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NEW WEBSITE!
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News briefs

Rallies, walkouts

and teach-ins swept California schools on March 4 in a day of protests against cuts in education funding. The California Federation of Teachers on March 5 kicked off a March for California's Future with these three goals: Restore the promise of public education, a government and economy that work for all Californians, and fair tax and budget policies to fund California's future.

Tell somebody who cares.

That wouldn't be Republican Senator Jim Bunning, who in February used the filibuster to block aid to the unemployed. When a fellow Senator begged Bunning to stop his filibuster, pointing out that more than a million unemployed Americans were about to lose benefits, Bunning replied: "Tough shit."

"Have you no shame?" That's what California Assemblymen Dave Jones asked Anthem Blue Cross President Leslie Margolin at a special hearing on Anthem's plan to hike individual insurance premiums by as much as 39%.

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

Utility Reporter

Volume 59 No.2 • Mar/April 2010 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

On the Bus

Retirees put campaign for benefits into high gear



By Eric Wolfe

Early in the morning of Feb. 8, IBEW Local 1245 retirees in northern Nevada piled onto a bus bound for Las Vegas.

But they weren't going there to gamble, party, or see a show. They were headed to the corporate headquarters of NV Energy, a company that profited from their dedicated service for many decades but wants to weasel out of its commitment to pay for their retirees' medical insurance now that they are old.

Even after the grueling all-day bus trip and an evening strategy session with Local 1245 organizers, the retirees motored down to NV Energy the next morning charged up and ready for action. And

Local 1245 retirees and hundreds of supporters picket NV Energy corporate headquarters in Las Vegas on Feb. 9, demanding that the company respect its promise to provide retirement medical benefits. Photo by Dolores Fino

there was plenty of it, as some 400 union members showed up to call on the utility to honor its commitment to its retirees.

As energetic as it was (see story, page 16), the Vegas action was only one skirmish in a much larger campaign. The company's callous disregard for its retirees has sparked a firestorm of protest that has spread from Reno to Yerington to Vegas, popped up on Google, called out from the radio, friended its way across Facebook, and enlivened the pages of the state's major newspapers and primetime TV newscasts. The campaign even has its own website, www.ShameOnNVEnergy.com.

This is not how collective bargaining is supposed to work between a company and a union that have maintained labor peace while providing excellent service to customers in northern Nevada since 1947. But the sense of betrayal is acute among current and former employees, who believe they have been given no alternative but to redress their grievances in public.

The union contract, from which the company wants to delete all references to retiree medical benefits, expired at the beginning of the year and is being temporarily extended by mutual agree-

continued on page 18

Redding Reconsiders

Union campaign eases threat to jobs

The City of Redding stepped back from its plan to use ballot initiatives to shift pension costs onto employees and to eliminate retiree health care benefits for future hires.

The advisory ballot initiatives, planned for June, would have asked

continued on page 6

PG&E Clerical Bargaining



Stewards pump it up during a Clerical caucus at the Sacramento PG&E Stewards Conference in January.

What's a good clerk worth?

What's a good Clerical employee worth?

You might as well ask what's a soldier on the front line worth.

When a panicked customer calls in to report the smell of gas, a Clerical employee is the first responder, taking the call and assessing the threat. When the power goes off, it is the Clerical employee who handles the mad-as-hell customer on the other end of the phone and provides the information and as-

urance they need.

What's a good Clerical employee worth? Clerical employees are the face PG&E presents to the public, the experts who process material orders, take deliveries, order permits, handle temporary power orders, close jobs out.

"A good clerk," says Operating Clerk Karen Russell, "is worth their weight in gold. There are thousands and thousands of tasks that they perform

continued on page 8



Remembering Howard Stiefer — Page 16

PG&E CLERICAL BARGAINING:



Who's in charge of your future? You are!

The Power is Ours: In 1952 PG&E Clerical workers won the right to bargain collectively through IBEW Local 1245. Since then, the union has fought for and won the best contract in the industry, including:

- ✓ Top wages & overtime premium pay
- ✓ Protections against arbitrary demotion or layoff
- ✓ Employer-paid family health benefits & pension benefits
- ✓ Sick leave & vacation pay
- ✓ Training opportunities & bidding rights

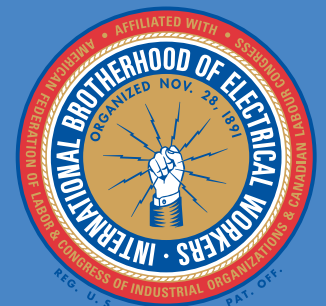
These gains were not handed to us by PG&E. We won them by standing together and bargaining together.

What's Up? The Clerical Contract expires at the end of 2010. The bargaining process is underway. Management has already signaled it is targeting Clerical wages. We are mobilizing to protect what we've won over the past 58 years and to strengthen our contract.

Unity Is the Key! It starts with you. Clerical members can offer ideas and submit proposals at unit meetings or specially-scheduled Drop-In sessions in February and March. You can also submit proposals on-line at www.ibew1245.com. Click on the "Clerical Bargaining" graphic to find bargaining news and ways to participate.

**A bargaining committee made up of Clerical members is already at work. But they cannot succeed without *you*.
Stand Up. Speak Out. Take Part.**

www.ibew1245.com





Tom Dalzell
BUSINESS MANAGER

Unprecedented surge in member involvement

The loss of Howard Stiefer several weeks ago is a loss without measure. As all who knew him know, Howard was an extraordinary man – a journeyman's journeyman, a unionist's unionist, a leader's leader. As a Local 1245 member, a Local 1245 officer, an Assistant Business Manager, and lastly a wise man in retirement, Howard made contributions to Local 1245 that will outlast any of us who remember him. We miss him and will miss him, thank him and will continue thanking him. May he rest in peace. (See page 16.)

A close observer of Local 1245 would be struck by the outpouring of member involvement over the last few months. We are a fairly predictable organization when it comes to membership involvement— perhaps 1,000 members attend a unit meeting each month, and perhaps a quarter of our shop stewards attend shop steward training, but besides that one doesn't expect to see a high level of visible membership activity. With only a few exceptions, we haven't invited the type of large-scale membership activity that some other unions do. Our members are well-informed and have strong opinions when it comes to events affecting their work lives, but our union hasn't made a priority of attracting attention from the wider public.

In the last half year that has changed. We are still seeing 1,000 members a month at unit meetings (a remarkable fact when you come right down to it),

but on top of that we have seen an unprecedented surge of membership involvement.

Hundreds, perhaps even a thousand of our members and retirees from NV Energy have attended rallies, picket lines, and vigils over the last months, and they have walked door to door in communities hit by NV Energy's service cuts.

Our members at the City of Redding have through public actions been the tip of the spear in fighting off planned elimination of retiree medical benefits for future hires, anti-worker ballot initiatives, outsourcing of essential city services, and concessionary company bargaining demands.

Hundreds of our Clerical members at PG&E have attended IBEW Code of Excellence meetings and thousands more will in the coming weeks and months, affirming their commitment to be a productive, professional, dedicated union workforce. During the month of March hundreds of Clerical bargaining unit members from PG&E will attend special drop-in meetings to discuss upcoming negotiations with PG&E for the clerical contract.

In February, thousands of our members attended special safety meetings to hear Jeff "Odie" Espenship preach the gospel of workplace safety, and hundreds more will attend his presentations in March and April. We are seeing unprecedented numbers of stewards attending stewards training sessions – close to 90% of our stewards are coming to spend a day with our administrative staff, improving their skills as the front-line troops in our efforts on behalf of our members. This is service awards season, and again we are seeing a huge turnout of our membership for these dinners honoring their service to Local 1245.

These are extraordinarily difficult times for American workers, and our members have been quick to react. They have not waited until it is too late, but have stepped up to confront problems and challenges directly and early. This doesn't happen without hard work from our workplace leadership and staff, but

it also doesn't happen without a membership that is willing to do all that it takes to preserve and build upon the great work of members who have gone before us – members like Howard Stiefer.

One political issue that our members in California are watching very carefully is a state ballot initiative, Proposition 16, which guarantees taxpayers and utility customers the right to vote on any proposed municipalization of utility services.

As things now stand, governing boards can make sweeping changes in energy delivery without seeking approval of the customers who would be affected by the changes. For example, Shell Oil Company is very close to becoming the energy provider for the citizens of Marin County – without any voter input. Shell has concentrated its considerable persuasive power on a handful of elected leaders in Marin County, confident that the issue will never be put to Marin's taxpayers and voters – voters who may still remember the Enron debacle and may not feel particularly warm and fuzzy about Shell Oil Company's green credentials.

Proposition 16 would make such a stealth attack by big oil – or a big bank, in the case of the San Joaquin valley CCA effort – subject to voter approval. It is hard to imagine why a vote on an issue like this would be a bad thing. In fact, responsible public power providers such as SMUD have had no objection to putting annexation plans on the ballot, have campaigned for their position, and have accepted the will of the voters.

Local 1245's support for Proposition 16 has to do with supporting good government; it has nothing to do with the question of public power versus private investor-owned utilities. Our support for public power - when it is in the interests of our members - is very clear.

Most recently, we have been fighting vigorously to preserve public power in

the City of Redding. We supported our members at Truckee Meadows Water Authority in their amazing grass roots campaign in 2008 to oppose the privatization of water. We staunchly defended public power when the City of Lodi was experiencing financial difficulties in the wake of the Enron-driven energy crisis in California, and we defended public power when SMUD was facing harsh criticism and possible collapse in the light of poor performance at its Rancho Seco nuclear generating station. All of these actions through the years should leave no doubt as to our support for public power.

We do, however, worry about changes in energy providers because of the disruption it brings to the lives of our members. Whether it is an effort to privatize existing public power, an effort to municipalize existing investor-owned power, or an effort to replace regulated investor-owned power companies with unregulated, profit-maximizing merchant companies, our members lose. And we are in the business of making sure that our members don't lose.

We have good and strong relationships with both private and public utilities, and we value both models. We support Proposition 16 because of our belief that if a big oil company like Shell is going to move in and supplant a regulated utility as the energy provider, the decision to do so should be made by the affected customers, not by several dozen local officials.

Our union's mission is to defend the best interests of our members. And that is what we will do.

CALENDAR

Month of March: Local Union Election Nominations

Mar 17: PG&E Clerical Drop-In, Antioch

Mar 18: PG&E Clerical Drop-In, Oakport

Mar 18: Retirees Club, Reno/Sparks

Mar 18: Stewards Train., San Luis Obis

Mar 19: Service Awards, San Luis Obis

Mar 24: PG&E Cler. Drop-In, E. Oakland

Mar 26: Service Awards, Stockton

Mar 30: Transit Stew. Training, Vacaville

Mar 31: Irr. District Stew. Train., Vaca

Apr 9: Tree Trimmer Stew. Train., Vaca

Apr 10: Service Awards, Merced

Apr 16: Service Awards, Monterey

Apr 22: Stewards Training, Fresno

Apr 24: Advisory Council, Vacaville

Apr 29: Stewards Training, Stockton

May 1: Service Awards, Fresno

May 6: Steward Training, Bakersfield

May 7: Service Awards, Bakersfield

May 15: Service Awards, East Bay

May 20: Stew. Training, San Francisco

May 22: Service Awards, San Francisco

June 5: Service Awards, Reno

June 29: Stew. Train. (Frontier), Vaca

APPOINTMENTS

PACIFIC GAS & ELECTRIC

Vaca-GCC Ad Hoc Committee

Joshua Alpine, Rich Jaster
Zenaida Salas, Larry Young

CONFERENCES AND CONVENTIONS

Dellums African American Union Leadership School

Pate McKissack

Alliance of Retired Americans 2010 National Convention

Bill Wallace

National Safety Council Spring Labor Division Meeting

Michael Gomes, Art Torres, Al White

IBEW Broadcasting, Manufacturing & Telecommunications Conference

Todd Bagwell, Denise Sanders

IBEW Construction & Maintenance Conference

Robert Fambough, Jesse Frieling



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Our phone number is (707) 452-2700.



Pacific Gas & Electric

Steward conferences focus on staffing, safety, discipline

Staffing, safety, escalating discipline and upcoming Clerical negotiations are major topics under discussion at PG&E stewards conferences being held in the opening months of 2010.

Staffing levels of PG&E are inadequate for the workload in both gas and electric. Business Manager Tom Dalzell documented the problem with sobering statistics at the steward conference in Sacramento on Jan. 22, and subsequent meetings in San Jose, Redding and Emeryville in February and March.

In the Gas Department, PG&E carried forward more than 26,000 repairs that were discovered in leak surveys in 2009 that need to be performed in 2010, Dalzell said. The company estimates it will discover in 2010 as many as 30,000 additional repairs that need

to be made.

At the same time, "Staffing in gas is the lowest it's ever been in the history of the company," Dalzell told stewards at the Sacramento conference on Jan. 22, noting that staffing had fallen from 1572 people in the department in 2004, to 1324 people today.

"Gas T&D has saved the day for PG&E many times, they've really performed heroically," said Dalzell, including two crews working in Sacramento on Christmas Day. But the workload is simply too great for PG&E's current staffing levels.

The situation is equally dire on the electric side of the utility. PG&E has about 2.3 million poles, which last 50 to 70 years. Even if they all last 70 years, Dalzell said, "they need to change 33,000 poles a year." But the last time they changed even 10,000 was in 2004. In 2009 it was just a few short of 3,000.

"Going at that rate, it will take them 767 years to replace all the poles," said Dalzell. "As long as the poles last 767 years they're in good shape."

Staffing on the electric side is on the same sorry trajectory as the gas side. In 2006, the company had 456 apprentices working. Today that figure has slipped to 282. "They have fewer linemen than they've ever had in the history of the company," Dalzell noted.

Safety

Safety has absorbed a great deal of the union's attention over the past year, not only because of many serious incidents, including two fatalities, but also because of the severity of discipline that is being administered in response to perceived safety violations.

The discipline poses problems, Dalzell said, not only because it is sometimes being administered out of proportion to the offense, but also because heavy-handed administration of discipline can have a negative impact on safety.

"Obviously we are not arguing that people have a right to be unsafe," Dalzell told stewards at the conference in San Jose on Feb. 17. "But there is a tipping point on this. Where you start firing too many people for safety, nobody's going to admit anything. Nobody's going to come forward, you're not going to learn from anything."

Dalzell said that tipping point probably has been reached already at some locations within PG&E.

The union is expecting a fight over Clerical negotiations this year and Dalzell reviewed some of the steps the union is taking to make sure members are engaged in the bargaining process, including special meetings and greater use of the union's website. (See story, page 1.)



PG&E Steward Conference Schedule

- Jan. 22: Sacramento
- Feb. 17: Concord
- Feb. 25: Redding
- Mar. 4: Emeryville
- Mar. 11: Petaluma
- Mar. 18: San Luis Obispo
- Apr. 22: Fresno
- Apr. 29: Stockton
- May 6: Bakersfield
- May 20: San Francisco



Near-Miss reporting works

By Ralph Armstrong

We keep saying that reporting near-misses can help us avoid similar hazards in the future. And now we have evidence that near-miss reporting works!

A four man line crew was removing jumpers on the upper circuit on a 3-wire double dead-end pole. The pole also had a buck line feeding one way to a set of cutouts which were closed. The downstream side of the feed had all transformer fuses open to remove any load potential. The upper circuit was #6 solid copper and the lower buck wire was # 4 ACSR. Two journeymen were in a double bucket using 8-foot shotguns to open and transfer the wire into "the clear."

As the aluminum drop-on was being removed from the upper circuit the wire broke pulling the jumper wire into the lower circuit causing a ball of fire and blowing two upstream 80 amp fuses at the feed pole. Both linemen were uninjured and there was no other damage to company or customer property.

It was determined at a crew tailboard meeting shortly after the incident that there was one main cause for the acci-

dent. The drop-on clamp being removed was made of aluminum and although the #6 copper was line guarded a high resistance connection had developed causing the wire to degrade at the tap location. The lineman reported that the drop-on clamp was practically frozen onto the copper wire, but after some pressure it started to turn and then the wire broke. He also reported that there was no indication of any corrosion as the drop-on was covering the "bad spot." Our company policy long ago has prohibited the use of copper/aluminum combination drop-on connections, but in this case the construction was about 50 years old.

Approximately two weeks after this incident was reported in a department-wide near-miss discussion, a crew working storm damage encountered a similar incident in which a "frozen" drop was caused by another corroded connection. In this case the crew cut out the tap with hot cutters and made repairs. The foreman of the crew said that he was glad the first near miss was reported. It increased awareness and helped avert another potential accident. Here it is: evidence that near-miss reports works!

The IBEW Local 1245 Safety Committee encourages everyone to report all near-misses to the committee through our IBEW1245 Safety Matters web page.

Anyone with a near-miss should "sanitize" the report to omit names and companies as the intent of reporting a near-miss is to provide others with information that can help prevent a repetition of a hazardous situation.



Ralph Armstrong

More info on-line

More detailed information can be found in the Safety Report on the IBEW Local 1245 website. Check out the Safety Matters tab on the home page at www.ibew1245.com.

Safety Committee



Serving on the IBEW Local 1245 Safety Committee are, from left: Darryl Rice, Pacific Gas & Electric; Art Torres, Sacramento Municipal Utility District; Bob Burkle, City of Santa Clara; Michael Gomes, Modesto Irrigation District; Sergio Munoz, Asplundh Tree; Al White, Pacific Gas & Electric; Dan Boschee, Frontier. Not pictured: Business Rep. Ralph Armstrong, committee chair.

Check out the safety information on our website at:
www.ibew1245.com/safety-matters.html

Coming up: Lineman Summit II

Odie spreads the word

Jeff "Odie" Espenship, a consultant who spoke to Local 1245's Lineman Safety Summit on Dec. 1, 2009, returned in the month of February for nine presentations at eight locations. Espenship, a retired Air Force fighter pilot, delivered his "Target Leadership" message to approximately 4,000 members at PG&E and SMUD. The message: Operational excellence, safety, and productivity will all come as a byproduct of individual responsibility and leadership.

Business Manager Tom Dalzell and the IBEW partnered with both PG&E and SMUD on this to focus on the common goal to make safety the number one priority. It was stated over and over that although we may not agree on everything, we do agree on the importance of having employees go home every night in the same condition as when they showed up that morning.

Comments and feedback from those who attended those sessions are encouraged.

We are in the planning stages to bring Odie's program to four more locations within our jurisdiction during March.

There is a real opportunity to learn from other's near-misses and accidents; however, a lot of things may be going unreported for fear of discipline. This fear is preventing the flow of information that could prevent serious accidents. Even when companies ensure the reports can be made anonymously, this tool is not being used.

On April 1 the union plans to reconvene the participants from the Lineman Safety Summit for a one-day meeting to assess where we are and where we are headed regarding safety. We are also looking at bringing in the employers at a later date to continue to build on this.

Line Clearance Tree Trimmers



Experienced

Davey Tree Foreman Pete Ely, on the right in photo at left, has 25 years of experience as a union line clearance tree trimmer. But he's just a newcomer—a babe in the woods as it were—compared to Climber Rick Roath, left, who has been keeping PG&E lines clear of vegetation for 31 years. They are shown here after putting all that experience to work in Corning, CA on Feb. 25.

Photo by Carl Lamers

Mountain Enterprise pact ratified

Local 1245 members ratified an agreement with Mountain Firewood Enterprise, Inc. in a mail-ballot ratification vote.

The two-year agreement calls for general wage increases ranging from a

low of 3% to a high of 7% for each year of the agreement.

Ballots were counted Dec. 30, 2009 at Weakley Hall in Vacaville. The vote was 11-3 in favor of ratification.

Austin Lea served as teller and judge.



40-year milestone

Local 1245 member James Roberts, a foreman at Asplundh Tree Expert Company, recently reached a milestone in his long career. Brother Roberts was awarded a 40-year plaque to commemorate his long service to the union since his initiation in 1968. Roberts works out of Sonora in the North Yosemite Division.

Local 1245 Business Representative Junior Ornelas recently presented Brother Roberts the award during his lunch period while Roberts was working in Groveland, CA.

Congratulations, Brother Roberts, and thank you for "sticking with the union."

Layoffs loom at Sacramento RT

Sacramento Regional Transit management sent out WARN notices on Feb. 12, indicating that layoffs are coming.

WARN, short for the Worker Adjustment and Retraining Notification Act, is a federal law enacted 21-years ago that requires employers to provide notice 60 days in advance of plant closings or mass layoffs.

This latest development comes on the heels of a meeting between the union and Regional Transit General Manager Mike Wiley on Jan. 29, during which Wiley explained the District's current financial problems. At that time he indicated that layoffs would affect all bargaining units, according to Local 1245 Business Representative Sheila Lawton.

Representatives of Local 1245 and the District are still in discussions over the layoff language.

The District expects the first round of layoffs to affect the Parts and Facilities group, Lawton reported.

California has drastically cut support for transit in the wake of declining tax revenues. A recent infusion of federal stimulus money is of little help in the current crisis because those funds are restricted to capital expenditures, not operations.

RT's current annual budget of \$140 million appears to be \$16 million in the red. This gap must be dealt with by June 30. The next year threatens to leave the District facing another \$20 million shortfall.

Sixty layoff notices have gone out

already, according to the Sacramento Bee. The WARN notices have been delivered to an additional 240 people. Many employees, including planners, clerical workers, managers, budget officers, and customer service representatives could be without jobs by April.

The next phase of layoffs, which will affect drivers, mechanics and maintenance personnel, could fall heavily on IBEW members. Those cuts could come in June.

The RT Board took public testimony on March 8 concerning service cuts. A vote by the Board is scheduled for March 20.

IBEW members at RT can now find all bargaining documents and stories in one place on the Local 1245 website, www.ibew1245.com. Just click on the blue and yellow RT logo.



Public sector stewards conference

Local 1245 shop stewards working in the public sector gathered at Weakley Hall in Vacaville on Feb. 9 to sharpen their skills in representing members.

Assistant Business Manager Dennis Seyfer reported on the "state of the union," including current private and public sector contract negotiations. Ongoing problems in the general economy and shortfalls in the state budget have left some municipalities scrambling to fund needed services, which has made collective bargaining in the public sector more challenging than ever.

Senior Business Rep. Ray Thomas, assisted by Seyfer and Business Rep. Sheila Lawton, led presentations on core training topics for stewards, including:

- What is a grievance?
- State and Federal leave laws
- Weingarten rights and Skelly rights

The stewards also got a quick course in a conflict resolution technique known

as Appreciative Intelligence. Loosely defined, Appreciative Intelligence is the ability to reframe a given situation to recognize the positive possibilities that are embedded in it but may not be apparent to the untrained eye.

Public sector stewards participating in the conference were from the City of Gridley, South Feather Water and Power, City of Redding, City of Shasta Lake, Lassen Municipal Utility District, and Bella Vista Water District.

ATTENDEES:

- | | |
|----------------|-----------------|
| Phil Alleman | Rick McCullough |
| Randy Amaral | Gary Moeckli |
| Elisa Arteaga | Ross Pippitt |
| Mark Burgon | John Shipman |
| Matt Cervenka | Paul Snyder |
| Cort Cortez | Brad Solso |
| Chris Fleming | Tom Sparks |
| Dave Guadagni | Scott Taylor |
| Darryl Hughart | Dave Vandermeer |
| Mark Larsen | Bob Watt |
| Jim Lovercheck | Jeff Torres |
| Sean McCall | |

Assistant Business Manager Dennis Seyfer reports to public sector stewards on the "state of the union."



Alameda pact ratified

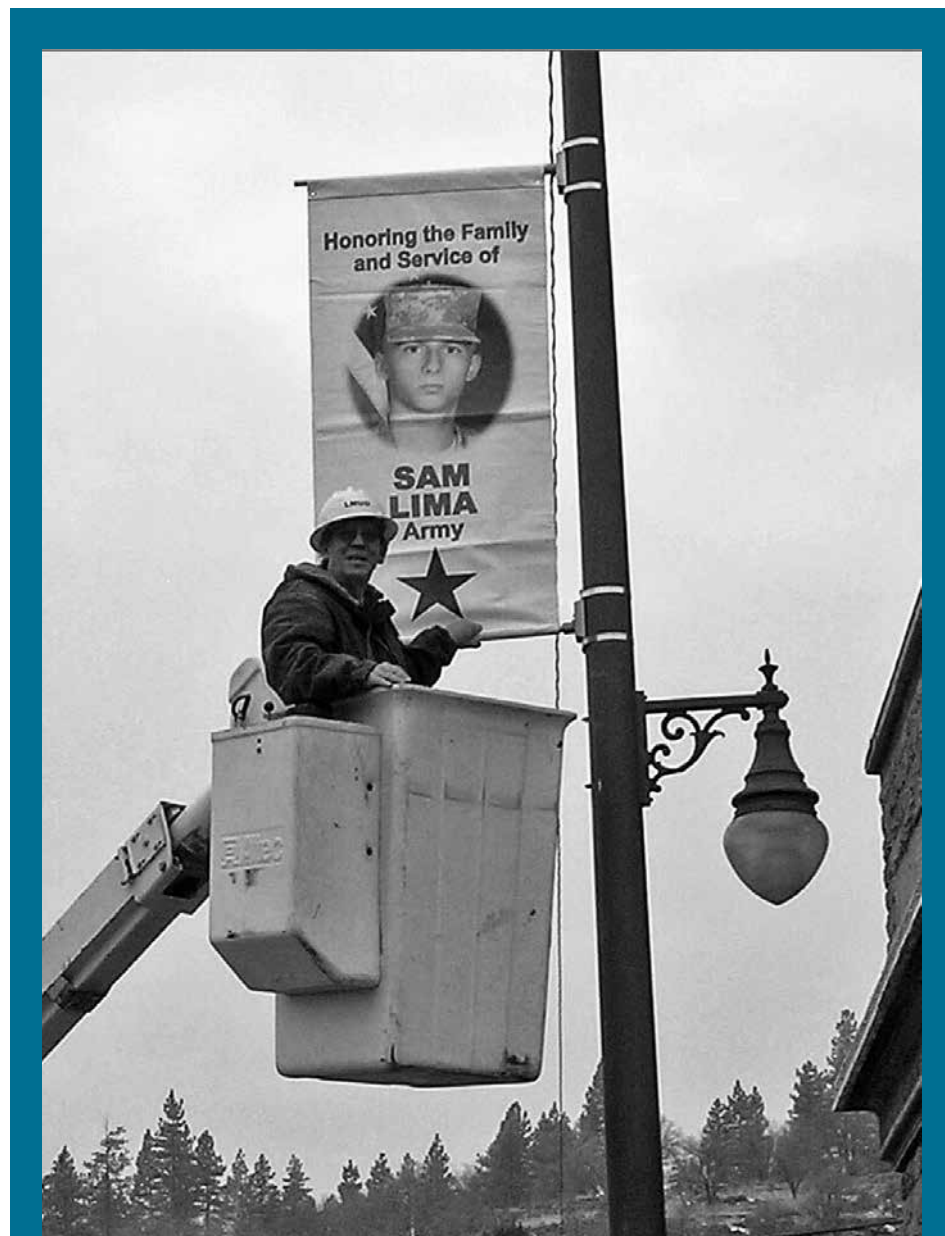
Local 1245 members ratified a new agreement with Alameda Municipal Power (City of Alameda) on Dec. 18.

The two-year agreement includes 2009. It was reached after long negotiations that were complicated by the budget squeeze faced by many municipalities around the state during the current economic downturn.

Under the terms of the agreement,

the City will continue to pay the full cost for medical for another year. The pact also changes the current vacation system to an accrual method and provides for further talks to hash out an alternate work schedule.

Representing the union during negotiations were Larry Rodriguez and Al Fortier, along with Business Rep. Elizabeth McInnis.



Lassen Municipal Utility District Troubleman Craig Lima hangs a banner honoring his son, Sam, who is serving with the U.S. Army in Afghanistan. Contributions from LMUD employees have helped the Blue Star Mothers Main Street banner project purchase banners honoring servicemen and women. For more information: www.soaringeaglebluestarmoms.com.



Members of the Electric and Maintenance Departments demonstrated their unity during a rally at the beginning of negotiations.

Redding, from page 1

voters to weigh in on the controversial proposals to address budget problems by gutting benefits for IBEW members in the city's Electric and Maintenance departments.

"The ballot initiatives were a bad idea from the get-go," said IBEW Local 1245 Senior Business Representative Ray Thomas. "They tried to undermine what we achieved through years of bargaining, and in the end they wouldn't have achieved the savings the city was seeking."

The proposed ballot initiatives were dealt a serious blow in February when a study by UC Davis's Center for Regional Change found that the measures would likely have "little impact" on the city's short-term budget crisis and could "potentially undermine future government essential services."

Among other findings, the study determined that the proposed ballot initiative to create a two-tier retiree health system in which new hires receive no city contribution to their retiree health benefits would not affect the current budget crisis since its immediate impact is only on estimates of future costs, not current spending. In fact, the initiative would risk increasing

the city's existing retiree health obligations through "adverse selection," the study found.

The study, released on Feb. 10, also challenged the proposed shifting of CalPERS retirement contributions to employees, saying it does not address the real problem of how the City manages the employer contribution rate.

"Retirement benefit cost containment is a complex issues best addressed through collaborative and careful examination of available options, not through ballot initiatives," said study author Nari Rhee.

The day following the release of the study, the City Manager copied all employees, labor unions and associations a letter in which he requested the Council to put a 60-day hold on the ballot initiatives in order to give him time to meet with the city's unions and explore other approaches for dealing with the city's budget problems. The following evening, the City Council accepted the City Manager's request.

Thomas cautioned that ballot proponents could try to revive the measures for the November ballot.

"But one thing is clear," Thomas said. "The persistence of a strong membership, good coordination and planning, and strength of a thoroughly researched aca-

demic paper absolutely helped our membership make a difference."

The union campaign against the ballot measures is part of a larger offensive to protect members' jobs. Last fall, members mobilized to protest a city plan to outsource IBEW jobs, and called on city management to negotiate a fair and reasonable labor agreement. That campaign publicized the members' concerns through newspaper stories, radio and television appearances, and demonstrations at city hall.

The city subsequently scaled back its plan to outsource jobs, but at the same time began to move ahead with the ballot initiatives.

City Declares Impasse

Meanwhile, negotiations for a new labor agreement covering Local 1245 members in the City's Electric Department appear to be reaching a climax.

On Feb. 18—following negotiations on Feb. 16—the City declared the negotiations to be at impasse. On Feb. 23, the City presented its "Last, Best and Final" offer to the IBEW Local 1245 bargaining committee.

If the City unilaterally implements the "Last, Best and Final" offer, there could be serious consequences, according to Thomas. The City could face a strike by members of the Electric bargaining unit, as well as litigation over the unilateral change of future retiree benefits for incumbent employees—

future retiree benefits which the City has specifically guaranteed to these employees.

The Redding City Council has requested that Thomas appear in open session on March 15 to address these matters.

The other IBEW bargaining unit at the City—workers in the Maintenance Department—are working under an agreement that expires May 1. Local 1245 recently received a request to meet and confer with the City for a new agreement covering maintenance.

Members should check the union's website at www.ibew1245.com to stay current on developments in bargaining.

Modesto Irrigation District When is a deal not a deal?

A deal is a deal.

Well, maybe not in Modesto.

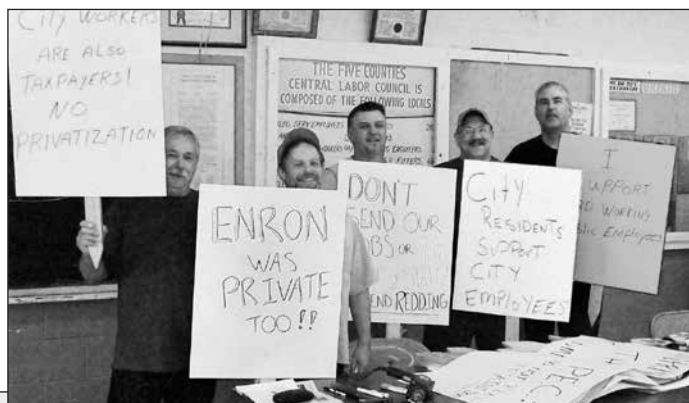
Just before Christmas, perhaps under the influence of too much eggnog, the Modesto Irrigation District Board of Directors voted to reject an agreement that had been negotiated by its own management team and ratified by IBEW Local 1245 members.

The Board of Directors had authorized management to offer a 3.5% increase to cover 2008-2010, with 1% retroactive to Dec. 1, 2008. The offer came after 12 months of often frustrating negotiations, and Local 1245 members ratified the proposal by an overwhelming margin.

But after ratification, one member of the Board of Directors changed his position on the raise and the Board has failed to adopt the package that it had authorized management to propose.

On Christmas Eve Local 1245 packaged up a little present for the Board: an Unfair Labor Practice charge alleging numerous violations by the District, including improprieties in the vote, regressive bargaining, and failure to take bargaining seriously.

The union is now waiting to see what action, if any, will be taken by the Public Employee Relations Board (PERB).

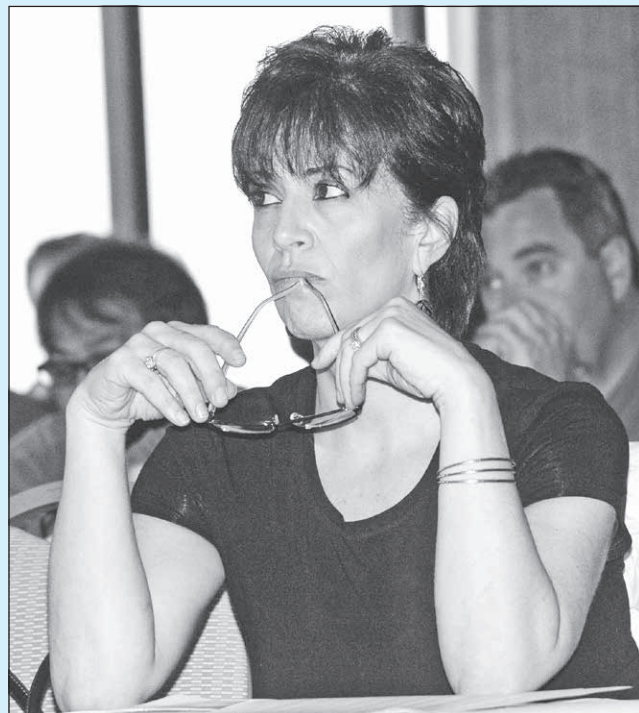


Local 1245 members let city leaders know how they felt about privatization at a city hall rally in Redding last autumn. Helping injecting a variety of creative messages into the protest was the union's crackerjack sign team, from left: Gary Moeckli, Chris Fleming, Randy Amaral, Matt Cervenka, and Bob Sandoval.

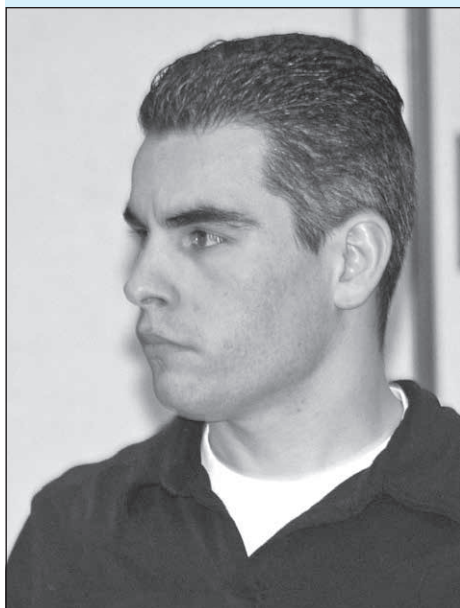




Eileen Purcell passes some material to Anna Bayless-Martinez during an education meeting with PG&E in the run-up to bargaining.



Dena Marchini, a member of the PSEA group recently organized at PG&E, participates in the stewards meeting in Emeryville on March 4.



Tim Ramirez listens to a company presentation.



Adrienne Franks studies a company hand-out during an education committee meeting.



Arlene Edwards has her binder ready for the flood of materials that are part of the education process.

Clerks *continued from page 1*

that nobody particularly pays attention to until they're not done."

Or, as Debra Montanez, a 13-year IBEW member working in Safety Health and Claims puts it, "We're the worker bees."

The negotiations now getting underway between PG&E and IBEW have many Clerical members wondering if their hard work will be recognized—and what they can do to make sure that it is.

"I know the largest topic right now is wages," says Graciela Nunez, a Customer Service Representative at the Fresno Contact Center and a member of the union's bargaining committee. "We feel we work very hard for our money."

CLERICAL VOICES

The bargaining committee is going the extra mile to make sure that Clerical voices are heard. Starting in late February, the union began a series of "Drop In" sessions where Clerical members can meet with bargaining committee members during breaks, at lunch, or after work.

"The turn-out has been amazing," says Eileen Purcell, an IBEW Local 1245 orga-

nizer who has attended several of the sessions so far. "People know there's a lot on the line and they are asking how they can get involved."

Traditionally, the chief way members at PG&E could influence negotiations was to submit a proposal at their unit meeting in March. And many members are using that process this year as well.

But the union is also accepting proposals at the Drop In sessions, and is expanding the unit meeting schedule to include "special" meetings to give Clerical members more opportunities to participate.

And, for the first time, proposals are being accepted on-line via the union's website at www.ibew1245.com (click the computer monitor icon on the home page).

"We're stronger as a whole versus as an individual," says Lorenzo Arciniega, a Customer Service Representative at the San Jose Contact Center and a member of the bargaining committee, "so I think it's important to be involved with it."

Members can be involved at many levels, he says—from going on-line for the most recent information, to speaking with bargaining committee members at



Tom Dalzell discusses upcoming negotiations with Clerical stewards in Sacramento.



Diane Tatu, left, and Cecelia De La Torre discuss a company hand-out.



Graciela Nunez at an Education Committee meeting.

Drop-In sessions, to meeting with their local shop stewards, to speaking with their IBEW business representative at the monthly unit meetings.

“The purpose of collective bargaining is for employees to have a voice,” says Jennifer Gray, a customer Service Representative at the Sacramento Contact Center and a member of the bargaining committee. “I think it’s important that we’re all united and the employer doesn’t take advantage of us.”

To Joe Estrada Jr., a timekeeper at the San Jose Contact Center, the union is an investment in “job protection.”

“The wages that I make, vacation, sick time—it’s all negotiated by the union,” says Estrada, who has been an IBEW shop steward for nearly his entire eight years at PG&E.

A LOT AT STAKE

“We have a lot at stake here,” says Tim Ramirez, a Utility Machine Operator in West Sacramento and a member of the bargaining committee. “So I’m really hoping we get the support we need from the members, and to not back down.”

“It’s definitely going to be a challenge

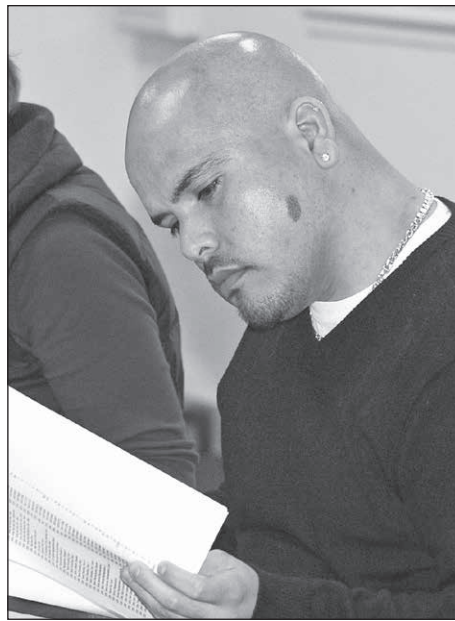
for us,” says Gray, the bargaining committee member from Sacramento. “This is the first time we’ll be bargaining without our Physical members.”

But members of the Physical bargaining unit will be closely watching the Clerical negotiations, and helping where they can, says Business Manager Tom Dalzell, who will lead the Clerical negotiations for the union.

“The Physical Agreement comes up right after the Clerical. We have to be vigilant in the Clerical negotiations because anything the company tries here could show up the following year in Physical bargaining,” Dalzell said.

This is the year, then, that Clerical must hold the line and defend what the union has achieved in the nearly 60 years of bargaining that fashioned the current Clerical agreement.

“I feel like we really will get a lot of involvement from our members because there’s a lot going on,” says Ramirez. “We have the San Jose Contact Center closing down so you have people who never went to unit meetings who are all of a sudden starting to show up to unit meetings. They want their voices to be heard.”



[ABOVE] Lorenzo Arciniega reviews a company hand-out.



Anna Bayless-Martinez pores over some data.



Advisory Council member Thelma Dixon at the stewards meeting in Sacramento in January.



Jennifer Gray, Donna Ambeau and Dorothy Fortier review materials.



Serving on the PG&E Clerical Bargaining Committee are, standing from left: Anna Bayless-Martinez, Jennifer Gray, Dorothy Fortier, Donna Ambeau, Tim Ramirez, Arlene Edwards, Cecelia De La Torre, Lorenzo Arciniega, Eileen Purcell. Kneeling, from left: Adrienne Franks, Diane Tatu, and Graciela Nunez.

Bargaining timeline

January: Union and company negotiators begin meeting together in four education committees. The committees share information and try to jointly establish facts that both sides can agree on before bargaining begins. The four committees are: **Wages, Training, Workforce Issues, and Non-Productive Time.**

February-March: Union hosts “drop-in” sessions for Clerical members to meet with bargaining committee members before work, at lunch, during breaks, or after work.

March: Proposals accepted at regular unit meetings. Special unit meetings are also scheduled to provide additional opportunities for Clerical members to participate. Proposals are also accepted on-line at www.ibew1245.com.

April-May: Local 1245 Clerical Bargaining Committee assembles and studies all proposals, and uses them as a basis for crafting the union’s opening contract proposal.

June: Local 1245 and PG&E negotiators exchange opening proposals.

July-August: Local 1245 Clerical Bargaining Committee analyzes company proposal, conducts further research.

September: Local 1245 and PG&E begin formal negotiations right after the Labor Day weekend.

October: The union and company reach a table agreement (hopefully).

November-December: The union explains the table agreement to members at unit meetings, on the union website, etc. Ballots are mailed out. Members return ballots to union by a designated date, and the ballots are counted.

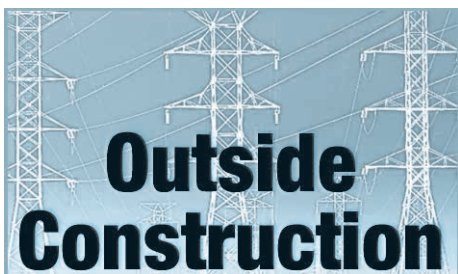
January 1, 2011: New agreement takes effect.



Debra Montanez, left, and Jennifer Bates participated in the stewards meeting in San Jose on Feb. 17.



Renee Cederquist, left, and Traci Nawahine participate in the stewards meeting in Emeryville on March 4.



Team effort produces results

By Ron Cochran

There was a lot of activity in February: ongoing organizing, jurisdictional disputes, termination cases, class action grievances and one duty of fair representation charge filed with the National Labor Relations Board.

Organizing has been a real team effort. Ralph Armstrong and Elizabeth McInnis have been putting in long hours. We have signed several contractors including Smith Electric, ABN Commodities, Ltd., Greg Shandel Construction, Terra Firma Excavation, LLC, and White Construction. We are still working to finish new member orientations from contractors we signed in January. We are also working with the Building Trades to help organize companies that will fall under their scope of work. We helped the Laborers Union sign three new flagging companies in February. All in all we had another great month for organizing. We have many new working members as a result of these efforts.

The jurisdictional disputes are just a drag in every way. Win, lose, or draw nobody really wins. There are a couple of issues that have been developing for years, but with the weak economy they are spiking.

The first issue is the in-fighting between the Inside and Outside branches of our work. When an Inside contractor bids substation work and refuses to follow the 9th District Jurisdictional Guide using Outside Line, we are compelled to fight for our work.

In the cases where we are not involved from the beginning, it creates a ripple effect. The Inside contractors don't generally move dirt, dig trenches or footers, set forms, pour concrete foundations, perform oil containment, erect steel structures or set breakers, transformers, and regulators. They really become "labor brokers" and sub-contract all that work out. That leaves installing conduit, pulling cable and terminating control cable and buss connections as their main functions.

The net result is only a very few IBEW members get on the job; the rest are Building Trades workers or non-union workers. In the Outside Construction



Ron Cochran

model, all the workers are IBEW. The Outside members perform all work except pulling of control cable, terminating control cable, control conduit, and lighting, which is performed by our Inside brothers and sisters. Again, all the work is IBEW.

I bring this up as we're currently in the middle of a jurisdictional dispute for a substation project in the Berkeley, CA, area. We met with the Inside contractor that won the bid in late February, and they have sub-contracted nearly all the work away already. They used the term "labor broker" and now I'm re-using the term. It's a growing trend to use second and third-tier sub-contractors and this is bad for our members. We train to construct substations from the ground up, not piece-meal them together.

No real news in the traffic signal sector, AC load control work and the Hiring Hall. All are running very smooth.

Pole test and treat is ramping up with ongoing problems with one contractor not advancing workers as agreed to by the contract. There has been a grievance filed and settled, but it seems the remedy hasn't been implemented as agreed to. More work to do in that area.

AMI Success Story

The AMI work is a success story on all fronts. UPA is moving forward on the

SMUD project—everyone seems to be happy. Some of their field managers would like us to bargain their health insurance as the union package is better than the management package, we're told. City of Lodi is bidding an AMI package for meter exchanges right now. Our members at Wellington Energy are now exchanging over 17,000 meters daily. They are keeping up with PG&E's ever-changing requests to modify meter replacement schedules.

We had a few members terminated from Wellington in the month of February. Two cases directly involved safety; not wearing PPE while exchanging energized electric meters. This is a very serious matter as we have had two different meter accidents in the last three years. One accident resulted in a journeyman being hospitalized with severe burns because he was not wearing PPE. We always stand up for safety and our members, but when members choose not to wear their PPE it puts the union in very poor position to represent them in a termination case.

Outside Line is slower than it's been in some time. The major utilities have not been contracting very much work out recently. We do have some work and are barely keeping the local members busy. We just started a very small job in Monterey and will be starting jobs in

Santa Clara and Oakland within weeks.

We also have been trying to set up OSHA ET&D 10-hour classes one Saturday a month but have had little participation from the membership. This is unfortunate as it becomes a special skills call as of January 1, 2011. This means you could be last on the out of work list and if no one before you has the training, and you do, you will bypass the entire list. That's going to make everyone unhappy.

THE BOOKS

Lineman

Book I: 55 members

Book II: 74

Book III: 4

Book IV: 57

Groundman

Book I: 23

Book II: 13

Book III: 94

Book IV: 111

Line Equipment Man

Book I: 17

Book II: 7

Book III: 13

Apprentice stats are not posted; we have roughly 240 apprentices with 80-90 unemployed at this time. We dispatched 17 members in the month of February and 41 in the month of January.

Ron Cochran is Assistant Business Manager, IBEW Local 1245

Business Representatives Liz McInnis and Junior Ornelas (standing in foreground) assist with member sign-up during a meeting with DC Construction employees.



Rolow hired for PG&E GC, Outside Line

Mark Rolow, a 32-year IBEW member, has been hired by Local 1245 to represent members in PG&E General Construction and Outside Line. His service territory will be centered in the San Joaquin Valley.

Brother Rolow was initiated into the IBEW in 1977 and moved his ticket to Local 1245 in the mid-1980s. He began work for PG&E in 1996, where he has been working as a lineman in the Bakersfield area. He's been active in the union, serving as chair of the Bakersfield unit until his appointment to the staff. He was also chosen to participate in the two lineman safety summits held in 2009 to address recent injuries and fatalities



Mark Rolow

among line workers.

Rolow comes from a union family: his father was a 50-year IBEW member

and his grandfather worked as a lineman in Iowa.

Welcome aboard, Brother Rolow!



Members of IBEW Local 1245 attending the Electrical Workers Minority Caucus 20th Annual National Conference recently in Portland, Oregon were, standing from left: Cecelia De La Torre, Elizabeth McInnis, Will Durinick, Al Fortier, Terrus Washington, Debbie Mazzanti, Tonya Alston, and Dorothy Fortier. Seated, from left, Vince Jones and Diane Tatu.

Deep in White

The Antarctic? The North Pole? The moons of Jupiter? The conditions looked other-worldly when Local 1245 members tackled the Butte Meadows outage on the Oro Fino Circuit in January in PG&E's North Valley Division. Working deep in white at an elevation of 4300 feet, they demonstrated that PG&E line crews will do what it takes to keep the power on—no matter what kind of weather Mother Nature dishes out. Members shown here are Temporary Electric Crew foreman Jason Bischel and Linemen Dustin Helmick, Ryan Woodson and Mike Plummer.



New Transmission Circuit

IBEW Local 1245 members working for Diversified Utility Services installed new 115 kv transmission lines last autumn, creating a new circuit to improve load capacity and reliability to an area historically fed only by PG&E. The new circuit, from Trinity Dam to Weaverville, CA, runs from United States Bureau of Reclamation through WAPA, connecting to Trinity County PUD. These spectacular photos of work around Lewiston, CA—courtesy of Local 1245 member Charles Appleton—show union line crews doing what they do best: delivering power no matter what the terrain.



IBEW member Tim Riddle on dead-end pole.



IBEW members Greg Young, Jim Deptuch and Charlie Appleton land 3-way 69 kv switch.

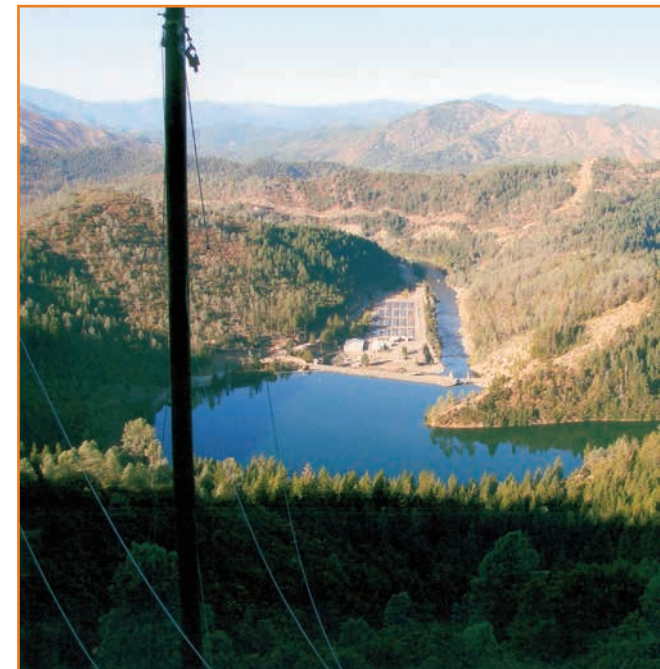
(Bottom left) 214 lifting 105-foot pole from fly yard.



214 flying last pole to "H" structure. Pole weight is 5,600 pounds. Lift capacity is 6,000 pounds.



Lewiston Lake and fish hatchery.





(Center) IBEW members Tim Riddle and Jim Deptuch high in the sky.



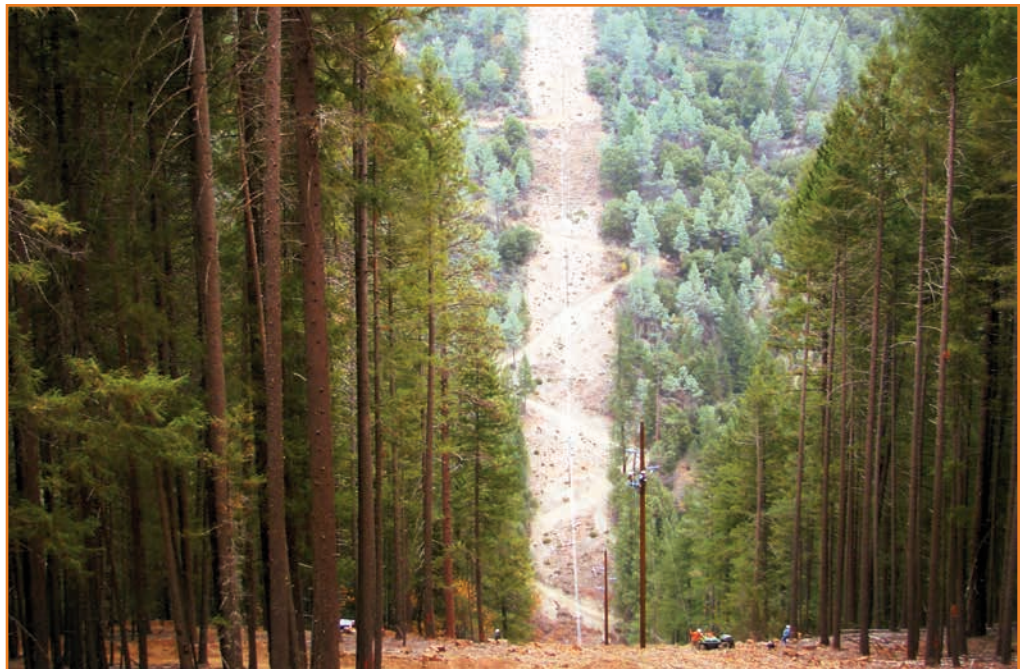
(Top right) IBEW member Jim Deptuch on dead-end pole.



IBEW members Greg Young, Jim Deptuch and Charlie Appleton prepare to adjust 3-way 69 kv switches.

(Below) Really rough terrain, mostly ATVs for the clipping crew.

Back-to-back three pole dead-ends on mountain side.





Don Porter photo takes prize

Don Porter's stunning photograph of the switchyard at the Churchill power plant in Mason City, Nev. was awarded third place in the IBEW's national photo competition.

Porter, a member of Local 1245 employed at NV

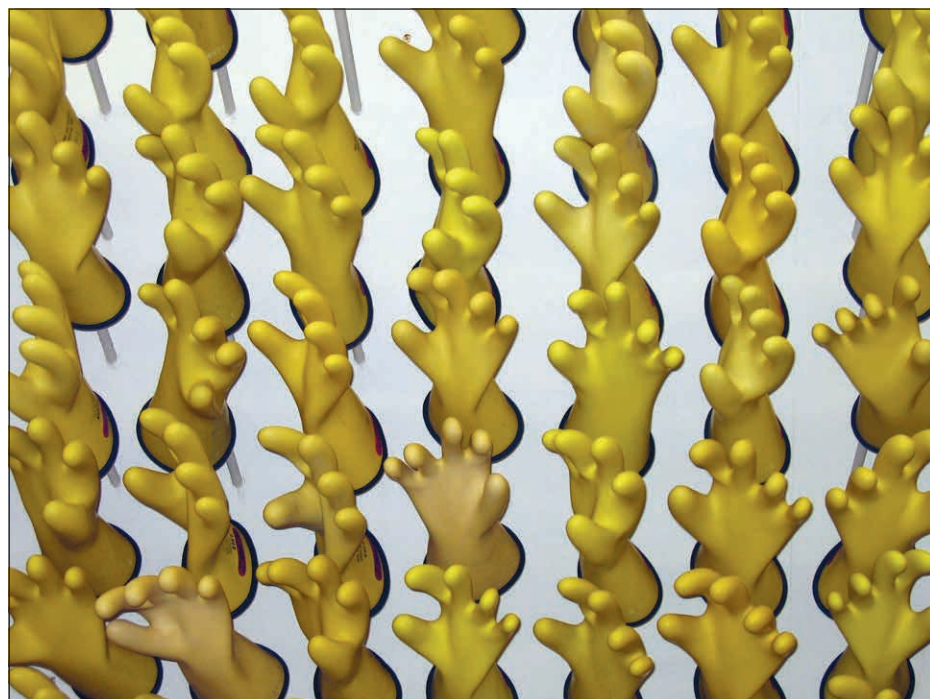
Energy, captured this shot one evening at sunset. The image is a composite of five separate shots, but Porter emphasizes the authenticity of the sky's coloring. "The red wasn't exaggerated," he said. "That's what you see out here for a few minutes. I wanted to

capture the feeling of being on something of an alien world."

Two other Local 1245 placed as finalists in the photo competition: NV Energy's Sergio Sandoval and PG&E's Eugene McCandless.



Eugene McCandless caught a silhouette of two linemen in the day's waning light.



Sergio Sandoval shot a wall of lineman's gloves hanging to dry after a safety test at NV Energy in Reno, Nev.

SERVICE AWARDS



Stockton, California

August 14, 2009

(Awards for 2008 and 2009)



50 Years

Darrell Johnson, right, with guest, accepts 50-year award from Executive Board member Anna Bayless-Martinez.



45 Years

Steve Granlees accepts 45-year award from Treasurer Cecelia De La Torre, left, and Anna Bayless-Martinez.



40 Years

Douglas Moore receives 40-year award.



35 Years



30 Years



25 Years

THE HONOREES

55 Years

Volpi, Nicholas

50 Years

Johnson, Darrell T

45 Years

Granlees, Steve E
Spangler, D L

40 Years

Andersen, James F
Franco, Manuel S
Goni, Martin F
Gray, Leroy W
Johnson, Robert R
Meyer, John A
Moore, Douglas
Perondi, Orlondo D
Roberts, James A
Velasquez, Larry H

35 Years

Andona, Gary L
Apley, Grant S
Casey, Howard
Coggins, Carl
Combs Jr., Charles R
Cutler, Arthur L
Deftereos, Kimball R
Emanuel, Kathy
Felix, Robert I
Gamez, Sam
Garcia, Louis J
Genuit, Ronald
Giacosa, Michael
Gomez, Arthur M
Gonzales, Andy
Hickman, Douglas R
Jensen, David P
Jones, Ronald G
Lang, Douglas G
Lawrence, Edwin
Maddox, Molly A
Malone, Kevin
Mccoy, Scott
Menor, Richard
Morante, Robert
Moresco, Sharal D
Munoz Jr., Andrew M
Naranjo, Angelita
Olmos, Steve S
Pacheco, Jim D
Quijalvo, Ted C
Rasmussen, John
Rea, Daniel
Rodriguez, Ronald M
Santillanes, George
See, Marla K
Southard, Allene
Wade, Annie L
Wanner, Howard H
Wilkerson, Felix
Wofford, Michael O

Woods, Michael

30 Years

Amaral, Dave A
Apodaca, Gary
Attaway, Deborah L
Auldridge, Steve W
Bates, Bradley A
Beeson, Robert
Benning, Phillip M
Biedinger, Gerald C
Borgen, Eric D
Bunney, Timothy M
Byers, Chris W
Changaris, Louis G
Clipper, Dan R
Coates Jr., Bill D
Coble, Ricky L
Cookson, David O
Cooper, Steve M
Cox, Edward F
Craig Iii, Charles C
Crump, Wayne A
Cummings, Michael E
Davis, Charles R
Ding, Jeffrey L
Donham, Calvin T
Dover, Douglas M
Dunnam, James S
Durstun, David W
Fisher, Barry
Foster, William F
Fromm, Gary G
Gambel, Michahel
Gonzalez, Robert A
Gouveia, Dennis F
Gutierrez, Tim
Hellman, David P
Honeycutt, Daniel R
Hood, Lawrence
Imperial, Albert
Johnson, Henry W
Kane, Jim L
Kisner, Roy A
La Chapelle, Dale L
Lara, Gary A
Larribas, Mark A
Laws, Zachery J
Leatherman, Aaron D
Lederle, Joe M
Lloyd, G Scott
Lopes, John R
Lyons, Patricia
Mangante, Christine
Manning, Monica
Marley, Gary V
Martini, Renato R
Mclaughlin, Rodney K
Mello, Andy J
Meyn, Dan M
Morales, Ray M
Moreno, Michael J
Mullins, Ronald
Munoz, Graciela
Murch, Dennis
Namekata, Andrew I
Norwood, J.E.
Nunes, Gaelynn

Owens, Brian R
Parks, Gary O
Parrish, Randall R
Perez, Jaime
Prato, Stephen D
Ramorini, Kerry L
Ramos, Robert S
Richter, John E
Scott, Douglas R
Serna, Raymond A
Simuns, Gary L
Smalling, Karl D
Spessard, Mike A
Stout, Michael J
Takahashi, John B
Vacca, John C
Vander Jack, John
Vargas, Rodrigo R
Velasco, Rex
Weathers, William R
Weese, Troyce L
Williamson, Terri M
Wooten, Robert J
Zaich, Paul D
Monti, Frank B

25 Years

Alonzo-Gonzalez, Amelia J
Araquistain, Ignacio
Armstrong, Dennis M
Avalos, Deena D
Becker, Ron E
Belaski, William W
Bell, David M
Brown, Roderick
Buck, Ricky D
Clough, Mary
Cordova, Alfonso L
Cosmero, Robert V
Cragg, Joseph E
Danielson, Brett D
Decosta, Dave G
Detrick, Allan B
Dobler, Louie R
Doshas, Matt W
Estes, Thomas B
Fisher, Stuart G
Fitzpatrick, Edward W
Fort, Ronald A
Fung, Kenneth M
Garcia, Marc D
Geer, Robert N
Gonzales, Erlinda A
Graddy, Shawn C
Griffith, Terry A
Grunloh, Brian T
Harmon, Kate
Hayes, James D
Helzer, Richard L
Hood, Alicia S
Jacinto, Josemari
Johnson, Vicki L
Kinard, Johnnie L
Ledoux, David A
Lee Jr., James L
Lynch, Valerie L

continued on page 21



Howard is sworn in as president, February 1981.

Long-Term President was 'Force of Nature'

That Was Howard

Howard Stiefer: 1947-2010

By Eric Wolfe

Howard Stiefer, one of the great rank and file leaders in our union's history, died in Missouri on Feb. 3 after a long illness.

Steward, negotiator, unit chair, Advisory Council member, Stiefer served the union in any capacity he thought would be useful. In 1981 he began an unprecedented stint as union president, serving nearly 21 years—more than three times longer than anyone else has ever served in that position. In 2001 he was hired as Assistant Business Manager and spent the remainder of his union career trouble-shooting problems in the union's relationship with Pacific

Gas and Electric—a good fit for a seasoned electric troubleman.

Business Manager Tom Dalzell described Stiefer as “a force of nature.”

“He was a fierce advocate for working men and women,” said Dalzell, “He was effective not only because of his devotion to union principles, but also because he was able to see areas of possible compromise with management before others even fully understood the competing positions.”

Former Business Manager Jack McNally, who served alongside Stiefer during Stiefer's 21 years as president, described Stiefer as a hard worker, someone who was “down-to-earth” and would “think things through and make intelligent decisions.”

Stiefer showed those qualities in whatever he did, whether he was “working as a lineman, part of a crew, as a Troublemaker, or as president,” said McNally. “He didn't shoot from the hip.”

Stiefer was initiated into Local 1245 in November of 1967 while working in the line department of PG&E. In 1974, Stiefer received the IBEW Life Saving Award, the highest honor given by the union. About the same time he became unit chair for Santa Rosa and in 1975 he was appointed shop steward in PG&E's North Bay Division.

Believed in the Union

But Stiefer wasn't content just to collect awards and titles. He believed in the union and understood the importance of recruiting others to the cause.

Larry Pierce, a retired assistant business manager who worked with Stiefer in Santa Rosa in the mid-1970s, remembers how Stiefer recruited him.

“We were at a meeting at Howard's house. Corb Wheeler was our business representative at the time,” Pierce recalled. “I must have stepped out of the room for a while or something, and Howard comes up to me and says, ‘Thanks.’”

“I said, ‘What?’ and Howard says, ‘Corb wanted to know if you wanted to be a shop steward and you said yeah!’”

Pierce got to know Stiefer a lot better in the late 1970s, when they worked as a two-man unit installing subsurface transformers and primary wires.

Despite his size—Stiefer was not a small man—he was nevertheless “one of the most

efficient linemen I ever worked with—his speed, his skill, his climbing ability,” Pierce said.

More than that, Pierce was impressed by Stiefer's knowledge of the work—despite his relative youth at the time.

“He was a quick study on anything you had to work with. Whether it was mechanics or line work or putting engines in cars, he could do anything mechanical. He was a smart man,” said Pierce.

By the late 1970s, Stiefer's involvement with the union was intensifying. He served a short stint on the Executive Board, where he made a favorable impression on other Board members.

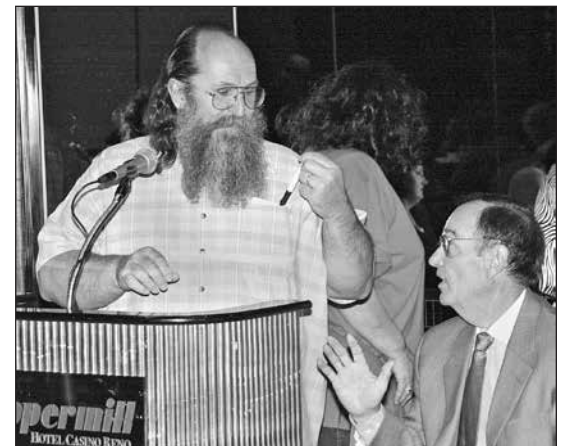
When Jack McNally, then 42 years old, won election as business manager in 1980, it represented a changing of the guard at Local 1245.

“Ron Fitzsimmons was president at the time,” McNally recalled. “He wanted a rep's job and I had an opening.”

McNally told Fitz he could have a job on one condition: he needed to find someone “acceptable” to replace himself as president.

“He came back and said, ‘How about Howard Stiefer?’ I said, ‘Good, I'll buy that.’”

A meeting was arranged, and McNally still



Howard leads his last Advisory Council meeting, in Reno, before joining newly-elected Business Manager Perry Zimmerman's staff in 2001.

laughs when he recalls Stiefer showing up to close the deal.

“That was the first and last time Howard probably ever wore a tie. He showed up in a suit and tie. I could hardly believe it.”

Stiefer took the oath and became president in February of 1981.

It Was Real

Formal clothes may have been a mismatch



Howard, occupying his customary position at the head table in the middle, is seen here administering the oath to Advisory Council members as Executive Board members look on—sometime in the 1990s.

for a man who enjoyed getting his hands dirty, but the position of president fit him well.

"I think the number of terms Howard got reelected and the margins he won by was reflective of his popularity," said Pierce.

"He had close friends in every town where there was any little part of PG&E. He impressed people with his knowledge, with the genuineness of his caring, and his commitment to organized collective action," Pierce said. "You just didn't doubt the sincerity of Howard's caring—it was real."

He rose to the presidency in an era when women were a growing presence in the union, both on the job and on the union's executive board. It wasn't always easy for women to integrate into the rough-and-tumble culture that linemen had created, but Stiefer's presence on the Board helped pave the way, according to Senior Assistant Business Manager Sam Tamimi.

"He was always very respectful. They all liked him. He was a gentleman," Tamimi said. "That was Howard."

During his two decades as the union's top rank-and-file leader, Brother Stiefer's fingerprints were all over the union's extensive activities. He appointed all local union committees, all delegates to Central Labor Councils throughout the local union's jurisdiction, and all delegates to conferences and conventions. He chaired Executive Board and Advisory Council meetings throughout those years, a steady hand during a time of often-wrenching changes in the utility industry.

Stiefer also became a well-known and trusted voice for Local 1245 at all of IBEW's major gatherings—from Ninth District Progress Meetings to Utility Conferences to International Conventions.

"Howard Meant It"

But when you talk to those who knew him well, you don't hear a lot about the titles, the conventions, the honors that

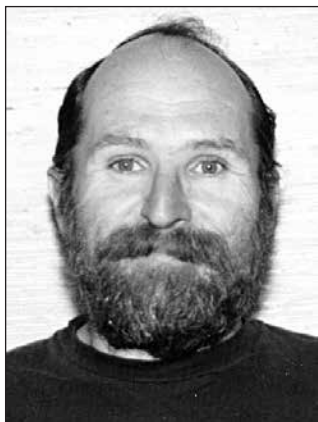


Howard comes back from Missouri in 2009 to attend an Advisory Council meeting in Vacaville.

Utility Reporter

routinely came Howard's way. What you hear about is the man.

"The way he did his job, everyone was his friend," said Tamimi. "It didn't matter whether it was the gas department or the electric department, if he was a union member, he was a brother. Howard meant it."



Howard in the early 1990s.

Tamimi recalled a time when Stiefer intervened on behalf of a member who'd quit the company on impulse. "His wife contacted Howard and said it was a mistake." Tamimi, who was a business rep at the time, remembers Stiefer calling him about it. "He said, 'We'd better take care of this guy.' And we stayed with the case until the guy got back to work."

But this wasn't exceptional behavior, Tamimi said, not for Stiefer. "He did this with every case he had. He stayed with the case until they resolved it. That was Howard."

Like Pierce, Tamimi has a recruitment story involving Stiefer.

"When I first found out about PG&E, I had been in this country for two months. If you think my accent is bad now, think about back then," said Tamimi, who is Palestinian.

Nevertheless, Tamimi managed to land a PG&E job within a few weeks. The year was 1970, and at that time there was no requirement to be in the union.

"Howard came to the gas meter shop where I work—he said, in this soft voice: 'You don't speak good English, you're not a good worker and I never heard the name Tamimi in my life—you really need a union, so sign up.'"

Thirty years later, the two men were serving together as Local 1245 Assistant Business Managers.

That Was Howard

Tamimi said Stiefer was the go-to guy on all matters electric.

"As an assistant business manager he

had all the electric, all the committees—barehanding, rubbergloving, switching committee, troubleman committee, service crews," said Tamimi. "He traveled through the system and met with the linemen on their job. He met with them at unit meetings in Fresno and Bakersfield and Petaluma. He knew most of the people—he'd been around for 40 years."

Tamimi said Stiefer made himself available to assist business reps who didn't have an electric background, explaining "What the troubleman can do, what the lineman can do, what the electrician can do."

But Stiefer's enduring legacy, in all likelihood, will be the nearly 21 years he spent in the role of president, where the knowledge he gained and his steadfastness of purpose enabled him to resolve internal issues within the union as well as represent the union to management and to the outside world.

"He was good at settling tensions," said McNally. "He had the ability to calm people down and reason with them."

"When he talked to people, he made his point but without raising his voice or using bad language. He didn't need to," said Tamimi. "That was Howard."

"He was somebody you could count on, whatever you were doing," said Pierce. "You never had to worry about



Howard Stiefer, 1980s.

Howard's end of the job."

"He was a proud man—proud of his work, his craft, his union," said Dalzell. "There will not be another like him."

Howard and the executive board, mid-1990s: Back row, from left: Chris Habecker, Howard, Kathy Tindall, Mike Davis, Anna Bayless-Martinez. Front row: Mike Brochini, Jim McCauley, Jack McNally, Ed Mallory.



Business Manager Jack McNally, left, and Howard Stiefer were a leadership team for 21 years.



Howard, in his new post of Assistant Business Manager, leads a discussion on leadership during one of the union's "The Future Is Now" conferences in the early 2000s.

ment while bargaining continues. (As the Utility Reporter went to press in early March, there were some faint signs of movement at the bargaining table. Members can check for the latest updates at www.ibew1245.com.)

The union's campaign—which drew 600 to a massive rally on Nov. 7 and another 400 to the union's first-ever picket of the company, on Nov. 19 in Reno—closed out 2009 with many of the state's religious leaders calling on management to “honor its promises” to workers. The religious leaders' appeal appeared as a full-page ad in the state's major newspapers, followed up in some cases by private appeals from religious leaders to company executives.

But rather than listening to polite appeals to show some respect, the company has refused to budge on the issue of retiree medical benefits. In fact, the company has responded in ways that suggest it is oblivious to public opinion—a curious trait in a company whose mission is supposed to be public service.

COMPLETELY TONE DEAF

On top of more than 100 layoffs already announced, in January the company said it was closing its customer service office in Yerington effective Feb. 1 and redeploying the area's one line crew to Carson City. The move leaves NV Energy without a single crew between Fallon and Goldfield—a distance of more than 200 miles. To a public that expects its electric utility to take emergency response seriously, the company's decision must seem completely tone deaf.

Local 1245 responded with local newspaper ads accusing NV Energy executives of pushing service cuts “while fattening their pockets with record pay hikes.” The ads noted that NV Energy reported profits of \$180 million during the previous quarter, collected \$134 million in federal bailout cash, and was able to pay its top executive \$4 million in compensation.

In Yerington itself, NV Energy retirees walked door-to-door, where they found the public in 100% agreement with their cause and plenty unhappy about the loss of their electric crew.

About the same time the union took to the airwaves with a radio ad featuring Retiree Club President Ron Borst. The company wouldn't let Borst tell his story to Michael Yackira (see “Return to Sender,” page 20), so the union decided it was a story the whole state should hear.

“First they close customer service offices so you get less service,” Borst says in the ad. “Now they're cutting the people who work night and day to make sure the power stays on.” Borst goes on to point out that NV Energy is charging the highest rates of any mountain state, even as the company cuts service. (You can listen to the radio ad in the NV Energy section of the union's website at www.ibew1245.com.)

continued on page 20

“Union town” welcomes retirees

By Eric Wolfe

It can be a lonely feeling, standing up to a large corporation that doesn't want to hear what you have to say, but no one was looking too lonely on Feb. 9, when retired IBEW members and their supporters started showing up at NV Energy headquarters on West Sahara Avenue in Las Vegas.

First to arrive were Ron and Vickie Borst with a van stuffed with picket signs. Then a handful of shop stewards from Culinary Workers Local 226 pulled up in a truck and began setting up sound equipment. Local 1245 retirees came next, riding in the same bus that had brought them from Reno the day before. Then a trickle of new arrivals turned into a flood. Here come IBEW members from various Nevada locals. Here comes the PG&E Clerical bargaining committee from California. Here come firefighters and construction workers—and spouses and kids. And watch out, here comes a raucous cadre of Culinary union stewards ready to make the retirees' fight their own.

“NV Energy workers keep our lights on, keep our power safe and reliable day and night,” shouted Culinary shop steward Manny Barajas from an improvised stage on the back of the sound truck as the sky darkened toward rain. “You have honored your commitment to NV Energy and the people of Nevada and we thank you for it. But what about NV Energy? Have they honored their commitment to you?”

“No!” was the crowd's deafening answer.

“Maybe they think you are too old and worn out to stand up for yourselves, maybe they think you are helpless and alone,” continued Barajas. “But I represent 50,000-plus union workers in the Culinary and Bartenders Union 226, and we're here to let you know they can't get away with this!”

Tim Ramirez, representing the IBEW Clerical Bargaining Committee at PG&E, called on NV Energy “to remember the blood, sweat and tears our retirees put into this business... We demand respect and we will not be pushed around.”

continued on next page



The signs seemed to stretch out to the horizon.



Local 1245 member Mark Spaulding enjoys some exercise on the picketline in Las Vegas.



Sierra Pacific retiree Walt Plett at NV Energy headquarters in Las Vegas.



Mike Grimm serving as MC at the rally.



Retiree Club Vice President Tom Bird hoists his banner high.

“You get old. Things break. I'd like to have that option to go to the doctor instead of sitting at home being sick. These benefits are things that I feel that I've worked for, and I deserve, and they were in the contract. For the company to just go back on its word and take these things away, it's just not right.” – Jim Hill, 41-year NV Energy employee

THE RETIREES SPEAK

But no one voiced what was at stake for the retirees better than the retirees themselves, who were happy to share their views with the *Utility Reporter*.

“Seems that we’re having our health insurance taken away from us,” said retiree Mike Armstrong, who recently retired after giving 38 years to the utility.

“We earned them,” said Don Bagley, referring to the medical benefits for retirees that the company wants to walk away from. Bagley, who retired as a line working foreman after 36 years with the company, isn’t keen on the idea of seeing his benefits taken away. “I spent 36 years standing in the snow for these people.”

“You put in your time, and (medical benefits) is what you counted on happening when you retired and now it’s going away,” said Jim Hill, who put in 41 years before retiring in December as an Electric Troublemaker.

“I worked alone. I’ve been in waist-high snow. I’ve been on poles in the highest winds, I’ve had trees going down around me while I’m working trying to put wire back on,” said Hill. “But the greatest satisfaction is getting back into my truck—it was dark when I got there and the lights were on when I left.”

Hill says it was a good job. But now he’s worried about his medical benefits.

“You get old. Things break. I’d like to have that option to go to the doctor instead of sitting at home being sick. These benefits are things that I feel that I’ve worked for, and I deserve, and they were in the contract,” said Hill. “For the company to just go back on its word and take these things away, it’s just not right.”

Following the short rally, Armstrong, Bagley and Hill grabbed signs and joined about 400 others in a picket line energized by the sound of Tom Petty singing “I won’t back down” and Quiet Riot’s “We’re not going to take it.”

If the retirees were tired from their long bus journey the day before, they didn’t show it. Even as rain began to fall with a growing intensity, they stayed on the line, waving their signs and eliciting a steady stream of supportive horn-honking from passing motorists—who seemed quite ready to believe that NV Energy had done something that deserved picketing. And the Culinary workers remained on the line with them, shrugging off the rain and chanting “Corporate greed has got to go.”

When the time came to load the signs back into the Borstmobile, Local 1245 Bargaining Committee member Tom Cornell couldn’t hide his elation.

“It felt great! The enthusiasm is wonderful. This is a union town down here and our brothers and sisters were out here to support us and I love them all.”

Speaking at the rally, in addition to Cornell, Local 226’s Barajas and PG&E’s Ramirez, were Danny Thompson, head of the Nevada AFL-CIO; Sara Stevenson, a member of the Clerical bargaining unit at NV Energy; Local 1245 organizer Fred Ross; and Local 1245 Retiree Club Vice President (Reno Chapter) Tom Bird. Also addressing the rally was Peter Ediger of Pace e bene, one of many religious leaders who signed a full-page newspaper ad that appeared in the state’s major newspapers over the Christmas holiday calling on NV Energy to honor its commitment to workers.

Among the many who provided key logistical support were NV Energy Troublemaker and temporary IBEW Business Rep. Mike Grimm, who also served as master of ceremonies for the rally; Local 1245 organizers Fred Ross and Eileen Purcell, who recruited support from the Las Vegas labor and religious communities; Retiree Club Recorder Mickie Baryol, who publicized the rally and other campaign activities on her energetic IBEW Retiree Club blog; retired Local 1245 shop steward Rita Weisshaar; Local 1245 Advisory Council member Michelle Ramsey; and Ron and Vickie Borst.



Local 1245 bargaining committee members Reto Gross, Tom Cornell, Michelle Ramsey and Local 1245 Organizer Fred Ross joined 400 retirees and supporters in a massive picket of NV Energy corporate headquarters in Las Vegas on Feb. 9 to demand that the company respect its promise to provide retirement medical benefits. Photo by Eric Wolfe



Sierra Pacific (NV Energy) retiree Bud Gray won’t let a little rain stop him from joining the picket line at NV Energy headquarters in Las Vegas.

Photos by Eric Wolfe and Dolores Fino



Culinary Workers, shrugging off the intermittent rain, marched alongside IBEW retirees in an amazing show of solidarity.

Members of the IBEW Local 1245 bargaining committee at NV Energy form something of an honor guard as Executive Board member Tom Cornell addresses the rally. From left: Business Rep. Randy Osborn, Advisory Council Representative Michelle Ramsey, Cornell (speaking), Retiree bargaining committee representative Dale Huntsman, and Gary Bailey, bargaining committee member.



Meeting with Senate Majority Leader Harry Reid are IBEW Local 1245 Business Rep. and NV Energy Troubleman Mike Grimm, the Majority Leader, and Local 1245 retirees Mac McKee and Chuck Rader.

Borst then invites the public to visit the campaign's website at ShameOnNVEnergy.com. That website features photos of retirees holding Shame on NV Energy signs, accompanied by a brief explanation of the issues. Photos of NV Energy's top executives and board members are featured in the website's "Hall of Shame." Visitors are given an opportunity to sign up in support of the union's campaign.

SHINING A BRIGHT LIGHT

Although NV Energy geared up last

fall for a possible strike—they even contacted a Minnesota contractor for strikebreaker services—the union chose a form of resistance that the company had no way to answer: mobilizing its members in public protest and shining a very bright light on what the company is trying to do to its retirees.

Going into February, the union escalated its campaign on every front.

An "interfaith rally" in Reno in late January served as a springboard for the demonstration and picket in Las Vegas on Feb. 9. The union also saddled up its

Return to Sender

In a calculated show of disrespect for the people who built the company he heads, NV Energy CEO Michael Yackira in late February refused to accept delivery of a registered letter from a retiree.

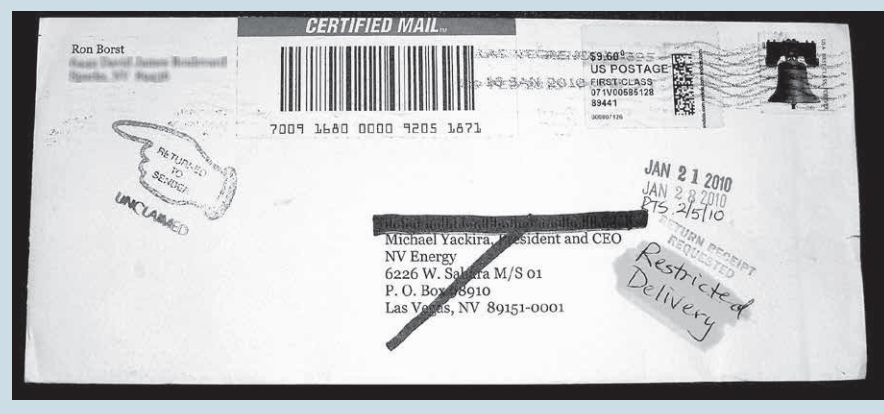
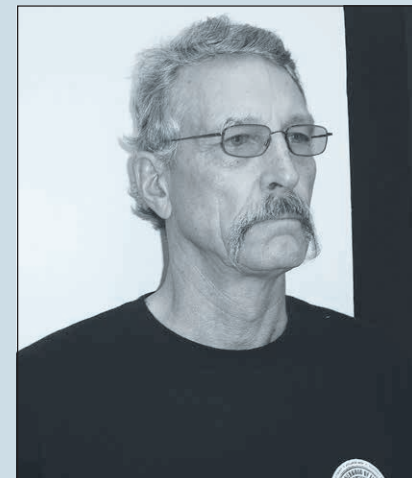
What had the retiree done to merit such an insult?

"I wanted to talk to him about my medical benefits," said Ron Borst, a retired lineman who is now president of the Reno Chapter of the IBEW Local 1245 Retirees Club.

Borst first tried to raise the issue at a company-sponsored public forum held last October at John Ascuagua's Nugget casino. He had responded to a company invitation to come "discuss" retiree medical benefits, but when Borst and others attempted to speak the microphone was shut off. When Borst followed up with a letter to Yackira asking to have the promised discussion, a reply from one of Yackira's underlings scolded Borst for his bad manners.

Now the company won't even accept delivery of Borst's letters.

"It doesn't hurt my feelings," said Borst, who spent 20 years climbing poles for Sierra Pacific Power. "But where I come from, if you're going to stick it to someone you ought to be willing to look him in the eye while you're doing it."



Nevada Deserves an Energy Company that WALKS THE LINE


Corporate executives from NV Energy are failing to "walk the line" as they push for massive service cuts while fattening their pockets with record pay hikes - leaving the rest of us to pay more for much less.

Last month, NV Energy announced they will eliminate more rural Nevada electric line crews. These are the same dedicated workers who put themselves on the line to provide our neighborhood with safe and reliable power - regardless of whether it was the dead of night or dead of winter. This reckless move and the closure of every Nevada customer service office - except in the city of North Las Vegas - leaves Nevada a more vulnerable place for our families by increasing power outage times and compromising public safety.

Corporate executives tell us that these cuts are necessary, even as we pay the highest electricity rates of any mountain state. Yet, NV Energy:

- ✖ Reported profits of \$180 million during the last quarter.
- ✖ Consistently pays investors a dividend.
- ✖ Collected \$134 million in federal bailout cash.
- ✖ Rewarded CEO Michael Yackira close to \$4 million in compensation.

And now, NV Energy's executives are turning their backs on over 600 retired NV Energy workers. Despite all earlier promises, NV Energy is taking away retirees' hard-earned health care benefits during the most vulnerable time of their lives.




"Tell NV Energy to walk the line."

Mickie Baryol, NV Energy Retiree
27 Years of Service

Call the Public Utilities Commission of Nevada and tell them that NV Energy is failing to walk the line:
775-684-6101

Learn more at: www.ShameOnNVEnergy.com

Paid for by the dedicated members of IBEW Local 1245



campaign and galloped into cyberspace. The union's ShameOnNVEnergy Facebook page quickly attracted over 6,000 friends, mostly NV Energy customers voicing their displeasure with the company. About the same time, company CEO Michael Yackira took down his own Facebook page, apparently no longer enjoying the feedback he was getting from his "friends."

The union penetrated even deeper into the cybersphere with a Google ad campaign that brought up the ShameOnNVEnergy message in response to certain search terms involving NV Energy. Something in the ads must have struck a nerve: Google users "clicked through" the ad to access the ShameOnNVEnergy website at five times the normal click-through rate for Google ads.

A similar intensity of purpose can be seen in the public's overwhelming response to the union's newspaper ad

campaign, which encourages NV Energy customers to contact the Public Utilities Commission of Nevada. The PUCN received so many complaints about NV Energy they stopped taking calls from the public.

The issue of fair treatment for retirees has also found its way into the political arena. On Feb. 24 the union leafleted a special session of the Nevada Legislature, alerting legislators, aides and other capital visitors to NV Energy's callous attitude toward its retirees. "Despite all earlier promises, NV Energy is taking away retirees' hard-earned health care benefits during the most vulnerable time of their lives," the leaflet says.

Three days later, members and retirees passed out leaflets to those attending the Washoe County Democratic Party caucuses. Many caucus-goers also took Shame on NV Energy signs to put in their windows. The union introduced a resolution to the Democratic platform committee that calls on NV Energy to honor its commitments to customers, employees and retirees.

Retirees also made contact at one of the highest places you can go in America's political hierarchy: on Feb. 20 they met with United States Senate Majority Leader Harry Reid. Unlike Michael Yackira, he seemed happy to hear from IBEW Local 1245 retirees.

Further information

For more news about the fight for justice at NV Energy, visit:

- ShameOnNVEnergy at: www.shameonnenergy.com to see the Wall of Shame.
- Reno/Sparks Chapter, IBEW Local 1245 Retiree Club blog at <http://renosparksibew1245retireesclub.blogspot.com/>
- IBEW Local 1245 at www.ibew1245.com

Retirees' Corner



Blogging Nevada

It's the place to go to find the latest news of interest to NV Energy retirees. The Reno/Sparks Chapter of the IBEW Local 1245 Retirees Club hosts a blog with news you can use. See it at: can be found at: <http://renosparksibew1245retireesclub.blogspot.com/>.

IBEW 9th District blog

The IBEW Ninth District blog is a place where IBEW retirees can share their thoughts and opinions. Your participation is welcome. Check it out at <http://ibewninthdistrictretirees.blogspot.com/>.

Sonoma candidate seeks support

Sonoma County supervisorial candidate Mike McGuire appealed for support at the Santa Rosa Chapter meeting of the Local 1245 Retirees Club on March 2.

"He is pro-labor," reported Chapter Recorder Ken Rawles, who said McGuire has the support of IBEW Local 551 and the North Bay Labor Council. The meeting voted by a show of hands to ask the Local 1245 Executive Board to endorse McGuire.

Chairman Art Fahrner and Rawles were designated to take a head-count to see how many Santa Rosa retirees would be attending a memorial barbecue at Weakley Hall on April 24 to honor the memory of former President Howard Stiefer, the long-time Local 1245 president who died Feb. 3.

Stockton Honorees, from page 15

Martin, Bret A
Martin, William A
Mcbee, Victor
Mcginnes, John T
Mckie, Galen F
Mckinnon, Sean G
Mcneill, George C
Medina, Melanie L
Meier, Ralph E
Mize, Robert S
Newsome, Michael P
Niehenke, David W
Peirano, Maria C
Pence, Lewis J

Perez, Victor D
Phillips, Gary E
Pierce, David J
Puou, Thomas A
Quattro, Jim D
Ratfield, Cris T
Ravera, Darlene L
Richter, Judith A
Rieb, Garrett K
Rigg, Ralph B
Roberts, Laura J
Rosas, Manuel D
Salaiz, Dennis M
Sargent, Lisa M

Schmidt, Curtis
Sheridan, James A
Sierras, Jessie
Silva, Joe G
Soto Jr., Benjamin
Spoonhour, Theresa M
Thien, John
Thormann, William F
Thornberry, Donald R
Trujillo, Manuel E
Urbin, Fredric K
Vela, Mark A
Warren, Robert E
Willett, Richard
Worley, Daniel R

Vacaville goes bi-monthly

The Vacaville Chapter of the Local 1245 Retirees Club now meets bi-monthly. Meetings for the remainder of 2010 will be in March, May, July, September, and November. Meeting location remains Weakley Hall in Vacaville. Meeting time remains 10 a.m.

Darryl Norris, Business Representative

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, every other month, 10 a.m., at IBEW Local 1245, 30 Orange Tree circle, Vacaville, CA. (May, July, etc.)

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.

Get the latest news at

www.ibew1245.com

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!

Georgina Alfaro 22 years Arroyo Grande, CA	Richard Martin 16 years Martinez, CA	Edward Lopez 37 years Coalinga, CA	Anthony Mateo 36 years So. San Francisco, CA
James Coulter 30 years Copperopolis, CA	Daniel Morrill 30 years Fresno, CA	Marilyn Miles 36 years Oakland, CA	Gary Presley 29 years Livermore, CA
Floyd Cox 36 years Grass Valley, CA	Joseph Pierce 39 years West Sacramento, CA	Michael Page 26 years Pleasanton, CA	Arthur Solorio 25 years Fresno, CA
James Dorman 14 years Oakley, CA	Rick Smithers 39 years Shingletown, CA	David Parmenter 37 years Willits, CA	Anna Soto 36 years San Bruno, CA
Ronald Galati 36 years Newcastle, CA	Salvatore Spinnato 32 years Hayward, CA	John Pedroia 29 years Pt. Arena, CA	Roy Stevenson 30 years Yuba City, CA
Kirk Givan 10 years Fresno, CA	Dennis Ailor 34 years Burlington, VT	Frederick Post 15 years Vancouver, WA	Thomas Torgersen 28 years Eureka, CA
Morrell Harge 37 years Oakland, CA	James Allmon 18 years Oakland, CA	Kenneth Schedin 5 years Boise, ID	Richard Torres 30 years Modesto, CA
Robert Hatwig 36 years Red Bluff, CA	Robert Bevers 28 years McMinnville, OR	Sharon Shepherd 30 years Brentwood, CA	Priscilla Tse 36 years So. San Francisco, CA
Feliks Hejnowicz 19 years Kelseyville, CA	Ray Buffington 32 years McNeil, AR	Jimmie Soto 19 years Rio Rancho, NM	Randy Vanderkar 22 years Walnut Creek, CA
Melvin Helm 34 years Caruthers, CA	Pearl Cuizon 13 years Stockton, CA	Anibal Costa 36 years Castro Valley, CA	Andrew Vega 43 years Marysville, CA
Gordon Hendrix 39 years Orland, CA	James Endicott 41 years Honolulu, HI	Steven Habeck 12 years Quincy, CA	
Lisa Kottas 17 years Powell, WY	Everett Flowers 15 years Pleasant Hill, CA	Randall Hoskins 35 years Nerdon, NE	
Mattie Mabry 13 years San Francisco, CA	Ronald Geringer 8 years Fresno, CA	Robert Leonard 24 years Rigby, ID	
Teodulo Magpantay 17 years Concord, CA	John Ingram 19 years Washoe Valley, NV	Bobby Martin 37 years Bakersfield, CA	

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

Keeper of the Signs

Fired-up Local 1245 retirees from NV Energy provided key logistical support for the February demonstration in Las Vegas—including the distribution of 400 picket signs.

Photo By Dolores Fino



SERVICE AWARDS



Petaluma, CA

October 9, 2009

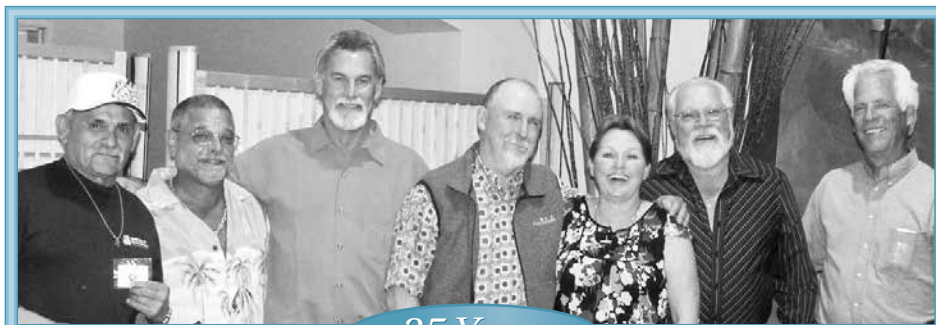


45 Years

Receiving 45-year awards are Art Fahrner, left, Patrick Donlan.



40 Years



35 Years



30 Years



25 Years

THE HONOREES

45 Years

Donlan, Patrick
Fahrner, Art

40 Years

Belieu, Mark J
Cox Jr., Herman E
Hinke Jr., Charles M
Landingham, Hubert
Peter, Richard G
Pierce, Larry L
Williams, Mike

35 Years

Avilla, Barney
Baslee, Donna J
Boydston, Donald P
Carmichael, David L
Cincera, Steve
Coit, Charles J
Cole, Robert
Edwards, Darrell
Endicott, Mark R
Fechter, Richard
Findley, James E
Galvez, Ruben
Garcia, Jacquelyn I
Garrison, Carol Ann A
Gibson, Larry
Jenner, Jerry
Joerger, Mark P
Knust, Patricia
Macaluso, Richard T
Mazzotti, Paul M
Murphy, Leon
Quesada, Joe M
Saunders, Robert E
Scahill, Steven
Silva, Michael
Skoonberg, William J
Turner, Brent
Vitigo, Lonnie

30 Years

Asay, Donald D
Bell, Paul
Borries, Thomas A
Bricker Jr., James R
Brower, Robert A
Carpignano, Jane A
Castelli, David A

Christensen, Lex P
Crowhurst, Peter A
Davini, Dave
Deignan, Patrick H
Dooley, Eugene S
Everett, Richard D
Fryer, Patrick J
Gekas Jr., James S
Glaze, Terry
Gonzalez, Francisco
Grigsby, Korri A
Grosman, Lee H
Hammer, Dennis
Hegerhorst, Dennis A
Hill, James F
Jensen, James N
Jones, Gerald
Jovovich, Robert J
Joyce, James J
Kent, John D
Levey, Roddy
Mathews, Jack R
McDonald, Barry D
Miller, Tony E
Murgatroyd, James R
Myers Iii, Sidney G
Nardini Jr., Jack R
Naughton, Neil A
Norton, James D
Osteen, J L
Pereira, Elder M
Rachel, Jeffrey G
Roybal, Mardo J
Santos, J.
Scafani, Michael A
Siebert, Ken D
Silva, Marc
Singh, Avinash J
Snyder, Ione E
Sproat, Ron W
Steele, Robert M
Thomas, Peter S
Tognozzi, Ronald R
Trout, Harry A
Vitorelo, Joseph
Whitcomb, B M
Wood Jr., Harold S
Zapanta, Luis K
Zita, Ed L

25 Years

Asche, Frederick
Bird, Maureen D

Breci, Anthony L
Burke, Randy A
Chaney, Lloyd H
Chelini, Frank E
Clopton, William M
Creamer, Jeffrey B
Curran, Michael J
Davis, Shane D
Dewlaney, Chris W
Duarte, John A
Fong, Ronald D
Freitas, Anthony R
Gamba, Edward J
Gromo, Michael A
Henning, Bruce L
Herbst, Rainer S
Herries, Joe N
Hill, Marlon D
Hock, Frank T
Hoex, Thomas P
Horner, Ron A
Johnson, John E
Jorissen, Cynthia J
Kenney, Steve P
Khiev, Saun
Khiev, Soeun
Kikuchi, Kerry L
Krugman, Archer R
Lifto, Kevin
Maffei, Dave L
Mandel, Bruce A
Martinez, Daniel J
Martinez, Kevin B
Mcintyre, Stephen R
Meyer, Marvin R
Moeller, Craig S
Pearson, Paul J
Pena, Steven D
Romelli, Michael A
Santarini, Jonathan
Segale, Steven L
Shoulet, Mark S
Smith, Harvey D
Steffen, Julia E
Sullivan, Kenneth A
Terrill, Rich D
Turnbull, George
Vaught, T K
Watson, Gregory J
Watson, Stuart B
Wolford, Jeffrey L
Womble, Gordon R
Zerkel, Steven

Unit Meeting schedule changes

Unit 4016, South Feather Water and Power, has changed its meeting dates. The new meeting dates, through June, are:

March 17, 2010 (Wednesday)

April 22, 2010 (Thursday)

May 20, 2010 (Thursday)

June 17, 2010 (Thursday)

Ray Thomas, Senior Business Rep.

Unit 3801, Sacramento Clerical, meets on the first Tuesday of the month. The dates published on-line and in the November-December 2009 issue of Utility Reporter were incorrect. Dates for upcoming meetings are: April 6, May 4, and June 1. Meeting time is 4:30 p.m. Meeting location is Round Table Pizza, 4680 Natomas Blvd, Ste #170, in Sacramento.

Arlene Edwards, Business Rep.

Unit 2509, Stockton Clerical, meets on the second Thursday of the month. The dates published on-line and in the November-December 2009 issue of Utility Reporter were incorrect. Dates for upcoming meet-

ings are: April 8, May 6, and June 3. Meeting time is 4:00 p.m. Meeting location is 8110 Holman Road, Ste. #1, in Stockton.

Arlene Edwards, Business Rep.

Unit 1129, Auberry, has a new location effective immediately: The Pizza Factory, 29424 Auberry Road, Prather, CA. The meeting dates and time remain unchanged.

Mike Grill, Business Representative

Unit 1128, Lemoore, has a new meeting location effective immediately. The new location is Vida's Steakhouse, 129 W. 7th, Hanford, CA. All dates and times remain the same.

Bob Dean, Business Rep.

Unit 1112, Bakersfield, meeting location was recently listed incorrectly in the Unit Meeting schedule. The correct location for the Bakersfield unit is 200 West Jeffrey Street in Bakersfield. The meeting dates and time remain unchanged.

Bob Dean, Business Rep.

Weather Doesn't Matter

IBEW Local 1245 members working for the Western Area Power Administration braved some of the fiercest winter weather in years to perform trouble work recently on the Captain Jack 500-kv line in the rugged mountains near Grizzly Peak.

The Captain Jack line is part of the California Oregon Intertie—transmission lines that knit together power grids in California and the Pacific Northwest. The line reaches its highest point of about 6,000 feet near Grizzly Peak, an area subject to copious amounts of snowfall in the winter. Accumulation of ice and snow on insulators and wires pose a significant risk of outages.

As these photos show, weather doesn't matter when there's a threat to power: IBEW Local 1245 members are on the job.

Photos by Dave Horton



A land of snow and ice.

[RIGHT] Ryan Yeager: Can do!

[BELOW] From left: Ryan Wheeler, Ryan Yeager, Dave Floyd and Brian Adams.



Too windy for hard hats.



Just getting there was half the challenge.



Ryan Yeager, Ryan Wheeler, and Daren New.



PHOTO GALLERY



Sherrie Wheeler,
Operating Clerk
Pacific Gas
Elec

INFORMATION PIPELINE

- New Members
- Stewards
- Unit Meetings
- Safety
- Benefits
- Unionizing
- Find a Job
- Working Women
- Retirees



TOM DALZELL
BUSINESS
MANAGER
ARCING & SPARKING
COLUMN:

News Index

NEWS ALMANAC:

- With unemployment still at **10%**, the Senate overcomes Republican filibuster, extends aid to jobless workers. (Posted 3-4-10)
- Senate overcomes Republican filibuster to advance **\$15 billion** jobs bill. (Posted 2-23-10)
- Feinstein seeks limits on insurance premiums after Anthem announces **39%** rate hike. (Posted 2-19-10)
- Mining company locks out **545** workers near Tehachapi. (Posted 2-4-10)
- Consumer Price Index for **2009**. (Posted 2-1-10)
- US could curb Wall Street speculation and raise **\$100 billion** a year to reduce US budget deficit—with a financial transaction tax. (Posted 1-22-10)
- U.S. Labor Secretary hires **250** new investigators to protect workers from being cheated out of wages and overtime pay. (Posted 1-4-10)
- How many jobs were created in the decade just ended? **Zero**. Economists are now rethinking the whole question of national economic growth. (Posted 1-4-10)

LOCAL 1245 NEWS:

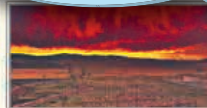
Howard Stiefer: Longest-serving Local 1245 president remembered as "fierce advocate" for working people



Unprecedented power has new

Local Union Election and Advisory Council win IBEW scholars

IBEW Photo Contest: Don Porter of NV Energy takes third place in national competition (Revised 2-4-10)



Videos!

SEARCH the Local 1245 website



OUR UNION:

- History
- Structure
- Members at Work

Search PG&E grievance documents

- Benefit Agreements
- PG&E Documents
- PG&E Contract Index
- Union Primer
- Wage Comparisons
- Labor Links

Latest info on Clerical Bargaining

Clerical Drop-In Sessions: Ask questions, share ideas for bargaining (Posted 2-15-10)

Revised Schedule for Clerical Drop-In Sessions: (Updated 2-25-10)

Clerical Bargaining Form: Submit your proposals on-line for 2010 bargaining (Posted 2-10-10)

Search for PG&E Documents: New search engine to help you find what you need!

PG&E white on black: Meadows

NV ENERGY: Return to Sender: Union runs ads in all of Nevada's major daily newspapers March 4th after CEO Yackira refuses to accept letter from retiree (Posted 3-4-10)

Bargaining Update: Major issues remain on table; talks continue (Posted 3-2-10)

Reno Gazette Journal (finally) mentions IBEW campaign at NV Energy (Posted 2-27-10)

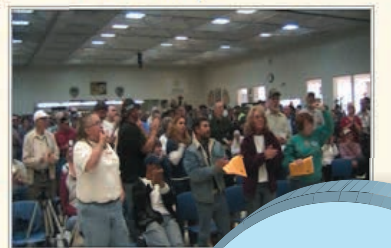
Letter Questions NV Energy's commitment to service (Posted 2-18-10)

IBEW 1245 Media: New video of Reno Contract Action Rally (Posted 2-15-10)

Videos: IBEW Las Vegas TV, KTNV-TV and

Las Vegas Sun: Union slams NV Energy cap on benefits (Posted 2-11-10)

You Can't Hide! 400 picketers target NV Energy headquarters in Vegas



RETIRED WORKER RALLY NV ENERGY HEADQUARTERS

Las Vegas Sun: Union slams NV Energy cap on benefits (Posted 2-11-10)

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OUTSIDE CONSTRUCTION:

DISPATCH

Outside Construction Report: Team effort gets results in organizing (Posted 2-25-10)

Diversified Utility Services sets poles in rugged Lewiston terrain (Posted 2-23-10)

Outside Construction Report: A second straight year of growth (Posted 2-11-10)

OSHA Classes scheduled for first 10 months of 2010 (Posted 12-21-09)

National Emergency Response Agreement covering IBEW work (Posted 10-19-09)

PUBLIC SECTOR:

Sacramento RT sends WARN notices of impending layoffs. (Posted 3-1-10)

UC Study: Ballot initiatives won't help Redding's budget (Posted 2-11-10)

Full Text of UC study on Redding ballot initiatives (Posted 2-11-10)

Redding Rally protests City's attack on benefits (Posted 1-11-10)

City of Alameda agreement ratified (Posted 1-11-10)

Modesto Irrigation District backs out of ratified agreement (Posted 1-11-10)

WAPA Crew Proves weather doesn't matter when there's a job to be done. (Updated 2-24-10)

TREE TRIMMERS:

James Roberts, Asplundh Tree Foreman, receives 40-year plaque from Business Rep. Junior Ornelas (Posted 2-4-10)

Mountain Firewood Enterprise agreement ratified by members (Posted 1-11-10)

SAFETY MATTERS:

Safety Report: PPE, FR Rain (Posted 2-11-10)

Local Cord Near Miss: pass it (Posted 2-11-10)

Safety Summit tries to reverse trend (Posted 1-11-10)

Committee Report for December (Posted 1-4-10)

CALENDAR

DATE	EVENT
Mar 5:	Service Awards, North Bay
Mar 8:	PG&E Clerical Drop-In, Sacramento CC
Mar 9:	PG&E Clerical Drop-In, Bakersfield
Mar 9:	PG&E Clerical Drop-In, Sacto Bill Print
Mar 9:	PG&E Clerical Drop-In, Sacto RMC
Mar 9:	PG&E Clerical Drop-In, San Francisco
Mar 9:	PG&E Cler Drop-In, Stockton-Channel
Mar 9:	PG&E Cler Drop-In, Stockton-W. Lane
Mar 10:	Retirees Club, Vacaville
Mar 11:	PG&E Cler Drop-In, Stockton DMU/CC
Mar 11:	PG&E Clerical Drop-In, Concord
Mar 11:	PG&E Clerical Drop-In, Reno

There's more. So explore!

The All-New IBEW 1245 Website

News

Photos

Videos

Resources

Merchandise

"I wish I was still alive so that I could visit this great website."

—William "Big Bill" Haywood, INDUSTRIAL WORKERS OF THE WORLD (1869-1928)