 246 and the Engineers and Scientists of California Local 20, IFPTE.

Direct Access (DA) is a cornerstone of California’s failed experiment with deregulation. From the Bluebook in 1994, to AB 1890 in 1996, up to the present, DA, along with divesting utilities of generation, has been the core of deregulation. Unfortunately, policymakers at the CPUC have somehow failed to learn from that

The basic problem is that power plants are, by their nature, very capital intensive investments that must be paid off over a long period. The only way to finance these long term investments is the security of having long term customers for the power generated.

security of having long term customers for the power generated. But that’s the rub. If customers are allowed to change suppliers, then no one will be able to get the financing for new power plants. Lenders understand that their only real security is a stable customer base. If those customers are able to choose a different supplier, there is no security.

This reality is not in dispute. More than one dozen power plants have been fully permitted, but not built because they lacked a long term power purchase contract or were not owned by a publicly owned utility whose customers do not have DA. Since the energy crisis ended, no plants have come on line without this locked in customer base. Even renewable power plants that,

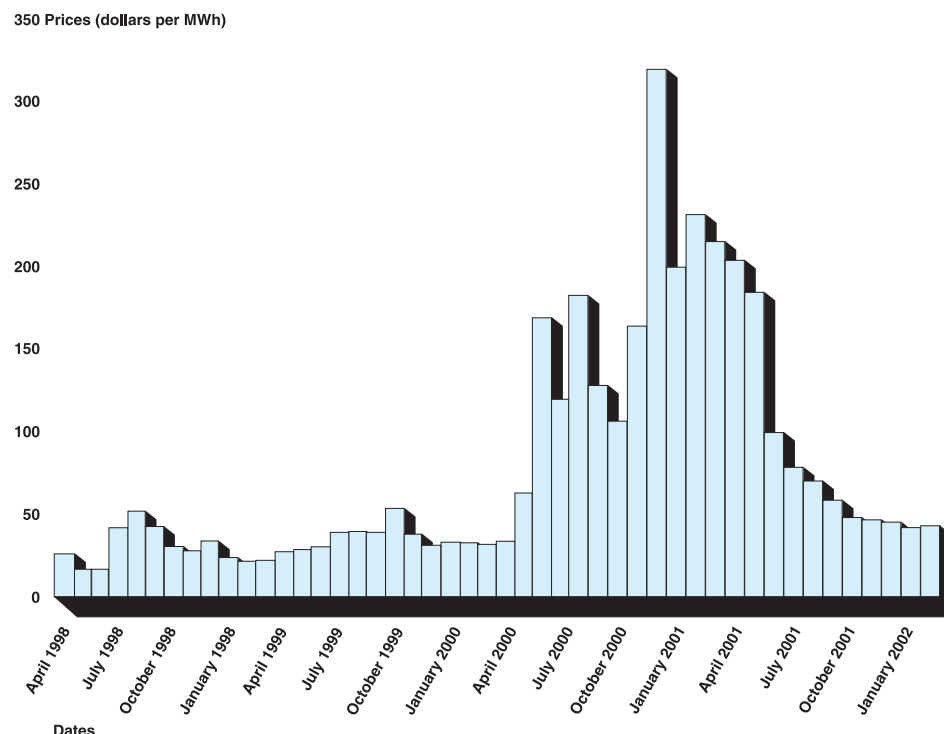
because of the RPS requirements, should have no trouble selling their output, have not been built without a locked in customer base. The mere potential for re-opening DA has eliminated any possibility that a

plant could be financed without a long term contract.

The DA advocates like to claim that stability could be created with well designed “coming and going” rules. They claim that if we could somehow get the rules just right, we would have enough stability to finance new plants. That will not work. A new power plant cannot be paid off in less than 10 years, and it is cheaper for customers if paid off over 20 years. No form of DA that allows switching every 6 months or 1 year or even 2 years can match up with the reality of financing.

Even more graphic than this reality is the CPUC’s failure to manage even the existing DA customers. We’ll give just one example: There is much consternation about the possibility that the IOUs will not reach their RPS goal of 20%
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Average Monthly Price of Electricity in California, April 1998–February 2002



Source: GAO’s presentation of data from CAISO.

Electricity prices spiked during the energy crisis, ultimately costing Californians more than \$40 billion before long-term contracts got prices back under control. The energy crisis drove PG&E into bankruptcy, and dozens of energy companies were ultimately fined for price gouging.

Stalcup leaves legacy of union protections

Thoroughly Roger

By Eric Wolfe

Here's the thing about Roger: he's thorough. If you have a question, you better want the complete answer—because you're going to get it.

As an Assistant Business Manager for nearly 28 years, Roger Stalcup has put his legendary verbal skills to work defending the members of IBEW Local 1245. Measured in years, his service on staff is nearly unmatched. Measured in words delivered, nobody even comes close.

We're not talking about casual talk around the water cooler. Stalcup's words have been heavy artillery in the battle to preserve jobs. As Secretary of the Review Committee for nearly two decades, he utilized every syllable in the contract to force compliance with job protections negotiated by the union.

This is fact: grievances handled by Stalcup at the Review Committee level laid the groundwork for successful arbitrations that threw a security blanket over countless PG&E jobs. Stalcup retires on March 1, but his legacy will endure. And it is huge.

"Roger has done more for job security at PG&E than anyone," says Business Manager Tom Dalzell. "He did spectacular work preparing for arbitrations. There are thousands of people working at PG&E who would not be working there had it not been for Roger's efforts on job security."

What is it like? What is it like to wrangle over the meaning of individual words, to argue about the intentions of people who negotiated particular contract language years ago? It's not everybody's cup of tea, for sure.

To Roger it was heaven.

"The 19 years I spent as Secretary of the Review Committee will be my fondest memory. I enjoyed that as much as anything else I've enjoyed in my life," says Stalcup.

GC Advocate

Stalcup hired on at PG&E in 1965, was initiated into the union in 1966, and became a shop steward the same year. As a field clerk in the construction line department, he quickly came to believe that General Construction members did not get enough representation from the union. And he used every available forum to make his views known.

Around 1970 he was appointed to the joint grievance committee for General Construction. Working on this committee reinforced his perception that GC members, protected by Title 300 of the PG&E Physical Agreement, were getting the short end of the stick.

"Title 200 (for Division employees) was superior. The average business rep

for Title 200 took care of 1500 members. The GC rep took care of 5,000," Stalcup declares. Some 35 years later the numbers still roll off his tongue like soldiers emerging from some vast bunker of union data.

Serving on the GC joint grievance committee had its rewards. The GC committee, to a far greater extent than its Title 200 counterpart, was empowered to make decisions. More than 75% of GC grievances were settled at the committee level, Stalcup says.

In time, Stalcup became chair of the committee. When a GC subcommittee was established for general bargaining with PG&E, Stalcup was on it. Meanwhile, he gained an appointment in 1972 as GC representative to the Local 1245 Advisory Council. He won election in his own right to the post in 1974.

"I used the Advisory Council as a forum to berate the leadership about the lack of representation, and I did so with a vengeance," says Stalcup. A beatific smile crosses his face as he relishes the memory.

"The business manager came to me in the summer of 1976 and said, 'If you think you're so —g smart, why don't you do the job?'"

That would be the late L. L. Mitchell, the first business manager Stalcup worked for and a man he calls "one of the smartest guys I ever met in my life." Stalcup accepted the challenge and came to work for the union.

In 1978, about a year after Dean Cofer replaced Mitchell as business manager, Stalcup quit the union staff and went back to PG&E. By way of explanation, he only says "I wasn't a team player." He campaigned hard for the election of Jack McNally, and the day McNally took office in 1980 Stalcup began his long stint as assistant business manager. From day one he was Secretary of the Review Committee and was given overall responsibility for GC.

It was the best thing that ever happened for GC employees at PG&E. Under Stalcup's watch:

- Representation for GC members was boosted to three business representatives.
- GC employees were eventually included in anti-contracting protections, which provided a level of job security that GC employees had never previously known.
- "Per diem" payments for GC expenses were expanded from a flat rate lump sum to a lump-sum-plus-lodging, a huge improvement for workers who must spend many nights away from home.

Legacy

Stalcup's most visible legacy is a vast document trail of Review Committee

and arbitration decisions that reflect his tenacious pursuit of the facts. The documents fill several filing cabinets at union headquarters, and will continue to materially benefit members long after he's retired. But Stalcup shrugs it off.

"I'm a detail person. Reading and writing is something I do well. I don't think I deserve 'credit' for it. I just had a passion for it," he says. "It was just a talent."

Beyond this paper legacy, which stewards routinely consult as they consider whether to file grievances, Stalcup leaves something else behind. Those who have worked closely with him recognize what it is. If you had to give it a name, "character" would do. Roger weighs his words carefully because he knows that words can—and should—have consequences into the future. You could take Roger's word to the bank.

Not that people have always been comfortable with what he has to say. At more than one staff meeting through the years, Stalcup has cut through the chatter and asked some question everyone else was avoiding.

But to say that Stalcup is direct, or concise, or on-point, isn't necessarily to say that he is always brief. His reports at staff meeting were infamously long, occasionally prompting the appearance of flying objects headed his direction. Likewise at Advisory Council, his reports on the status of various grievances sometimes took on the character of a filibuster.

He regarded his reports as successful when no one had any questions at the end of them. Often, they did not.

"Is it because it was a good report, or because people were tired of listening to me? I've always concluded it was because it was a good and thorough report," says Stalcup, mischief lurking behind a deadpan delivery. "Even when McNally was elbowing me at the podium, I finished my report."

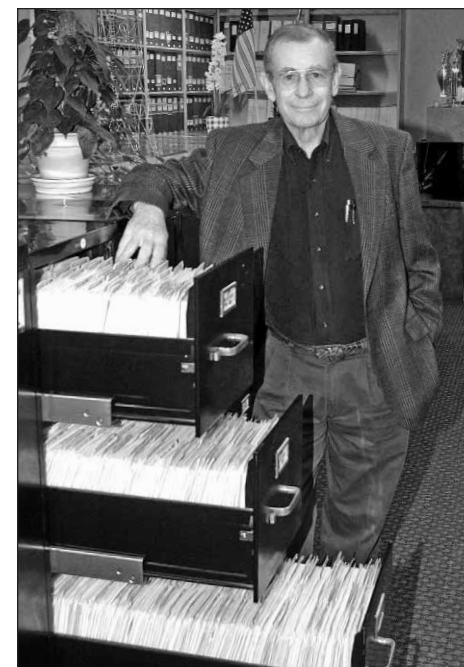
He may have provoked business managers into throwing elbows at him, but his value to the staff and to the union's members was indisputable. Stalcup served under five business managers altogether over a span of nearly 32 years.

Stalcup's encyclopedic institutional memory is not something easily replaced. But he's not overly concerned about how Local 1245 will fare without him. The key, he says, is for the union to stay focused on the basics.

"We've done a good job of keeping our eye on the ball. We still represent our members—bargaining with our employers, enforcing contracts in grievance procedures, visiting and representing the people we're paid by."

All the union needs to do, he says, is "remember what our job is—to represent our members with honesty and integrity. If we can do that we can survive."

Even as he takes his four decades of



Roger Stalcup leaves a legacy of union protections embodied in decisions by the Review Committee, which he served as secretary for nearly 20 years. Photo: Eric Wolfe

union experience out the door, he believes the union offers valuable stability to its members.

"We have a fairly high level of continuity you don't see in management because they've only been in there about a half hour."

Letters, from page 3

came into our neighborhood and restored power. They started their work at 5:00 p.m. and finished at 8:30 p.m. in the rain and the dark.

I went outside to offer my "thanks" but decided to not distract them because I could see the danger in their work. It really wasn't until this storm that I realized the danger that they put themselves in so that they can fix our lines.

I found so many people here in Auburn that spent their time moaning about not having power and why didn't PG&E do something faster. I came to realize that for those PG&E workers, there was no "win" because we are all so selfish that we think that we should be "first" to have our power restored. We forget that there are lots of other reasons why power is restored in other places first—hospitals, medical reasons for some persons, CalStar helicopter services, larger neighborhoods, elderly, and finally the smaller neighborhoods that can survive for those extra few days.

I would like to add that PG&E did not neglect our neighborhood, but came within hours to check as to what the problem was; removed the downed wires from our driveway as well as other areas on the street and cut the electrical power so the wires were no longer "hot," in order to remove our immediate danger until they could return to restore power.

Thanks for the email. And, thanks for reminding each of us that PG&E line workers are out there risking their lives for our convenience!

Jan Homer; Auburn, CA

Outside Construction

By Ron Cochran

We have been really busy since we all met last. We have renegotiated several construction contracts and organized a few new contractors. We also have stripped some employees from the non-union contractors.

The Injured Worker Fund (IWF) is now in place and is being funded by Outside Line members. Each member contributes 5 cents for each hour they work. We started funding the plan in October. There is a 30-45 day lag in reporting. The ending balance of Jan. 31 was \$5249.14. The IWF will be fully funded by June 30, 2008. We all hope we will not need it, but we now have the fund to help the members or the member's family if needed. One of the best things about the IWF is that the trustees can dispense payment as soon as the next day when needed to help the family with out-of-pocket-expenses.

Safety

Outside Line uses one safety manual agreed to by the IBEW and the Contractors. This manual is commonly referred to as the Red Book. The Red Book is consistently being evaluated for improvements. We made some modifications to the Red Book in some areas during 2007. These include grounding updates and care of rubber goods and testing.

The safety committee is now addressing Fire Retardant (FR) clothing. The committee meets four times a year. This is open to all hands and contractors. We also meet more often in smaller subcommittees. This is where the nuts and bolts of the work is done. We also hold weekly crew meetings.

The local union picked up an important safety asset when Mr. Ralph Armstrong was hired to replace a retiring Outside Line Business Representative. Ralph breaths new life into our committee through his years of training and tireless effort he gives to our members. Ralph also took over duties on the Local 1245 Safety Committee (covering all Local 1245 members) and the PG&E Safety Committee. Although we have our share of cuts and scrapes in Outside Line, as do all other branches, we have only one major accident to report. William Perry, a Cal-Nev JATC Lineman Apprentice, broke his ankle and required surgery. William was working on storm restoration in the Santa Cruz Mountains during the recent storms

and slipped and fell in a rocky area.

The Outside Line Unit made a motion in 2007 to purchase an Automated External Defibrillator (AED) for the Vacaville Union Office. Seventeen staff and Outside Line members voluntarily took a Saturday class in First Aid and CPR so that they would be prepared to use it. Using the AED device improves the chances of saving a life from around 15% up to about 75%. We will have our new AED device in a central location for the office staff to get to in an emergency. We hope our industry will realize the value of having the AED units on every line crew in the future. Some of us feel this is the most important piece of equipment needed on every line crew working around energized circuits. Ironically, just about every shopping mall in North America already has AED units and personnel trained to use them. We are amazed that we are still so far from this equipment being standard issue for every crew.

Apprenticeship News

We currently have 316 Apprentice Linemen and 29 Traffic Signal Maintenance Apprentices. We held the first interviews of 2008 on Jan. 17-18. There were 70 applicants interviewed for the Apprentice Lineman Program. All applicants are rated and placed on an eligibility list for positions. We will probably interview the third Wednesday and Thursday each month this year.

The Cal-Nev JATC supplies apprentices to the Local 396, 47, and 1245 jurisdictions. There will be a large demand for apprentices by mid-year. We will be interviewing Traffic Signal Maintenance Apprentice applicants in the next few months. We are expecting to grow by 16 Traffic Apprentices this year. We currently have a climbing and orientation class in session with nine attendees.

Lineman Apprentices in 1245 = 51
Lineman Apprentices in 47 = 213
Linemen Apprentices in 396 = 14
37 are off work for several reasons
4 have graduated this year
Traffic Signal Apprentices in 1245 = 5
Traffic Signal Apprentices in 47 = 23
1 Traffic Signal Apprentice is out of work

We held a graduation dinner on January 19 for the 47 Lineman Apprentices that graduated in 2007. Ed Hill, the International President, was in attendance. Cal-Nev JATC, NECA, and the three participating locals organized this dinner jointly. We hope to make this an annual event if possible. After the dinner was over and real party began, I was able to listen to many of the new Journeyman's opinions. It brought back a lot of fond memories of my own youth. I wondered while I was talking to everyone, who would be our next union leaders. One young Journeyman was already a shop steward at a job site with 80 members. He was really wound up with the new responsibilities entrusted to

him. I envy them all and wish them all good luck in their lives.

37th Annual Apprenticeship Conference

This JATC conference is a once a year event that provides updates and future directions of the National JATC as well as each individual program throughout the U.S.

Increase need for the JATC to develop non-climbing classifications. There is a push by the industry for the NJATC to develop non-climbing programs such as: Substation, Underground, and Traffic Signal to help fill the need in areas where they are having a hard time manning this work. Parts of these programs are already developed and are being used in our jurisdiction. The first two years of a Traffic Signal program has been developed and is currently being used by Republic ITS, one of our signatory contractors. The third year of this program is scheduled for completion in the fall of 2008. A Substation Technician classification which currently exists back east in a couple states is on its way. The JATC has already developed the first year Substation Tech Curriculum and will have years 2 through 3 completed in 2009-2010. URD textbooks are currently under development. Looking at a two year program with a target date for the first year of curriculum to be completed in 2009.

Transmission. Concerns of a skilled workforce with knowledge in transmission was a big topic. The number of transmission projects that have taken place over the last couple of decades has been minimal. The once skilled and proficient workforces we had are either aging or already gone. With the future workload in Transmission (approximately \$31 billion over the next couple of years) there is discussion among the various JATC programs to develop a two-year transmission lineman program to address the industry's concerns. There are some concerns about such a program that were addressed by the CalNevJATC, such as what do we do with this group of workers once the amount of transmission work subsides? We will have created a group of workers that will not be knowledgeable in all aspects of the trade and may not be able to find work. In my opinion the more we divide our craft into different segments like this and the ones discussed above the more we are dumming down the lineman classification and the less options a Journeyman Lineman will have with regards to work. Instead of having a classification that can perform all aspects of the trade we will have specialized groups within the trade. One other option that was discussed is to explore the possibility of increasing the apprentice ratios for non-energized work.

On-Line Curriculum. The NJATC is moving forward with an on-line cur-

riculum. This will replace the current work book method and require apprentices to obtain computers. For areas where there are no internet connections a CD will be available. The existing reference books will still be used.

Application Process. Several programs are looking for ways to streamline their application process from the time an applicant applies until he starts the program. There is some concern that there are some good applicants that are finding other jobs before they are offered apprentice positions.

New Safety Book is currently being developed by the NJATC to replace the current Keller Safety Hand Book. Suppose to be more reader friendly and consist of 14 chapters of the most up to date information.

Industry Training Needs. Several industry training needs were identified. Some are already being addressed by some programs. They include: Lead Cable Splicing, Crane Certifications, Work Zone Safety, Hot Stick/Live-Line, PPE Training, Training Coordination and Transformer Testing.

Organizing

We are always trying to organize new members and contractors. We have had some success in 2007. We have organized Pole Test and Treat contractors, Substation Testing contractors, a few Outside Line contractors and a service company that works on PG&E properties as heavy haulers and crane services.

Hiring Hall Update

There are certain positions open almost continuously. The City of Lodi and PG&E are wanting Linemen. We are also updating the application lists. This is a needed procedure to help make the staff more efficient.

Other News

We are still looking for better ways to communicate with our membership. We are using text messaging to certain groups of our membership. It's a good way to get short messages to a lot of members at once. We have learned how to set up large groups in our email accounts and send the messages directly to the member cell phone. This way everyone gets the same information at once.

We are also planning a trial website with an interactive forum later in the spring for Outside Line.

In 2007 we dispatched the following:

Lineman = 460 plus 82 short calls
Apprentice Lineman = 222 plus 8 short calls
Line Equipment Man = 108 plus 8 short calls
Cable splicer = 18
Groundman = 146 plus 34 short call

Ron Cochran is an Assistant Business Manager for IBEW Local 1245.

Line clearance negotiations

IBEW Local 1245 resumed negotiations on March 11 with line clearance contractors Davey Tree Surgery Co., Asplundh Tree Expert Co., Trees, Inc. and Utility Tree Service Inc.. Talks were held at Ron Weakley Hall, the union's headquarters in Vacaville.



Ray Thomas

"Local 1245 continues to fight for a f f o r d a b l e employee and family health and welfare benefits for our families, along with general wage increases and other proposals turned in by our membership," said Ray Thomas, IBEW Senior Business Representative. "While the parties did not reach an agreement in this meeting, there was movement made by both sides."

Negotiations resume on March 25 at Weakley Hall.

Please keep your eye on Local 1245's web-site at www.ibew1245.com, attend upcoming unit meetings, and stay in touch with your union business representative.

Negociaciones para la poda de árboles cerca de líneas eléctricas

El Local 1245 de la IBEW reanudó el 11 de marzo, las negociaciones con los contratistas de poda de árboles cerca de líneas eléctricas Davey Tree Surgery Co., Asplundh Tree Expert Co., Trees, Inc. y Utility Tree Service Inc.. Las conversaciones se llevaron a cabo en Ron Weakley Hall, la sede del sindicato en Vacaville.

"El Local 1245 continúa luchando por unos beneficios de salud y bienestar para el empleado y su familia que sean asequibles, además de aumentos gen-

erales de salario y otras propuestas solicitadas por nuestros miembros," dijo Ray Thomas, representante Senior de Negocios de IBEW. "Aunque en esta reunión no se logró un acuerdo, ambas partes se movieron."

Las negociaciones se reanudarán el 25 de marzo en Weakley Hall.

Por favor revise la página de Internet del Local 1245: www.ibew1245.com, asista a las próximas reuniones del sindicato, y manténgase en contacto con su representante de negocios del sindicato.

IBEW 1245 supports life-saving rules

IBEW 1245 Business Representatives have been reporting at regular monthly unit meetings that the union is supporting Asplundh Tree's enforcement rights of the Life-Saving Rules Policy as long as the policy is administered equally. The Life Saving Rules Policy calls for the instant termination of an employee who violates any of the following safety rules:

1. Not wearing a seat belt in a company or leased vehicle while it is in motion.
2. Operating or allowing the operation of a company vehicle by an unqualified and/or unauthorized person.
3. Not being 100% tied-in when manually climbing a tree or aloft in a bucket.
4. Violating the danger zone during tree felling.
5. Violating minimum separation (minimum approach distance) of any energized conductor with any part of your body or conductive object.

You should have read and signed a copy of the Life-Saving Rules Policy prior to being employed. If you did not, contact your supervisor immediately for a copy. Please also review the entire Life-Saving Rules Policy clarifications in your Foreperson Manual.

Remember: work safely and absolutely do not violate any one of these five rules in the Life-Saving Rules Policy. Do not put either yourself or your job at risk!



Negotiating for IBEW Local 1245 in current bargaining with line clearance tree trimming companies are, from left: Pete Ely, Sergio Munoz, Casey Burtch, Dale Evenson and Jose Torres. Not pictured: Roy Hayes and Senior Business Representative Ray Thomas.

IBEW 1245 apoya las regulaciones para salvar vidas

Los Representantes de Negocios de IBEW 1245 han estado informando en las reuniones mensuales normales del sindicato, que el sindicato apoya el derecho que tiene Asplundh Tree de aplicar la Política de Regulaciones para Salvar Vidas, mientras dicha política se administre de manera equitativa. La Política de Regulaciones para Salvar Vidas exige que se despida inmediatamente a cualquier empleado que incumpla alguna de las siguientes normas de seguridad:

1. No usar el cinturón de seguridad dentro de un vehículo de la compañía o alquilado, mientras el vehículo esté en movimiento.
2. Operar o permitir la operación de un vehículo de la compañía por parte de una persona no calificada o no autorizada para ello.
3. No estar 100% atado al escalar manualmente un árbol o en una cesta en lo alto.
4. Traspasar la zona de peligro durante

el corte de árboles.

5. Incumplir con la separación mínima requerida (distancia mínima de acercamiento) de un cable energizado, con cualquier parte de su cuerpo o cualquier parte de un objeto conductor.

Antes de emplearse, usted debe haber leído y firmado una copia de la Política de Regulaciones para Salvar Vidas. Si no lo hizo, contacte inmediatamente a su supervisor para que le entregue una copia. Por favor, revise también todas las aclaratorias de la Política de Regulaciones para Salvar Vidas que se encuentran en su Manual del Capataz.

Recuerde: trabaje de manera segura y absolutamente no desobedezca ninguna de estas cinco reglas contenidas en la Política de Regulaciones para Salvar Vidas. ¡No ponga en riesgo su persona ni su trabajo!

Get the latest news at

www.ibew1245.com

Smallwood receives Dellums Award

Local 1245 Business Rep. Bernard Smallwood was honored by the Coalition of Black Trade Unionists with the C.L. Dellums Award in February.

Smallwood, who joined the union staff nine years ago, represents PG&E employees in the San Francisco, East Bay and Peninsula areas. He previously served as a shop steward and a member of the IBEW-PG&E general negotiating committee, and was elected to the union's Advisory Council.

Before coming to PG&E, Smallwood worked as a longshoreman and warehouseman, belonging to both ILWU Local 6 and IAM (Machinists) Local 1518.

Smallwood is an active member of the Northern California Chapter of the Coalition of Black Trade Unionists and a member of the Alameda County Chap-

ter of the A. Philip Randolph Institute.

The award is named after the late labor activist C.L. Dellums, who spent a lifetime organizing for the Brotherhood of Sleeping Car Porters, becoming its president in 1966. C.L. Dellums' nephew is the current mayor of Oakland, Ron Dellums.



Bernard Smallwood accepts the C.L. Dellums Award in San Francisco on Feb. 22.

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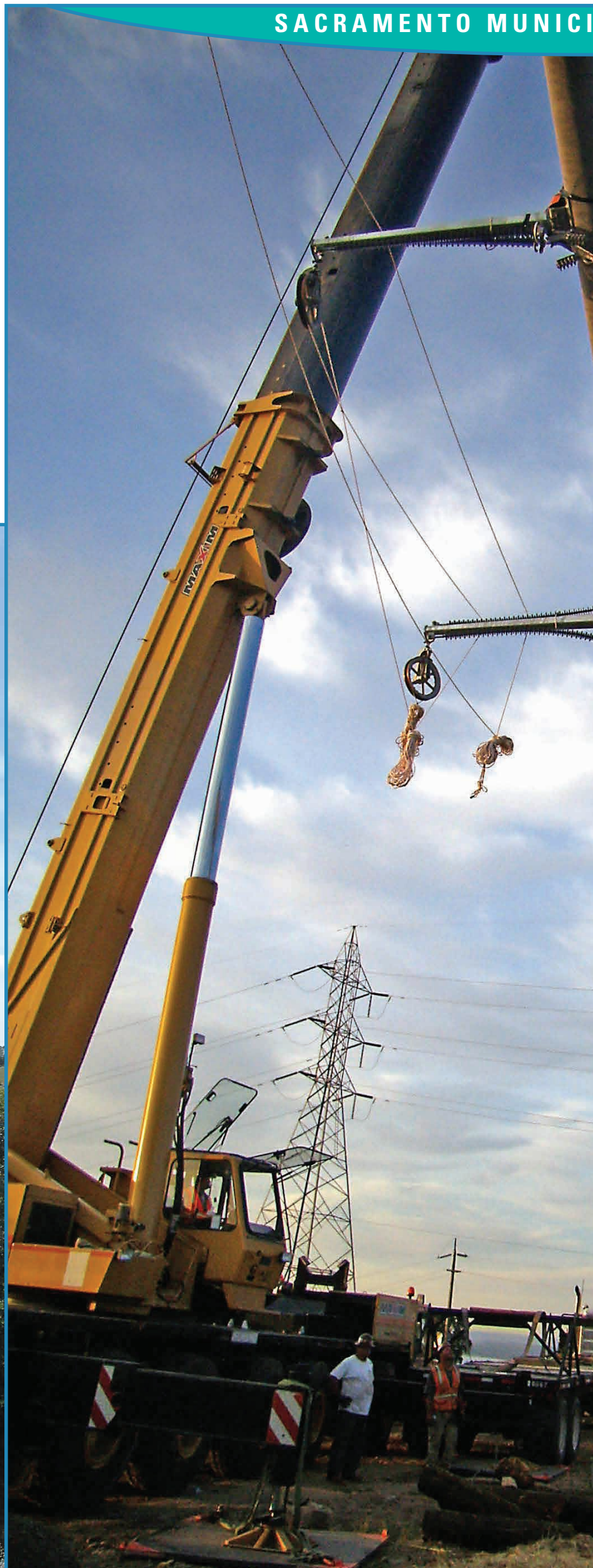
1-877-833-1745 WEB-03/05





We can do anything!

SMUD crew (above) installs a steel transmission pole in two pieces. Poles weighing between 40 and 70 thousand pounds are hefted into position (below and right).





Mighty movers

IBEW members reroute 230-kv line

The construction of a new road at Folsom Dam posed a big challenge for IBEW members at SMUD last year. The problem was a stand of huge 230-kv twin-circuit towers right in the path where the road needed to go. SMUD's job: remove the towers and install new poles.

The poles installed by the SMUD linemen ranged from 130 feet to 150 feet tall, weighing 40 to 70 thousand pounds. Each cross arm by itself weighed 300 pounds. The job required IBEW members, working under Foreman Don Hurdle, to drop wire over a 115-kv line operated by the Western Area Power Administration, build parallel to the WAPA line, and then cross a PG&E line.

Besides the technical difficulties involved, the SMUD linemen faced some additional challenges in the rugged area around Folsom Dam, including ticks, rattlesnakes and being mistaken for prisoners from nearby Folsom State Prison.



Kneeling in front, from left: Jennings Reamer, Pre-Apprentice; and David Trigeiro, classification. Standing, from left: Sammy Padilla, Lineman; Elias Escamilla, Apprentice; Brian Welch, Lineman; Don Hurdle, Foreman; Phil Valderrama, Apprentice.



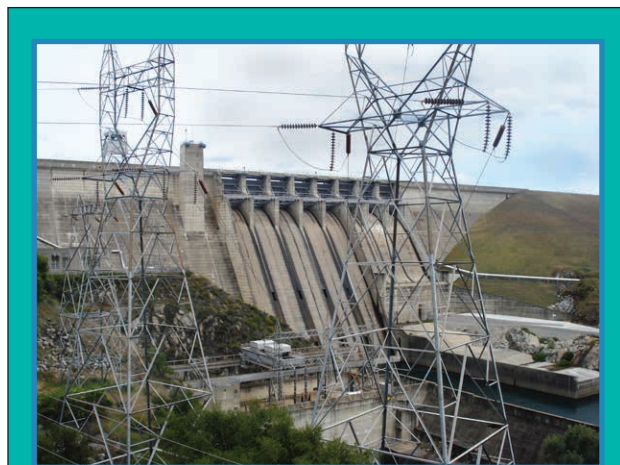
A pole is positioned in a deep hole, where it will be anchored with plenty of concrete.



Consequences for talking back to the boss can be severe, apparently.



Phil Valderrama, Apprentice



Folsom Dam

Folsom Dam, located about 23 miles northeast of Sacramento on the American River, was created in 1955 as part of the Central Valley Project. Its primary function is flood control, but it also stores water for irrigation, for domestic use, for recreation, and for electrical power generation. Folsom Power Plant's three generators produce 198,207 kilowatts of power. Source: California State Parks



Retiree leaders discuss PG&E bargaining

Leaders of the five chapters of the IBEW Local 1245 Retirees Club met twice at Weakley Hall in January and February to discuss strategy for raising retiree issues at upcoming negotiations between Local 1245 and Pacific Gas & Electric.

Jack Hill, president of the South Bay Chapter of the Retirees Club, and former Business Manager Perry Zimmerman served as co-conveners of both meetings, the first on Jan. 18 and the second on Feb. 29. Several delegates from each chapter attended the meetings.

In January the retirees discussed various possible tactics in furthering their cause. One suggestion was that retirees visit local unit meetings and make a case for why pension improvements should be a top priority in bargaining.

At the February meeting, former Business Manager Perry Zimmerman reported that the union was now in the process of forming the 2008 Bargaining Committee. Retirees discussed the need to promote the Retiree Club at PSEA luncheons and to explain Retiree Club bargaining priorities at Local 1245 unit meetings.

"We want to let regular members understand that our retiree fight is also their fight," said Ken Rawles, recording secretary for the Santa Rosa Chapter.

"We worked up some strategies for getting our point across to the rank and file members, who will be voting on the contract," said East Bay Chapter President Mike Silva. "We will try and help them understand that pensions don't last without help on the Medical."

Silva said relief from Medical Plan premiums is a top priority for retirees, and that a regular "COLA" for pension recipients is also high on the list.

The retiree leaders plan to provide copies of the top priorities to all retirees



Jack Hill, left, and Perry Zimmerman co-chaired the two meetings in Vacaville, including this one on Jan. 18.

attending chapter meetings in March and April.

At the January meeting the retiree leaders prioritized their concerns as follows:

- Get rid of the medical cap, and if that isn't possible at least get the company to pay the premium at a percentage.
- Get a COLA on the pension amount.
- Get dental and vision plans.
- Get back the fully-paid medical plan for retirees who retired prior to 2001.
- Get the 25% discount on PG&E utility bills for "surviving spouse" until their death, not for just 6 months.
- Allow spouses who were not in the plan at the beginning of their spouses' retirement to get in at a later date.
- Increase the death benefit.
- Eliminate the co-payments on the medical plans that use Medicare as the primary insurance carrier.
- Increase Medical Plan choices to include more "Senior Advantage Programs."
- Grant a sum of money to retirees that opted out of the company-offered plans.
- Allow the ROPA balance to carry over to "surviving spouse" wherever this is not currently the case.

The next meeting of the retiree leaders is scheduled for Sept. 9 at Weakley Hall.



Merced Chapter President Mike Bonds (top) speaks up at the Jan. 18 meeting.



East Bay Chapter President Mike Silva (above) also has his say.

Retiree Club Meeting Schedule

East Bay Chapter: 2nd Thursday each month, 10 a.m., IBEW Local 595, 6250 Village Parkway, Dublin, CA

San Jose Chapter: 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose, CA.

Vacaville/Sacramento Chapter: 2nd Wednesday each month, 10 a.m., at IBEW Local 1245, 30 Orange Tree Circle, Vacaville, CA.

Santa Rosa Chapter: 1st Tuesday each month, 10 a.m., at Coco's Restaurant, 1501 Farmers Lane, Santa Rosa.

Merced Chapter: 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th Street., Merced.



IBEW Local 1245 Safety Committee February 2008 Report

The Local 1245 Safety and Health Committee met on February 28, 2008 in Vacaville at the union hall. Local 1245 Safety Committee members are Keith Hopp, Al White, Michael Gomes, Art Torres, Robert Burkle, Thomas Greer, Sergio Munoz, and Business Rep. Ralph Armstrong, who is replacing Larry Pierce as chairman. The Committee Chair will provide an agenda for future meetings and all committee members will provide him with any new items prior to the monthly meeting.

Confined Space Rescue

The subject of confined space rescue was brought up and whether or not anyone was aware of any group that has specific training requirement for this. All in the committee that work in confined spaces said that they do not train or practice this and that Fire and Rescue are what is relied upon in case of an accident. Fed-OSHA requirements require qualified workers who work in the electric industry to be trained in

pole top as well as manhole rescue. This committee is unaware of any Cal-OSHA standard that requires the same training requirement. Copies of the Federal and State Standards will be viewed for clarification on the state requirements as well as the requirement to train and practice pole top rescue.

Backhoe Bucket for Lifting

It has been past practice to use backhoe buckets as lifting devices to set secondary boxes. There has been some research and data that was submitted to this committee with information obtained from PG&E Fleet Engineering as well as PG&E Livermore facility that suggest this is an unsafe practice. The main concerns are the lack of holding valves in the hydraulic system which will cause the lift cylinder to leak down. The committee will follow-up on the provided documents and try to gather more information regarding this.

Near Miss Program

On the Business Manager's recommendation the topic of implementing a 1245 Near Miss Program was discussed. All committee members were in agreement that this would be a great tool and are all for it. There was also a recommendation from the committee to research a way for our members to communicate with each other regarding work practices and safety topics via a blog on the 1245 Safety Committee site. It is the consensus of this committee that it is important to provide our members a secure way of communicating with each other as well as an interactive way of providing safety related guidance to members who have safety concerns. We will look into the feasibility of enhancing the Safety Committees web

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Congratulations newly-retired members

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in Dublin, San Jose, Vacaville, Santa Rosa, or Merced. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Frank Anderson 35 years Antioch, CA	Rosendo Lira 33 years San Jose, CA	Frank W. Raymond, Jr. 4 years Sandy, OR	Dennis Takahashi 37 years Clovis, CA
Scott Carr 19 years El Dorado Hills, CA	Fred Martin 30 years Oroville, CA	Joseph Rosa 33 years Hayward, CA	Gerald Tregoning 30 years Red Bluff, CA
David Cook 40 years Forestville, CA	James Martini 30 years Madera, CA	Lovette Skibe-Conrad 29 years Oakland, CA	Lloyd Whitmore 27 years Yuba City, CA
Claudia Davis 24 years Oakland, CA	Dale Miners 37 years Oakland, CA	Dennis Slocum 31 years Merced, CA	James Wilson 34 years Selma, CA
John Harper 42 years Redding, CA	James Myers 25 years Discovery Bay, CA	Douglas Smallfield 32 years Sutter Creek, CA	Robert Wilson 29 years Grover Beach, CA
Denise Ingram 16 years Henderson, NV	Paul Patti 29 years Atascadero, CA	Gary Stone 33 years King City, CA	
Alvin Johnson 30 years Manteca, CA	Salvador Perales 36 years Auberry, CA		



Safety, from page 10

page and possibly creating a forum for our members to discuss safety topics and concerns. We will also gather information and guidelines for creating a near miss program

Distribution of Minutes

A long-standing issue with the 1245 Safety Committee is an appropriate avenue of providing minutes from this committee to all our members. The committee has discussed with Chris Habecker about her role in providing these minutes to the unit chairs for discussion at the unit meetings. Another venue to display these minutes is on the 1245 Safety Committee web page. The committee will work on posting this report as well as future reports on the Safety Committee web page as well as provide a copy to Chris for distribution

Commercial Motor Vehicles

There were several questions regarding Commercial Drivers Licenses (CDL) and Commercial Motor Vehicles (CMV) laws during this meeting. Topics ranged from Hours of Service to physicals to DUI's. There are concerns and rumors floating around from our members over these topics. The committee chair will contact the California Highway Patrol's Commercial Industry Educational Program to have one of their trainers come by our safety committee meeting to answer questions as well as provide information about their free program to provide to our signatory employers as a means of education to our members.

PPE Safety Article for the Utility Reporter

The Business Manager has suggested that the Safety Committee come up with a full-page poster add for the back section of the Utility Reporter. It was agreed that all members of this committee will work on the wording and possible PPE safety poster design and submit their ideas to the committee chairman prior to our next regular meeting.

Accident Reporting

The committee discussed the lack of accident reporting to this committee by employers who do not have members on the committee. We feel that more

needs to be done to get accident information out to our members to discuss at safety meetings. The committee will come up with some suggestions on how to improve this reporting process. Chairman will gather information regarding updating our 1245 Safety Committee web site to provide an easy access approach to getting generic information regarding accidents that have occurred in our jurisdiction.

Avian Flu on Towers

The committee reviewed a letter from one of our members expressing concerns over the possibility of contracting the bird flu while climbing around bird droppings on towers. It was mentioned that this topic was also brought up during the IBEW and PG&E Safety Committee Meeting, which took place on Feb. 25th. During the IBEW/PG&E Safety Committee, PG&E brought in 2 employees that PG&E has on staff that are working on PG&E's Pandemic Plan. It was noted in the IBEW/PG&E meeting that in all of North America there has never been any cases of the Avian Flu being passed on to humans from birds reported. We will continue to monitor this subject for any new developments.

PG&E Storm Concerns

The committee reviewed a list of concerns that were brought up by one of our members in the wake of January's winter storm. Topics such as using non-traditional personnel for stand-by, the use of qualified personnel to assess locations, the use of qualified people to run the storm room, generators and back-feed, rubber gloving and hot sticking in the rain, man on line tagging, working procedures, overweight vehicles and constant communications. The committee was asked to review the current recommendations listed in the e-mail and provide any new ones they had. After reviewing the recommendations listed the committee agreed with the current recommendations that were made, but some members mentioned this stuff is not new. These issues have been brought up before during storm work with similar recommendations being made afterwards. The feeling is these things will not be corrected and they will resurface during the next big storm.

Training for Meter Workers

The topic of who can connect or disconnect electric meters was discussed. Depending on the employer, employees from different organizations within the company such as finance are assigned to connect and/or disconnect electric meters. Questions on the level of training these employees receive are unknown. The committee will try to gather more specifics on which properties use non-electrical employees to perform this work as well as what specific training these

continued on page 14

Local 1245 Safety Committee

Current members of the Local 1245 Safety Committee are Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Kurt Celli, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Bob Burkle, City of Santa Clara; James Gorman, Davey Tree; and Assistant Business Manager Howard Stiefer.



Stockton, CA

April 14, 2007



William Perini, displaying his 45-year Service Award with his companion, is congratulated by Business Manager Tom Dalzell and Executive Board member Anna Bayless-Martinez.

R.D. Guyton receives his 40-year Service Award from Local 1245 Treasurer Cecelia de la Torre, left, and Business Manager Tom Dalzell, right.



30 Years



35 Years



25 Years

THE HONOREES

45 Years
William Perini

40 Years
David Ayers
R D Guyton
R A Payne
Steve Wilson

35 Years
Ysidro Aguirre
Paul Azevedo
Craig Banyasz
Larry Barone
Thomas Degennaro
Craig Fiess
George Florence, Jr.
Anthony Fortune
Pete Hansell
Charles Kaelber
Richard Pirie
Joseph Reichlin
Robert Steele
James Vosburg

30 Years
Kevin Ainsworth
Stephen Barnes
Richard Benavides
James Bowen, Jr
Louis Flores
John Gaffney
Robert Garcia
Gerald Giordano
Sharon Gore
Larry Harris
Berton Heald, Jr.
Walter Hebenstreit
Edward Irons
Ray Johnson
David Kuryla
Patrick Mccartney
Bridget Miller
Maria Olaso
Thomas Payan
Larry Peralta
Diane Rider
Bruce Riley
James Safley
Jerry Sharp

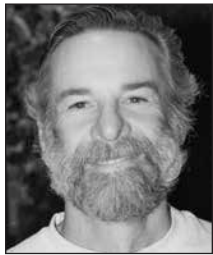
Jerry Sonke
Kenneth Steeby
Willie Ureta
Franklin Vaughn
Jerold Wallace
Phillip Waterhouse

25 Years
Allen Aadland
Jeff Anderson
Raymond Arreola
Daniel Citti
Beverly Crain
John Doornenbal
Dene Estes
Mike Hamilton
Diane Huey
Tina Hulburt
Steve Montgomery
Dennis Paden
Michael Quigley
Steve Rigby
Al Seyford
Georgette Simmerman
Candy Wood
Rod Wright

Andreucci ends 15 years service on Advisory Council

Terry Andreucci has some advice for new employees starting out at PG&E: "You're going to need the union."

Andreucci, who retired from PG&E as an Electric Crew Foreman on Feb. 1 and resigned his position on the Local 1245 Advisory Council, says the company has changed a lot since he hired on in 1969.



Terry Andreucci

"It's a good company to work for, but they're not going to take care of you in the way they did in the 1970s and 1980s. The union has become a lot more important because they are looking out after your interest," he says.

Andreucci was a prominent voice on the Advisory Council. He was never one to sit back and let others carry the debate. When he had something to say, which was frequently, he got up and said it.

Andreucci was appointed to the Advisory Council in 1993, following the resignation of Duane Felkin. That was back when deregulation was coming over the horizon, Enron was

strutting around the stage beating its chest, and PG&E was getting ready for massive workforce reductions. Andreucci was one of the thousand or so members who descended on the California Public Utilities Commission in December 1994 to protest the downsizing.

That rally helped prevent some layoffs, but a new era was beginning at PG&E nevertheless. In response to deregulation, Andreucci believes, PG&E began to focus on money more than service.

"They're bean counters a lot more. The local people care about you, but the rest of them are counting the beans and only thinking about making the stockholders money," Andreucci says. "They don't even know the business. They don't come up through the ranks." As a result, there's not as much loyalty to PG&E and its mission. Managers come, "and they all take their bag of money away with them" when they go.

That change in company culture has made union membership even more important, he says, because the union is looking out for its members' interests.

"If you look at the wages and benefits you have and look at the representation—if you're an informed member

you realize how good we have it. If you're not informed you look around and say this isn't so special. But it really is, if you understand what the union really does," Andreucci says.

Serving on the Advisory Council was a real "eye-opener" for Andreucci, who had already been a steward for 15 years or so when he was appointed to the Council.

"It gave me more insight into what the union did. When you're sitting in the field as a shop steward it's sort of the day-to-day stuff—like grievances. You didn't have a website back then. A lot of the information didn't get back to the field."

At Advisory Council meetings he learned about the internal workings of the union, about political issues affecting union members, and about the International union's relationship with the local. "It was great working with guys like Mike Brocchini, Bob Vieira, and a lot of great people there," he recalls.

When the union demonstrated at the CPUC against PG&E downsizing in 1994, Andreucci rented a van with a dozen others from the Auburn area and drove to San Francisco to join the protest, including the march to PG&E headquarters on Beale St., where protesters confronted PG&E's then-President Stan Skinner.

Ironically, Andreucci didn't even join the union when he first hired on at PG&E. Back in 1969, with no agency shop, there was no obligation to join. But when he left the Bay Area for Auburn in the mid-1970s, he encountered people like Duane Felkins and Stan Justice.

"I had a lot of good mentors up there, strong union people. I said, 'Man, that's what I want to do.' I started to go to unit meetings, and then became a steward in about 1978," he recalls.

It was a good run, Andreucci says, but after 38 years "I've had enough of PG&E, especially with the changes that I couldn't really agree with any longer." It rankles him that executives are able to walk away "with bags of money" but the company can't manage "to give retirees a cost of living increase."

But Andreucci says he retires without regrets. "It was a great opportunity to work with the union. It provided me with an opportunity like no other I've had—to be in a leadership position."

Andreucci's leadership is something that the union will sorely miss.



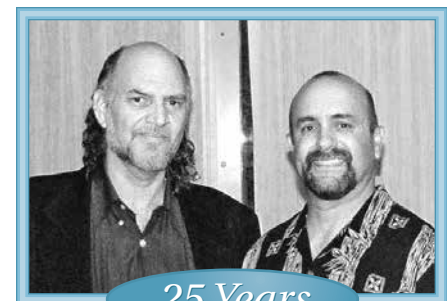
Monterey, CA April 21, 2007



Honoring Gerald Dyer (holding plaque) for an incredible 60 years of service in the union are, from left: Business Rep. Mike Haentjens, (Dyer), Business Manager Tom Dalzell, Mrs. Dyer, Business Rep. Bill Brill and Assistant Business Manager Larry Pierce.



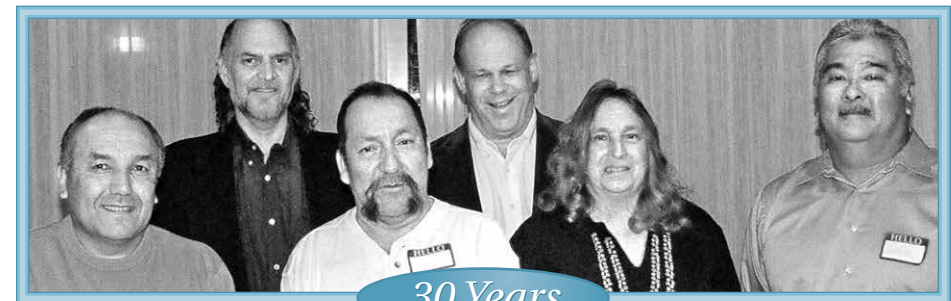
40 Years



25 Years



35 Years



30 Years

THE HONOREES

60 Years

Gerald Dyer

40 Years

S J Cogliati
George Mojors
James Vaughn

35 Years

Ronald Corda
Earle Donnelly
Gary Fort
Mario Moise
Keith Ormerod

John Osborn, Jr.
David Pusley
Thomas Reinke
Rudolph Rich
Robert Seidel
Milton Silver
Ralph Storment, Jr.
Mark Thomas
James Walsh

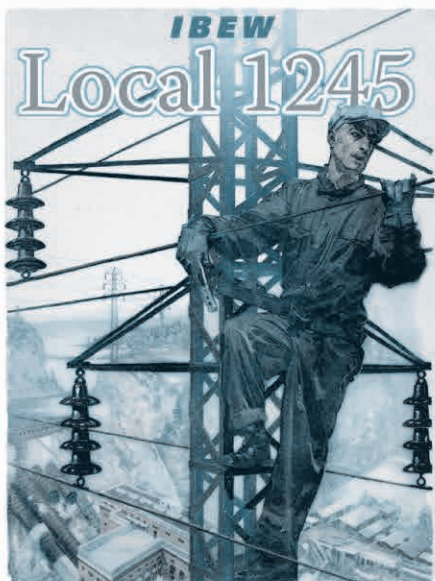
30 Years

Phillips Arnold
Robert Burkle
David Capwell
Keith Darbyshire
Gilbert Guttirez
Michael Hutton

Vickie King
Benhamin Luna
Jan Phillips
Ruben Romero
Harold Sakoda
Barbara Saunders

25 Years

David Alcorn
Thomas Davalos, Sr.
Lawrence Fluitt
Dawn Gandolfi
Michael Koviak
Ronald Miranda
Mary Montoya
Melinda Oliveira
Bonnie Vogt



IBEW 1245 UNION SHOPPER

Catalog

UNION MADE



IBEW 1245 Hat
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 Item #9
 6-panel brushed cotton. Low profile, unstructured front, fabric strap.
 Color: Navy
 \$12.00



"Historical Lineman" T-Shirt
 Item # 42
 6.25 oz., 100% cotton
 Shirt color: White
 S, M, L, XL: \$11.50
 2X: \$13, 3X: \$14
 4X: \$15, 5X: \$16



"Carrying the Torch" T-Shirt
 IBEW Local 1245
 Natural Gas Workers
 Item # 42
 6.25 oz., 100% cotton
 Shirt colors: Slate Blue or Khaki
 S, M, L, XL: \$11.50
 2X: \$13, 3X: \$14, 4X: \$15, 5X: \$16



"Let There Be Light" Long-Sleeve T-Shirt
 Item #47
 100% cotton. 5.4 oz
 Shirt color: Black
 S, M, L, XL: \$17
 2X: \$19, 3X: 20, 4X \$21, 5X: \$22



Women's Johnny-Y Sport Shirt
 Choose logo: IBEW Lightning Bolt or IBEW Gas or IBEW Traditional Logo
 Item #115
 100% combed cotton
 6.8 oz soft interlock
 Shirt colors: Navy, White, Sage or Periwinkle
 S, M, L, XL: \$29
 2X: \$32; 3X: \$33



Denim Sweatshirt Jacket
 Choose logo: IBEW Lightning Bolt or IBEW Gas or IBEW Traditional Logo
 Item #88
 100% cotton laundered denim with quilt lining, grey fleece insert drawstring hood, full zip/snap front, raglan sleeve, accent stripe trim.
 Colors: Light Blue Denim or Charcoal Denim
 S, M, L, XL: \$91
 2X: \$94, 3X: \$97
 S, M, L, XL: \$91
 2X: \$94, 3X: \$97



Portland Fleece Jacket
 Choose logo: IBEW Lightning Bolt or IBEW Gas or IBEW Traditional Logo
 Item #85
 Poplin outer shell, arctic fleece lining, zipper front.
 Color: Navy with Gray
 S, M, L, XL: \$84
 2X: \$92, 3X: \$96, 4X: \$99, 5X: \$104



Champ Jacket
 "Retro" Logo: "Strength Through Unity"
 Item #84
 Sanded cotton 10 oz duck shell with quilt lining, Full zip front with contrasting distressed shading sleeves.
 Color: Black
 S, M, L, XL: \$72
 2X: \$75; 3X: \$78; 4X: \$81; 5X: \$84



Corona Polo Shirt
 Choose logo: IBEW Lightning Bolt or IBEW Gas or IBEW Traditional Logo
 Item #55
 Corona Polo Pique Sport Shirt with Striped Trim, Blend 60/40 double pique, no pocket.
 Shirt colors: Navy or White
 S, M, L, XL: \$33
 2X: \$35; 3X: \$37



Solid Color Beanie
 Choose logo: IBEW Lightning Bolt or IBEW Gas or IBEW Traditional Logo
 Item #24
 (acrylic)
 Color: Red or Hunter Green
 \$7

Embroidered logos



LOCAL 1245
 IBEW Traditional logo (blue, red, white & gold)



IBEW Lightning bolt (white, blue and gold)



IBEW Gas logo (white, blue, silver & yellow)



"Retro" logo (black, red, blue & gold)

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								\$10.01-\$20.00: \$7.50
								\$20.01-\$30.00: \$7.75
								\$30.01-\$40.00: \$8.00
								\$40.01-\$50.00: \$8.25
								\$50.01-\$75.00: \$8.75
								\$75.01-\$100.00: \$9.75
								\$100.01-\$150.00: \$15.00
								\$150.01-\$200.00: \$15.25
								\$200.01-\$300.00: \$16.75
								\$300.01-\$400.00: \$24.25
								\$400.01-\$500.00: \$24.75
								\$500.01 and above: call
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3-digit security code (located on back of card): _____ Expiration Date: ____/____							Shipping Charges	\$
Name _____							Order Total	\$
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SERVICE AWARDS



Pacifica, California

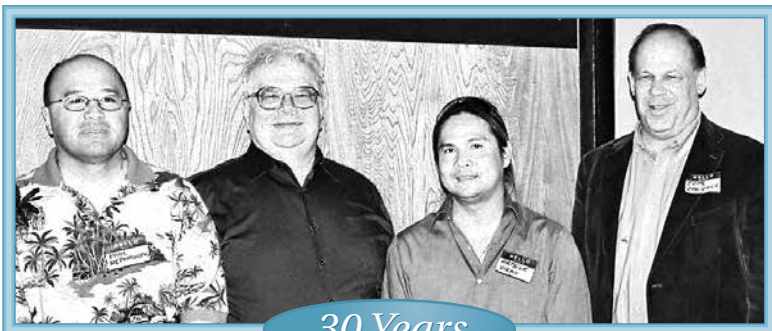
May 19, 2007



Forty-five year member Helen Gan is congratulated by Business Manager Tom Dalzell.



35 Years



30 Years



30 Years



30 Years



25 Years

THE HONOREES

45 Years

Helen Gan

40 Years

Raymond Scola
M Sloan
T E Isaac
Robert Schoening

35 Years

Renato Abracosa
Jay Alberico
Patrick Buckle
Michael Chohlis
Robert Dean, Jr
Emma Dickson
Michael Emerson
Kenneth Fassio
Sarah Fong
Luciano Galli
Morrell Harge
Ernest Holmes
Alfredia Jones
Wai Han Kwan
Trevina Lim
Jerry Little
Debra Marrone

Michael Marymee
Marshall Mcelrath
Michael Mchale
Randolph Meek
Emilia Morales
Orlando Romero
Robert, G. Smith
Jeff Solden
Thomas Wayne
Clifford Young

30 Years

Gary Aasland
Robert Aranda, Jr
Romuel Borja
Theresa Clary
Salvacion Collins
Brenda Da Luz
Betty Fok
Thelma Fontanilla
Edward Gates
Dolores Harrington
Patty Hom
Julie Hu
Esther Kim
Colleen Lave
George Lindsey

Stephen Macaluso
Gary Magee
Landis Martilla
Evangeline Masangcay-Miclat
David McClellan
Mark Mcleod
Paul Nepomuceno
Sylvia Reyes
Lawrence Ries
Nadine Sciglian
Jerlean Smith
Dave Victor
Arthur Viray
Richard Young

25 Years

Sylvia Becerra
Fundernella Campbell
Chito Delrosario
Cindy Jew-Szeto
Diana Kleis
Frank Marshall
Clara Morales
Edward Moresco
Phyllis Satterfield
Arthur Wongton

Safety, from page 12
employees receive.

Round Table Topics

- There were several side topics discussed with no action required such as,
- Fall Protection and 100% attachment requirements in Canada and some U.S Utilities as well as fall protection devices used for that purpose.
 - Switching errors that have taken place and communications between dispatchers and field personnel.
 - Equi-potential grounding and the increased number of accidents in the industry while working on de-energized lines due to induced voltages.
 - The large number of pieces of equipment identified on the PG&E system as well as the SMUD system that are listed as inoperable.
 - FR Clothing and PG&E pending implementation of it. No real specifics to manufacturer. Specifics of the program and implementation will be discussed and worked on with the IBEW at a later time.
 - National Safety Councils 2008 Spring Labor Division Meeting. 4 members from this committee to attend including the Chairperson in May. Final names will be provided ASAP.
 - SPI Meter Accident with pictures was

reviewed.

Next Meeting will be on March 27, 2008 in Vacaville.

CPUC, from page 4

renewable generation by 2010. But with very few exceptions, current DA providers have closer to 0% renewable generation than 20% renewables. In fact, many have *exactly* 0%, and the CPUC seems either unable or uninterested in enforcing their obligations. Perhaps this is because it is so consumed with the incredible complexity caused by DA of many other issues, such as Resource Adequacy and Long Term Procurement. One can only hope that when it comes to implementing AB 32, the CPUC will not give DA providers another free pass.

Whenever we discuss deregulation, we are compelled to point out that there is another model that consistently produces lower rates, better reliability and greater ability to achieve the state's policy objectives: the vertically integrated utility. The munis have wisely avoided the folly of deregulation, and with it the huge rate increases and shaky generation supply cause by deregulation.

We believe the Legislature should do everything in its power to put an end to DA once and for all.



PG&E's San Ramon Learning Center (top) and Livermore Training Center drew high praise from Joe Carl, IBEW's Regional Training Coordinator. "What you have at PG&E is ... state of the art—the infrastructure, instructors, relation to Local 1245. It's awesome." Photos: Larry Pierce

"You don't have a hundred electronic technicians waiting on the corner saying, 'Hey, I'm ready if you need me,'" Carl observes. "You need to put enough people through a pre-apprentice curriculum to get people prepared to be indentured to fill the various classifications."

The problem isn't just a lineman shortage, he says. There are also looming shortages in control operators, substation electricians, and many other classifications vital to a utility's operation.

Four Components

While apprenticeship programs already exist at many utilities, these programs are only part of what is needed to revitalize the nation's utility workforce. President Hill believes four components are required for a comprehensive training program to create the utility workforce of the future:

- A six-week "boot camp" curriculum to create a pool of people qualified to enter existing apprenticeship programs.
- Preservation and revitalization of existing apprenticeship programs.
- Additional forms of "core training," including Commercial Drivers License (CDL), Cardio-Pulmonary Resuscitation (CPR), and First Aid.
- Continuing education so that journey workers can refresh and upgrade their skills.

"We want the regional training centers to be one-stop shopping. If you want to work in the utility industry we want to be the training of choice," says Carl.

It's a grand vision, but boots on the ground are what count, and Carl knows that success will depend on marshaling the resources to put training programs in place as soon as possible. Carl's own local in Arizona is serving as something of a model.

Last year, President Hill and then-Utility Reporter



Joe Carl, former Business Manager of IBEW Local 1116 in Tucson, is the IBEW Regional Training Coordinator.

Secretary-Treasurer Jon Walters visited Arizona to meet with the chief operating officer of Tucson Electric Power Co. The utility understood the need for more training, but was worried about costs. Hill and Walters came away from that meeting convinced of the need for a national Utility Training Trust—an organization that could begin assembling the resources needed to revitalize utility training efforts. Hill authorized his task force to look into possible training centers in five locations: Detroit, Kansas City, Kirkland, Wash., and Sanford, Fla., along with Tucson.

It's not necessarily a one-size-fits-all proposition. Florida Power and Light, Detroit Edison and Tucson Electric Power Co. already have training facilities on site. Kansas City Power and Light is looking to purchase land and build a new training facility. In Kirkland, Wash., the IBEW is considering buying a facility outright. At other sites, the IBEW may lease existing facilities from the local utility.

Trust Agreements

Pulling together the physical facilities is only part of the challenge. A national utility training trust is being written along with a workable business plan and budget. As the trust takes shape, a Board of Trustees with both utility and union representation will assume responsibility for governance.

Money, of course, is a big issue.

"We're still formulating the budgets," says Carl, noting that the IBEW

had brought on a staff person, Sharon Crowe, to work with the IBEW's legal counsel in writing the national utility training trust and developing a business plan and budget.

"Funding will come from the utilities and from government grants," Carl says. The funding requirement for the host utilities is still being developed. The training centers could also generate revenue by offering training services to other utilities in the region.

The IBEW hopes that utilities will pay a certain amount per hour into the trust for each hour of wages paid. It's the utilities' workforces that are being created, after all, so it's only logical that they should shoulder a significant part of the expense.

Unfortunately, that's not the way utilities viewed the world for much of the past 15 years. The 1990s ushered in a series of distractions from the utility's core responsibility of providing reliable service. Those distractions included deregulation, corporate restructuring, mergers and acquisitions, and other financial schemes that focused more on bean counting than delivering reliable power.

Even today, the California Public Utilities Commission is attempting to revive "direct access"—a key element of deregulation—which could undermine the utility's financial ability to invest in the workforce of the future. (See story, page 4). But the IBEW isn't waiting for state regulators to pull their head out of the sand, and it isn't waiting for utilities to revitalize training programs on their own. If America's reliable electric system is to be preserved, action is needed now.

With its business plan and funding coming together for the regional training centers, Carl believes the first pre-apprentice classes could begin at the regional training centers in June.

In a recent column President Hill noted that the IBEW had been "a voice in the wilderness" for many years, mostly ignored by utilities that were preoccupied with deregulation. "It is exciting to be finally moving beyond talking about a problem to actually planning for regional training centers to resolutely address the skilled labor shortage with our own educational program, supported by the utilities."



President Ed Hill, on the right, and then-Secretary-Treasurer Jon Walters enjoyed a wide-ranging discussion with PG&E executives in Oakland during the IBEW leaders' visit to the Bay Area.

Hill, Walters maintain busy itinerary on Bay Area visit

IBEW International President Ed Hill and Secretary-Treasurer Jon Walters maintained a busy schedule during a historic visit to Local 1245's jurisdiction in January.

In a meeting in Oakland's Jack London Square, the IBEW leaders joined Local 1245 Business Manager Tom Dalzell in a meeting with top officials from Pacific Gas & Electric, including Chairman Peter Darbee, PG&E Senior Vice President for Corporate Strategy and Development Rand Rosenberg, Senior Vice President of Human Resources John Simon, and Senior Vice President for Energy Delivery Geisha Williams. Representing the IBEW's Ninth District were Vice President Mike Mowry and Ninth District Representative Art Murray. Also attending was International President Executive Assistant Elizabeth Shuler. The union and company exchanged views on recent developments in the utility industry, including mergers and acquisition activity, pending workforce shortages, and PG&E's hope for continuing "employee engagement."

Hill discussed in detail the IBEW's "Code of Excellence"—a commitment to professionalism and quality workmanship. The Code of Excellence has been adopted nationally in electrical construction and is spreading to the IBEW's other branches, including the utility sector, Hill said.

During his visit, Hill also met with the Joint Benefits Committee, including representatives from PG&E, Local 1245, and Engineers and Scientists of California (ESC). Hill explained the NECA/IBEW Family Health Care Plan, an attempt to leverage IBEW's large membership into better deals on health insurance. Two years after its rollout, more than 12,000 members, their dependents and retirees are getting comprehensive, cost effective health coverage under the umbrella of Blue Cross Blue Shield.

Training, of course, is a major focus of the IBEW leadership. During Hill's visit, Local 1245 Assistant Business Manager Larry Pierce and Frances Wilder-Davis of PG&E's Industrial Relations Department explained the significant training program already in place at PG&E, encompassing more than 30 apprenticeship programs run jointly by the union and company.

Hill ended his visit to the Bay Area in a roundtable discussion with Local 1245 stewards, Executive Board members, and staff. Hill stressed the importance of increasing membership through organizing. Local 1245 Business Manager Tom Dalzell called it "a great honor" to have President Hill visit the local union and spend so much time sharing information on the important challenges facing IBEW and its members.

Regional Training Centers, continued from page 1

complacency on the issue.

Hill has created a Training Task Force to identify specific training needs and to locate facilities where the IBEW could partner with utilities to jumpstart training programs with national reach.

There is nothing leisurely about the IBEW's approach to the problem. Hill's task force, consisting of several current and former IBEW business managers, has already identified potential training centers in Missouri, Michigan, Washington, Florida and Arizona. In February, Regional Training Coordinator Joe Carl visited the Bay Area to study training programs pioneered by Local 1245 and Pacific Gas & Electric—possible models for what IBEW hopes to achieve in other parts of the country.

“What you have at PG&E is awesome. It's state of the art—the commitment to training and quality of training,” Carl said after a visit to PG&E's San Ramon and Livermore training facilities. “The infrastructure, instructors, relation to Local 1245. It's awesome.”

But even existing apprenticeship programs cannot succeed if qualified applicants cannot be found.

continued on page 15



PG&E Electric Crew Foreman Willie Bouzek, right, joins in the roundtable discussion between International President Ed Hill, left foreground, Business Manager Tom Dalzell, and IBEW stewards, staff and Executive Board members.



President Ed Hill discussing the training trust with a delegation of Local 1245 members, including Business Manager Tom Dalzell, left, and President Mike Davis, right. Also shown is Hill's executive assistant, Liz Shuler.



IBEW President Ed Hill, right, prepares for a meeting in Oakland's Jack London Square with, from left, PG&E Chairman Peter Darbee, Local 1245 Business Manager Tom Dalzell, PG&E Senior Vice Presidents Rand Rosenberg and John Simon.



International President Hill greets Local 1245 members from Nevada during his recent visit. From left: Randy Osborn, Nevada Business Rep; Tom Dalzell, Business Manager; Ed Hill; Gary Bailey, Control Room Operator and member of the Benefits and Bargaining Committees at Sierra Pacific Power; Tom Cornell, Executive Board member; and Mike Mowrey, Ninth District Vice President.



Members of the IBEW Local 1245 Executive Board meet with President Ed Hill. Seated, from left, are Executive Board member Anna Bayless-Martinez, Treasurer Cecelia De La Torre, and Recording Secretary Chris Habecker. Standing, from left, are IBEW Ninth District Rep Art Murray, Executive Board member Tom Cornell, Executive Assistant to the International President Liz Shuler, Business Manager Tom Dalzell, International President Ed Hill, Ninth District Vice President Mike Mowrey, President Mike Davis, Vice President Art Freitas, and Executive Board member Mike Jacobson.