

Inside:



# Utility Reporter

GCIU 889-M

Volume 57 No.3 • May/June 2008

UNITY IS STRENGTH

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## News briefs

**A brutal assault** on five union organizers engaging in a lawful picket in Los Angeles has resulted in a civil rights lawsuit against contractors Hirex, Golden Gate Steel and its owner. More than 15 workers from the jobsite, some wielding iron rebar and 2x4's, violently attacked the five organizers.

**Over 200,000** people participated in the "March Against State Terror" in Colombia. The organizer of the march and four other human rights spokespeople were killed, along with four trade union leaders. President Bush is seeking ratification of a free trade agreement with Colombia's government.

## The National Labor Relations Board

under President Bush is denying workers' rights in the US, in violation of international labor standards, the International Labor Organization has determined. The AFL-CIO filed the complaint last fall with the ILO — an arm of the United Nations — alleging the Republican majority on the NLRB systematically and egregiously reduced the freedom of workers to join unions.

Get answers to your union questions at: [www.ibew1245.com](http://www.ibew1245.com)

## Union stewards, new PG&E VP exchange views



## Frank talk

One of PG&E's new top utility officers offered some frank talk—and cautious promises of change—in a March 19 meeting with Local 1245 activists at Weakley Hall in Vacaville.

Geisha Williams, PG&E's new Senior Vice President for Energy Delivery, acknowledged company challenges in a

number of areas and fielded plenty of tough questions from the assembled members.

Williams got no argument with her assertion that PG&E needed to "fundamentally improve the infrastructure," which she has been quickly getting up-to-speed on following visits to the field, including one to a San Francisco substation that had "1940s vintage" switches.

"Older than that" someone called out from the audience.

Williams described the need to improve the design and increase the capacity in the company's distribution system.

"The system needs an infusion of capital to make it better," she said.

"Who's going to do this work?" someone asked. "You guys and contractors," Williams replied.

Once Williams put the issue of staffing on the table, it never really left.

Ignacio Araquistain, a Troubleman from San Lorenzo, told Williams that PG&E needed more bodies in-house.

*continued on page 6*



Local 1245 members George Lindsey, Bob Gerstle, Mike Diamond and Vince Zinkl listen as Geisha Williams addresses PG&E's maintenance and staffing problems.

Assistant Business Manager Ron Cochran greets people preparing to attend the Job Fair at Providence Baptist Church in San Francisco.

## Job Fair

### IBEW promotes opportunities on Transmission line

A Job Fair co-hosted by IBEW Local 1245 offered San Francisco residents an opportunity to apply for entry-level jobs on a Black & Veatch construction project.

Beginning early Saturday morning, March 29, 80 people lined up at the Providence Baptist Church to be interviewed for positions to build the Martin to Hunters Point 115kV Transmission Line Project. The Martin-Hunters Point



Project is a 5.1-mile-long underground construction project for PG&E that connects two existing substations.

Black & Veatch Construction Inc. made a commitment to PG&E to hire at least 20% qualified local hires for the project. To facilitate the selection of qualified local hires, Black & Veatch worked closely with IBEW Local 1245, subcontractor Underground Construction Co., and CityBuild, a San Francisco agency

that seeks to connect city residents with work. The labor-backed A. Philip Randolph Institute secured the church for the recruiting effort and provided assistance in reaching out to the local community for job applicants.

San Francisco has a law mandating that first source/local hiring requirements apply to all contractors and subcontractors working in San Francisco. CityBuild is the operational arm of the City's First Source Hiring Ordinance for all construction projects.

Black & Veatch staff met with CityBuild staff to help them understand the Project, safety requirements, and qualities sought in local hires.

CityBuild scoured its lists of graduates and associates to select 30 of the most qualified candidates to invite to the March 29 interview session.

CityBuild also worked with these selected candidates to ensure candidates were prepared for the interview session.

*continued on page 14*

## Members mobilization proves decisive

A large and energetic mobilization of union members at Turlock Irrigation District overcame stiff management resistance and produced a new agreement with many of the improvements that employees had sought.

The four-year agreement provides IBEW members with a 4% wage increase on May 1, along with a 3% rubber gloving premium. It provides additional

*continued on page 5*

### Improvements at Turlock ID



IBEW Local 1245 bargaining committee member Ken Gross urges unity at the mass meeting of the two unions in March.





Tom Dalzell  
BUSINESS MANAGER

## Legacy Costs, Legacy Promises

These days, we are hearing the word "legacy" a lot at the bargaining table. Employers characterize long-standing commitments to lifelong employees and retirees such as defined benefit pension plans and post-retirement medical benefits as "legacy costs," a term which is designed to sound much more burdensome and oppressive than describing these plans as fulfillments of promises made in the give-and-take of negotiations years ago.

"Legacy" means much more than the sense in which it is used by employers today.

For one, "legacy" calls to mind the legacy that those who came before us built and then left for their employers. Ray Thomas, a member of our union staff, tells of driving up Highway 44 to visit tree crews in Shingletown or the Frontier and Lassen MUD members in Susanville. He drives by the last few miles of a 12-kv line that his father, Lee Thomas, built with a signatory contractor, Roger Electric, more than 25 years ago. Lee died in 2000, but the line that he and his crew built is as plumb,

square, and solid as the day it was built. The same can be said for hundreds of miles of line and pipe, and of the tradition of service that our past members established.

When an employer complains about a "legacy benefit" as an unfair drain on their bottom line, they should simply be reminded that they are making "legacy revenue" and "legacy profits" from the work that our members who are now retired or deceased performed years ago. Whether it is gas, electricity, telephone, drinking water, irrigation water, or tree trimming, our membership today is building a legacy for our signatory employers, a legacy that will make profits long after our generation has passed.

Another legacy that we must never forget is the legacy that union members in the past left for union members today. Their hard, diligent, and shrewd work at the bargaining table created the wage levels, benefits, and working conditions that we currently enjoy. We owe them our gratitude, but we owe them more. We owe them our strongest efforts possible to protect them in retirement, and we owe them the strength to follow their example by leaving a legacy for those who come after us. We stand on their shoulders. What we enjoy today is the result of their hard work and the legacy that they left for us.

So let's not worry so much about "legacy costs," unless we're also taking into consideration the revenue and profits that are part of that legacy.

And as we strive to protect the legacy left us, we must also focus on the legacy that we will leave. Our work is just beginning.

## Members ratify RT pact

Local 1245 members at Sacramento Regional Transit on May 8 ratified a new agreement after long and contentious negotiations.

The two year agreement, with an effective date of Nov. 1, 2007 to Oct. 31, 2009, provides a 2% general wage increase on May 1, 2008 and a 1% increase on Sept. 1, 2009.

On July 1, 2008 the benefit multiplier in the Retirement Plan will be revised to reflect 2.5% for members terminating or retiring on and after age 60, or after having earned 30 years of service.

The IBEW Local 1245 Negotiating Committee took a neutral stance on the contract settlement, which fell short of member expectations but was a significant improvement over the District's initial position of no wage increases.

The agreement passed with 56% voting yes.

Negotiating for the union were Constance Bibbs, Rodney Beverly, James Watt, William Gilliam, Business Rep. Darryl Norris and Business Manager Tom Dalzell.



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.

## Hard to maintain

Hello from St. George Utah:

To all the retirees, great to see you starting to write to the Utility Reporter and expressing your comments about the upcoming negotiations between the union and PG&E. Hopefully the union will be able to convince the company that the retirees need COLAs and relief from high medical insurance premiums. As said by so many of you, we seem to have been totally forgotten by the company that we helped to build.

I was in customer service for almost 25 years, working in San Luis Obispo, Paso Robles, Oakland and then transferring back to San Luis Obispo. I retired in 1993, a couple of years early as my goal was to go out in 1995.

In 2004, we moved to St. George, UT, since the cost of living was less. However, since that time we have joined Humana for our medical benefits as the medical premiums that I paid for out of my pension check became higher and my pension check lower. I know that all the retirees are feeling the high cost of food, gas, etc. and with no increase in our pension checks, it is becoming harder to maintain a good and healthy lifestyle. Even here we are feeling the higher cost of living.

I am a member of the union and wish

I could be there to participate in the discussions for the new contracts. For you retirees in California, our thoughts are with you during this time and hopefully you can make a difference for the rest of us.

I enjoyed working for PG&E and wish the current employees the best. Keep the faith.

Peggy K. Silva; St. George, UT

## Look to the future

The 2008 negotiations are going to be tough ones to say the least. There are several retiree needs that should be concerns of the brothers and sisters that plan to retire from PG&E.

I retired in 2007 and already feel the changes of retirement all too well. I still attend unit meetings and maintain non-working status with the union and am a current member of the Retirees Club, although there is not a Retiree Club chapter in the North Valley or northeastern area portion of the state. I attempted to start a Retiree's Club chapter in these areas but have not been able to find much interest so far.

I am greatly disappointed in the lack of knowledge the working brothers and sisters have regarding retirement. I find they have no knowledge of the cost of retirees' medical plans and especially in the areas where HMOs are not available.

When I retired in 2007 the total cost of my medical plan was \$923 for myself and spouse per month. The company's capped amount maximum is \$553, leaving a total of \$370, of which I paid half—\$185. The other half was paid by the union-negotiated RPOA, the Retirement Premium Offset Account.


At this rate the RPOA is gone in just a little over 3 years and I would have to pay the full amount of \$370 a month.

This plan, in most cases, did not cover anymore than Medicare (which I have) unless I had been hospitalized. In 2008 there was a less costly plan offered which actually has better coverage, which I have taken advantage of. So you can see the medical plans' availability change yearly. There doesn't seem to be any security in the plans' availability, their coverage, or their cost.

Retirees have no control over their medical plan options. Our retirement was based on our medical being fully paid for by the company and there has been no compensation for this decline in benefits that was bargained in 1993 and took effect in 2000. Medical should be restored to being fully paid after 25 years of service as it was prior to 2000 and maybe tier any changes beginning with new hires so they know what to expect from the start, instead of taking away benefits retirees had planned to have for the rest of their lives. We gave up raises in order to gain these benefits that have now been lost.

The only way that unions can retain medical benefits for their members is for

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## Letters, from page 2

members to stick together to save what they have earned. We need to get the information regarding the cost of retirement to the working brothers and sisters, who seem to have no idea that they will lose their dental and vision care benefit when they retire. The company is not going to tell them what is in their future and *apathy* does not pay the bills.

Retirees need a yearly cost of living allowance (COLA) to help keep up with inflation as well. We all feel the effect of the increases in the cost of fuel (gas, diesel, propane) and the higher cost of everything else as a result of the higher energy cost. Retirees do not receive any increase in retirement compensation on a regular basis. There are retirees out here whose Social Security checks are more than their retirement checks, because it takes 15 years in some cases to get a token raise from the company.

The working brothers and sisters need to look out for their own future as well as thinking about retirees that fought hard to get what they have now! Giving up benefits can prove to be very costly in the future. Negotiating for benefits and getting them is like a tax-free wage increase! Giving up benefits is the same as taking money right from your

pocket! Before anyone considers looking at a large wage increase in the next contract I would suggest everyone do their homework and look towards their future. I suggest everyone takes a look at their medical cost including eye and dental care cost as well as the pension bands. At this time there is no limit on how much of an increase one can expect to see in these costs.

Another point of interest: if you wish to withdraw \$20,000 from your 401k plan you can probably plan to pay about \$6,500 in taxes leaving you with \$13,500.

Everyone needs to be involved and knowledgeable in what they are negotiating and voting for. We need more involvement from everyone! The picture is much larger than the company wants you to know. I also realize how few members look at the company's Summary Annual Report. Here are a couple of facts for all to think about. For the year ended December 31, 2006 the retirement plan was funded in accordance with minimum funding standards of ERISA (Employee Retirement Income Security Act of 1974). The plan experienced an *increase* in its net assets of more than \$954 million. One would think that with an increase of almost a half-billion dollars in this fund the retirees might be able to get a cost of living raise without hurting the company too much!

The Health Care Plan for Retirees and Surviving Dependents experienced an *increase* in its net assets of \$97 million. The Health Care Plan for Active Employees experienced an *increase* in its net assets of \$97 million.

With these types of net *increases* it seems to me we are all paying too much!

*Ernest (Gib) Bonner; Red Bluff, CA*

## Praise for Andreucci

Thank you for your article about Terry Andreucci ending his service on the Advisory Council (Utility Reporter, March-April 2008). I had the privilege of working on Terry's crew for only a few years before he retired and I can say he

was one of the best electric crew foremen around. I remember working storm damage on his crew a few years ago and was impressed that he would match his linemen climb for climb throughout the storm.

His service with the union was also invaluable to us. He was a great shop steward, always well informed, well spoken and passed information on to our workgroup in Auburn on a regular basis. He will be greatly missed!

*Steve Brown; Lincoln, CA*

## Unity for Strength

Bargaining with PG&E this year will require "Unity for Strength" from every working IBEW 1245/PG&E union member along with every IBEW 1245/PG&E retiree.

Granted, as has been pointed out by the Merced Retirees Club, it will also require outside pressure on upper management at PG&E and local politicians and even the CPUC if necessary, to have our case heard for retiree pension and medical plan improvements. Letter writing and attending Retiree Club meetings as well as regular unit meetings will be a *must!* We now have five IBEW Local 1245 Retiree Club chapters: Dublin, San Jose, Vacaville, Merced and Santa Rosa.

The five clubs leaders will be meeting again in September at Weakley Hall, the IBEW Local 1245 headquarters at Vacaville. Perry Zimmerman and Jack Hill are the co-chairmen for the retiree meetings and activities for the PG&E contract negotiations. Let's support them both!

We have voted on unit proposals at each of the units, and even put the proposals before the regular unit meetings to be voted on. I have seen some e-mails that are showing that some retirees are wanting to go ahead with their own plans and agendas to start the process before the local union and PG&E have started to exchange ideas. I offer this reminder: strength is in numbers, and not in division.

I retired in 2001 with close to 37 years service with PG&E and IBEW 1245, and retired as a High Voltage Electrician and Shop Steward. Let's keep up the fight for our well-earned benefits, and let's show we have the required "Unity for Strength." We need every PG&E union retiree, and every PG&E worker, to make it happen! We as retirees need the support of the workers, and *we* need to support the workers as well!

*Ken Rawles, Unit Recorder  
IBEW Local 1245 Retirees Club  
Santa Rosa, CA*

## No on 98, Yes on 99

There are only two initiatives on the June 3, 2008 ballot, both claiming to deal with the issue of Eminent Domain. But one of them—Prop 98—has a hidden agenda. This measure, if passed, would abolish rent control and other renter protection, destroy land use

planning and hurt the environment by eliminating regulations that protect our neighborhoods and our natural resources.

Wealthy apartment and mobile home park owners are spending millions on a deceptive campaign to pass Prop 98 for their own financial gain. They want you to believe that this initiative is about eminent domain. But their hidden agenda is to eliminate renter and environmental protections. **PLEASE VOTE NO ON PROP 98.**

A broad coalition of senior, consumer, environmental and labor groups, including our union, supports a different measure on the June ballot: Prop 99—The Homeowners Protection Act. Proposition 99 will prohibit the government from using eminent domain to take a home and transfer it to a private developer. This measure—Prop 99—is real eminent domain reform to protect homeowners without the hidden agenda of Prop 98. **PLEASE VOTE YES ON PROP 99.**

*William Wallace and Jack Hill, Local  
1245 Retirees Club, San Jose Chapter*

## Give us a break

We are concerned about our medical. We really need dental and vision insurance. We need it at a price that we can afford. I worked 38 years for PG&E, why can't they give us a break. Thanks for all your help.

*David Herrick; Sonoma, CA*

## David and Goliath

So here we are approaching bargaining with the boss, PG&E. We have representatives, and the company has their team of professional negotiators. Sounds a lot like David and Goliath. Fair play is *not* the issue of the day.

At the last unit meeting it was very clear what the real issues are from the proposals submitted by the active members. Those proposals are about six to one for medical, retirement, and finally, compensation. As a retired employee I could not be more proud of the fact that the active members are determined to set the course of their own future retirement.

The retired members will continue to inform and help active PG&E employees become aware of what their future will be with their present benefit package. When you retire you will lose your dental and vision coverage, but you can participate in other coverage outside of PG&E retirement benefits. However, you may not be able to afford the cost of this coverage. We have several retirees in our local retirement club who have been retired for 20 years who actually *do not* receive a retirement check, but in fact *have to send the medical insurer (or the company) additional money to keep their benefits!* You do not want this to be you!

Cost of living. What's that? There has been no increase in almost two decades. I certainly don't have to remind every-

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## APPOINTMENTS

### PACIFIC GAS & ELECTRIC

#### Benefits Committee

Donna Ambeau  
Bryan Carroll  
Cecelia De La Torre  
Ed Dwyer  
Dee Green  
Jack Hill  
Mike Jacobson  
Ron Moon  
Mark Newman  
Stu Neblett  
Mike Scafani  
Perry Zimmerman

### GENERAL BARGAINING COMMITTEE

Darryl Rice  
Ed Dwyer  
Mike Jacobson  
Brian Kapaun  
Dan Mayo  
Ron Moon  
Russ Rylee  
Mike Saner  
Dave Sankey  
Mike Scafani

### CONFERENCES & CONVENTIONS

#### IBEW Telecommunications Conference

Dennis Seyfer  
Ray Thomas

#### Breakthrough Leadership Training Institute

Cecelia De La Torre  
Diane Tatu-Pollard

## CALENDAR

**June 3:** Retirees Club, Santa Rosa, CA

**June 3:** Retirees Club, Merced, CA

**June 5:** Retirees Club, San Jose, CA

**June 11:** Retirees Club, Vacaville, CA

**June 12:** Retirees Club, Dublin, CA

**July 1:** Retirees Club, Santa Rosa, CA

**July 1:** Retirees Club, Merced, CA

**July 3:** Retirees Club, San Jose, CA

**July 9:** Retirees Club, Vacaville, CA

**July 10:** Retirees Club, Dublin, CA

**July 26:** Advisory Council, Vacaville, CA



Members submit over 1,000 proposals

# Union gears up for PG&E bargaining

Local 1245 members came to unit meetings in March and April armed with over 1,000 proposals for upcoming bargaining with Pacific Gas & Electric.

The general negotiations will cover both the Physical agreement and the Benefits agreement, which expire at the end of this year. The Clerical agreement runs to the end of 2010, and Clerical members will automatically receive whatever general wage increase is negotiated for the Physical bargaining unit for 2009 and 2010.

Business Manager Tom Dalzell, who will lead the negotiations, convened the bargaining committee for the first time on April 29 at Weakley Hall and laid out some of the challenges and opportunities the union faces in this round of negotiations—the first full-scale bargaining at PG&E in six years.

The committee actually consists of two separate committees: one for Physical bargaining and one for Benefits bargaining. The Benefits committee includes two representatives from the Local 1245 Retirees Club to represent retirees' interests at the bargaining table.

To help assure continuity between the Physical and Benefits committees, four members are serving on both committees: Ed Dwyer, Ron Moon, Mike Jacobson and Mike Scafani.

The other members of the Physical committee are Darryl Rice, Mike Saner, Russ Rylee, Dan Mayo, Brian Kapaun, and Dave Sankey, along with Local 1245 Assistant Business Manager Bob Choate and Office Manager Tonya Alston.

The other members of the Benefits committee are Donna Ambeau, Bryan Carroll, Cecelia De La Torre, Dee Green, Mark Newman, and Stu Neblett. Representing the retirees on the Benefits committee are former Business Man-

ager Perry Zimmerman and Jack Hill, president of the Retiree Club's South Bay chapter. Also serving on the committee are Local 1245 Assistant Business Manager Dorothy Fortier and Office Manager Tonya Alston.

The two committees will meet separately during the early stages of the bargaining process—especially as opening proposals are being formulated—but will meet as a single group when the occasion demands, particularly toward the end of bargaining, Dalzell told the committee members during the meeting at Weakley Hall.

"You're people with strong opinions and that's one of the reasons you ended up on this committee. That's what makes the leaders of a union—those strong opinions and your experience," Dalzell said.

The negotiators face a formidable amount of work right from the get-go. The first challenge is to read every single one of the thousand-plus proposals submitted by the units. The proposals will have to be sorted, prioritized, combined where feasible, refined where necessary and joined together into opening proposals to submit to the company for a new Physical agreement and a new Benefits agreement.



Serving on the Physical committee are, seated from left: Ed Dwyer, Tonya Alston, Mike Jacobson, Tom Dalzell, Mike Scafani, and David Sankey. Standing, from left: Bob Choate, Darryl Rice, Ron Moon, Mike Saner, Russ Rylee, Dan Mayo, and Brian Kapaun.



Gas Service Rep Theo Arreg submits a bargaining proposal to Gloria Flores, recorder for the Santa Cruz unit.

The union expects to exchange those opening proposals with PG&E negotiators in June. The company and union will study each other's proposals over the summer. The actual bargaining is scheduled to begin the first week of September, with the company and union aiming to achieve an agreement by October 1 and ratification before the end of the year, when the current Physical and Benefits agreements are set to expire.



Serving on the Benefits committee are, seated from left: Dee Green, Cecelia de la Torre, Mike Jacobson, Tom Dalzell, Mike Scafani, and Donna Ambeau. Standing, from left: Ed Dwyer, Mark Newman, Jack Hill, Ron Moon, Stu Neblett, Dorothy Fortier, Perry Zimmerman, and Bryan Carroll.

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## Turlock ID, *continued from page 1*

3.75% general wage increases in the subsequent three years. Under the new agreement the employer will pick up 85% of the medical premium payment, a significant improvement over the previous formula.

In addition, the agreement improves the pension formula to 2.5% at age 55 and makes improvements to the vision and dental benefit, among other provisions.

Members of IBEW Local 1245 overwhelmingly ratified the new agreement on April 29.

The favorable outcome to the protracted dispute was made possible by strong member support for the negotiating committee, which included the Turlock Irrigation District Employees Association as well as IBEW Local 1245 negotiators.

## Mass Meeting

The member mobilization began with a mass meeting on March 27, with over a third of the two unions' combined membership in attendance. The unions had just declared an impasse in the ne-

gotiations after mediation had failed to produce any significant movement by the District.

"Our priorities are trying to get improvements in your pension plan ... and trying to get relief on growing health care costs," IBEW Local 1245 Business Rep. Lynne Morel told the assembled employees. "We want to get the District to change the way they calculate health care benefits."

Rich Lane, chair of the Local 1245 unit at Turlock, urged employees to express their concerns about these issues to their supervisors.

"When we speak with a common voice, they're going to convey that up to their boss. That's where the bottleneck is," Lane explained. "Also, talk to others. Share information so you're all armed with the facts."

"I'm looking for you guys to start making a stand, because we've done all we can (at the bargaining table)," Employee Association President Brad Arnold told the members.

Lane suggested that one way members could have an impact would be to put in for an hour or two of vacation time in order to attend an upcoming meeting of the TID Board of Directors.

"The board needs to see the faces of people who are being denied parity with other employers," Lane said.

Members of both unions took the advice to heart. In the days that followed, more than 200 people signed a petition urging the District to settle the dispute in a fair manner. And a similar number asked for vacation time to attend the Board's next meeting.

It was an astonishing display of unity that prompted the Board to urge the general manager to get personally involved in the negotiations.

## Growing Frustration

The unions' frustration had been building for some time, beginning with District efforts to divide the two unions.

At the start of negotiations, the District met at the "big table" with both unions. When the unions put up stiff resistance to the District's bargaining position, the District decided it wanted to split up the union delegation and meet with each union separately at the "little table," as

it was called.

The unions went along with the District's requests, said Morel. "But we stayed united and continued to communicate with each other. The District couldn't split us apart," she explained to the mass meeting in March.

When its "small table" strategy failed, the District said it wanted to shift back to the big table, as if switching tactics might somehow distract the employees from their deep-seated concerns about pensions and health care.

Union members were especially upset by outsized salary hikes for TID management in recent years, which contributed to the union members' determination to be treated fairly at the bargaining table.

That determination, coupled with the willingness of members to support their bargaining committee, ultimately proved decisive in the long campaign for a fair contract.

Negotiating for the IBEW were Rich Lane, Ken Gross, Aaron Baker, and Rick Brenes, along with Business Rep. Lynne Morel.



Rich Lane, Local 1245 Unit Chair, urged members to become "armed with the facts."

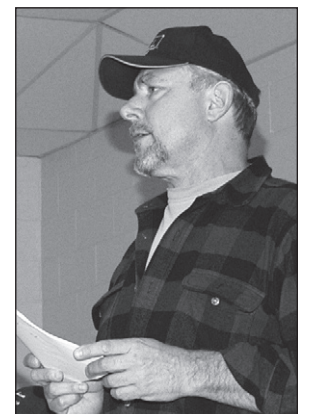
Operating Engineers Local 3, which assists the Employee Association with bargaining, was represented at the mass meeting by Fred Klingel.



*"The board needs to see the faces of people who are being denied parity with other employers."*

Rich Lane, IBEW Unit Chair

Employee Association President Bradley Arnold.



IBEW Business Rep. Lynne Morel, standing, discusses the bargaining impasse with members at the mass meeting in March. Bargaining committee members, from left, are Ken Gross (IBEW), Bradley Arnold (TID Employees Association), Rich Lane (IBEW), Morel, Aaron Baker (IBEW) and Rick Brenes (IBEW).



**Frank talk, continued from page 1**

“We need people. We need recruiting,” he said.

“We’re starting to work with recruiting,” Williams replied, noting that the company had recently launched “Power Pathways” to attract people to the company. But she took the view that the need for bodies varies across classifications. “We’re already saturated with lineman apprentices,” she said.

“Not in my yard,” someone called out.

“In GC, not in Distribution,” another chimed in.

**More Bodies**

System Operator David Montoya of Brentwood asked Williams what she thought about consolidated switching centers.

“I think it makes sense on the Transmission side,” she said, but suggested that consolidation on the Distribution side faced bigger hurdles. “The answer is better technology.”

“You still have one operator talking to one lineman in the field,” responded System Operator Mike Diamond of El Dorado Hills. “That’s not going to change with technology. You need bodies.”

More bodies, but maybe not so many supervisors, suggested Antioch Field-

person John Sot.

“In Concord, you’ve got supervisors who never came through the ranks. We now have four supervisors for four crews. We used to have one supervisor to 20 crews and the supervisor was someone who came from the field,” said Sot.

Advisory Council member Dennis Thompson welcomed the news that PG&E was stepping up its recruiting, but said that all he ever heard from his supervisor was, “We don’t want to spend any money.”

“The budget is set for this year,” Williams acknowledged. She said the company is “working to tackle the reliability issue but it will be a long term plan that will take years to execute.”

Cable Splicer Bradford Simmons returned to this point a few minutes later: “We hear it’s not going to happen overnight—but when is it going to be that night?”

Several employees suggested that Transformation had made the workforce less efficient, in effect making the staffing problem worse.

Vince Zinkl, a Troubleman from Peta-

luma, spoke of a “gross amount of redundancies.”

“Your two-man assessment strategy has been a disaster. People who used to be fixing stuff are driving around doing assessments,” he said.



**Corrosion Mechanic Dennis Thompson of Newark asks about PG&E’s financial commitment to staffing.**

Adrienne Franks, Senior Operating Clerk I of San Pablo, also raised the issue of redundancy, but from a Clerical perspective. “The new transformed system takes three times as many steps to get something done,” she said, “but you’re not giving us any more employees.”

Williams acknowledged that employees were having to perform time-consuming work-arounds in the wake of Transformation “because the process didn’t work as designed.” Then, with a candor that left some mouths hanging open, Williams went on to say:

“We tried to change too many things at once, we didn’t pilot them, our backup plans were inadequate, we threw the switch and it didn’t work as expected... It’s not the way we’re going to do things going forward.”

The meeting stretched into a second hour, with Williams demonstrating a tal-

ent for keeping her cool under rapid fire questioning.

Clerical members, who were often at the center of the Transformation storm, seemed especially anxious for Williams to know how dysfunctional the system had become.

“We automated a lot of things that shouldn’t have been automated,” said Operating Clerk Mary Contaxis of Fremont. “You can’t create a PO to pay vendors—vendors we’ve had for years.”

Operating Clerk Karen Russell of San Jose said the state of new business has left her in “absolute shock.”

“Year ago in new business, you ask three people (how something is done) and if two people told you the same thing, it was probably the way to go,” she said. “Now, nobody knows.”

Williams responded, “We’re going to fix it. But instead of trying to fix every little thing we find...we’re going to have to fix it in a comprehensive manner.”

**Is Transformation Over?**

At that point, System Operator David Sankey of Merced seemed to sum up a widespread sentiment in the room when he asked, “Is Transformation over? And if not, when will it be?”

“What we were doing before Transfor-



**Business Manager Tom Dalzell welcomes PG&E stewards and activists to the meeting with Geisha Williams.**

*“We tried to change too many things at once, we didn’t pilot them, our backup plans were inadequate, we threw the switch and it didn’t work as expected... It’s not the way we’re going to do things going forward.”*

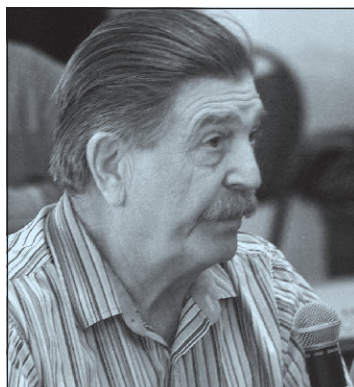
**—Geisha Williams**



**“We now have four supervisors for four crews. We used to have one supervisor to 20 crews and the supervisor was someone who came from the field.”**  
Fieldperson John Sot, Antioch



**Darryl Rice, Work and Resource Coordinator, Fairfield**



**Electric Crew Foreman Steven Moore, Oroville**

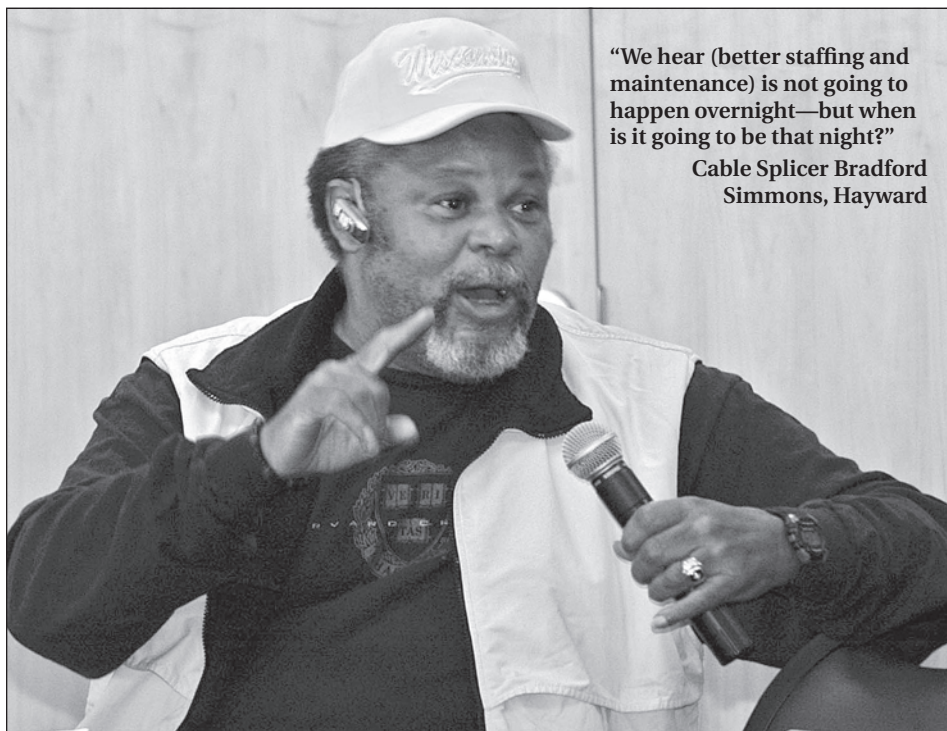


**Operating Clerk Tina Litts, Antelope**



**Troubleman Dan Parmenter, Knights Landing**





“We hear (better staffing and maintenance) is not going to happen overnight—but when is it going to be that night?”  
Cable Splicer Bradford Simmons, Hayward

mation wasn't so hot,” Williams responded, and went on to defend the company's desire to improve itself through the use of advanced technology.



System Operator David Montoya of Brentwood asked Williams her view of consolidated switching centers.

A commitment to adopting new technologies may be a worthy goal, but Concord Troubleman Al White wanted to know about the company's commitment to its employees.

“Where's the company's commitment on wages and job security? The company is making us do more for the same amount of money,” White said, noting that general negotiations were on the horizon. “The employees need to see the commitment from the company at bargaining time.”

Williams turned the conversation back to staffing. She said she'd like to see

a staffing model that poses the question: “How many people do you need? What's the right staffing level to achieve a certain level of service?”

“We've talked about a lot of problems, lots of concerns, lots of issues today,” she said in summary.

“There's a lot to be done. We'll develop a plan to prioritize them and knock things off one at a time.”

Local 1245 Business Manager closed the meeting by noting that the union has brought up reliability problems in the past, only to hear management make excuses. With Williams, he said, we are hearing something different.

“Now we have management saying, ‘It's a problem.’ You can go down a number of issues where we now have management saying there's a problem,” Daltzell said. “Of course the proof will be in the fix,” he added.



Long-time Local 1245 officer and staff member Howard Stiefer, attended the Geisha Williams meeting while on a visit to California from his home in Missouri, where he has been recovering from an illness.

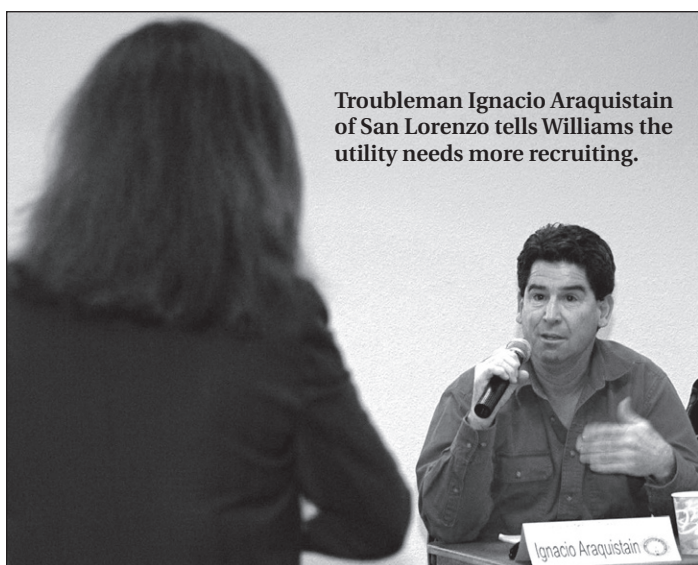


During Transformation the company automated things that shouldn't have been automated, said Operating Clerk Mary Contaxis of Fremont.



“The new transformed system takes three times as many steps to get something done, but you're not giving us any more employees.”

Senior Operating Clerk I Adrienne Franks, San Pablo



Troubleman Ignacio Araquistain of San Lorenzo tells Williams the utility needs more recruiting.



Troubleman Vince Zink of Petaluma, center, presses Williams on staffing issues, while Mike Diamond, left, and Mike Scafani listen.



Operating Clerk Berta Aceves, Benicia



Gas Crew Foreman Mike Scafani, Rohnert Park



Lineman Jeff Campodonico, Rescue



Operating Clerk Karen Russell of San Jose said the state of new business has left her in “absolute shock.”

- Attending the meeting with Geisha Williams at Weakley Hall in Vacaville were:
- Ignacio Araquistain**, Troubleman, San Lorenzo
  - Berta Aceves**, Operating Clerk, Benicia
  - Mark Beltran**, Gas Crew Foreman, Vacaville
  - Jim Brager**, Electrician, Fresno
  - Jeff Campodonico**, Lineman, Rescue
  - Steven Chapman**, Equip Operator Gas, Auburn
  - Mary Contaxis**, Operating Clerk, Fremont
  - Mike Davis**, System Operator, San Jose
  - Jerry De Baca**, Gas Crew Foreman, Pittsburg
  - Michael Diamond**, System Operator, El Dorado Hills
  - Douglas Diebner**, Compliance Inspector, Livermore
  - Al Fox**, Lineman, Vacaville
  - Adrienne Franks**, Senior Operating Clerk I, San Pablo
  - Bob Gerstle**, Lineman, Cameron Park
  - Chris Habecker**, Dispatcher, Fresno
  - Mike Jameson**, Gas Crew Foreman, Madera
  - George Lindsey**, Electric Crew Foreman, San Francisco
  - Tina Litts**, Operating Clerk, Antelope
  - Paul Mackin**, System Operator, Brentwood
  - Dan Mayo**, Troubleman, Atwater
  - David Montoya**, System Operator, Brentwood
  - Steven Moore**, Electric Crew Foreman, Oroville
  - Dan Parmenter**, Troubleman, Knights Landing
  - John Petrovitz**, Gas Mechanic, So. San Francisco
  - Darryl Rice**, W&R Coordinator, Fairfield
  - Karen Russell**, Operating Clerk, San Jose
  - Russ Rylee**, Trans. Troubleman, Redding
  - Pete Sandoval**, Electric Crew Foreman, Fresno
  - David Sankey**, System Operator, Merced
  - Mike Scafani**, Gas Crew Foreman, Rohnert Park
  - Greg Schmall**, Corrosion Mechanic, Clovis
  - Brad Schuback**, M&C Mechanic, Millbrae
  - Keith Scott**, Lineman, American Canyon
  - Steven Segale**, Gas Crew Foreman, Fairfax
  - Bradford Simmons**, Cable Splicer, Hayward
  - John Sot**, Fieldperson, Antioch
  - Jack South**, Gas Crew Foreman, Woodland
  - Dennis Thompson**, Corrosion Mechanic, Newark
  - Al White**, Troubleman, San Ramon
  - Vince Zink**, Troubleman, Petaluma





## Zimmerman, Hill have seat at table

When bargaining kicks off with PG&E this summer, there will be two retiree representatives on the union side of the table.

Former Business Manager Perry Zimmerman and Jack Hill, president of the South Bay Chapter of the Retirees Club, have been appointed to represent retiree interests during Benefits bargaining.

Retirees have suffered a double whammy in recent years, with their share of medical premiums increasing while their PG&E pensions stay flat. All five chapters of the Retirees Club—in Dublin, San Jose, Vacaville, Santa Rosa and Merced—have been strongly pushing for relief on medical costs and a boost to pension payments.

While the retirees had a seat at the bargaining table during the last general negotiations, in 2002, this is the first time that they will occupy two seats. This increased representation reflects, in part, the growing number of members who are nearing retirement age and have growing concerns about pension and health care issues.

Zimmerman and Hill will be full participants in the Benefits negotiations and will also participate when the Benefits committee meets jointly with the Physical committee.

Retiree Club leaders are tentatively scheduled to meet in September at Weakley Hall around the time that the actual bargaining gets underway.



Hill

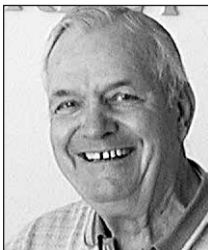


Zimmerman

# Together, we have a chance

Bernard Tanksley left this world like he lived his life: as a union man.

Tanksley, who died April 23 at his home in Napa at age 75, was initiated into the union in 1952, just as the union was preparing to negotiate its first systemwide labor agreement with PG&E. He spent the major part of his career as a gas mechanic for PG&E in Richmond and never wavered in his support for the union.



Bernard Tanksley

“He was one of the original unionists at PG&E,” said Local 1245 Senior Assistant Business Manager Sam Tamimi. “PG&E was his job, but his main thing was, he was a unionist.”

In a 2003 interview with the Utility Reporter, Tanksley summed up his union philosophy this way: “Together you have a chance, alone you have no chance.”

Tanksley put his beliefs into action as a union shop steward. Among the new members he signed up back in the old days, according to Tamimi, were a couple of young pups who went on to become Assistant Business Manager Manny Mederos and Senior Assistant Business Manager Darrel Mitchell before they retired.

Back in the days before there was a union security clause in the PG&E agreement, Tanksley was the union security clause in Richmond. “If you didn’t sign up right away with the union,” Tamimi said, “if you weren’t a member, then you were cut off from any activities Bernie was involved with. You didn’t get into the football pool, you didn’t eat lunch with them, you didn’t go to the Albany horse races.”

On the other hand, if you were in the union, Tanksley worked hard to make sure the union worked for you.

“He was very active and knowledgeable,” said Tamimi. “He always had the book (union contract) with him. He nickel-and-dimed the company to death—on meals, on overtime, on bypass pay. Every day when he came in to work, it was ‘Here comes Bernie.’ He was a big guy.”

Tanksley went on long-term disability in 1988, but remained a card-carrying member of the Local 1245 Retirees Club right to the end. In 2003, shortly after Weakley Hall opened, Tanksley came in to take a look.

“It’s a big step up from the basement we started out in in ‘52 down on Grove Street (in Oakland),” he said at the time, remembering the days when Ron Weak-

ley himself headed the union. After his tour of Weakley Hall in 2003, Tanksley said, “I really enjoyed looking around. It’s a beautiful hall.”

Tanksley never could understand PG&E retirees who didn’t stick with the union by joining the Retirees Club. He made his feelings clear during that conversation in 2003: “A lot of retirees quit, and I say, ‘What are you quitting for? Who do you think represents you?’ I get on retirees who don’t belong. I scrap with them all the time. I’m really very proud of our organization.”

Before leaving the hall, Tanksley stopped by to see then-Business Manager Perry Zimmerman—to thank him for the \$7500 Retirement Premium Offset Account that the union had just negotiated for the retirees.

Speaking of thanks, there are plenty of people still around who probably have reason to thank Tanksley: for the times he stood up for

them as a shop steward, for helping to hold the union together when it was first struggling to get on its feet, or maybe just for roping them into trips to the race track in Albany.

If Bernie was still around to tell his old friends how to express that thanks, he’d probably say: “Make sure you’ve paid up your dues to the Retiree Club.” That’s just the way a union man thinks.

*“A lot of retirees quit, and I say, ‘What are you quitting for? Who do you think represents you?’”*

—Bernie Tanksley, 2003

## 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!

Aulton Allison 27 years Nipomo, CA	Larry Bunte 26 years North Las Vegas, NV	Frank Dalcerra 36 years Arroyo Grande, CA	John Fryar 24 years Kelseyville, CA	Barry Jensen 37 years Eureka, CA	William Macrusky 24 years Silver Springs, NV
James Andersen 39 years Oakdale, CA	John Castanon 34 years Winters, CA	Brenda Darrah 20 years Payson, AZ	David Furtado 41 years Eureka, CA	Thomas Johnson 35 years Coarsegold, CA	Randy Maddex 36 years Redwood Valley, CA
Terrance Andreucci 31 years Newcastle, CA	Peter Castelluccio 38 years Castro Valley, CA	Ernest Davis 28 years Pioneer, CA	Tinchor Gee 35 years San Francisco, CA	Bernard Johnson 30 years Eureka, CA	Romulo Magtoto 32 years Fremont CA
E Armstrong 41 years Sanger, CA	Charlotte Chapman 17 years Prunedale, CA	Norman Davis 36 years Burney, CA	Keith Girard 20 years Nipomo, CA	Graydon Johnson 43 years Taylorsville, CA	Michael Martin 31 years Fresno, CA
William Ashmus 32 years Eureka, CA	Wayne Coffin 30 years Petaluma, CA	Maryann Dennehy 9 years San Francisco, CA	Leon Grover 36 years Fall River Mills, CA	Alfredia Jones 36 years Oakland, CA	Adrian Martinez 33 years Fremont, CA
Frank Babb 27 years King City, CA	Ronald Costa 15 years Tracy, CA	John Fernandes 23 years Concord, CA	Jose Guzman 30 years Lemoore, CA	Jeffrey Kennedy 38 years Hollister, CA	Michael Marymee 36 years Redwood City, CA
Merry Baiz 28 years North Fork, CA	James Costner 15 years Vacaville, CA	Mannel Filart 13 years San Francisco, CA	James Honegger 22 years Stockton, CA	Stanley Kinka 37 years Sausalito, CA	Edward McGill 24 years Rancho Cordova, CA
Kenneth Benka 25 years Bristol, TN	Robert Cowan 37 years San Jose, CA	Clifford Finch 37 years Sacramento, CA	James Horst 38 years Santa Rosa, CA	Rickey Kohl 37 years Red Bluff, CA	James McKinney 17 years Antelope, CA
David Bristol 42 years Sacramento, CA	Gary Crain 11 years Nevada City, CA	Kermit Forrest 37 years Sacramento, CA	Thomas Hunt 41 years Los Banos, CA	Ronald Kohler 40 years Magalia, CA	James McMillen 42 years Paradise, CA
James Brooks 13 years Madera, CA	Dennis Freeman 33 years Nampa, ID	John Hunt 41 years Los Banos, CA	Beverly Hunter 33 years Pinole, CA	Rickey Kohl 37 years Red Bluff, CA	Merrill Medinas 42 years Mariposa, CA
Janet A Bucago 22 years Las Vegas, NV	Clyde James 24 years Elk Grove, CA	Thomas Hunt 41 years Los Banos, CA	Clyde James 24 years Elk Grove, CA	Yu Kyou 38 years San Francisco, CA	Dale Miners 37 years Oakland, CA
				Michael Lobao 36 years Rohnert Park, CA	Alfred Moore 41 years San Miguel, CA
				Mark Luiz 33 years Redding, CA	

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**BARGAINING**

For the latest news on bargaining, please visit us on-line at [www.ibew1245.com](http://www.ibew1245.com)



# Court ruling on retiree health care

The United States Supreme Court in March signaled that employers are permitted to reduce health benefits for millions of retirees who turn 65 and become eligible for Medicare.

AARP, the senior citizens lobby, had challenged the practice, saying that the lower benefits for older retirees violated the federal law against age discrimination.

The court's action lets stand a rule adopted by federal regulators last year that says "coordination of retiree health benefits with Medicare" is exempt from the anti-age-bias law.

Advocates for companies and labor unions, which disagreed with AARP's position on this issue, welcomed the outcome, saying the compromise rule will encourage employers to maintain

health coverage for their retirees. Otherwise, employers might drop all benefits for their retirees, they said.

They said it will prove especially helpful to those younger retirees who were offered continued healthcare when they left full-time work.

In 2004, a survey cited by AARP found 49% of retirees age 55 to 64 had health insurance coverage from a former employer. Benefits experts for private employers say the proportion is lower. A survey in 2005 found only 13% of those who retired from private companies were promised continued healthcare, according to a March 25 report in the Los Angeles Times.

A survey completed in March by the Employers Group found that 10% of California firms with 300 to 600 employees offered health coverage to retirees, and 5% of firms with 100 to 300 employees.

The legal dispute highlights what some say is a gap in the law. Employers are not required by law to pay for health benefits for their employees or their retirees. And in most instances, they are free to change their benefit policies or to drop coverage they had previously offered, the Los Angeles Times reported.

The high court's action ends an eight-year legal battle that began when retired county workers in Pennsylvania won a ruling that barred officials from reducing their health benefits when they reached 65. The US appeals court in Philadelphia said this amounted to illegal age discrimination. The ruling set off alarms among employers who had provided "bridge" coverage until their workers reached 65 and qualified for Medicare.

The Equal Employment Opportunity Commission moved to adopt it as fed-

eral policy, but reversed course in 2003 and concluded that this all-or-nothing benefits rule would create an incentive to cut benefits for retirees, not raise them. The agency proposed a "narrow" exception to the anti-age-bias law to permit employers to coordinate their health benefits with Medicare.

In 2005, AARP sued to strike down the exemption and the US court of appeals in Philadelphia upheld the EEOC's new policy as legal and reasonable. AARP's appeal was dismissed by the Supreme Court without comment.

## Prescriptions prices keep pinching harder

People with health insurance are having more trouble paying for prescription drugs as higher out-of-pocket costs for medications and a slowing economy strain family budgets, according to surveys and health care analysts.

The Virginia-based National Patient Advocate Foundation, which helps people pay medical bills, found that 31% of the 44,729 people it aided last year cited drug co-payments as their top medical-debt problem. In some cases, the patient's share of drug costs ranges as high as 70% of the total.

Thirteen percent of insured Americans report that paying for drugs is a serious problem, says a recent poll by *USA Today*, the Kaiser Family Foundation and Harvard School of Public Health. That's up from 9% in a foundation survey in 2000.

The 31% reporting drug payments as their top medical-debt problem to the patient foundation rose from 26% of people in 2006 and 17% in 2005. Patient payments for generic drugs rose 38% from 2000 to 2007, and some brand-name drugs rose 48%, the Kaiser data show. Inflation rose 21% during those years.

Prescription drugs account for about 10% of all health care spending in the US.



## Weakley Remembers

Tales from the Early Days of IBEW Local 1245

### More Tangling with Teamsters

*Editor's note: Local 1245 founder Ron Weakley loved to tell stories—from the early tumultuous days when the union was being organized, to the sometimes bizarre situations he found himself in during 20 years as the union's business manager. He asked that these transcripts not be published until after his death.*



Ron Weakley

The Western Federation of Teamsters out of Seattle was under Dave Beck. Another guy named Brewster was head of the federation, that's all the Teamsters on the West Coast.

He decided he was going to raid us by taking away our truck drivers because he found we had more truck drivers under our contract than he had truck drivers under any trucking company (contract). So he said he was going after us and the telephone company because we had too many truck drivers, that they should be in the Teamsters.

I told him to buzz off. Then he threatened he was going to stop the line trucks and harass the drivers. So the first one they did was up in Redding. They stopped the truck driver, and the truck driver and crew said, "What's going on?" They started harassing them. The crew just got stuff off the truck, like axes and all that, and went after them, and they took off.

So I told Brewster this stuff has got to stop. We met in Seattle and had a talk, and I told him if he didn't stop it I was going to do this, that and the other thing. He said, well, they had come to the conclusion that they would back off—as long as our truck drivers had as much or more, equal to the Teamsters drivers, they wouldn't bother us. But if it came down to where they were making more money than we were, then they were going to attack us again.

That was just his way of backing off.

### Retired, from page 10

Paul Moore  
35 years  
Chico, CA

Avis Morris  
30 years  
San Jose, CA

Ronald Neilson  
34 years  
Sonora, CA

Robert Noel  
31 years  
Woodland, CA

Anthony Nunes  
35 years  
Galt, CA

Keith Nystrom  
35 years  
Livermore, CA

Philip Pajerski  
28 years  
Pacific Grove, CA

Ralph Palmer  
28 years  
Pittsburg, CA

Helen Pappas  
30 years  
Oakland, CA

Robert Parker  
30 years  
Chico, CA

Russell Parks  
31 years  
Lathrop, CA

James Petrucci  
34 years  
Burlingame, CA

Alan Piazza  
38 years  
Sacramento, CA

George Pilat  
23 years  
Castro Valley, CA

R Prater  
36 years  
Oroville, CA

Christopher Pratt  
36 years  
Santa Rosa, CA

Lloyd Pruitt  
33 years  
Longview, TX

Ivy Rackley  
37 years  
San Diego, CA

Savo Radovich  
37 years  
Clovis, CA

Jorge Ramos  
22 years  
Stockton, CA

Phil Reed  
28 years  
W. Sacramento, CA

Clifford Riddle  
32 years  
Madera, CA

Marco Ringer  
19 years  
Sugar Hill, GA

John Sarley  
29 years  
Dixon, CA

John Savage  
11 years  
Paso Robles, CA

Theodore Scheidel  
12 years  
NA

Gary Schneider  
34 years  
Pollock Pines, CA

Robert Schwoerer  
34 years  
Fresno, CA

Pamela Shimel  
20 years  
Junction City, CA

Dennis Silacci  
36 years  
Morgan Hill, CA

Richard Simmons  
36 years  
Oroville, CA

Frank Simpson  
30 years  
Castro Valley, CA

Ken Smith  
35 years  
Orland, CA

William Soekland  
34 years  
Calistoga, CA

Mark Sorich  
36 years  
Hercules, CA

Carolyn Spivey  
23 years  
Galt, CA

Clifford Stock  
39 years  
Bakersfield, CA

David Storey  
23 years  
Visalia, CA

Jess Suarez  
35 years  
Gilroy, CA

Randy Sweeden  
35 years  
Diamond Springs, CA

Richard Thompson  
28 years  
Sonoma, CA

Patricia Udell  
34 years  
Clovis, CA

Vere Warner  
32 years  
Coosbay, OR

George Waterman  
30 years  
Hayward, CA

Murray Whent  
34 years  
Dublin, CA

Michael Wilkerson  
15 years  
Bakersfield, CA

William Williams  
11 years  
Bakersfield, CA

Thomas Willis  
37 years  
San Jose, CA

Mataline Wilson  
20 years  
Fort Lauderdale, FL

Rudolph Wilson  
27 years  
Oakland, CA

Jeff Wold  
37 years  
Danville, CA

Richard Young  
30 years  
Grants Pass, OR

Barry Young  
35 years  
Iverson, CA

**Congratulations Retirees!**  
**We want you to stay connected**  
  
**to IBEW 1245.**





Lineman Nathan Norton works the reconductor job on Highway 89. Norton used to spend a lot of time on the road working transmission at another utility. Working for PSREC allows Norton, who grew up in Truckee, to spend more time at home with his wife and family.



Lineman Bruce Smith, shown here at the controls of the tensioner, is a union steward and serves on the union bargaining committee.



Troubleman Greg Goodrich gives support to Norton from the ground.

Accounting Aide Erica Marshall, left, handles accounts payable and general accounting. Susan Sessions is Senior Work Order Clerk.



Judy Alexander, Customer Service Rep/Billing, is a union steward and serves on the IBEW bargaining committee.



Customer Service Rep Denisce Downs



Customer Service Rep Vicky White



To keep pace with continuing growth in northeastern California, line crews for the Plumas-Sierra Rural Electric Cooperative have been working on a hot reconductor job on Highway 89.

The two-mile project, begun in 2007, has faced a number of challenges, but nothing the utility's seasoned workforce can't handle. First off, a large number of dead trees had to be cleared away. PSREC maintains a two-man line clearance tree trimming workforce to help keep the way clear for power lines.

Another obstacle was winter weather, which can be forbidding in the sometimes rugged terrain served by PSREC. But as soon as conditions improved, PSREC crews were at it again, replacing #2 ACSR with #336 ACSR, allowing the line to carry more load. And it will be needed. The area has been sprouting new subdivisions and even a new golf course.

When the Utility Reporter visited in April another obstacle had just blown into town: gale-force winds strong enough to knock a person down.

"Yesterday we had to pull off the job,"





## Electric Cooperative



(LEFT) Working the reconductoring job along Highway 89 are, from left: Linemen Nathan Norton and Mitchell Carr, Troubleman Greg Goodrich, Lineman Bruce Smith, Foreman Paul Erwin, and Lineman Guy Varner. Joining them for the photo is Local 1245 Business Rep. Randy Osborn.

(BELOW) Warehouseman Todd Wolf, left, is chair of IBEW Unit 3514. Work Order Clerk Linda O'Neill is unit recorder.



said Bruce Smith, a lineman with 19 years in the IBEW. "Everything was going sideways—it was just too dangerous." But by the next day the winds had settled down enough for crews to resume work on the reconductor project.

Sometimes working for a small utility is a challenge in itself. "You don't have all the equipment the big utilities do. Sometimes you have to improvise," Smith said.

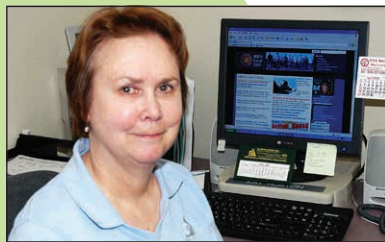
It helps to have support, and at PSREC that can be found at the general office in Portola, where clerical staff handle work orders, customer service, billing, accounts payable, and general accounting. They can sign you up for power. And if you're needing internet service or satellite TV, they can help you with that, too.

A second PSREC office is located in Susanville. The cooperative employs a Meter Tech and a Meter Reader to help keep the revenues flowing in.

"It's a great group to work with," Business Rep. Randy Osborn said of the union members at PSREC. "They like living up here, they know how to work this terrain, and they know how to stick together."

SIERRA REC  
lite TV • Internet

(LEFT) Privacy isn't one of the main features of modern office cubicles, but that hasn't stopped Customer Service Rep Kristen Schiavone from trying.



Kay Horton, Customer Service Rep and General Office Clerk, worked at Sierra Pacific Power for 24 years in North Tahoe before coming to PSREC in 2004.

tener

Accounting Aide Teri Warden

Lead Customer Service Rep Havilah Reynolds



## Plumas-Sierra REC sprang from federal push to electrify rural communities

Plumas-Sierra Rural Electric Cooperative was founded in 1937, two years after President Franklin D. Roosevelt signed the Rural Electrification Act in an effort to bring electric power to communities ignored by for-profit utilities. As a cooperative, the system would belong to the customers who used it.

For communities that still lacked power nearly a half-century into the electric era, the cooperative movement of the 1930s was a textbook case of the federal government helping communities help themselves. When the system was first energized in 1938, it transformed the lives of the original 643 member-owners.

"The lines got to Lassen County last," recalled Claude Harwood. "We had gone that day to the cinema in Susanville. My father, mother, my wife and I were driving back when we saw what looked like a fire at our house. It was our home, lit up from the new lights, on for the first time."

As public employees gained expanded collective bargaining rights in the 1960s, Plumas-Sierra REC employees chose IBEW Local 1245 as their collective bargaining representative, in 1964. It was the first REC organized by Local 1245.

Today, PSREC operates 1269 miles of energized line, serving 7,500 customers in Plumas, Sierra and Lassen Counties in California, and Washoe County in Nevada. In addition to electric power, the cooperative offers satellite and dial-up Internet services through a wholly-owned non-profit subsidiary, Plumas-Sierra Telecommunications. High-speed satellite Internet and wireless Internet are offered by another subsidiary, Got SKY Unlimited.

The cooperative's IBEW-represented workforce includes workers in line, tree trimming, clerical, metering, internet, and satellite TV.

The cooperative is headquartered in Portola, CA, with a second office in Susanville. Line crews operate out of Portola and Milford.

*For more information on PSREC visit [www.psln.com](http://www.psln.com).*



# ON JUNE 3<sup>rd</sup>...

**Vote NO on 98 –  
The Landlords' Scheme**

**Vote YES on 99 –  
The Homeowner Protection Act**

www.No98Yes99.com

## ✗ NO ON PROP. 98 – It's an Attack on Renters, Homeowners and Our Environment.

Prop 98 is a scheme by landlords to increase profits.

Wealthy landlords are spending millions to pass Prop 98. They want to trick voters into believing 98 is just about eminent domain. But landlords wrote hidden provisions into 98 that will hurt homeowners, renters and our environment – just so landlords can increase their profits.

**Prop 98 would hurt renters.**

Prop 98 would encourage landlords to hike rents with no limitation, unfairly evict tenants and withhold security deposits. Seniors on fixed incomes would be especially hurt by these provisions.

**Prop 98 would hurt homeowners.**

Prop 98 would also hurt homeowners by taking away protections for our communities.

**Prop 98 would hurt the environment.**

The landlords loaded Prop 98 with loopholes so they can get around laws that protect our land, air, water and coastline. That's why 98 is opposed by every major environmental organization. Prop. 98 is opposed by groups like:

- AARP
- League of Women Voters of California
- California Professional Firefighters
- California Teachers Association
- Coalition to Protect California Renters
- National Wildlife Federation
- Audubon California
- California Chamber of Commerce
- California Police Chiefs Association
- Consumer Federation of California

### AARP Says NO on 98!

"Proposition 98 is a deceptive measure placed on the ballot by wealthy apartment and mobile home park landlords ... All Californians will pay a steep price for this damaging measure which is a direct assault on seniors, renters, our environment and our communities. AARP California strongly urges voters to vote NO on 98."

–Jeannine English, California State President, AARP

### League of Women Voters of California Says NO on 98!

"We urge all voters to read the fine print of Prop. 98. ... The League of Women Voters of California carefully examined Prop. 98 and was left with no choice but to oppose this deceptive measure."

–Janis Hirohama, President, League of Women Voters of California

## ✓ YES ON PROP. 99 – Real and Powerful Eminent Domain Reform with NO HIDDEN AGENDAS.

Prop. 99 would prohibit government from taking our homes to transfer to a private developer.

Prop. 99 protects homeowners from eminent domain, with no hidden provisions.

Prop. 99 is supported by groups like:

- League of California Homeowners
- League of Women Voters of California
- California Alliance for Retired Americans
- California Fire Chiefs Association
- National Coalition of Hispanic Organizations
- California League of Conservation Voters

Provided by No 98/Yes 99 – a committee of city and county associations, taxpayers and environmental groups, League of California Cities and Californians for Neighborhood Protection, coalition of conservationists, labor and business. A sponsored committee of the California League of Conservation Voters, 1121 L. Street, Suite 803, Sacramento, CA 95814 – 916.443.0872



## IBEW Local 1245 Endorsements California Primary: June 3, 2008

**Support Political Candidates Who  
Support Working People!**

### California State Senate

Dist.	Candidate
1	No Endorsement
3	Carole Migden
5	Lois Wolk
7	Mark DeSaulnier
9	Dual: Wilma Chan/Loni Hancock
11	Joe Simitian
13	Elaine Alquist
15	No Endorsement
17	No Endorsement
19	Hannah Beth Jackson
21	Carol Liu
23	Lloyd Levine
25	Mervyn Dymally
27	Alan Lowenthal
29	No Endorsement
31	No Endorsement
33	No Endorsement
35	No Endorsement
37	Arthur Bravo Guerrero
39	Christine Kehoe

### California State Assembly

Dist.	Candidate
1	Wesley Chesbro
2	Paul Singh
3	Mickey Harrington
4	No Endorsement
5	Dan Leahy
6	Jared Huffman
7	Noreen Evans
8	Christopher Cabaldon
9	Dave Jones
10	Alyson Huber
11	Tom Torlakson
12	Fiona Ma

Dist.	Candidate
13	Tom Ammiano
14	Triple: Nancy Skinner/ Tony Thurmond/Kriss Worthington
15	Joan Buchanan
16	Sandre R. Swanson
17	Cathleen Galgiani
18	Mary Hayashi
19	Neutral (D)
20	Alberto Torrico
21	Ira Ruskin
22	Dual: Dominic Caserta/ Paul Fong
23	Joe Coto
24	Jim Beall
25	Taylor White
26	John Eisenhut
27	Bill Monning
28	Anna Caballero
29	No Endorsement
30	Fran Florez
31	Juan Arambula
32	No Endorsement
33	Robert Cuthbert
34	Desmond Farrelly
35	Pedro Nava
36	Linda Jones
37	Ferial Masry
38	Carole Lutness
39	Felipe Fuentes
40	Bob Blumenfield
41	Julia Brownley
42	Michael Feuer
43	Paul Krekorian
44	Anthony Portantino
45	Kevin DeLeon
46	John A. Perez
47	Karen Bass
48	Mike Davis
49	Mike Eng

Dist.	Candidate
50	Hector De La Torre
51	Curren Price
52	Isadore Hall
53	Ted Lieu
54	Dual: Bonnie Lowenthal/ Tonia Reyes-Uranga
55	Warren Furutani
56	Tony Mendoza
57	Ed Hernandez
58	Charles Calderon
59	Don Williamson
60	No Endorsement
61	Norma Torres
62	Wilmer Amina Cater
63	Jonathan Abraham
64	No Endorsement
65	Carl Wood
66	Grey Frandsen
67	Steve Blount
68	No Endorsement
69	Jose Solorio
70	No Endorsement
71	No Endorsement
72	John MacMurray
73	No Endorsement
74	No Endorsement
75	No Endorsement
76	Lori Saldana
77	No Endorsement
78	Marty Block
79	No Endorsement
80	Dual: Greg Pettis/ Manual Perez

### Proposition 98:

Vote No

### Proposition 99:

Vote Yes





# Line Clearance Tree Trimmers

## Money Purchase Pension Plan

IBEW Local Union 1245 Money Purchase Pension Plan Trustees meet on a quarterly basis to review investment strategy and investment returns for IBEW Local 1245 members working for the Line Clearance Tree Trimming or Vegetation Control contractors.



Ray Thomas

Plan trustees take their obligation to oversee the \$12 million dollar pension plan very seriously. As an example, approximately three years ago Plan trustees decided to hire an outside auditing firm to scrutinize both Plan investments and the Plan investment advisor. The outside firm determined that the Plan could make incremental increases to fixed income investments. The trustees followed the advice of the auditing firm.

While the stock market has had some troublesome performance during the first quarter of 2008, Plan investment advisor Derek Hobbs assured the trustees at the April 23 Trustee meeting that we could be looking at losses of 5 to 6% higher if we had not moved more of the Plan's investments into the fixed income accounts.

Serving as Plan Trustees are Ray Thomas and Carl Lamers (for labor) and Howard Bowles and Emil Stali for Davey Tree Surgery.

## Plan de Jubilación de Aportación Definida

Los administradores del Plan de Jubilación de Aportación Definida del Sindicato Local 1245 de la IBEW se reúnen trimestralmente para revisar la estrategia de inversión y el rendimiento de las inversiones de los miembros del Sindicato Local 1245 de la IBEW que trabajan para los contratistas para la Poda de Árboles y el Control de la Vegetación Cerca de Líneas Eléctricas.

Los administradores del Plan, tienen la obligación de supervisar muy seriamente el plan de jubilación de \$12 millones de dólares. Por ejemplo, hace aproximadamente tres años, los administradores del Plan decidieron contratar una firma de auditores externos para examinar a fondo tanto las inversiones del Plan, como al asesor de inversiones del Plan. La firma de auditores externos determinó que el Plan podía realizar aumentos incrementales en las inver-

siones de ingresos fijos. Los administradores siguieron la recomendación de la firma de auditores.

Aunque la bolsa de valores ha tenido un rendimiento preocupante durante el primer trimestre de 2008, el asesor de inversiones Derek Hobbs le aseguró a los administradores en la reunión de Administradores del 23 abril, que hubiéramos podido tener pérdidas 5 a 6% mayores si no hubiéramos transferido más inversiones del Plan a las cuentas de ingresos fijos, tal como lo hicimos.

Los Administradores del Plan son Ray Thomas y Carl Lamers, por la parte laboral y Howard Bowles y Emil Stali por Davey Tree Surgery.

## Tentative agreement with Davey Tree

Negotiators for IBEW Local 1245 and Davey Tree Surgery Co. have reached a tentative agreement on a new two-year pact that will be sent to union members for a mail-ballot ratification vote.

The agreement provides wage increases of 3.4% in 2008, including retroactive pay to the anniversary date of the contract, and 3.4% in 2009.

Despite the continuing escalation of health care costs, the tentative agreement holds employee premium contributions at their current levels through the term of the agreement:

- Employee only: \$20
- Employee and spouse: \$30
- Employee and family: \$35

The agreement also increases daily subsistence to \$30 from \$25, increases non-emergency out-of-town work notification to 48-hours from the current 24-hours, and reduces probationary period for employees retained in new contract areas to three months, down from the current six months.

Serving on the union negotiating committee for the bargaining with Davey Tree were Pete Ely, Jose Torres and Roy Hayes, along with Local 1245 Senior Business Representative Ray Thomas and Business Representatives Junior Ornelas and Carl Lamers.

The tentative agreement will be discussed at upcoming unit meetings of Line Clearance and Vegetation Control employees. An explanation of the agreement, along with a ballot, will be mailed soon to the homes of Local 1245 members at Davey Tree. The same explanation will be posted on the Local 1245 website, [www.ibew1245.com](http://www.ibew1245.com). Members are asked to consider this table agreement, cast their vote, and return their

ballot as soon as possible in the envelope that will be provided.

Ballots must be received by Local 1245 at the address specified on the return envelope no later than 10 a.m. on June 6, 2008. Ballots will be tallied and the results posted on the Local 1245 website the same day.

## Acuerdo tentativo con Davey Tree

Los Negociadores por el Local 1245 de la IBEW y Davey Tree Surgery Co. han alcanzado un acuerdo tentativo para un nuevo convenio de dos años, el cual les será enviado a los miembros del sindicato para que sea ratificado mediante su voto por correo.

El acuerdo incluye aumentos de sueldo de 3.4% en 2008, incluyendo el pago retroactivo a la fecha de aniversario del contrato, y de 3.4% en 2009.

A pesar del continuo aumento en los costos del cuidado de la salud, el acuerdo tentativo mantiene la contribución por primas que paga el empleado en los niveles actuales a la largo del término del contrato:

- Empleado únicamente: \$20
- Empleado y cónyuge: \$30
- Empleado y familia: \$35

El acuerdo también contempla un

aumento del viático que actualmente es de \$25 a \$30, incremento en el tiempo de notificación de trabajo no de emergencia, fuera de la ciudad que actualmente es de 24 horas, a 48 horas, y reduce el periodo de prueba para empleados contratados en nuevas áreas de seis meses, que es el periodo actual, a tres meses.

Los representantes del comité de negociaciones del sindicato para la negociación con Davey Tree fueron Pete Ely, Jose Torres y Roy Hayes, junto con el Representante Senior de Negocios del Local 1245 Ray Thomas y los Representantes de Negocios Junior Ornelas y Carl Lamers.

El acuerdo tentativo será discutido en las próximas reuniones de los empleados de Poda de Árboles y Control de la Vegetación Cerca de Líneas Eléctricas. Una explicación del acuerdo y una papeleta de votación se enviarán pronto por correo a los hogares de los miembros del Local 1245 de Davey Tree. La misma explicación estará disponible en la página de Internet del Local 1245: [www.ibew1245.com](http://www.ibew1245.com). Se solicita a los miembros que consideren este acuerdo de la mesa de negociación, emitan su voto, y devuelvan sus papeletas de votación lo más pronto posible en el sobre que se incluye en el paquete que recibirán.

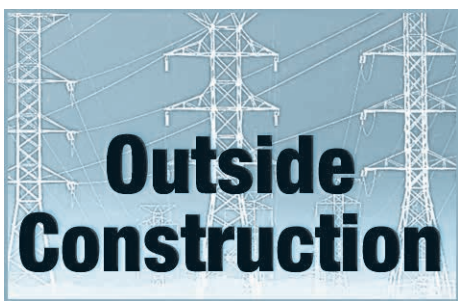
El Local 1245 deberá recibir las papeletas de votación en la dirección especificada en el sobre de retorno, antes de las 10 a.m. del 6 de junio de 2008. Las papeletas serán contadas y los resultados se publicarán ese mismo día en la página de Internet del Local 1245.



## Looking to the future at LMUD

IBEW Local 1245 Shop Stewards met on April 1 with the management of Lassen Municipal Utility District to discuss outstanding grievance matters, job descriptions and Health and Welfare issues. After several years of contentious relations, Local 1245 hopes to build a positive relationship with the District. The April 1 meeting was a first step in that direction, with subsequent meetings scheduled. From left: Senior Business Rep. Ray Thomas, Joann Villalovos, John Deal, Scotty Merrill and Cort Cortez. Not pictured: Jim Lovercheck.





## Lineco benefit increases

Our newly created Injured Workers Fund is steadily growing with an ending balance of \$10,862.11 as of March 31.

### Medical Benefits Increases

Lineco insurance is the benefit provided for outside construction members. Lineco announced major benefit increases effective March 1, 2008 listed below:

- Increases in the lifetime cap from 1 million dollars to 2 million dollars, plus a 5 thousand dollar annual payout after the life time cap has reached the maximum.
  - Increase in the weekly disability benefit from \$300.00 to \$400.00
  - Increase in the annual payout from ½ million dollars to 1 million dollars.
- There are other smaller changes/

increase listed on the web site: [www.lineco.org](http://www.lineco.org)

All of these benefit increase were gained without a policy premium increase. Policy premiums have not increased for two years now and the fund is very strong.

### New Retirement Fund coming soon

A new 401k plan will soon be available for our outside line members to use to save for retirement as an addition to the existing NEBF, NEAP and the PBF funds. The new 401k will be an employee contribution fund only. The fund will be fully portable between employers. You can visit the NEBF and NEAP sites at [www.nebf.com](http://www.nebf.com)

### Organizing

We ran a top down campaign with Underground Constructors, a Quanta Company. We were successful in reaching a Project Labor Agreement for 5.1 miles of underground conduit job in San Francisco. We co-sponsored a Job Fair in San Francisco to meet requirements of the City of San Francisco as part of the agreement. See the article on page 1. This project started April 15 and will provide seventy-five plus jobs for over nine months.

We also ran a top down campaign on

a newly-formed contractor, Martinez Pole Test and Tree Services. Owner Kathy Martinez has signed a multi year contract. She has around eleven employees and plans to grow to twenty-five employees. The company is working for Davey Tree that subcontracts to PG&E.

### New Members pending application

January 2008 = 312  
February 2008 = 72  
March 2008 = 171

### Contract Negotiations

All of our construction contracts are in service. We have no open contracts and will not be re-negotiating any agreements in the second quarter of 2008.

### Apprentice Report

We currently have 331 outside line apprentices registered in our JATC program. We have 2 apprentices traveling in our jurisdiction for work.

- 63 apprentices are working out of Local 1245
- 228 are working out of 47
- 7 are working out of 396
- 33 are off of work (5 due to leave of absence, 1 due to disability, 4 due to disciplinary reasons)

We have graduated 7 apprentices this year to journeyman lineman. We

have indentured 19 apprentices into the program

### Work Outlook

- SMUD: T-line re-sag started.
- PG&E: Moss Landing to Metcalf: 37 miles of double circuit re-conductor and re-insulated; various substation upgrade jobs.
- City of Lodi: looking for Hiring Hall and full Linemen.

### March Dispatch Report

Apprentice: 14  
Cable Splicer: 1  
Equipment Specialist: 8  
Groundman: 16  
Journeyman Lineman: 41  
TD/UG: 6  
Street Light: 3

### Out of work lists as of April 7, 2008

Lineman-1: 20  
Lineman-2: 41  
Lineman-3: 2  
Lineman-4: 9  
Gman-1: 4  
Gman-2: 10  
Gman-3: 20  
Gman-4: 95  
Equip. Spec.-1: 0  
Equip. Spec.-2: 6  
Equip. Spec.-3: 7  
Cable Splicer-1: 4  
Cable Splicer-2: 3  
Cable Splicer-3: 1



Ron Cochran hands out application forms and union brochures.

### Job Fair, from page 1

On the morning of the interviews, 80 people showed up ready to apply for available project positions. IBEW Local 1245—represented by Assistant Business Manager Ron Cochran, Business Rep. Landis Marttila and Communications Director Eric Wolfe—helped applicants with the forms and explained the advantages that come with union membership.

“Our union knows that the future belongs to people with skills,” said Cochran. “We told the applicants that this project offered them an opportunity to earn a decent wage, pick up some valuable work experience, get their foot in the door of this industry,

and find out how union membership can put them on a path toward a better standard of living.”

CityBuild and Black & Veatch staff conducted the nearly 7-hour marathon of interviews.

The purpose of PG&E’s Martin-Hunters Point Project is to increase system transmission capacity so future electric demand can be reliably served under normal, contingent, and reduced generation scenarios, according to Black & Veatch Public Liaison Miguel Martinez.

Cochran said that Local 1245 plans to be involved in more job fairs in the future as the union reaches out to new workers with the message that “It pays to be union.”



Coordinating the application process were, from left: Local 1245 Assistant Business Manager Ron Cochran, Local 1245 Business Representative Landis Marttila, Miguel Martinez (Black & Veatch), Mike Carlton (Underground Constructors Co.), Alex Francois (CityBuild) and Joseph Bryant (A. Philip Randolph Institute).

Applicants fill out paperwork to put them in line for work on the Martin-Hunters Point transmission project.



Landis Marttila and Ron Cochran speak with a potential applicant prior to the start of the Job Fair.





## Local 1245 Safety Report

The Local 1245 Safety Committee encourages all our members to visit the Safety Matters web page on the Local Union 1245 web site. We also encourage anyone that has a question related to safety to contact us with those questions and we will work to get an answer for you. The minutes from previous meetings are archived and can be viewed on the Safety Matters tab on the IBEW Local 1245 web page. A brief summary of the April minutes appears below.

### Confined Space Rescue Requirements

The Committee reviewed a CalOSHA publication titled "Is it Safe to Enter a Confined Space? Confined Space Guide". This publication breaks down the specific training requirements per industry by each applicable standard. It also helped the committee to understand the different rescue requirements with regards to "Permit Required and Non-Permit Required Confined Spaces." The utility industries in California, for the most part are covered under Standard 5158 for the non-permit spaces. Both standards have rescue language. Under 5158 for the utilities it specifies:

5158 (E) When entry must be made through a top opening, the following requirements shall also apply.

1. The safety belt shall be of the harness type that suspends a person in an upright position.
2. A hoisting device or other effective means shall be provided for lifting employees out of the space.

From what this committee has been made aware of the above practice is not being done by several companies that we represent.

### Safety Committee

Members of the IBEW Local 1245 Safety Committee are Al White, Pacific Gas & Electric; Bob Burkle, City of Santa Clara; Keith Hopp, Pacific Gas & Electric; Michael Gomes, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Sergio Munoz, Asplundh Tree; Tom Greer, Frontier; and Business Rep. Ralph Armstrong.

Check out the safety information on our website at:  
[www.ibew1245.com/safety-section/safety.html](http://www.ibew1245.com/safety-section/safety.html)

### Backhoe Bucket for Lifting

There are apparently load charts available that will allow the use of backhoe buckets for lifting. The committee will review the follow-up documentation at the next committee meeting or when it becomes available and provide an update.

### Near Miss Program

The Safety Committee is implementing a "Near Miss Program" at the Business Manager's recommendation. New guidelines for this program was provided by the chairman and reviewed by the committee. Any items submitted to the union for possible publication should be submitted by the member's personal computer and not from company work stations.

### Commercial Motor Vehicles

At the April meeting the chairman provided the committee with the latest updates on penalties associated with carrying a CDL License. A CDL holder will not be able to attend driving school as stated in *V.C Section 42005 (c) Pursuant to Title 49 of the Code of Federal Regulations, the court may not order or permit a person who holds a class A, class B, or commercial class C driver's license to complete a licensed traffic violator school, a licensed driving school, or any other court-approved program of driving instruction in lieu of adjudicating any traffic offense committed by the holder of a class A, class B, or commercial class C driver's license.* If a driver with a CDL is driving a non-Commercial Motor Vehicle (CMV) they are subject to the same blood alcohol limits as a person without a CDL of .08. However if they are in a CMV the lower limit of .04 applies. *California Commercial Driver Handbook - Section 1 - Introduction.* It was noted that if the maintenance of a CDL is a condition of employment, violations that cause an individual to lose their license may have an impact on the employee's ability to maintain that employment. Specific points that could contribute to an individual's loss of their license is listed below from California's DMV web site.

### 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. The level of training these employees receive is unknown.

Although this work does not require an employee to be a *Qualified Electrical Worker* it does require an employee to be a *Qualified Person*. A Qualified Person as defined by Title 8, 2300, Low Voltage Electrical Safety Orders is: "A person designated by the employer, who by reason of experience or instruction has demonstrated familiarity with the operation to be performed and the hazards involved."

### Accident Reports

The Committee reviewed accident reports of:

- Trenching accident that occurred in Southern California that resulted in a fatality of a union member.
- PGE Safety Flash regarding a 5th Step Apprentice General Construction Lineman, with 2 1/2 years of company experience, sustained first and second degree burns to his left thumb and palm, when he attempted to reinstall a bail on an exposed energized bushing of a 3 way / 2 way switch.

- CalOSHA Flash Report regarding a San Bernardino County District Attorney's Specialized Prosecution Unit filed charges against a union member under Penal Code §192(b) for involuntary manslaughter and Labor Code §6425, for negligent killing of a co-worker. The member was operating a crane the night of Dec. 6, 2006, that was suspending a power pole six feet over a roadway and a few feet off the ground when an 80-year-old motorist slammed into the 75-foot-long pole. The collision killed a lineman who was guiding the other end and the driver, who was killed instantly when the car's roof was sheared off. His wife died several weeks later.
- CalOSHA Flash Report regarding a crew moving concrete barriers along Highway 395 tangled with a power pole the evening of April 16 in the desert town of Adelanto, killing a crane operator and injuring two co-workers.
- Ferry County PUD Fatality involving one of their employees where a tree was being removed and fell on the employee.

## WAPA's good safety stats

There was some good news to celebrate at the quarterly safety meeting at Western Area Power Administration.

During the first quarter of 2008, there were just four recorded incidents and no lost time during 603,080 hours of work. And out of 1.8 million miles driven, there was only one recorded accident—with less than \$1500 in vehicle damage and no property damage.

"They're doing good things at WAPA and our members are driving a lot of the change," says Assistant Business Manager Ron Cochran. "There's definitely a strong interest in safety among our members and management. WAPA has a great safety record and it continues to improve."

WAPA's new safety director, Dick Adams, has expressed interest in visiting a meeting of the Local 1245 Safety Com-

mittee in Vacaville as a guest, Cochran said.

On May 21 WAPA is hosting its annual Health and Safety Fair to keep attention focused on the critical need to work safe.

Local 1245 is one of five IBEW locals on the Government Coordinating Council #1, the group that coordinates union activity at WAPA. Local 1245 steward Jamie Freeze was recently appointed as the chairman of the council.

The council recently negotiated a five-year agreement with WAPA that contained significant improvements, reflecting a lot of hard work in recent years by Business Rep Sam Glero and Assistant Business Manager Dennis Seyfer. Cochran noted.

Although WAPA is an open shop, Local 1245 has close to 100% membership on the property. Now *that's* unionism.



IBEW members and management discuss the upcoming annual Health and Safety Fair at WAPA. Photo by Ron Cochran



## Business Manager files PG&E grievances

Two Business Manager grievances were filed against PG&E in April: one concerning kiosks at PG&E offices and one concerning the vendor that PG&E uses for federally-mandated background checks.

The kiosk grievance (IR-IBEW-08-03) alleges that PG&E violated the labor agree-

ment when it informed the union of its refusal to include kiosks in the paystation network count. By way of remedy, the grievance asks that kiosks installed at PG&E offices and/or at other locations be included in the paystation count, and that all affected employees be provided all rights and benefits due in accordance with the labor agreement.

In Grievance #IR-IBEW-08-02, Business Manager Tom Dalzell challenges the company's decision to force employees to sign an NERC release



under threat of termination.

"While the background check is mandated by the federal government and Local 1245 concedes PG&E's management right to select ChoicePoint to

perform the background checks, the decision by PG&E to fire employees who will not release and hold Choice Point harmless is improper and illegal," the grievance alleges.

The grievance notes ChoicePoint's past performance, its public reputation as "a vendor that does not respect or safeguard privacy," and its recent "improper threat" to terminate a number of PG&E employees. The grievance also notes that employees who would otherwise submit to the background check have "reasonable reasons" for not wanting to release and hold ChoicePoint harmless for its handling of their background information.



### PG&E high wire act

IBEW members working General Construction in PG&E's Area 6 last fall teamed up with PJ Helicopters for a high wire act. Hats off to Apprentice Gabriel Andrade, inset, for providing us with these photos. Working the job under Foreman Don Colgate were linemen Dave Cappello, Brad Fleet, Brad Moore, Tom Rickard, and Ron Tilley; apprentices Rick Murphy, Dave Owen, Cliff Duncan, Mike Montagne, Gabriel Andrade, and Chad whose-last-name-we-couldn't-locate.

## IBEW members at Utility Pole Technologies

### Mountain rescue mission saves life

A routine day turned into a miraculous one along a stretch of Broken Springs Road in Feather Falls, Ca.

An IBEW crew of pole test and treat workers employed by Utility Pole Technologies were traveling down the road about 4:30 on the afternoon of April 9 when they came to a tree that had fallen across the road in a recent storm. Estaban Angulo and Jose Granados stayed with the truck while Sheldon Jones and Luis Esquivel set out from the road to look for the pole line they were inspecting. When they found no trace of the pole they turned around to head back to the truck.

That's when they heard Mike Ferri.

Ferri had been patrolling a transmission line for California Forestry Vegetation Management Co., but ran into trouble when he stepped on a log, which rolled and broke his leg in two places.

They hurried to his side and Jones offered to carry Ferri to the truck and drive him to the hospital, but it was no go. Ferri's leg hurt too much; he didn't want to risk being carried.

With Angulo and Granados remaining behind with the injured Ferri, Jones drove back to an area where he remembered there was phone service and called 911 as well as his supervisors at work. When a two-man team arrived, Jones and his crew helped carry their supplies to the accident scene, a 1.2 mile hike.

"When they got to the

incline where Mr. Ferri was at they had no way of stabilizing him on the incline," said Ronny Montgomery, the crew's supervisor at Utility Pole Technologies. "So our crew dug a shelf or platform out of the side of the mountain to rest the stretcher on."

Jones stood on the incline holding the stretcher out, with the other end resting on the shelf that they had dug.

"The emergency medical team stabilized Mr. Ferri but there was no way to get him off the side of the mountain," Montgomery said.

The EMS and IBEW crews rigged up a pulley system to the trees and eventually managed to get Ferri safely off the mountain. They used a Polaris Ranger utility vehicle to transport Mr. Ferri to the ambulance.

A total of 13 Emergency Medical and Search and Rescue vehicles and two helicopters were part of the rescue effort, although the trees and terrain prevented the helicopters from getting close enough to help.

Search and Rescue personnel later told Ferri's supervisor that Ferri probably would not have survived if Jones and his crew had not been in the area—and alert enough to notice Ferri's cries for help.



Rescue crew.

## New Diablo generators

New steam generators have been installed at PG&E's Diablo Canyon Power Plant during the refueling outage at Unit 2 that began Feb. 4.

The project, including design, fabrication and delivery of the generators, began in 2004 and is slated for completion later in 2008 with the replacement of steam generators at Unit 1 during that unit's outage.

The second major phase of the project entails the removal and storage of each unit's old steam generators and the installation and testing of the new generators. This second phase will take approximately four years (2005-2009) for the engineering, planning, construc-



Generator on the final approach to Diablo Canyon Power Plant

tion, installation and demobilization.

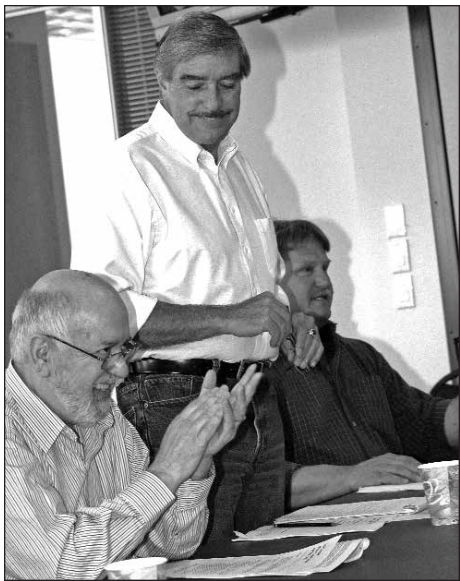
PG&E brought over 1000 extra workers from around the country for the project. Many of them were released as the work wound down, but many others will stay through the Unit 1 outage.



### Watersystem Repairmen

Pacific Gas & Electric Mother Lode Hydro Watersystems Repairmen working on the Main Tuolumne Canal outage in Sonora, CA, are: Tom DeGennaro, Gary Conrado, Mike Gourley, Phil Benning, and Mark Leonard.





Larry accepts a round of applause at the April Advisory Council meeting for his long service to the union.

Joining the union is usually a no-brainer for someone born into a union family and raised on union wages. Larry Pierce's journey to the union took a slightly different path.

Pierce was a military brat who spent grade school in the Philippines, junior high in England and high school in Germany. "Every relative I had was conservative," says Pierce, the Local 1245 Assistant Business Manager who retires in June after a quarter-century on the union's staff.

After working a brief stint as a lineman for Texas Telephone and Telegraph in 1965, Pierce got a draft notice, moved to California, joined the Air Force reserve, got married, and ended up on PG&E's doorstep in 1967. About unions, he still didn't have a clue.

Not until 1969, that is, when he met Local 1245 Business Rep. Larry Foss and was won over by the union concept. "I immediately joined," Pierce says.

"Joined" might be understating things a little bit. "Baptized" might be the better word. Within a year or so, the union was gearing up a major campaign for agency shop at PG&E. One morning, Pierce brought his wife and three kids with him for informational picketing outside of the PG&E yard in San Francisco.

"This was 7 in the morning. We were getting ready to go to work at 8," Pierce recalls. But PG&E "locked the gates and

## Assistant Business Manager retires

# Union ideals hooked Larry Pierce and never let go

wouldn't let us in. It was the first time I'd been faced with union ideals in action and they matched my own."

The "union ideal" that impressed Pierce that day was collective action.

Pierce caught a bid two years later to Santa Rosa, where he was influenced by another union Business Rep.—Corb Wheeler. Pierce became a union steward and impressed enough people that he was appointed to the general bargaining committee for negotiations with PG&E in 1982.

It was contentious bargaining that ended up in a one-year agreement. Pierce went out on the unit meeting circuit to explain the contract, and found that he enjoyed the process. When then-Business Manager Jack McNally asked him if he'd like a permanent job with the union, Pierce jumped at the chance.

His first assignment stretched from Belmont to Santa Cruz to Gilroy, and included tree trimmers, cable TV and the City of Santa Clara. Although he got a month of "ride-alongs" with the outgoing rep (who had elected to return to the company), it was service on the bargaining committee that gave Pierce his real training.

"The negotiating committee was perfect preparation for a business rep. I became acquainted with the minutiae of the contract," says Pierce. "I think that's the best training anybody could get."

How many people do you know who actually use the word "minutiae" in conversation? As it turned out, Pierce's command of language made him a good fit for some of the union's more challenging assignments, where the skilled use of words can make a difference. In 2000-2001 he spent two stretches of six months each at union headquarters in Walnut Creek "doing administrative-type work," and then became a Senior Business Representative in 2004, taking

on such assignments as Title 8 committees, Quarterly Safety, Lineman 2000, and the Rubber-Gloving/Bare Handing Committee.

"Larry distinguished himself at every level—as a shop steward, bargaining committee member, business representative and assistant business manager," said Business Manager Tom Dalzell, noting that Pierce carries with him a significant chunk of the union's "institutional memory."

"He's been even-tempered, methodical, and detailed—and his reports always seemed to take joy in exploring the intricacies of the English language with a vocabulary that exceeded that of the average bear," Dalzell said.

## Joint Apprenticeship

The assignment that probably had the biggest effect on him was the Joint Apprenticeship Training Committee.

"The last few years, I leaned strongly toward the view that training programs are the heart of the company. With the demographic changing, and the workforce turning over so quickly, succession

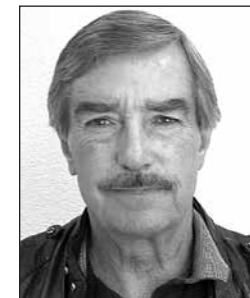
planning becomes imperative," he says. "Helping design and administer training programs is something I found both rewarding and interesting. We have a rock solid relationship with the company members of the JATC at PG&E."

It seems fitting that the military kid who got no exposure to unions in his youth ended up gravitating to a role where he could help shape a new generation of workers. Some of those workers may end up, as Pierce did, working for a union. This would be Larry's advice to any who do:

"Never forget that you work for the union membership and respect them always. Stay well informed continually to better represent that membership," he says.

"Look for the good that exists in every interaction. Immense job satisfaction can be found in finding that good, no matter how contentious the circumstance may be."

Oh, and one more thing: "Keep a well-oiled sense of humor, because you will need it to survive and prosper."



Larry Pierce: official staff photo. 2005

## Letters, from page 3

one that medical coverage has skyrocketed. Heck, when you're at retirement age, this is when you need the best of care. Too many of my friends have had major surgery (hip replacement, disc surgery, shoulder, neck and the list goes on) caused from their years of service to PG&E, just to have some kind of quality of life. Look at all of PG&E's community involvement and the flood of publicity that PG&E procures for itself as the guardian of the environment, endangered species, etc. Hello, look no further than your own retired employees. We are the endangered species.

The retired employee is at the edge of the financial abyss. Before you know it, the active employees, too, will be where we are now. It comes very quickly. You need to stay steadfast with your, and our, quest for a better future for yourselves and your families.

I know that during bargaining the company will throw out some pretty impressive bones or carrots to camouflage the real issues. You can ask yourself this question: How did we lose such a grip on our medical several years back? A bone was thrown at the membership and we allowed the company to freeze its participation in our medical coverage. Don't be fooled by a small wage increase or more meal money or some other BS in the upcoming negotiations. Those bones may seem great today, but

tomorrow is the real reality.

At this juncture, life after you have worked your youth away doing what all dedicated, conscientious PG&E employees do, you have the right to demand a secure future with a benefits agreement that will keep you and your family in a stable and economic viable future.

Food for thought: Don't fall for "thy old shell game," where's the peanut? Your future after your career will be, or should be, the utmost priority.

Jim Haslouer; Merced, CA



A guy who likes collective action: Larry Pierce carries the Local 1245 banner in a Labor Day parade back in his younger days.



Brother Lee shows off one of the Local 1245 jackets featuring the new natural gas worker logo with crossed torches. Jackets and hats with the new gas logo can be ordered on-line at [www.ibew1245.com](http://www.ibew1245.com). Click the Union Shopper link.



# IBEW 1245 UNIT MEETING SCHEDULE: JULY—DECEMBER 2008

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JUL	AUG	SEP	OCT	NOV	DEC
Alturas (Frontier)	4013	The Brass Rail, Hwy 395	T. Bagwell*	Weds	5:30pm	9	13	10	8	12	10
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Rd.	G. Day	Thurs	4:00pm	17	21	18	16	20	18
Antioch	2317	Aladino's Pizza, 1324 Sunset Dr.	D. Tucker	Weds	5:00pm	9	13	10	8	12	10
Auberry	1129	Daddy Joe's Java, Auberry Road	CRiggs/JKenney	Tues	5:45pm	15	12	9	14	11	9
Auburn	3511	Round Table Pizza @ Auburn-Folsom Road	K. Davis	Tues	5:00pm	8	12	9	14	11	9
Bakersfield	1112	Labor Hall, 200 W. Jeffrey, Bakersfield	M. Rolow	Weds	6:00pm	9	13	10	8	12	10
Buellton	1221	Firestone Walker Brewing Co., 620 McMurray Road*	B. Swanson	Mon	4:00pm	14	11	8	13	10	8
Burlingame/Peninsula	1512	TWU Local 505, 1521 Rollins Rd., Burlingame	B. Quinn	Weds	5:30pm	9	13	10	8	12	10
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	P. Baker	Tues	6:00pm	1	5	2	7	4	2
Burney (Frontier)	4015	Sam's Pizza, 38077 Hwy 299 East	D. Washburn	Tues	6:00pm	15	19	16	21	18	16
Chilcoot	3514	Last Chance Saloon, Highway 70, Chilcoot	T. Wolf	Weds	6:00pm	15	X	16	X	18	X
Cobb Mountain/NCPA	3710	South Lake Fire Station	TBD	Weds	4:30pm	23	20	17	22	19	17
Concord/Davey Tree	4716	Round Table , 3393 Port Chicago Hwy, Concord, CA	J. Sims	Thurs	5:30pm	17	21	18	16	20	20
Concord/Walnut Creek	2316	Round Table Pizza, 2960 Treat Boulevard	R. Lassus	Thurs	5:00pm	10	14	11	9	13	11
Davey/Willits	4421	Old Mission Pizza, 1708 S. Main, Willets	G. Cowan	Tues	4:00pm	X	5	X	7	X	9
Davis General Construction	3000	Steve's Pizza, Davis	K. Goodner	Thurs	4:00pm	10	14	11	9	13	11
Donner	3309	Best Western Hotel, Hwy. 267, Truckee	S. Camara	Thurs	5:30pm	X	7	X	2	X	4
Elk Grove (Frontier)	4014	Round Table Pizza, 5110 Laguna Blvd.	S. Lawton	Tues*	5:00pm*	22	26	23	28	25	23
Elko, NV	3318	Stockman's Casino, Elko	B. Brunson*	Thurs	5:30pm	X	14	X	9	X	11
Ely, NV/Mt. Wheeler	3315	Ely Fire Dept, Meeting Hall	M. Venturino	Tues	4:30pm	X	12	X	14	X	9
Eureka/Tree Trimmers	3111	Labor Temple, 9th & "E" Street	W. Hollesen*	Tues	6:00pm	15	12	9	14	11	9
Fallon, Nevada	3316	Fallon Country Club, 2655 Country Club Drive, Fallon	C. Robertson	Tues	5:30pm	X	12	X	14	X	9
Fort Bragg/Pt. Arena	3717	PG&E Yard, 3539 Walnut Street*	G. Fernandez	Thurs	5:00pm	24	21	18	23	20	18
Fresno	1111	AMF Sierra Lanes, 6450 N. Blackstone	P. Sandoval	Tues	5:00pm	8	5	2	7	4	2
Fresno - Trees Inc.	4712	Round Table Pizza, First & Bullard, Fresno, CA	R. Ramos	Weds	5:30pm	2	6	3	1	5	5
Grass Valley	3513	The Grey Goose, 10100 Alta Sierra Drive, Grass Valley*	M. Fitting	Weds	5:00pm	9	13	10	8	12	10
Hayward/Fremont	2314	Bronco Billy's Pizza, 3940 Smith St., Union City	I. Araquistain	Weds	5:30pm	16	20	17	15	19	17
Hinkley	1311	Clubhouse, Hinkley Compressor Station	P. Earl	Weds	5:30pm	x	6	x	1	x	3
Hollister	1219	Paine's Restaurant, 421 East St., Hollister*	J. Schlegel	Weds	5:00pm	2	6	3	1	5	3
Jackson	2513	Mountain Mike's Pizza, 525 S. Hwy 49	B. Boitano	Tues	4:00pm	1	5	2	7	4	2
Klamath Falls, OR	3022	Mia's and Pia's Pizza, 3545 Summers Lane, Kfalls	J. Rojas	Mon	5:45pm	21	18	15	20	17	15
Lakeport	3715	Senior Center, 527 Konocti Ave.	B. Dawson	Tues	5:00pm	8	5	2	7	4	9
Lemoore	1128	Fleet Reserve, 788 "D" Street, Lemoore	H. Hite*	Thurs	5:00pm	10	14	11	9	13	11
Livermore	2315	Round Table Pizza, 1024 Stanley Blvd., Livermore	J. Pruet	Weds	4:00pm	23	27	24	22	26	24
Lodi, City of	2516	Round Table Pizza, 2715 Kettleman Lane, Ste. 204*	D. Schulz	Thurs	5:00pm	10	14	11	9	13	11
Loomis	3510	Round Table Pizza, Horseshoe Bend	TBD	Tues	6:15pm	22	19	16	21	18	16
Los Banos	1115	Dutra's Towing Club House, 830 "I" Street*	P. Danieli	Tues	4:00pm	22	19	16	21	18	16
Madera	1113	Madera Valley Inn, 317 "G" Street	Danieli/Camarena	Weds	4:30pm	16	13	10	15	12	10
Marysville	3611	Stassi's, Fourth Street	M. Anderson	Weds	5:00pm	2	6	3	1	5	3
Merced	1123	Branding Iron, 640 W. 16th St., Merced	M. Jameson	Weds	5:30pm	9	6	3	8	5	3
Merced ID	1122	Branding Iron, 640 W. 16th St., Merced	C. Tatum	Thurs	5:00pm	10	7	4	9	6	4
Mirant	2319	Skipolini's Pizza, Fitzhuren Drive, Antioch	J. Ricard	Weds	4:00pm	30	27	24	22	26	17
Modesto	2515	El Rosal Restaurant, 1101 Carpenter Road*	T. Fortune	Weds	5:30pm	9	13	10	8	12	10
Modesto/Modesto Irr. Dist.	2518	Hero's Sports Lounge, 821 "L" Street	M. Gomes	Weds	5:00pm	2	6	3	1	5	3
Napa	3716	Round Table Pizza, 3331 Solano Ave. Napa	J. Kent	Thurs	6:00pm	10	7	4	9	6	4
Napa/Davey Tree-Tree Inc.	4710	Round Table Pizza, 3331 Solano Ave. Napa	E. Hurtado*	Thurs	3:30pm	10	14	11	9	13	11
North Lake Tahoe/Kings Beach	3320	Carpenter's Hall, Kings Beach (Deer Street)	B. Warmuth	Weds	5:30pm	16	20	17	15	19	17
Novato/Marin County	3711	Round Table Pizza, S. Novato Blvd.	I. Snyder	Weds	5:30pm	9	13	10	8	12	10
Oakland Physical	2311	Francesco's, Hegenberger & Pardee	M. Swain*	Tues	4:45pm	1	5	2	7	4	2
Oakland/City of	2211	Francesco's, Hegenberger & Pardee	A. Fortier	Thurs	4:00pm	17	21	18	16	20	18
Outside Line	4911	Ron Weakley Hall, 30 Orange Tree Circle, Vacaville	C. Kelly	Weds	7:00pm	9	13	10	8	12	10
Paradise	3417	Round Table Pizza, 6038 (B) Clark Road, Paradise	R. Manley	Weds	5:30pm	9	13	10	15	12	10
Placerville	3813	Spanky's Pizza, 197 Placerville Dr.	G. McNamara	Tues	3:45pm	1	5	2	7	4	2
Placerville - Davey Tree	4714	Round Table Pizza, 512 Main Street, Placerville, CA	S. Speak	Tues	5:30pm	1	5	2	7	4	4
Portland, OR	3026	TC Headquarters - Portland	C. Mollenshott*	Thurs	12 noon	17	21	18	16	20	18
Red Bluff	3214	Casa Ramos, 2001 Main Street, Red Bluff	J. Johnstone	Thurs	5:45pm	3	7	4	9	6	4
Red Bluff/Davey Tree	4720	Round Table Pizza, 116 Belle Mill Rd, Red Bluff	P. Ely	Tues	3:30pm	1	5	2	7	4	2
Redding	3212	Round Table Pizza, 2808 McMurry Dr., Anderson	R. Rylee	Weds	5:15pm	2	6	3	8	5	3
Redding, City of	3217	Round Table Pizza, 900 Dana Drive, Redding	P. Snyder*	Tues	4:30pm	1	5	2	7	4	2
Redding/Davey Utility	4419	Round Table Pizza, 900 Dana Drive, Redding	R. Bodner	Weds	5:00pm	23	27	24	29	26	24
Redmond, OR	3028	TC Headquarters - Redmond	J. Kissee	Thurs	5:00pm	10	14	11	9	13	11
Redwood City - Asplundh Tree	4711	Mountain Mike's Pizza, 120 El Camino Real, Redwood City.	D. Urbina	Tues	5:30pm	15	19	16	14	18	18
Reno, NV	3311	IBEW LU 401, 2713 E. 4th St.	D. Moler	Weds	6:00pm	2	6	3	1	5	3
Richmond	2318	La Strada Rest., 2215 Church Lane, San Pablo	T. Verndon	Weds	4:00pm*	2	6	3	1	5	3
Richmond/E. Bay Clerical	2301	La Strada Rest., 2215 Church Lane, San Pablo	D. Ambeau	Weds	6:00pm	2	6	3	1	5	3
Roseville, City of	3512	Fast Freddie's Pizza, 130 Main Street, Roseville	D. Willford*	Tues	4:15pm	8	12	9	14	12	9



# IBEW 1245 UNIT MEETING SCHEDULE: JULY—DECEMBER 2008

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JUL	AUG	SEP	OCT	NOV	DEC
Sacramento	3811	Florin Rebecca Hall, 8360 Florin Rd., Sacramento	L. Mennel	Weds	5:15pm	2	6	3	1	5	3
Sacramento - Trees & Davey	4717	Pizza Bell, 8591 Elk Grove Blvd. Elk Grove, CA	O. Perez*	Tues	4:30pm	8	12	9	14	11	11
Sacramento Clerical	3801	Round Table Pizza, Arena Blvd., Sacramento	D. Ryan	Thurs	5:30pm	3	7	4	2	6	4
Sacto. Muni Utility District	3911	Dante Club, Sacramento	J. Basil	Weds	4:30pm	9	13	10	8	12	10
Sacto. Regional Transit	3011	Espanol Restaurant, Sacramento	C. Bibbs*	Weds	4:30pm	16	20	17	15	19	17
Salinas	1211	Mountain Mikes Pizza E. Alisal, Salinas	D. Montanez	Tues	5:00pm	1	5	2	7	4	2
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry St.	V. Jones	Weds	4:30pm	2	6	3	1	5	3
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave., San Jose	D. Johnson	Weds	5:15pm	9	13	10	8	12	10
San Jose - Asplundh Tree	4713	Mountain Mike's, 1289 S. 1st. St. San Jose, CA	E. Arellano	Thurs	4:30pm	10	14	11	9	13	13
San Luis Obis./Pismo Beach	1215	Vallarta's Mexican Food, 1761 Monterey Street, SLO	S. Weaver	Thurs	4:00pm	10	7	4	9	6	4
San Luis Obispo/DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L. Moon	Weds	5:30pm	9	6	3	8	5	3
San Rafael Davey Tree	4722	Round Table Pizza, 915 Sir Francis Drake, San Anselmo	L. Maltez*	Thurs	4:00pm	3	7	4	2	6	4
Sandpoint	3021	Sandpoint Headquarters	D. Christman	Weds	5:00pm	9	13	10	8	12	10
Santa Clara, City of	1411	Vesuvios Resturant, 3044 El Camino	B. Burkle	Weds	4:30pm	9	13	10	8	12	10
Santa Cruz	1513	VFW Post #7263, 2259 7th Ave., Santa Cruz	G. Bargas	Tues	4:30pm	8	12	9	14	*18	9
Santa Maria	1216	Round Table Pizza, 2508 S. Broadway, Santa Maria	G. Uratsu	Weds	4:00pm	16	13	10	15	12	10
Santa Rosa	3712	Round Table, Steele & Cleaveland	L. Stubblefield	Tues	6:00pm	1	5	2	7	4	2
Santa Rosa/Davey Tree	4719	Round Table Pizza, Marlow & Guerneville	D. Rathe	Weds	4:00pm	16	20	17	15	19	17
Selma	1120	Sal's Mexican Restaurant, 2163 Park St.	S. Zamora	Thurs	4:30pm	17	14	11	16	13	11
Shasta - USBR	3218	Round Table Pizza, Lake Boulevard, Redding	P. Mastan	Tues	5:15pm	15	19	16	21	18	16
SMUD/Fresh Pond	3912	50 Grand Club, Pollock Pines	R. Curtis	Weds	5:00pm	2	6	3	1	5	3
Sonora	2517	Mike's Pizza, 14721 Mono Way	B. Owens	Tues	4:00pm	8	12	9	14	11	9
Sonora - Asplundh Tree	4715	Round Table Pizza, 13769-B Mono Way, Sonora, CA	S. Hix	Mon	4:30pm	7	X	8	X	3	X
South Lake Tahoe	3314	Round Table Pizza, 1062 Emerald Bay Road	P. Stahl	Thurs	5:00pm	3	X	4	X	6	X
Spankel, WA/Rosalia	3027	TC Headquarters - Rosalia	P. Brown	Thurs	5:00pm	10	14	11	9	13	11
Spokane, WA	3025	TC Headquarters - Spokane	vacant	Thurs	12 noon	17	21	18	16	20	18
Stockton	2511	Ed Stewart American Legion Post #803, 3110 N. West Ln.	C. DeLaTorre	Thurs	6:30pm	10	14	11	9	13	11
Stockton-Trees Inc.	4718	Eddie's Pizza, 1048 Waterloo Road, Stockton, CA	J. Cervantes	Weds	5:30pm	9	13	10	15	12	12
Stockton Clerical	2509	8110 Holman Road, Ste. #1, Stockton	C. Wood	Thurs	4:00pm	10	14	11	9	13	11
Susanville (LMUD/Frontier)	4012	The Pizza Factory	K. Merrill	Thurs	5:30pm	10	14	11	9	13	11
Templeton	1217	The Pizza Place 105 Main St.	J. Comancho	Tues	4:00pm	15	12	9	14	18	9
Tiger Creek/Pine Grove	2519	Pine Grove Pizza, 19724 St. Hwy 88, Pine Grove	L. Pence	Tues	6:00pm	15	19	16	21	18	16
Topock	1313	PSEA Clubhouse, Moabi Park, Topock	G. Shettco	Thurs	4:45pm	x	7	x	2	x	4
Truckee Meadows Water Auth	3310	Round Table Pizza, Mira Loma & McCarren, Sparks	F. Chadwick	Tues	4:30pm	X	5	X	7	X	2
Turlock	1126	Turlock Chamber of Commerce, 115 S. Golden State Blvd	R. Lane	Thurs	4:00/5:00	3	7	4	2	6	4
Ukiah	3714	Ukiah Garden Café, 1090 S. State Street	C. Spaletta	Weds	5:30pm	9	6	3	8	5	10
USBR/CVO	3012	Round Table Pizza, 7943 Greenback Lane, Citrus Hts.	P. Pipis	Tues	5:00pm	8	12	9	14	11	9
Vacaville	3812	Pietro's #2 679 Merchant St., Vacaville	E. Owens	Weds	5:00pm	9	13	10	8	12	10
Walla Walla	3023	TC Headquarters - Wallula	M. Prior	Thurs	5:00pm	10	14	11	9	13	11
Wells R.E.C.	3319	Silver Sage Senior Citizens Center, 1st St., Wells NV	A. Reusch	Weds	5:00pm	X	13	X	8	X	10
Winnemucca	3317	Los Marguerits, 47 E. Winnemucca Boulevard	J. Henriod*	Weds	7:00pm	X	13	X	8	X	10
Retirees - Dublin		IBEW Local 595, 6250 Village Parkway, Dublin	M. Silva	Thurs	10:00am	10	14	11	9	13	11
Retirees - Merced		Merced Senior Community Ctr., 755 W. 15th St., Merced	M. Bonds	Tues	10:00am	1	5	2	7	4	2
Retirees - San Jose		IBEW Local 332, 2125 Canoas Garden, San Jose	J. Hill	Thurs	10:00am	3	7	4	2	6	4
Retirees - Santa Rosa		Coco's Restaurant, 1501 Farmers Lane, Santa Rosa	L. Mead	Tues	10:00am	1	5	2	7	4	2
Retirees - Vacaville		IBEW Local 1245, 30 Orange Tree Circle, Vacaville	R. Renaude	Weds	10:00am	9	13	10	8	12	10

**Local 1245**  
The people behind the power

**Current News:**  
1245'S ALL-NEW UNION SHOPPER: Download catalog and order form or shop On-Line  
Sacramento Regional Transit agreement ratified by members (Posted 5-11-08)  
The Vacaville Retiree Meeting for May 14 has been cancelled (Posted 5-11-08)  
PG&E Bargaining Committee: Bulletin #1 (Posted 5-8-08)  
Primary Election endorsements by IBEW Local 1245 (Revised 5-7-08)  
Napa Unit will meet at temporary location for May meeting (Posted 5-6-08)  
"Card Check" election adds new members at PG&E (Posted 5-5-08)  
Retiree Club Members urge "No on 98" and "Yes on 99" (Posted 5-5-08)  
Background on 98/99 En Espanol  
Longshoremen close ports to protest Iraq war (Posted 5-5-08)  
Paid Sick Days is goal of new bill in California legislature (Posted 5-5-08)  
Member Mobilization helps win contract (Posted 5-1-08)

**Utility Chief meets with IBEW members** (Revised 4-29-08)  
Geisha Williams at Weakley Hall

**Attention PG&E Exempt Employees!**  
Your job security improves with a union contract. Your union pension compares favorably with your current pension. Use the links below to check the numbers for yourself:  
My 2007 Non-Union Pension Calculator  
My 2007 Union Pension Calculator  
Sample Retirement Calculations  
Assumptions in Designing the Calculators

**IBEW Action Squad**  
Expand Paid Family Leave: Ask legislators to support an expansion of California's successful Paid Family Leave law. (Note: this alert has now expired. Thanks for your participation)  
See Past Action Squad Campaigns Here

**At work:**  
A.J. Robertson, Troubleman, Pacific Gas & Electric

**INFORMATION PIPELINE:**  
For New Members  
Working Women  
For Stewards  
Retiree's Club  
Unionizing your Workplace  
Dispatch/Outside Construction  
PG&E Hiring Hall

**Unit Meetings**  
Safety Matters  
Benefits  
Workers Compensation  
Agreements  
PG&E Letter Agreements  
PG&E Contract Index  
Local 1245 By-Laws  
Union Primer  
IBEW 1245 History  
Wage Comparisons  
Where We Work  
Ron Weakley, Founder  
Global Warming

**Legacy Costs, Legacy Promises**  
Tom Dalzell, Business Manager

**Union Shopper**

**Get the latest union news on-line!**

**Internet:** [www.ibew1245.com](http://www.ibew1245.com)

**At PG&E:** From [pge@work](mailto:pge@work), go to "My Stuff," select "IBEW"

**Check out these features:**

**PG&E Letter Agreements**

**Union Primer**

**Wage Comparisons**

**Worksite photos**



# Welcome to the IBEW!



Executive Board member Mike Cottrell talks about the principles of unionism.

About 40 new Local 1245 members and their kids and spouses attended a barbecue at Weakley Hall on March 30 to learn about the union and scarf down some good eats.

Members attended from Outside Line, Goodcents, the PG&E Hiring Hall and Wellington, as well as an employee from a satellite dish company who was interested in exploring union representation.

"We want our new members to understand that the IBEW isn't just a name on a piece of paper somewhere but a real organization that actively works to gain them more influence in the workplace," said Business Manager Tom Dalzell. "It was great to have people there with their families."

The union prepared goody bags for the kids and showed cartoons on the big TV in the L.L. Mitchell meeting room while the grown-ups got acquainted.

The day's formal activities included brief welcoming remarks by Dalzell and

Assistant Business Manager Ron Cochran, as well as short presentations by Communications Director Eric Wolfe on the union's history and by Executive Board member Mike Cottrell on union principles.

But the main attraction was the union's large grill, sizzling with chicken and hot dogs, barbecued to perfection by Business Rep. Darryl Norris, with plenty of advice (wanted or unwanted) from Business Rep. Ralph Armstrong and Senior Assistant Business Manager Sam Tamimi.

After lunch several members took a guided tour of the union hall to get a better understanding of how the union operates.

New member orientations are frequently conducted at the worksite, but this was the first one held at Weakley Hall. As the union reaches out to the growing ranks of new members, it probably won't be the last.



Business Rep. Darryl Norris manned the grill.



"Let's eat!"

Goody bags for all the kids helped make a "family-friendly" event.

Babies welcome!



Someone's having a good time!

