

Inside:



Utility Reporter

Volume 59 No.1 • Jan/Feb 2010 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

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News briefs

Ed Dwyer, a former Business Rep. and treasurer for Local 1245, has been rehired temporarily to fill in for Business Rep. Roy Runnings, who is going on medical leave.

PG&E announced in December plans for a \$900 million wind farm in Kern County. It would be the first wind generation owned—as opposed to purchased—by the utility.

Mexican Electrical Workers, have engaged in demonstrations, work stoppages, and legal and legislative action since the government fired all 44,000 workers in the union on Oct. 11, US and Canadian union leaders learned during a visit in early December.

A Jobs Bill worth \$154 billion was passed by the US House on Dec. 16 as the nation continued to be mired in the highest unemployment rate in a generation. Likely beneficiaries: mass transit and highway construction.

The American Recovery and Reinvestment Act passed in February is keeping large numbers of Americans out of poverty in states across the country by directly lifting families' incomes, according to a new analysis by the Center on Budget and Policy Priorities. Good thing, too, since the billions lavished on banks in late 2008 doesn't seem to be trickling into the economic mainstream.

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

Shame on NV Energy

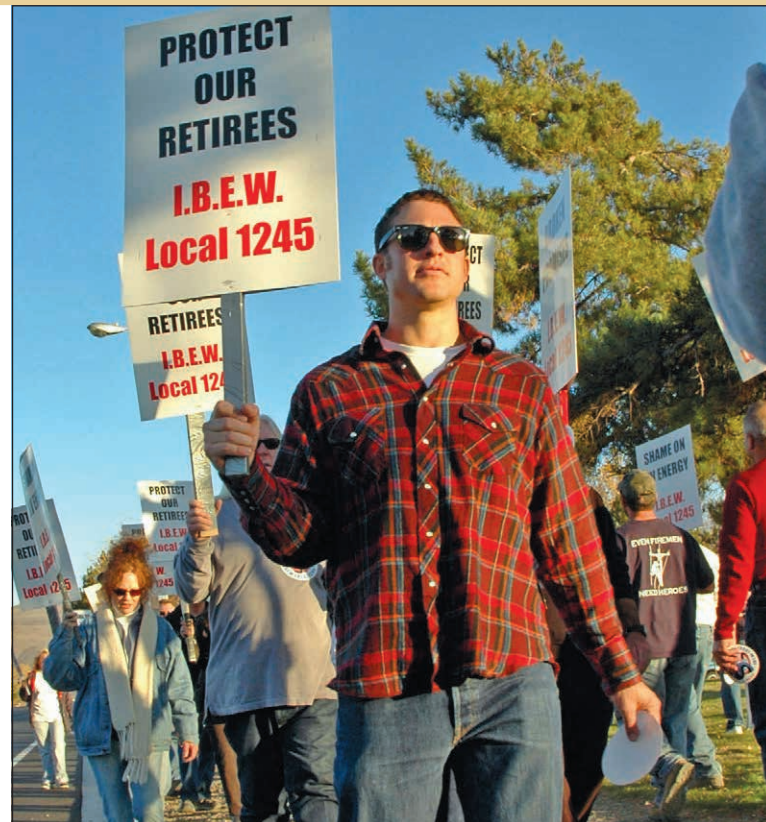
Massive mobilization to defend benefits

By Eric Wolfe

IBEW members have undertaken a massive mobilization to defend retirement medical benefits at NV Energy, including the first picket action in the union's 62-year history at the utility.

Company trucks pulling into the yard after work on Nov. 19 blasted their horns in approval as picketers hoisted signs declaring "Broken Promises" and "Protect our Retirees" and "Shame on NV Energy." Even with 400 picket signs on hand there weren't enough to go around as employees getting off work joined a legion of retirees stretching out along both Mill Street and Ohm Place in Reno.

Losing medical benefits, it turns out, is a powerful *continued on page 8*



Protecting Retirees: First picket line in 62 years at the Nevada utility.

Privatization fizzles in Redding

The City of Redding's Privatization Evaluation Committee died a quiet and unmourned death on Dec. 14.

The committee, which had been urged by Redding business interests to outsource city jobs, discovered two important things during its brief existence:

First, cities that have outsourced jobs typically don't save any money and often end up taking the work back from contractors. Second, business interests who hope to profit from cockeyed privatization schemes will face stiff resistance from IBEW Local 1245, which represents over 200 City of Redding employees.

The Redding Record-Searchlight, in

noting the Privatization Committee's demise, observed that the group had met more than a half-dozen times since September "without finding any ways to save the city money by outsourcing or privatizing public services."

Unfortunately, City employees remain under attack.

Even before the City's Privatization Committee ran up the white flag, Redding Mayor Rick Bosetti began to promote two local ballot initiatives targeting city employee benefits. The initiatives would seek to end retiree medical benefits for future hires and to force

continued on page 15

Clerical gears up

Upcoming negotiations for a new PG&E Clerical Agreement will be high on the agenda at Local 1245 shop steward training conferences beginning in January.

continued on page 3

Jennifer Gray, left, a Customer Service Rep in Sacramento, and **Graciela Nunez,** a Customer Service Rep in Fresno, bring youth as well as experience to the Clerical Bargaining Committee. Both women served on the Benefits Bargaining Committee in 2009.



Asserting leadership on safety



In our hands

"You will not be fired for always following safe work procedures. However, it is a very good chance that you will be fired, injured or die if you don't follow safe work procedures."

Local 1245 Safety Committee member Art Torres, SMUD, speaks up at the recent Line Safety Summit.

— Carl Potter, safety consultant
story begins on page 4



Tom Dalzell
BUSINESS MANAGER

Your Dues Keep Us In The Fight

In the summer of 2008, our members voted to increase dues for BA (non-construction) members by half a percent. The dues increase motion passed by an almost two-to-one margin, and it did not change the fact that we still have one of the most “affordable” IBEW dues structures on the West Coast, I know that the increase was a controversial issue and that those who voted “yes” for the increase did not do so lightly.

A year later, I would like to report on what that dues increase has meant to your local.

First, though, what it has not meant. We have not reversed any of the cost-cutting measures that we put in place before asking for the dues increase. Two secretaries do the work that was once done by four in our Vacaville office. We have not increased the administrative staff in Vacaville, but instead have asked the existing staff to do more. We are still holding staff meetings only six times a year instead of 12. We are still keeping staff cars well past 160,000 miles instead of the past practice of buying new cars at 95,000 miles. We are still sending a minimum number of delegates to conferences. We have not increased the amount we spend on political donations (a separate fund unaffected by a dues increase). And the salary structure for our staff has not changed. The formula by which our salary is calculated is in our bylaws and it has not changed. None of us earned an extra penny because of the dues increase.

Now, what have we done with the increased revenue?

For one thing, we have started the important task of rebuilding our reserves. We are not yet to the level that conservative auditors would call prudent, but we are getting there.

Just as importantly, we have been able to direct significant resources

Unit Meetings

Unit 3217, City of Redding, has a new start time—4:30 p.m. The new start time will be effective beginning with the January 2010 unit meeting. Meeting dates and location remain the same.

Ray Thomas, Senior Business Representative

Unit 1111, Fresno, has a new meeting location effective immediately: Sal's Mexican Restaurant, 7476 N. Fresno Street, in Fresno.

Mike Grill, Business Representative

toward important negotiations.

Early in 2009, our focus was on benefits at PG&E. The negotiations were long. They were expensive (including time off for bargaining unit members of the committee, actuaries, lawyers). And they were very successful.

We are currently in protracted negotiations with NV Energy. Here, too, the cost of negotiations is considerable. But we are able to press forward, and thankfully we are able to fully fund our committee's time off and to pay for actuaries and lawyers without fear that we will run our union into the red. We won't spend money that we don't need to spend, but we are able to spend what we need to spend to advance our members' interests. And nothing affects our members more than negotiations.

In 2010 we will invest significantly in shop steward training. The union staff is important, but shop stewards are really the key to effective enforcement of our collective bargaining agreements and to keeping our members involved in negotiations. We will be holding shop steward training on weekdays this year, which will increase the attendance significantly. We have planned a full and demanding agenda for the training, and believe that stewards will find it well worth their time.

Under Eric Wolfe's direction, we are redesigning our website to make it easier for members to find the information they need. We understand the importance of electronic media to our members—especially our younger members. And we know that modern media is increasingly interactive. Our new website will feature videos, and provide members an opportunity to post their own video productions. We will also be piloting a member forum, where members can communicate directly with one another on important workplace issues. Moving forward, we will look for additional opportunities to utilize new social networking media.

We are putting considerable resources into safety. We have lost three members to fatal industrial accidents this year and

are determined to do all that we can—with and without our employers—to improve safety and reduce accidents. We just finished a two-day summit of line-men from almost 20 different properties to discuss safety, and this effort will continue. (See page 4.) We are working on plans with several employers to bring in outside speakers to discuss safety with our members, and beginning in early 2010 we will be meeting with large numbers of our members about the IBEW Code of Excellence, with a focus on safe work practices. We have ramped up substantially the work of our Local 1245 Safety Committee, and we invite you to visit our website to follow this committee's important work.

We have increased our field staff in order to provide better service to our members. We have added two new staff and one temporary business representative who have been working with our membership at NV Energy, and at some point in 2010 their focus will shift to the PG&E Clerical bargaining unit as we prepare for negotiations on a new

Tamimi sidelined



Senior Assistant Business Manager Sam Tamimi will be off work indefinitely due to a medical condition.

Sam has been a fixture on the Local 1245 staff for nearly three decades. He has held many assignments during those years and developed an unparalleled expertise on the labor agreement with PG&E. He is probably best known to members as the go-to guy for a quick answer to almost any question.

Sam is recovering at home. Members wishing to give him a shout can e-mail him at sat0@ibew1245.com.



Sam Tamimi

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Executive Board Art Freitas Chris Habecker Mike Jacobson Anna Bayless-Martinez Tom Cornell Mike Cottrell		
Treasurer Cecelia De La Torre		

Clerical contract. In early 2010 we are adding another staff member to increase service to our Title 300 General Construction members at PG&E.

Lastly, the dues increase has dramatically improved our ability to fight when we need to fight. In November, our Executive Board authorized two large expenditures which would not have been possible without the dues increase.

The first was to launch a ground and media campaign against the mayor and majority of the City Council in Redding, who are making plans to subcontract the work of many of our members and to place two anti-worker initiatives on the ballot. (See update, page 1.)

The second was to launch an all-out campaign against NV Energy and its aggressive agenda of take-aways from active employees and retirees in the current round of negotiations. We have always done all that we can to avoid open warfare with our employers. We will still do that, but when employers attack, as Redding and NV Energy have done, we now have the ability to fight back and to fight back hard.

We know how hard you work for your wages, and we are determined to be good guardians of your dues. If you see waste, tell us. We'll fix it. If you have ideas for ways that we can spend your dues well, tell us. We asked for the dues increase to make a stronger union. We have, and we are determined to keep building.

CALENDAR

- Jan 5:** Retirees Club, Santa Rosa, CA
- Jan 7:** Retirees Club, San Jose, CA
- Jan 8:** Service Awards, Ukiah, CA (Postponed)
- Jan 13:** Retirees Club, Vacaville, CA
- Jan 14:** Retirees Club, Dublin, CA
- Jan 14:** Stewards Training, Sacramento, CA
- Jan 16:** Service Awards, Sacramento, CA
- Jan 23-24:** Advisory Council, Vacaville, CA
- Feb 5:** Service Awards, Eureka, CA
- Feb 17:** Stewards Training, San Jose, CA
- Feb 19:** Service Awards, Chico, CA
- Feb 25:** Stewards Training, Redding, CA
- Feb 26:** Service Awards, Redding, CA
- Mar 4:** Stewards Training, East Bay
- Mar 5:** Service Awards, North Bay
- Mar 11:** Stewards Training, North Bay
- Mar 12:** Service Awards, San Jose, CA
- Mar 18:** Stewards Training, San Luis Obispo, CA
- Mar 19:** Service Awards, San Luis Obispo, CA

NV Energy, Redding targeted

The IBEW Local 1245 Executive Board at its November meeting gave a big boost to campaigns now underway in two areas where our members are under serious attack.

The Board approved \$50,000 for a campaign to protect pensions and retiree medical benefits for members at the City of Redding. The union believes that a ballot initiative may be introduced in 2010 attacking these benefits. The Local 1245 Executive Board, by approving funds now, has signaled the union's intent to provide the resources necessary to fight

any such ballot initiative. (For more on the City of Redding, see pages 1 and 16.)

The Executive Board approved \$500,000 for a media campaign in Nevada to protect the rights and benefits of IBEW members and retirees at NV Energy. The union still hopes that NV Energy (formerly Sierra Pacific Power) will reconsider its harsh and unnecessary take-away proposals so that a major media campaign can be avoided. But the Executive Board has signaled that if the union is forced to fight, we will fight "all-in".

RT committee analyzing options

Local 1245 continues difficult negotiations with Sacramento Regional Transit.

The District's takeaway package remains on the table. The District is proposing a number of "options" for reaching its goal of no increases in labor cost from 2008. The Local 1245 bargaining committee continues to analyze these options in order to determine the best course of action.

During the one negotiating session in December (the other two sessions were cancelled), the District shared PERS data on the savings that could be achieved by moving medical benefits to PERS providers. One of the proposals of our bargaining unit is to receive post retirement medical, and PERS requires that for participating in their medical

insurance.

The union committee will review the numbers provided by PERS. The next scheduled meetings with management are Jan. 14-15. Members at Regional Transit are encouraged to attend unit meetings as well as regularly check the website for updates.

PG&E steward conferences

Local 1245 will launch its 2010 PG&E Steward Training program on Jan. 14 with a conference for PG&E Clerical stewards in Sacramento. A complete list of scheduled PG&E steward conferences appears below. Mailed invitations will provide exact times and locations. See you there!

- January 14: Sacramento (Clerical)
- February 17: San Jose
- February 25: Redding
- March 4: East Bay
- March 11: North Bay
- March 18: San Luis Obispo
- April 22: Fresno
- April 29: Stockton
- May 6: Bakersfield
- May 18: San Francisco

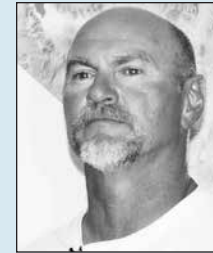
TDPUD pact ratified

Local 1245 members at Truckee Donner Public Utility District ratified a new two-year Memorandum of Understanding on Nov. 19.

The MOU provides no general wage increase in 2010, but contains no take-aways and provides 3% in 2011. The MOU also provides an additional .25% on the 401a match.

Water Department employees will receive \$350 for water certifications above what is required, an increase of \$50. An employee can receive compensation for up to two certifications, or a total of \$700 per year. Employees will retain 100%

Dan Lyday added to Memorial Wall



Dan Lyday

The Local 1245 Executive Board voted in November to add the name of Dan Lyday to the union's Memorial Wall, which flanks the entry way to Weakley Hall—the union's headquarters in Vacaville.

Brother Lyday, who died Oct. 18, was a Reno-based Troublemaker for NV Energy and a member of the union's bargaining committee at NV Energy. Lyday served on the joint grievance committee and the drug and alcohol committee, and also served as a union steward. He had 28 years of service to the union.

Modest Irrigation District pact

Members of IBEW Local 1245 at Modesto Irrigation District ratified a two-year agreement in ballots counted on Nov. 12.

The agreement provides a 3.5% wage increase, 1% of which will be paid retroactively to Dec. 1, 2008. There were no changes in medical benefits for the term of the agreement.

The agreement is effective Dec. 1, 2008 to Nov. 30, 2010.

The results of voting were as follows:

- Utility Services and Maintenance
 - Yes: 146
 - No: 13
 - Void: 0
- Administrative/Technical/Clerical
 - Yes: 11
 - No: 0
 - Void: 0



Professional/Supervisory

- Yes: 10
- No: 0
- Void: 0

Bargaining for the union were: Karri Daves, Woody Mouw, Rich Behler, Mike Gomes, Jeff States and Mike Stout, along with Business Rep. Sheila Lawton and Business Manager Tom Dalzell. Additional support was provided by Denise Miller, Steve Carlson, Steve Aulridge, Bill Campbell and Dale Gumm.

Serving on the Ballot Committee were Diane Ermis, Scott Simpson, Kurt Celli and Tony Moore.

Clerical, from page 1

Clerical stewards will be briefed on strategy and have an opportunity to share their views during special break-out sessions at the conferences. (See schedule of conferences, page X)

Negotiations are likely to include education committees to research particular issues early next year. Local 1245 Clerical members at PG&E will have the opportunity to submit bargaining proposals through their unit meetings, most likely in February and March.

The Bargaining Committee will then sort and prioritize the members' proposals. The company and union could exchange opening packages as early as June.

Representing the union on the Clerical committee are Diane Tatu, Adrienne Franks, Donna Ambeau, Anna Bayless-Martinez, Cecelia De La Torre, Lorenzo Arciniega, Jennifer Gray, Graciela Nunez and Tim Ramirez, along with Organizer Eileen Purcell, Business Representatives Debbie Mazzanti and Arlene Edwards, Assistant Business Manager Dorothy Fortier and Business Manager Tom Dalzell.

Please check the IBEW website for more detailed information as plans for Clerical bargaining develop.



Pat Waite

employer-paid medical for employees and dependents, with a \$400 deductible.

The MOU was ratified on a 39-4 vote and approved by the TDPUD Board on Dec. 2. The effective dates are Jan. 1, 2010 to Dec. 31, 2011.

Negotiating for the union were Mike Connell, Tami McCullom, Steve Murphy, Ed Atkins, Mark Mehler and alternate George Caballero, along with Business Rep. Pat Waite.



Local 1245 Organizer Eileen Purcell and Clerk-Typist Adrienne Franks discuss upcoming Clerical negotiations during a preliminary meeting of the union bargaining committee on Nov. 17.

APPOINTMENTS

PACIFIC GAS & ELECTRIC

Clerical Negotiating Committee
 Donna Ambeau
 Lorenzo Arciniega
 Anna Bayless-Martinez
 Cecelia De La Torre
 Adrienne Franks
 Jennifer Gray
 Graciela Nunez
 Tim Ramirez
 Diane Tatu

MODESTO IRRIGATION DISTRICT

Ballot Committee
 Kurt Celli
 Diane Ermin
 Tony Moore
 Scott Simpson

TREES INC.

Bargaining Committee
 Juan Cervantes



In our hands

Asserting leadership on safety

The power to reverse an appalling string of on-the-job fatalities and serious injuries lies within our hands. But if we keep doing things the way we've been doing them, more people will go home burned or maimed, or may never go home at all.

Dozens of Local 1245 line workers from nearly 20 different employers heard this sobering assessment at a Line Safety Summit held Nov. 30 and Dec. 1 at Weakley Hall in Vacaville. The meeting, held in the wake of two more line fatalities this autumn, was the second such gathering of the year. It was both a stark reminder that the problem is grave, and tangible evidence that the union is determined to face it head on.

Business Manager Tom Dalzell told the assembled linemen, foremen and Safety Committee members that we must ask ourselves what we can do, regardless of any action or inaction by our employers. "We'll keep hammering [on employers], but there is a part of this we just have to take control of," Dalzell said.

Many apprentices in recent years have been trained in "sub-optimum conditions," Dalzell said, because there have not been enough linemen available to train them. "The ratios have been way off," he said.

Another problem: employers have been over-quick to use discipline for possible safety infractions. By administering discipline for "near misses," for example, employers are missing a chance to identify problems through open and honest discussion with employees.

While the union will continue to press management to change its behavior, union members have a responsibility to change their own behavior where necessary to make the workplace safer. In the end, whether we come home alive at night will be largely up to us.

"What can we do ourselves, especially with our new young members?" Dalzell asked.

FAILURE TO FOLLOW THE RULES

Unions have spent decades improving safety conditions on the job. We've championed the creation of safety agencies, the enactment of safety laws and regulations, and the formation of safety committees in the workplace.

Today when there's a serious injury or fatality, an absence of rules is usually not the problem. The problem is a failure to follow the rules.

"Better than 75% of the cases, the person who was injured or killed failed to follow safety procedures, failed to have their PPE (personal protective equipment) on," said Carl Potter, one of two safety consultants who spoke at the Safety Summit.

Potter, who has worked in the trade, expressed zero

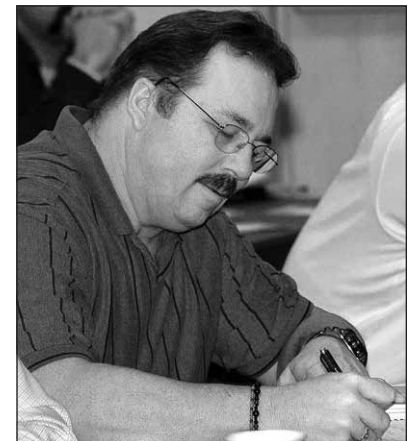


Jeff "Odie" Espenship, draws on some harrowing examples from aviation to discuss safety on the job.

Story and photos by Eric Wolfe

[LEFT] Safety consultant Carl Potter didn't hesitate to get into member's faces during his presentation.

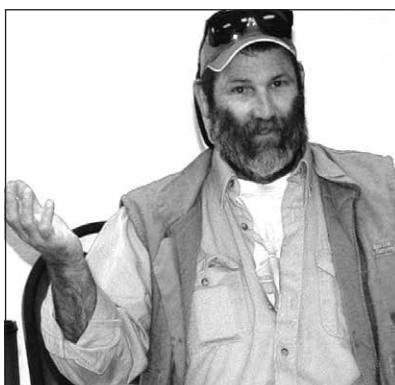
[BELOW] Dan Boschee, Frontier Communications, is a current member of the Local 1245 Safety Committee.



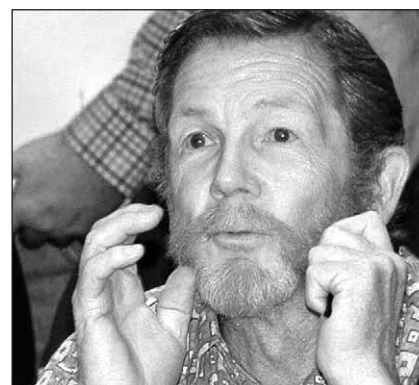
Rich Lane, Turlock Irrigation District, is a former member of the Local 1245 Safety Committee.



Darryl Rice, PG&E, is a current member of the Local 1245 Safety Committee.



Bob Ramos, Foreman, PG&E



Bob Burkle, City of Santa Clara, and member of the Local 1245 Safety Committee

In Memoriam:

Local 1245 members who died on the job in 2009

Lynn Lowery

General Construction Lineman Harold "Lynn" Lowery, Pacific Gas & Electric, died October 7 after falling from a pole in Garberville, CA.

Aaron Thomas Dineen

Apprentice Lineman Aaron Thomas Dineen, Outside Construction, died September 22 in an on-the-job accident while working in Local 47's jurisdiction in San Clemente, CA.

Peter Tololi

Apprentice Lineman Peter Tololi, Pacific Gas & Electric, died March 24 after falling from a pole in Firebaugh, CA.

Accident Reporting

We rely on members to report accidents and “near-misses” at their unit meetings, and we rely on unit officers to forward these reports to the Safety Committee. You can find links to the reporting form (the “green form”) under the Safety tab at www.ibew1245.com.

sympathy for workers who say they have to break safety rules to meet productivity goals set by management. He recounted the story of a third-year Apprentice at a safety meeting who said:

“You don’t understand. Around here, (if) you don’t break the rules, you don’t get the job done, you lose your job.”

“I was kind of hoping that one of the old-timers would walk up there and slap the snot out of him,” Potter said, provoking a moment of laughter, but then immediately cutting it short with the point he was trying to get across:

“You will not be fired for always following safe work procedures. However, it is a very good chance that you will be fired, injured or die if you don’t follow safe work procedures.”

SETTING EXPECTATIONS

It’s up to more experienced hands, like the experienced linemen and foremen attending the summit, to set proper expectations on the job, said Jeff “Odie” Espenship, a safety consultant speaking on the second day of the summit.

“Everything that you’re doing, when you’re out there riding around on that job, you’re always communicating with those around you. And it’s up to you as leaders in this company... We’ve got a lot of apprentices out there now, they’re always looking at you.”

“You and I know there is no magic pill they can throw our way to keep us safe,” Espenship said. It

is the responsibility of workplace leaders to set the bar very high, “setting expectations, out there on the job every day.”

But setting expectations is only half of it, he said. “The second half of what you and I are up against every day is monitoring performance. Watching out for each other, speaking up.”

Most of us have a natural tendency to believe that we are right. One way we get through life, after all, is by asserting ourselves and having confidence in what we’re doing.

But that confidence can also get us in trouble, according to Espenship.

“When somebody on your crew comes to you and starts to throw out some hints and clues to you that something might not be right, you know what we do?” Espenship asked. “We end up trying to rationalize why we are right and they are wrong, instead of stopping the work and trying to figure out where we really are.”

Potter urged union members to not worry about whether they’re going to get fired for following the rules too closely.

“You could get fired today, and if you were doing everything correctly according to industry standards and you can back up exactly what you know and what you do, there will be electric companies waiting for you to come work for them. (Local) 1245 will have you back to work before long,” he said.

“This is our industry. There’s a reason there’s a hand holding electricity in our symbol. We own this industry.”

OWNING THE JOB

Linemen in the field do indeed “own” the job in a very real way. But with that ownership comes a deep and serious responsibility because each person on the job holds in his hands the lives of his or her fellow workers.

After the formal speakers had said what they had to say, Local 1245 members broke into two separate groups to plan a way forward: one group dealing with PG&E and one group dealing with public sector, Outside Construction, and other employers.

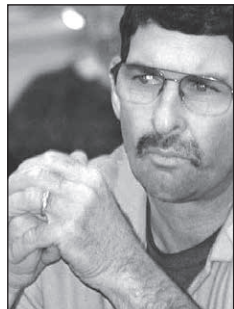
The PG&E group discussed several apprentice issues, the need for more regular all-hands safety meetings, and closer attention to the safety book.

“The company plan is not working,” said one member in summarizing the PG&E group’s discussion. “We’re going to take (responsibility) for safety into our own hands.”

The second group encouraged Safety Committee Chairman Ralph Armstrong to visit some of the smaller employers to talk about accidents.

Everyone has trouble getting information on accidents, said City of Santa Clara Lineman Bob Burkle, who summarized the group’s discussion. But that’s exactly the information that is needed in order to “get to the bottom” of problems and figure out how to improve safety performance.

Local 1245 members everywhere can help by faithfully turning in accident and near-miss reports to their unit meetings on the “green form” that the Safety Committee has provided to all units. To avoid possible retaliation by employers against individual employees, it is important for the units to remove names and any other personal information from these accident and near-miss reports to keep the focus on the safety issue.



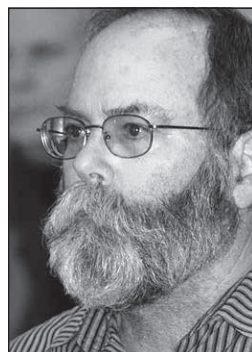
Jim Bricker,
Subforeman, PG&E



J.D. Sotelo, PG&E
Heavy Crew Foreman



Tim Shaughnessy,
SMUD



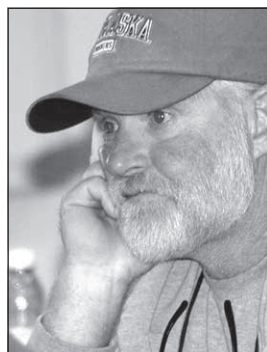
Bill Jennings, PG&E
GC Line Foreman,
Richmond



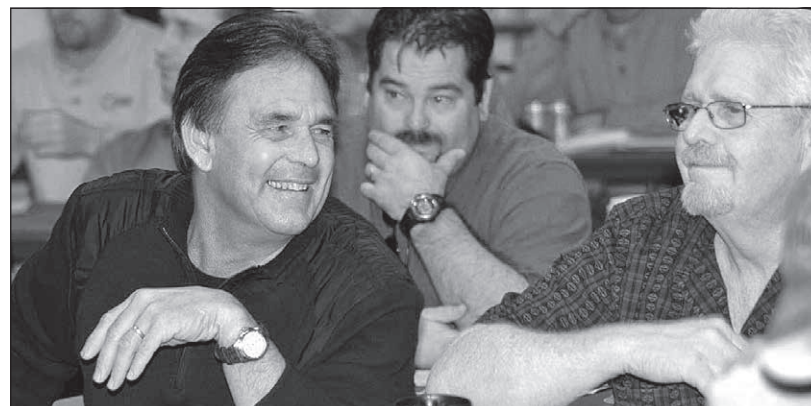
Sean McCall,
Lineman, City of
Redding



Don Kreuter, Foreman,
SMUD



Jim Lovercheck, Line
Crew Foreman, Lassen
Municipal Utility District



Geary Weaver, left, and Ron Moon, both PG&E, share a lighter moment.



Business Rep. Ralph Armstrong,
chair of the Local 1245 Safety
Committee

Attendees:

Aguilar, Art, PG&E, Hayward
Anders, Mark, Outside Line
Benegar, Al, PG&E, Fresno
Boschee, Dan, Frontier, Safety Committee
Buchholz, Geoff, WAPA
Brenes, Rick, Turlock ID
Bricker, Jim, PG&E, Geyserville
Burkle, Bob, City of Santa Clara, Safety Comm.
Burks, Tom, PG&E, Fresno GC
Capodonico, Jeff, PG&E, Placerville
Cottrell, Mike, Outside Line
Dale, Stephan, PG&E, GC
Davidson, Tyler, PG&E, Woodland
Doeding, Dusty, PG&E
Duncan, Ronald, Turlock ID
Fambrough, Robert, Outside Line
Fortier, Al, City of Alameda
Fox, Al, PG&E, Vacaville

Frieling, Jesse, Outside Line
Gerstle, Bob, PG&E, Placerville
Gomes, Michael, Modesto ID
Gross, Ken, Turlock ID
Hall, Brian, PG&E, Buellton
Hintze, Steve, SMUD
Jennings, Bill, PG&E, GC
Jensen, Steve, SMUD
Kreuter, Dan, SMUD
Lallian, Bal, PG&E, San Carlos
Lane, Rich, Turlock ID
Letson, Bryon, MID
Lewis, Tom, NV Energy
Linn, Dan, PG&E, GC
Lovercheck, Jim, Lassen MUD
Madrigal, Victor, Modesto ID
Mason, Laine, PG&E, Oroville
Mayo, Dan, PG&E, Merced
McCall, Sean, City of Redding

Moon, Ron, PG&E, Bakersfield
Moore, Dane, PG&E, Richmond
Parmenter, Dan, PG&E, Willows
Ramos, Robert, PG&E, Stockton GC
Rice, Darryl, PG&E, Safety Cte.
Rolow, Mark, PG&E, Bakersfield
Sehabiague, Tom, PG&E, GC
Shaughnessy, Tim, SMUD
Slaydon, Evan, PG&E, Stockton
Smith, Rick, NV Energy
Sotelo, J.D., PG&E, Santa Cruz
Springer, Bob, Truckee-Donner PUD
Torres, Art, SMUD
Vanderhorst, Ed, PG&E, Bakersfield
Vandermeer, David, City of Shasta Lake
Walker, Todd, PG&E, GC
Wamsley, Don, PG&E, GC
Weaver, Geary, PG&E, Madera
White, Al, PG&E, Concord

STAFF

Dalzell, Tom
Armstrong, Ralph
Asher, Leslie
Brill, Bill
Carter, Phil
Choate, Bob
Cochran, Ron
Dean, Bob
Haentjens, Mike
Lawton, Sheila
Marttila, Landis
Mendoza, John
Osterlund, Joe
Pierce, Larry
Saner, Mike
Seyfer, Dennis
Waite, Pat
Washington, Lula
Wolfe, Eric

Outside Construction

Intensive organizing

By Ron Cochran

This will be a brief report; most all efforts are being directed towards organizing at this time.

We are focusing on signing non-union contractors to collective bargaining agreements that are working on PG&E property. This organizing effort is a direct result of Letter



Ron Cochran

Agreement 09-41, negotiated by the Local's Business Manager. We hope to sign over a dozen new companies and hundreds of new members, having the bulk of this work completed by Jan. 1, 2010.

The Outside Line agreement was opened for negotiations on Nov. 20, 2009 as a result of a Local 47 grievance.

The meaning of Article 6.10 was challenged and the one-day negotiations were held to clarify the language and avoid future grievances. NECA, Local 47 and Local 1245 agreed to a footnote to be inserted into Article 6.10 of the

Collective Bargaining Agreement. This language was put out to a vote with the covered members, and completed ballots were counted on Dec. 18. The vote was overwhelmingly in favor.

We have over 230 line apprentices in

training at this time.

Work in Outside Line is slowing as winter sets in; our AMI work continues grow. Pole Test and Treat work is slow at this time. The PG&E load control work continues steady.

Members of the IBEW Joint Apprenticeship Training Committee (against far wall) visit a Cypress-Mandela classroom, where trainees are learning about "life skills" that will help them gain and hold employment.



Local 1245 Business Manager Tom Dalzell presents a check to Arthur Shanks, executive director of the Cypress Mandela Training Center in Oakland in support of the center's pre-apprenticeship training program. The November meeting of the IBEW Joint Apprenticeship Training Committee was held at Cypress Mandela to help build bridges to the program, which could become a source of new candidates for the IBEW apprenticeship program.

Line Clearance Tree Trimmers

Line Clearance Tree Trimmer negotiations

Trees, Inc. pact ratified

Local 1245 members at Trees, Inc. on Nov. 13 ratified a two-year contract extension.

The agreement, like those previously ratified by members at Asplundh Tree and Utility Tree, provides general wage increases of 2.5% in 2010, and 3.5% in 2011. The agreement also calls for the companies to pick up one-half of any

LINECO increases in 2011.

The term of the new agreement is Jan. 3, 2010 through Dec. 31, 2011.

Davey pact ratified

Local 1245 members at Davey Tree working on Turlock Irrigation District (TID) property unanimously ratified a new prevailing wage contract on Nov. 20.

Members will receive any future prevailing wage increases. The members will also now participate in the IBEW 1245 Money Purchase Pension Plan, along with enjoying a company savings account with payroll deposit options.

Subsequent to approving this new agreement, all Local 1245 line clearance members on the TID property also were to receive a one-time \$1,761.70 incentive payment, scheduled to be paid the week of Dec. 1.

The term of the agreement is Jan. 1, 2010 through Dec. 31, 2011.

Negotiating the above agreements for the union were Shop Steward Nathan "Cory" Higgins (Davey agreement), Shop Steward Juan Cervantes (Trees, Inc. agreement), Business Representatives Junior Ornelas and Carl Lamers, and Senior Business Representative Ray Thomas.

Windy Tree pact ratified

At Windy Tree, Local 1245 members on Dec. 4 unanimously ratified a contract extension similar to those reached at Trees, Inc. and Davey.

The two-year extension provides general wage increases of 2.5% in 2010 and 3.5% in 2011. There were no increases in the employee premium co-pay on medical for the two-year term.

The term of the contract extension, which was negotiated by Senior Business Rep. Ray Thomas, is Jan. 3, 2010 thru Jan. 3, 2012.

Negociaciones de los Podadores de Árboles para el Despeje de Líneas

Ratificado pacto con Trees, Inc.

Los miembros del Local 1245 que trabajan para Trees, Inc. ratificaron el 13 de noviembre una extensión del contrato por dos años.

El contrato, al igual que los ratificados previamente por los miembros que trabajan para Asplundh Tree y para Utility Tree, establece un aumento general de salarios de 2.5% en 2010, y 3.5% en 2011. El convenio también establece que las compañías paguen hasta la mitad de cualquier aumento en LINECO en 2011.

El nuevo contrato estará vigente desde el 3 de enero de 2010 hasta el 31 de diciembre de 2011.

Ratificado pacto con Davey

Los miembros del Local 1245 que trabajan para Davey Tree en los terrenos del Distrito de Irrigación de Turlock (TID) ratificaron unánimemente el 20 de noviembre, un nuevo contrato de

continuado en la página 13



Junior Ornelas



Ray Thomas



Carl Lamers

Savings and Solidarity

Get special discounts on wireless devices and save 10% on monthly service charges through unionfriendly AT&T.



UnionPlus.org/ATT

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education..

1. The grant will be as follows: Five hundred dollars (\$500.00) per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in (the year of the contest). A copy of your diploma or a letter from your high school stating that you will graduate in 2008 must be attached to your scholarship application.
3. The Scholarship Grant will be made only to that candidate who intends to enroll full-time in any college certified by their State Department of Education and accredited by the Local Accrediting Association.
4. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union Office, by using the form printed in the Utility Reporter, or by downloading a form from the Local 1245 website.
5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.

6. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8 1/2" x 11" paper, on one side, preferably typed and doubled spaced with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 2547, Vacaville, California 95696, by registered certified mail only, and be **postmarked no later than the first Monday in March of each year (March 1, 2010)**.
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the Judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the Scholarship Award.

A suitable trophy or plaque shall be purchased by the Local Union to be presented to the scholarship recipient.

NOTE: The topic for the 2010 Al Sandoval Memorial Competitive Scholarship essay is:

Corporations generally have far more influence in our country's economy than individual citizens. Discuss ways in which labor unions help level the playing field for working people. You are encouraged to use examples.

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by
LOCAL UNION 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFLCIO
P.O. Box 2547 • Vacaville, CA 95696 • Telephone: (707) 452-2700

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFLCIO:

Name _____ Date of Birth _____
(Last) (First) (Initial)

Address _____ Telephone (____) _____
(Street) (City) (State) (Zip)

Name of Parent _____

Company _____

Work Location _____

I graduated or will graduate from _____ High School

Which is located at _____

I expect to attend _____ College or School

Location _____

Candidate's Signature _____ Date _____

This is to certify that the above named candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 2010.
(School Name) (Month and year)

Official's signature and position _____

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____ and graduated during the term ending _____, 2010.

(Parent's Signature and Card No.) _____

LOCAL 1245 TRADE AND VOCATIONAL SCHOOL GRANT

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows: Five hundred dollars (\$500.00) per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in the year of the contest. A copy of your diploma or a letter from your high school stating that you will graduate in the year of the contest must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union Office, by using the form printed in the Utility Reporter, or downloading the form from the Local 1245 website.
4. The grant will be made only to a candidate who intends to enroll in

any industrial, technical or trade school, other than correspondence schools, which are accredited by the Accrediting Commission for Career Schools and Colleges of Technology (ACCSCCT).

5. Applications must be mailed to IBEW, Local Union 1245, P. O. Box 2547, Vacaville, California 95696, by registered mail or certified mail only, and be **postmarked no later than first Monday of April of each year (April 5, 2010)**.
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his residence following the drawing.



APPLICATION FOR THE LOCAL 1245
TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN
ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS
Sponsored by Local Union 1245 International Brotherhood of Electrical Workers, AFLCIO
P.O. Box 2547 • Vacaville, CA 95696

CANDIDATE INFORMATION

Candidate's Name _____ Birth Date _____

Street _____ City _____

State _____ Zip _____ Phone (____) _____

High School _____ Graduation Date _____

Address of High School _____

What school do you expect to attend? _____

Where is it located? _____

What Trade or Craft will you be studying? _____

Why this particular Skill? _____

Candidate's Signature _____ Date _____

CANDIDATE INFORMATION – STATEMENT OF MEMBER/PARENT

Name of Member/Parent _____

Employer _____ Location _____

I certify that I am a member in good standing of I.B.E.W. Local Union 1245, that Candidate named above, _____ is my _____ and that the Candidate will graduate from high school during the term ending _____, 2010.

Signature of Member/Parent Union Card No. _____

This is to certify that the above named candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 2010.
(School Name) (Month and year)

Official's signature and position _____

NV Energy, continued from page 1

motivator.

In contract negotiations that have dragged on since July, the company is insisting it will freeze contributions to retirement medical plans, forcing retirees to shoulder the entire burden of medical inflation going forward. The company is also attempting to roll back other union protections, and has said it plans to cancel the union contract, which terms out at the end of 2009. Bargaining has been scheduled to continue almost daily for the rest of the year, but at Utility Reporter press time the company showed no movement on the major issues.

Employees feel betrayed

“I made a promise to this company 24 years ago and they made a promise to me,” said Theresa Martin, a Gas Meterman who says she was promised retirement medical benefits for life. “What they’re doing to the retirees right now is showing me how they’re breaking their promise. I still have to uphold mine because of my morals. I wonder where their’s are.”

NV Energy’s warpath mentality at the



IBEW staff members Sheila Lawton, John Mendoza and Phil Carter show solidarity.

bargaining table has made the company virtually unrecognizable to many of its current and former employees. It didn’t help matters when the management—just days before the picket—decided to eliminate 100 positions beyond the 120 employees who have already accepted voluntary severance.

“We feel we’ve done our part in the past to keep this company going through thick and thin,” said Tom Cornell, a 20-year employee and member of the union’s bargaining committee. “Anytime there’s a storm, the lines are down

continued on page 10



Youngster stands up for the old folks.



Business Rep. Darryl Norris and IBEW Local 1245 Executive Board member Anna Bayless-Martinez work the picket line.



“I can see no reason why a company that is doing well, that is giving a dividend, (is) attacking the retirees. It’s appalling what this company is doing.”

Santiago Salazar, retired Substation Electrician



Tom Bird: “Don’t stand by while corporate America continues to get fatter and the working man gets thinner.”



Danny Thompson: “When you have the ... kind of profit they turned in last quarter, don’t come telling me you’ve got to cut somebody’s health care and you got to cut somebody’s retirement.”



Over 400 IBEW members and retirees picket NV Energy on Nov. 19.



A hundred and more candles lit the night.



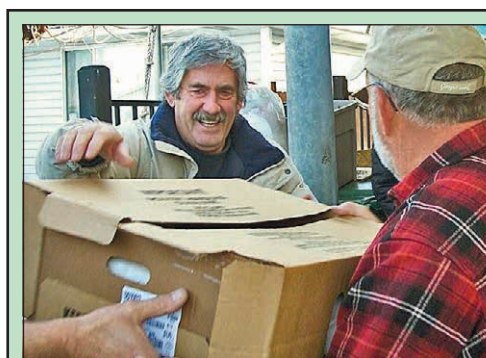
David Thieme: “We feel like we’re getting stabbed in the back by this company.”



Bargaining Committee member Reto Gross: “We’re here to support the retirees...”



Business Rep. Randy Osborn explains what’s happening at the bargaining table.



Javier Garigo, left, retired Troubleman, and Ralph Goegg, retired Electric Inspector, unload food boxes.

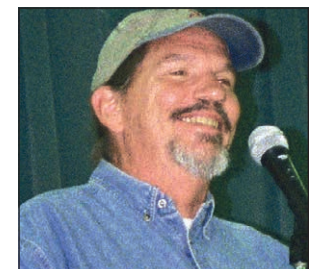
IBEW Local 1245 Nevada Food Drive

IBEW Local 1245 members and retirees raised \$4000 in a holiday food drive to assist Evelyn Mount’s Community Outreach program in Reno. The IBEW members—active and retired employees of NV Energy—purchased the food at Costco on Dec. 17 and delivered it in their personal vehicles.

Also in December, IBEW Local 1245 members at Yerington and Ft. Churchill conducted a food and fundraising drive for the Mason Valley Boys and Girls Club Food Bank in Yerington.



Local 1245 Technology Director Leslie Asher captured much of the rally on the union’s new camcorder.



Dale Huntsman: “We gave them the best years of our lives... I believe that’s worth something.”

"Contract Action Rally" on Nov. 7 draws 600 people



Mike Grimm: "This is shameful. Shame on NV Energy."

"We gave them the best years of our lives"

Current and future retirees served up a scathing indictment of NV Energy at a rally held Nov. 7 in Reno. Close to 600 people packed the Washoe County Senior Citizens Center in a boisterous gathering that alternated between tent revival enthusiasm and a sober assessment of the war on retiree medical benefits being waged by NV Energy at the bargaining table.

"We gave them the best years of our lives," Dale Huntsman, a retiree and member of the bargaining committee, told the crowd. "We gave them part of our youth, all of our middle age, and part of our old age. I believe that's worth something."

Huntsman said he and his wife, Linda, believed that years of prudent planning would set them up for a successful retirement. The company, he pointed out, "negotiated the terms under which we could eventually retire, and they made a commitment to pay their share of

the rising cost of health care once we retired." Then came a letter from the company, "and in that letter they notified us that they no longer feel obligated to meet their commitment," Huntsman said. "Now NV Energy is reaching into my pocket and Linda's pocket to take out money we don't have."

But the strong feelings expressed during and after the rally were clearly about something more than money. People feel betrayed by management.

"I think that they owe the people who worked there something more than they're giving," said Jim Giambruno, a retired lineman and foreman with 37 years of service.

John Toth, a lineman in Yerington with just two years at the company, called the proposal to cut benefits "disgraceful." He urged management to "listen to the people who helped build you and make your company what it is today—the sacrifices they made in terms of being away from their families to make sure your system is operational."

"Nothing Fair About It"

Ron Borst, a lineman since 1971 and now retired, said the company had reneged on its agreement to pay certain benefits to its employees after they retire.

"When you run your hand in the working man's pocket for corporate America's greed, there's nothing fair about it," said Borst. "The big paychecks that upper corporate management is getting is built off the sweat from the people who worked, the rank and file workers. They need to understand that and they don't. They think they're the ones who made the company, and they're not."

Union members and retirees were brought to their feet by a rousing call to action by Danny Thompson, leader of the Nevada state AFL-CIO. He noted that in the last session of the state legislature, "we were asked to give up the public employee retirement system, we were asked to give up health benefits, we were asked to give up working conditions."

In return, Thompson said, "the legislature raised the taxes on us. So I can tell you, we're done giving up, we're not giving up any more. And this company, NV Energy, should understand that."

Thompson pledged that the 200,000 union members in the Nevada AFL-CIO would stand with IBEW members in their fight.

"When you have the kind of company that turns in the kind of profit they turned in last quarter," Thompson said, referring to NV Energy's third quarter profit of \$182.6 million, "don't come telling me you've got to cut somebody's health care and you got to cut somebody's retirement."

Rev. Neal Anderson of the Unitarian Universalists called into question the morality of the company's attack on retirement benefits, comparing the union contract to a covenant.

"You were made a promise and you kept your end of the promise and now it's time for the other party to keep their half of the promise," Anderson said. "And I believe very strongly that we have to fight for those covenants to be maintained."

Mike Grimm, an NV Energy Troublemaker currently serving as a temporary IBEW business representative, introduced his Uncle Vern, a company retiree who has survived two bouts with cancer. "He's in his mid-70s and he cannot risk being without medical coverage," but that coverage is now threatened by the company he served for many years. "This is shameful," said Grimm. "Shame on NV Energy."

Lyday Remembered

The rally reached an emotional peak when IBEW Local 1245 Business Representative Randy Osborn pointed to an empty chair on the stage, placed there to honor the memory of bargaining committee member Dan Lyday, who died in an October traffic accident.

"He was the rock of our bargaining committee, a great friend. He was

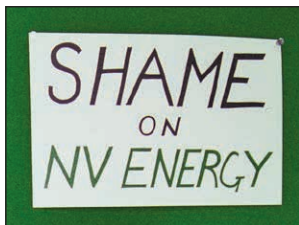
dedicated to the membership, to his family—he was one of the best human beings I ever met," said Osborn, as the audience rose in a prolonged ovation.

The Senior Center was in a state of constant commotion during the rally—including expert banjo picking by 28-year IBEW member Jim Lappin, spirited vocals by IBEW organizer Eileen Purcell, and some bluntly-worded chanting led by IBEW organizer Fred Ross, Jr., who served as master of ceremonies. But more than anything, the rally was a call to action.

Retired Troublemaker Tom Bird urged retirees to join the newly-formed Reno Chapter of the Local 1245 Retirees Club.

"Don't stand by while corporate America continues to get fatter and the working man gets thinner," Bird said. "Support your union in any way you can. Learn to work together, stay together as brothers and sisters and help each other where you can."

Bargaining Committee member Michelle Ramsey, who is the Nevada representative on the IBEW Advisory Council, proclaimed that union members were in "for the fight of our life." She said that Clerical members had suffered under a wage freeze for five years but promised that "Clerical's coming out strong" in the days ahead.



An empty chair and a standing ovation for the late Day Lyday, a member of the union bargaining committee until his untimely death in October.



The crowd was lifted by expert banjo picking by 28-year IBEW member Jim Lappin and spirited vocals led by IBEW organizer Eileen Purcell.

NV Energy, continued from page 8

and people are without power, we go out and take care of the job, do the work, and get people back in power.”

When those storms hit on holidays, union members still go out and deliver the service the company has promised, Cornell said, even while top management can sit at home enjoying Christmas Day with their families.

Retiree Santiago Salazar, noting that the company enjoyed a third-quarter profit of more than \$182 million, wondered why company managers feel it is so important to slash retiree medical benefits.

“I can see no reason why a company that is doing well, that is giving a dividend, (is) attacking the retirees. It’s appalling what this company is doing. I don’t see a fiscal reason for it,” Salazar said.

Not Alone

As picketers gathered for an after-dark rally at the corner of Ohm and Mill, it was clear that NV Energy employees and retirees will not be alone in their fight.

Illuminated by a sea of candles, speaker after speaker called out NV Energy management for its recent behavior. Among those taking the microphone were members of the local religious community and members of other unions—all pledging solidarity with NV Energy employees. But among the first to speak was Cecelia De La Torre, who serves on the bargaining committee for upcoming Clerical negotiations with Pacific Gas & Electric.

“I want to bring you greetings from 12,000 IBEW members from PG&E in California,” said De La Torre to loud cheers. “We’re here to support you.”

De La Torre applauded NV Energy employees for helping their company

“thrive during the good times” and “survive in bad times.”

“Now NV Energy wants to gut a contract that you’ve worked hard on for 62 years,” said De La Torre, who also serves as treasurer of Local 1245. “This is not fair. In fact, it’s shameful.”

Father Ray Decker, representing a national organization of Catholic scholars, invoked the Judeo-Christian tradition of justice, emphasizing that people who contribute to a community “are entitled to the fruits of that community.”

“By the fact that you have contributed to these communities, you are entitled to the benefits that come,” he said. “As a representative of the religious community I want to thank you for standing for that moral principle that is deep within our tradition.”

Father Decker also thanked the workers for standing up for integrity. “A promise has been made to those retirees,” he said, and by fighting for retirees, workers are defending a “deeper and wider” principle.

The theme of justice was also picked up by Rabbi Myra Soifer, who invoked a passage from the Book of Deuteronomy: “Justice, justice shalt thou pursue.”

“And we can surely add, standing together as we rally for honest treatment of labor by NV Energy, we can surely add: Justice, justice—in health and productivity and in sickness and need,” said Soifer, who served as rabbi at Reno’s Temple Sinai for 25 years.

“Justice, justice—for the worker equally as for management. Justice, justice—when a promise is made and when it is time to deliver on that promise,” she said, calling it a “straightforward moral and legal obligation that should not be hard for NV Energy to understand.”

The picket and rally were part of an on-going mobilization to garner support for the union’s bargaining committee. On Nov. 7, approximately 600 people packed the Washoe County Senior Center on Nov. 7 to voice support for the IBEW negotiating committee, probably the largest IBEW gathering in the city’s history (see story at right).

And the IBEW Local 1245 Executive Board indicated there would be plenty of support for carrying on this contract campaign as long as necessary. In November, the Board, which controls the union’s finances, authorized \$500,000 to carry on the fight. The union has since

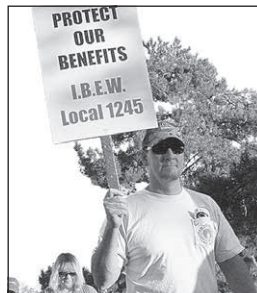


“I want to bring you greetings from 12,000 IBEW members from PG&E in California. We’re here to support you.”

**Cecelia De La Torre,
IBEW Local 1245 Treasurer**



PG&E Bargaining Committee member Jennifer Gray shows up in Reno to offer support.



“Protect our benefits”



A young supporter.

National IBEW takes note

The IBEW’s national journal, the “Electrical Worker,” featured Local 1245’s struggle with NV Energy on the cover of its December issue. Most IBEW Local 1245 members should have received this issue in the mail during December. The story can also be accessed on-line at: www.ibew.org/articles/09ElectricalWorker/EW1209/index.html

retained a noted California PR firm and preparations for a multi-pronged media campaign are now well underway.

Commitment to Serve

Management’s decision to go on the attack has been a bewildering experience for many employees and retirees.

Employees know, and retirees remember, that a commitment to serve the public has always been at the heart of their work. You don’t call in sick just because there’s a storm blowing. You know an entire community depends on you to do your job, no matter how difficult or dangerous the circumstances.

But employees and retirees today are wondering if the company even understands what the word commitment means.

Kevin Lavelly, a Lead Operator at Tracy Power Plant, said when he hired on 24 years ago, the company promised he would have medical benefits when he retired. “Now they want to take that away from me and they want to take it away from the people who are already retired and I don’t think that’s fair,” Lavelly said.

“I was a customer service man, working in the Gas operations,” said retiree Charles McKee, who had 23 years of service with the company. “It was a good job, fantastic place to work. It’s just that we want our benefits. What we were promised, we want to keep.”

During the energy crisis of 2000-2001, the company turned to its employees for support, said Eric Morris, a retiree with 30 years of service—22 of it as a Troublemaker.

“They said, ‘We’re in dire trouble, we need your help, everybody pitch in,’ ” Morris recalled. “And we as employees pitched in and we bailed this company out...Now they’re very affluent and now they’re trying to take the benefits away from the retirees who broke our backs for the company.”

Many employees and retirees wonder if the most recent crop of top managers—many of whom came from out-of-state—has any real knowledge of what it takes to provide safe reliable power for the longer term, as opposed to fat quarterly profits and executive bonuses for

the short term.

“The man on the street is what makes this company go,” said retiree Vern Smith, who hired on in 1969. “It always was what made the company go. It wasn’t the management sitting in the office that made this company go.”

Bankable Asset

Employee loyalty is something the utility, working in cooperation with the IBEW, has always been able to count on—a bankable asset in an industry whose product is service. But even the best assets can degrade if they are not protected, and it is not clear whether company executives understand the treasure they have in a skilled, loyal workforce.

It is not clear whether company executives understand the treasure they have in a skilled, loyal workforce.

David Thieme, one of the last speakers at the candlelight rally on Nov. 19, began his career as a customer service representative at the call center. He knows from experience that protecting the company’s brand can be hard work.

“At the call center we talk to angry customers a lot of the time.” Customers are angry about a rate hike, he said, or they’re angry that the company’s a monopoly. “And we talk to these people and we explain about it and hopefully we make them feel better, and a lot of the time we do,” Thieme said.

“The whole time we’re talking to these customers and making them feel better,” he continued, a hundred candles flickering around him in the night, “we feel like we’re getting stabbed in the back by this company and they don’t care about the work we’re doing.”

“What the heck, man, not cool,” he said, as members and retirees began to chant, “Shame on NV Energy.”

“We’re here to let them know they can’t do this to us anymore,” Thieme said as the chanting subsided. “We deserve better than that.”

Stay current

Stay current on IBEW’s continuing battle for a union contract at NV Energy. All stories, including the most recent ones, can be found on-line at www.ibew1245.com/NV_Energy_Bargaining_Documents.html



IBEW 9th District blog

The IBEW Ninth District wants IBEW retirees to get more organized and has asked Local 1245 Retiree Ken Rawles to help lead the way.

Rawles knows a thing or two about organizing the gray-at-the-temples crowd. He played a key role in helping organize both the Vacaville and the Santa Rosa Chapters of the Local 1245 Retirees Club, and he currently serves as the chapter recorder in Santa Rosa. He also serves as a vice president on the board of the California Alliance of Retired Americans (CARA).

So it's easy to see why IBEW Ninth District Vice President Mike Mowery recently asked Rawles to help link up Ninth District retirees electronically.

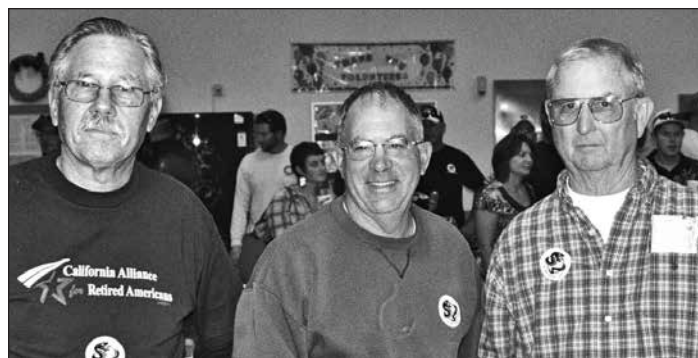
Rawles, a retired high voltage electrician at PG&E, admits he didn't know much about electronic communications. He recently told the Utility Reporter, "I don't have an instruction book; it's just trial and error."

But Rawles took on the assignment because he knows that power begins with organization, and organization begins with communications. In December he sent out his first electronic Ninth District newsletter, which he hopes to continue on a monthly basis. The newsletter encourages retirees at all of the Ninth District locals to establish retiree clubs to give themselves more clout.

In his first newsletter, Rawles writes:

"We as seniors and retirees need to make sure we have our voices heard in all senior issues involving Social Security and Medicare, and other issues affecting us as seniors and retirees. As you know, our pension checks are continually getting smaller because of increases in medical plan co-pays and premiums."

One way Ninth District retirees can influence these issues is by supporting CARA—which defends retired union members by "working with our legislators on laws that will protect our pensions, Social Security, medical benefits and senior rights," Rawles says.



IBEW Ninth District blog creator Ken Rawles, left, along with fellow Santa Rosa Retiree Club members Dave Lemley, middle, and Bob Johnson came to Reno for the Nov. 7 rally in support of NV Energy retirees.

And if an electronic newsletter wasn't enough to keep an old electrician busy, Rawles has also launched an IBEW Ninth District blog, a place where IBEW retirees can share their

thoughts and opinions. It's just now getting off the ground and your participation is welcome. Check it out at <http://ibewninthdistrictretirees.blogspot.com/>.

Nevada IBEW Retiree Blog

The Reno/Sparks Chapter of the IBEW Local 1245 Retirees Club has created a blog—and it rocks!

Chapter Recorder Mickie Baryol, the driving force behind the blog, keeps the site lively with frequent posts on topics ranging from IBEW holiday food drives to health tips for seniors. But the big topic right now is the campaign by IBEW retirees to protect their health care benefits in current negotiations between Local 1245 and NV Energy.

Want to get involved in the Club's activities? The blog can help you find the next meeting. Weren't able to make

it? Go to the blog to find out the highlights. Did you order a union t-shirt? The blog will tell you where you can pick it up. Want to help support the Bargaining Committee's effort to preserve your benefits? The blog will tell you what's coming up—whether it's a rally, a picketline, or a food drive to build stronger ties with the surrounding community.

The new blog is a dynamic example of how retirees can take more control over their own destiny—and have some fun doing it. Check out the blog at <http://renosparksibew1245retireesclub.blogspot.com/>.

Retiree Club Meeting Schedule

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

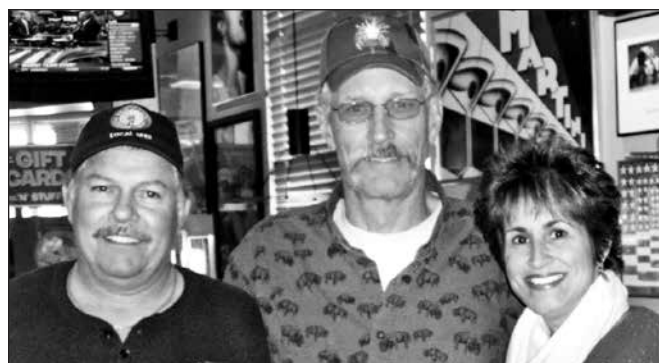
San Jose Chapter: 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose, CA.

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

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

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

Reno/Sparks Chapter: 3rd Wednesday each month, 8:30 a.m., Denny's Restaurant, 205 E. Nugget Ave., Sparks, NV.



Blog creator Mickie Baryol, right, serves as Recorder for the Reno/Sparks Chapter of the IBEW Local 1245 Retirees Club. With her are President Ron Borst, middle, and Vice President Tom Bird.

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!

Laura Afana
36 years
Paso Robles, CA

Frank Allaire
37 years
Santa Clara, CA

Richard Allen
10 years
Nampa, ID

David Anderson
12 years
Soquel, CA

Ross Anderson
30 years
Las Vegas, NV

Julio Ayala
6 years
San Francisco, CA

Ivy Baker
29 years
Elk Grove, CA

Bonnie Barton
20 years
Kingsburg, CA

Richard Benavides
32 years
Manteca, CA

Raymond Benavidez
21 years
Hayward, CA

Jeanne Bravos
29 years
Browns Valley, CA

Gerald Burton
30 years
Brentwood, CA

Charles Cater
28 years
Oakland, CA

Kenneth Clarke
34 years
San Diego, CA

Larry Cogburn
23 years
Redding, CA

Jerry Darneal
4 years
Stockton, CA

Glenda Darnell
5 years
State Road, NC

Paul Davis
38 years
Daly City, CA

Gary Disharoon
9 years
Shingletown, CA

David Eardley
10 years
Rail Road Flat, CA

Gary Evans
19 years
Middletown, CA

Kent Foster
20 years
Stockton, CA

Scott Freed
22 years
Nashville, IN

Michael Gambel
31 years
Escalon, CA

David Garcia
34 years
Santa Maria, CA

Enrique Hernandez
24 years
Santa Rosa, CA

Alfredo Hurtado
34 years
Pittsburg, CA

Carl Ingvaldsen
42 years
Chico, CA

Timothy Isaac
42 years
Milpitas, CA

Michael Johnson
43 years
Turlock, CA

Eric Johnson
7 years
Manteca, CA

Idella Jones
6 years
Madera, CA

Gary Keith
27 years
Hollister, CA

Nathan Lamee
30 years
Livermore, CA

Ansje Lansing
19 years
Cody, WY

Galzuende Lardizabal
8 years
Elk Grove, CA

Gary Luther
38 years
Anderson, CA

Florentino Mamuyac
30 years
San Leandro, CA

James Martin
30 years
Antioch, CA

Edward Morse
9 years
McCloud, CA

Michael Noble
17 years
Healdsburg, CA

Dean Ohlen
29 years
Middletown, CA

Michael Parker
33 years
Oakdale, CA

Frank Perez
39 years
Salem, OR

Randy Pitto
29 years
Jackson, CA

Michael Pon
34 years
San Francisco, CA

Kenneth Porter
19 years
Meadow Vista, CA

Laureano Rafael
28 years
Fremont, CA

Steven Ranker
10 years
Angels Camp, CA

Ben Ray
23 years
Lakeport, CA

Linda Rhodes
11 years
Roseville, CA

Elaine Rowe
13 years
Santa Rosa, CA

Johnny Shopfner
25 years
Los Banos, CA

Dennis Sills
18 years
Palo Cedro, CA

Bobby Stagg
35 years
Pittsburg, CA

Rhonda Sylvester
19 years
Oceano, CA

Christiaan Vanderstaay
25 years
Stockton, CA

James Whitecar
31 years
Alviso, CA

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

SERVICE AWARDS



Emeryville, CA

July 25, 2009



50 Years

Frank Saxsenmeier receives his 50-year award from Assistant Business Manager Dorothy Fortier. Saxsenmeier served on the Local 1245 staff nearly forever, where he was known by many as "Dad"—perhaps because he was so generous with his assistance and advice to less experienced representatives.

Fifty-year award recipient Frank "Dad" Saxsenmeier signs in.



40 Years

Receiving 40-year awards are, from left: Al Calleros, Ernestine Hunt and Steve Posey.



35 Years



30 Years

30 Years

THE HONOREES

50 Years

Frank Saxsenmeier

45 Years

Harrison, Er
Matheson, Kenneth

40 Years

Banuelos, John D
Baulwin, Patricia
Calleros, Alfred D
Freund, Gerhard A
Frey, Brent H
Golla, Kenneth S
Greeson, Steven R
Hunt, Ernestine
Kennedy, Wayne G
Knight, Homer B
Matthews, Walter
Posey, Steve K
Quinonez, Ernest R
Smith, Donald L
Steidle, Daniel L
Walker, K L
Wills, John E

35 Years

Abercrombie, Mark W
Aguilar, Arthur E
Alexander, Larry
Arriaga, Antonio
Arriola, Michael L
Baladad, Anita
Blankenship, Calvin T
Bufkin, Timmy L
Capozzo, Richard
Cato Jr., Charles
Chan, Kan-Yan
Chin, Sai Wing
Cole, Gaither E
Corbin, Steven
Costa Jr., Anibal
Coston, Felton G
Cox, John

Custer, Edwin
Dakopolos, Andrew
De La Torre, Larry
Edwards, Darrell
Farfan, Michael F
Fisher, Brenda D
Freitas, M E
Goulding, Michael A
Granahan, Daniel A
Henry, Linda J
Hernandez, Robert J
Hughes, Jason A
Hunter, Sullivan
Jasmann, Larry H
Johnson Sr., Dennis R
Jones, Delores
Kelley, Gary
Kelly, Daniel J
Le Roy, Gary P
Levine, Jewell
Lombardi, Scott
Lopez, Michael J
Lopez, Robert C
Macaluso, Michael L
Martin, Adrian J
Martinez, Anthony
Mazzanti, Debra
Meredith, Leslie
Mojica, Marco A
Morris, James
Murphy, Randal
Ong, Jeffrey D
Palwick, Michael J
Perio, Alfred D
Pittman, Charles E
Pruitt, Neil W
Quesada, Alfred
Quesada, David G
Ramos, Ronald
Reed Jr., Louis R
Rosenstrauch, Chris
Sala, Rodney
Shuss, Robert E
Simmons, Bradford
Smiga, Jonathan
Stagg, Bobby

Steemers, Gerhard J
Strack, Ted
Tafoya, Pete V
Thompson, Nona B
Viera, Edward S
Villa, Ruben
Villegas, John
Webster, J Harlan
West, Steve
White, Ronald
Yanez, Lupe
Zunino, Ronald P

30 Years

Alioto, Pamela J
Ancheta, R M
Audelo, Joseph S
Badarello, Gary J
Baldasano, Robert J
Barairo, Sandra S
Barnes, Ira D
Baum, James D
Bertel, Richard
Bomagat, Romeo Rb
Bothwell, Bruce K
Boyle, Charles J
Brown, Carl S
Brown, Larry L
Bunn, Michael N
Burton, Gerald L
Bush, Robert W
Caballero, Pamela
Caldwell, Ronnie
Carney Jr., Charles
Cederquist, Renee E
Cheshareck, Linda A
Chetcuti, May C
Chhabra, Surinder
Chin, Steven R
Chinn, Boster G
Cochnauer, Brett
Contreras, Mario
Cooper, Michael W
Crowell, Allen R
Cueva, Angel A

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Negociaciones, continuación de la página 6

salarios vigentes. Los miembros recibirán cualquier aumento futuro en los salarios vigentes. Los miembros ahora también participan en el Plan de Jubilación de Aportación Definida, además de disfrutar de una cuenta de ahorros de la compañía con opción de depósitos de nómina.

Después de la aprobación de este nuevo contrato, todos los miembros de la unidad de despeje de líneas del Local 1245 en los terrenos del TID recibirán también un pago por incentivo de \$1,761.70, a ser pagado la semana del 10 de diciembre.

El contrato estará vigente desde el 10 de enero de 2010 hasta el 31 de diciembre de 2011.

Las negociaciones de los contratos antes mencionados fueron llevadas a cabo, a nombre del sindicato, por el Representante Sindical Nathan "Cory" Higgins (contrato con Davey), el Representante Sindical Juan Cervantes (contrato con Trees, Inc.), los Representantes de Negocios Junior Ornelas y Carl Lamers, y el Representante de Negocios

Senior Ray Thomas.

Ratificado pacto con Windy Tree

Los miembros del Local 1245 que trabajan para Windy Tree ratificaron unánimemente el 4 de diciembre, una extensión del contrato similar a las ratificadas con Trees, Inc. y Davey.

La extensión por dos años establece aumentos generales de 2.5% en 2010 y 3.5% en 2011. No hubo aumentos en las primas de co-pago del seguro médico de los empleados durante el período de dos años.

La extensión del contrato, la cual fue negociada por el Representante de Negocios Senior Ray Thomas, estará vigente desde el 3 de enero de 2010 hasta el 3 de enero de 2012.

**Get the latest
news at**

www.ibew1245.com

THE HONOREES

Honorees, from page 12

Cullar, Randolph
Cunningham, Hal C
Dalton, Constance
Daniel, Peggy L
Davis, Cheryl
Day, Michael F
De Lima, Steven D
De Silva, Lawrence
Deguzman, Manny N
Dela Pena, Samson L
Digiovanni, Vincent F
Dillon, David W
Dombrowski, Terry L
Douglas, Robert
Drozda, Joseph R
Dunlap, Rodney W
Eejima, Bruce K
Ellyson, Philip
Evans, Henry G
Figueroa, K A
Flores Jr., Enrique J
Franklin, Donna M
Franks, Adrienne
Fyfe, David T
Galang, Arthur Z
G Galicia, Rosemary
Gallegos, Theodore
Galvan, Lydia
Glueckert, Joseph C
Goldston, Roger
Gorman, Dan J
Green, Lesley M
Gutierrez, Rosa M
Hamilton, Raymond
Hardin, Jeffrey M
Hayes, Peter
Hearne, Elisabeth
Hess, William H
Hines, Debra A
Hogan, Loretta J
Holding, Douglas C
Horst, Dwight H
Hough, Douglas J
Huelster, Ricky L

Hummel, James L
Jackson, James T
Jones, Steven E
Kamp, Philip W
Kaupanger, Dale R
Keele, Janet L
Keener, Dennis W
Kemp, Elizabeth
Kwan, Regina F
Lachina, Michael L
Lamee, Nathan R
Lee, Dennis C
Lee, Tim
Leon, Sylvia
Lopez, Steve P
Lorentzen, Michael D
Lovecchio, Richard W
Lunardi, Janice W
Lyons, Birdie E
Magnoli, Betty J
Martin, James W
Mcfarling, Michael
Mcgee Jr., Arthur
McGovern, Michael P
Mcguire, Jack M
Mitchell, Pamela R
Moore, Dane R
Moss Jr., Milton
Moss, Daniel L
Nagel, James A
Neufeld, Paul W
Oler, Michael E
Oren, William C
Palter, Elizabeth
Pate, Terry L
Pearce, Joseph R
Perales, Mark A
Perez, Gabe A
Pilat, Barbara B
Pine, Samuel J
Prieto, Carlos
Ratkovec, John A
Ray, Larry D
Redinger, Charles N
Rego, James J
Ridenour, Gary D

Roach, Riley D
Robertson, Christine
Robertson, Phyllis M
Rocha, Richard
Rogge, Dewey H
Romero, Michael D
Sabiniano, Corazon
Sandeford, Darrell B
Scannell, Kevin J
Schepis, Paul
Shepard, Cory B
Shepherd, Sharon L
Silva, Steve A
Singh, Avinash J
Smith, Anthony
Smith, Glen A
Sofranac, Dan A
Stiles, Kathy A
Tafoya, Gene A
Tedesco, Joseph
Thaxton, Melvin L
Thompson, Tenola J
Torres, Samuel P
Torres, Sandra L
Tse, May Ling
Tucker, Daniel C
Turner, Caleb S
Vera, Ernesto M
Vera, Manuel J
Vieira, David M
Walko, Michael P
Warren, Alan J
Warren, Gerald W
Wenzel, Leslie J
Whalley, Jerry D
Whitecar, James H
Wing Jr., William S
Wong, Carlana L
Young, Norman K
Young-Edson, Nancy
Zack, James L
Zapanta, Luis K

25 Years
Abarca, Olga V
Andrews, David M

Bacal, Victor T
Baptist, Dale
Bastiaans, Ronald L
Bath, Raymond J
Berry Jr., William R
Blacker, Paul W
Blacker, Russell E
Bodkin Jr., Donald A
Brake, Darald D
Brown, Darren F
Camins, Rodolfo B
Caruso, Edmund A
Center, Keith L
Colisao, Mary A
Coltharp, Jeffrey M
Cook, Troy A
Coronado, Carlos
Cosico, Angela V
Creecy, Jon T
Crespo, Ernesto A
De Graef, Timothy J
Delmundo, Ramon L
Deschaine, Michael J
Dickinson, John E
Diebner, Douglas A
Disbrow, Deborah L
Dorsey, Richard L
Eugenio, Danilo D
Ferguson, Michael T
Foster, Jayne L
Franco, Richard
Franks, Mark E
Frazier, L D
Furtado, Tina M
Ganser, David E
Gasparro, Mauro F
George, James W
George, James W
Golaw Jr., Jose A
Gomez, Anthony C
Gonzalez, Hector E
Hambrick, Gary M
Harkins, John P
Harner, Michael J
Hart, Robert T
Hawkins, Jeffery L

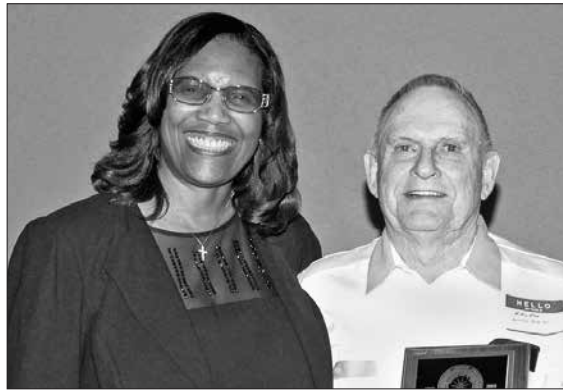
Hayes, Gerri D
Henderson, John W
Ho, Francis P
Honrada, Minerva N
Jiminez, Gerald A
Kahoonei, Gary K
Kiley, Karen
Kinder, Ray J
Kinman, Ken J
Kliewer, James P
Knowlton, Marianne
Koehn, William E
Lavering, Barbara A
Lee, Charles E
Lee, Janice E
Lewis, Bruce D
Llamas, Ramon T
Llanda, Raul T
Lloyd, Gary
Logaburn, Greg D
Lopez, Steven
Loredo, Alan E
Lorenzi-Leandro, Lorie L
Lui, Michael T
Mackin, Paul M
Maddock, Gary E
Mahoma, Manuel J
Marquez, Magdalena
Martinez, Laura A
Mayo, Randy K
Mc Rory, James W
Mccarten, Sean
Mccarthy, Timothy J
Mcclough Jr., Mack J
Mccoy, Willie E
Milstead, J F
Moore, Ted A
Morel, Lynne
Moura Jr., Joseph F
Murphy, Brendan M
Nelli, Bruce A
Neri Jr., Robert
Neri Jr., Robert
Nervis, Janet L
Nielsen, Susan A
Nikolski, Stephen J

O'byrne, Daniel P
Ong, David A
Osterude, Marilyn J
Patron, Ino M
Pfann, Fredrick
Puefua, Nili S
Quesada, Ruben S
Raygoza, Norma
Revelo, Jose E
Risser, Virginia
Romeo Jr., Joseph P
Rouanzoin, Patrick J
Roy, Peter E
Santos, Robert C
Sarti, David J
Sensmeier, Kirk J
Silva, Gloria J
Smith, Steven J
Sutton, Michael D
Swain, Mike
Swindell, Randy B
Thome, Frank A
Thompson, Edward A
Thompson, Larry D
Tom, Johnnie F
Tong, Raymond K
Traylor, Burdette
Trujillo, Daniel C
Trujillo, George A
Valin, Lawrence
Vallejos, Gigi S
Vigars, John W
Villalobos, Chris J
Voluntad, Leo P
Walda, Steven T
Wallace, Ted J
Wasiolek, Karen L
Watkins, Rhonda M
Watson, Gregory J
Williams, Rodney E
Witrykus, Michael C
Womble, Sylvia M

SERVICE AWARDS



San Francisco, CA
July 18, 2009



40 Years

Receiving 40-year awards are Donna Ambeau, left, and Ralph Wilson.



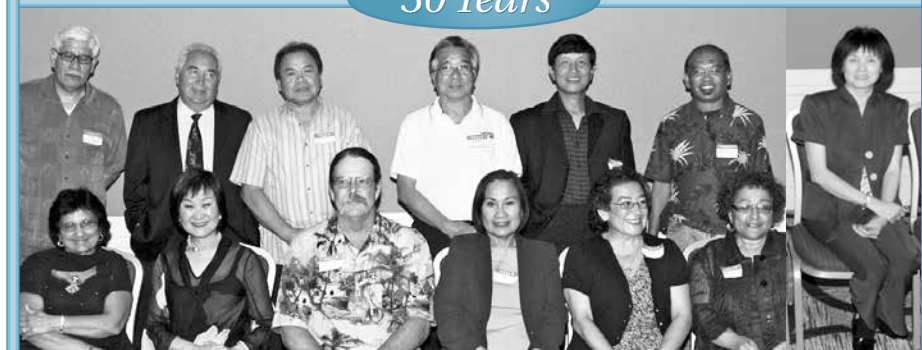
35 Years



30 Years



30 Years



30 Years



25 Years

THE 2009 HONOREES

50 Years

Saxsenmeier, Frank A
Magner, T T

40 Years

House, Frank T

35 Years

Chu, Albert C
Da Luz, Carlos A
Dacumos, Claudio Y
Dongon, Kathleen
Drake, Richard
Durinick, William
Dy, Felipe R
Dyson, Robert D
Faustino, Julie
Garcia, Benito G
Gibbs, John M
Hafalia, Renaldo H
Jackson Jr., Armeka
Johnson, Reva
Leung, Benjamin
Lew, Walter

Martin, Robert W

Mays, Pamela
Ng, Stanley B
Nieve, Ronald
Palmeri, Joseph
Stienstra, Bruce R
Tabayoyong, Melendre
Won, Mark
Wong, Gary B
Wong, Gene N
Wong, Jack Jue
Yee, Calvin

30 Years

Arbues, Michael F
Boykin, Bruce O
Caamano, William J
Capwell, Dan
Chau, Nancy K
Chavez, Carlos A
Cisneros, Tony A
Eichhorn, Gregg A
Fontanilla, Art B
Franco, Raul D
Fung, James R

Gaw, Susan L
Hickey, Michael L
Joe, Nora
Keesee, Jamie J
Kern, Donald V
Kinsella, Cynthia A
Lau, Russell
Law, David M
Lee, Peter B
Lideros, Bernard M
Lusk, Joseph K
McCarthy, Michael W
Meredith, Curtis D
Phillips, Chris
Picon -Liao, Katheren P
Piva, Gary J
Reinikka, Ronald E
Ross, Thomas L
Sagote, Jacquelin
Santos, Wayne D
Schade, Penelope
Shuck, Matthew J
Snellings, Daniel Y
Sung, Theresa

continued on page 15

THE 2008 HONOREES

45 Years

Krol, John W

40 Years

Ambeau, Donna
Callen, Shirley A
Meyer, James R
Wilson, Ralph

35 Years

Aranda, Gloria E
Baldrige, Willis
Banaga, Robert Y
Campbell, John
Chan, Clarence
Contreras, Victor S
Corbin, Leberta
Costa, James C
Cousin, Maryann
Cruz, Helen C
De La Torre, Victor H
Fowler, Licia M
Gee, Sandra Y
Hoganas, Clarita P
Jew, Edwin
Jones, Vincent A
Kaefer, Randall C
Kapadia, Hansa R
Kwan, Bing Bing
Lai, Leland
Lopes, Vern D
Malins, Magdalena
Manuchehri, Catherine

Mateo Jr., Anthony
Mitchell, Marcellus

Morris, Jeffrey
Ramirez, Luis J
Selva-Strebel, Rosaliflor M
Soto, Jenny
Tse, Priscilla
Turner, Erlinda
Viray, Leticia M
Walker, Delano S
Webb, Ivory
Williams, Dorothy A
Winders, Donald R

30 Years

Abriam, Edward
Canada, David J
Cortez, John D
Cortez, Steven M
Cresci, Michael A
Dalagan, Ella P
Dea, Robert S
Faga, Robert
Fitzpatrick, Joseph
Gin, Jack
Halvorson, Alton J
Huey, Nancy
Kamp, Philip
Lopez, Criselda
Lord, Carol A
Manick, Pamela A
McAllister, Janice E
McQuinn, Gregory P
Nobello, Felicitas

Pagan, Richard
Porter, Robert S
Pring, Rosevilla
Ramos, Emma T
Reddy, Premila D
Regan, Evelyn L
Rountree, David G
Schenone, Robert J
Shanahan, Edward T
Shapiro, Benjamin
Siordia, Richard
Stevens, Lawrence
Vella, Norma A
Walker, Keith C
Wong, Paul J
Woodford, Rudolph G
Wu, Alice
Wu, Julie

25 Years

Bell, Robert D
Guterres, David E
Hamilton, Michael P
Hoffert, John L
Jackson, Helen S
Mariano, Cesar V
Martinez, Kevin B
McQuade, Glen T
Nelson, Ken W
Norris, Linda S
Romagnoli, Karen L
Shiple, Martin G
Spooner, Terry L
West II, Robert D

2009 Honorees,
from page 14

Takeuchi, Jiro J
Tom, Philip C
Tregner, Susan
Wong, Jennifer
Wong, Peter B T
Wong, Sueman B
Wu, Raymond Y

25 Years

Forester Jr., Jimmie L
Abueg, Almario Z
Alley, David M
Baur, Chris C
Beere, George
Bowser, Gene O

Brazil, Michael J
Chan, Betty P
Charlton, Dennis J
Colla, Philip V
Cottonham, Jesse J
Cruise, Danny A
Daniel, Eileen
Davies, David W
Davis, Malone
Durant, Davey C
Durant, Glenn A
Favetti, Paul J
Forester Jr., Jimmie L
Hernandez, David L
Hulgan, Robert S
Kamariotis, James J
Kerrigan, Kevin M
Larson, Lyle B

Lee, Sue K
Macaluso, Philip J
Martinez, Daniel J
McBride, Robert S
Miller, Ron M
Montalvo, Anthony
Morales, Edgardo
Nervo, Gregory E
Noyes, Tim J
Pagan, William R
Phillips, Mildred E
Ramirez Jr., Enrique U
Reliford, Joey
Spinetti, Ron J
Street, Anthony
Tinsley, Louis D
Valencerina, Ariel R
Yee, John



Merced, CA
May 30, 2009

Redding, from page 1

City employees to pay the employee portion of their Cal-PERS benefit. The City currently pays both the employer and employee portion.

The IBEW Local 1245 Executive board responded swiftly to this shot across the bow by authorizing up to \$50,000 for a media campaign to oppose the Mayor's ballot initiatives. In November the union marched onto the airwaves with ads attacking "needless ballot initiatives that do nothing."

Calling the initiatives "bad government," the union's ad pointed out that "It is the job of the City Council, not working families, to research these complex issues of employee retirement benefits."

Two members of the Redding City Council were blunt in their criticism of the Mayor's proposed initiatives.

"I think it's a horrible decision," Mary Stegall told the *Record Searchlight*, saying she fears the proposed ballot initiatives would "create a firestorm in the community" and tear it apart.

"We're asking for more trouble than we can handle," said council member Dick Dickerson, also quoted in the *Record Searchlight*.

The newspaper itself challenged the initiative proposal in a Nov. 29 editorial, which echoed the argument made in the union radio ad—that the City Council shouldn't dump its difficult issues onto the voters. Entitled "Ballot measure is a bet the city can only lose," the editorial noted that the City Council already has the authority to negotiate contracts with its unions, and that it would still be obligated to negotiate even if voters approved the proposed ballot initiatives.

"The risks far outweigh any possible benefit," the newspaper editorialized, concluding that "A ballot measure won't be worth the paper the mail-in votes are printed on."

On Nov. 19 the IBEW negotiating committees for both the Electric and Maintenance units met with the City Manager to discuss the ballot initiatives proposed by the Mayor.

"On behalf of our committees and membership I notified the City Manager that IBEW had no interest in forfeiting negotiated benefits that our members had paid for through wage concessions past," said IBEW Local 1245 Senior Business Representative Ray Thomas.

The public wrestling match between the union and City officials occurs against the backdrop of contract negotiations that have dragged on since the summer of 2008. Although members of the Maintenance Department voted last May to ratify a contract extension, negotiations are continuing on the agreement covering members in the Electric Department.

The IBEW negotiating committee met on Nov. 19 to consider ways to kick-start those talks. The next scheduled date for negotiations with the City is Jan. 5, 2010.

Meanwhile, the privatization movement is down, but not quite out. Although the City's Privatization Evaluation Committee has hung up its jersey, the City Council is keeping the idea alive. The City of Redding Community Services Advisory Commission has been tasked by the City Council to look at the possible outsourcing of jobs at the Civic Auditorium and the Parks Department, where twenty-four full time IBEW members are employed.



35 Years

35 years: Leon Cooksey, Steve Freitas, David Gomes, Alicia Nazario, Joseph Ottman.



30 Years



25 Years

THE 2008 HONOREES

40 Years

Porter, Anthony

35 Years

Browner Jr., Arthur
Casillas, Frank
Chew, Harry W
Cooksey, Leon
Freitas, Steve A
Gomes, David J
Gonzales, Larry M
Hummel, J E
Nazario, Alicia
Ottman, Joseph
Pigg, Jonathan
Torres, Susan M

30 Years

Blackmon, Myron C
Chavez, Jorge V

Cortinas, Larry V
Duran, Donna C
Etcheverry, Mike D
Ferbrache, Peter W
Galan-Garcia, Patricia
Gates, Irving M
Hernandez, George G
Hicks, John R
Holcombe, Rickey D
Kraemer, Kurt B
Marks, Kitty M
Martini, James E
Mc Gowan, Benny D
Mcneil, Ralph E
Mowers, Russell L
O'Bannon, Russ W
Ohara Jr., Robert E
Patchell, Jerry M
Richards, Glenn T
Splitt, Donald F
Swilley, Jeff L
Turner, Wayne E

Wolcott, William L

25 Years

Barcellos, Richard A
Cornaggia, Rita D
Cox, Gary A
Crandall, Brett C
Darby Jr., Daniel B
Gonzales Jr., William
Hall, Rodney W
Haygood, Grant K
Higgins, Sean J
Holland, Jeffery A
Holmes, Mark W
Homer, Aloysius
Kizer, James R
Licea, Javier
Martin, Kenneth E
Martine, John R
Ridge, Patricia
Watson, Rosalind
Yonan, Steve L

Redding Unit donates unit fund

IBEW Local 1245 Unit 3217 Chairman Paul Snyder, right, and Recorder Gary Moeckli, left, present a \$300 donation to Ken White of the Redding Good News Rescue Mission to help feed those less fortunate during the 2009 holiday season. Unit 3217 members voted unanimously at their December unit meeting to donate \$300 from their unit fund to help feed those less fortunate during the 2009 holiday season.



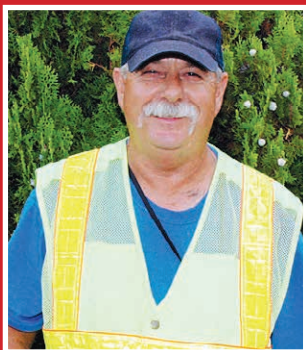


No worries, Redding

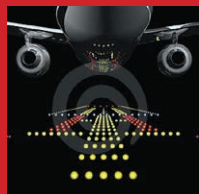


We got ya covered!

We are proud members of IBEW Local 1245. In Redding, you see our work every day.



We keep the airport lights in good working order so you can have a safe landing when you arrive home.



We get the city arena set up for your convention or your favorite star.



Even if we have to stay up all night to get it done in time.



**Keep rates low.
Keep local control.**

Redding citizens enjoy cheaper rates today because of past investments in city services. Should we let private contractors charge us more for something we already have? No thanks!



We have the training and certification to keep the city landscape beautiful and pest-free—without endangering your water supply.

And when everything goes black, we'll do whatever it takes to get your lights back on—no matter what.

