

Jobs for California 24

Dalzell: "Don't Drink the Kool-Aid" 2

In Memoriam: Jerry Biedinger 3

Member Letters 3

Blame Bob 4

Outside Construction 6

Tree Trimmers 6

Boxer v. Fiorina 10

Brown v. Whitman 12

Reid v. Angle 14

Union Sportsmen's Alliance 18

Financial Statement 20

Sylvester Kelley Ad 22

Massive show of unity as bargaining begins for PG&E Clerical

By Eric Wolfe

In a massive show of unity, over 2,300 Local 1245 members signed a petition against contracting out and two-tier wages as the union began negotiations with Pacific Gas & Electric for a new Clerical Agreement.

The vast majority of the signers were members in the PG&E Clerical bargaining unit, although a few hundred Physical members could not resist the temptation to show their support for the Clerical bargaining committee.

In opening proposals exchanged in June, management called for greater authority to take Clerical work away from IBEW members and farm it out to contractors. Management also proposed a two-tier wage scheme that would slash Clerical wages for new members by as much as 30%—in some cases driving wages so low that future IBEW Clerical members would be eligible for food stamps and welfare programs.

"It's a divide and conquer tactic," said Local 1245 Bargaining Committee



A banner with over 2,300 signatures of support for the Clerical bargaining committee provided the backdrop for the start of PG&E Clerical negotiations at Weakley Hall in Vacaville on Sept. 8. From left: Jennifer Gray, Graciela Nunez, Lorenzo Arciniega, Eileen Purcell, and Tom Dalzell.

member Graciela Nunez, a Service Representative at the Fresno Call Center. "Management wants us to throw future IBEW members under the bus, but we don't accept the idea that this work is only worth poverty-level wages. It's hard

Continued on page 7

News briefs

Iraqi police shut down the Electrical Utility Workers Union in Basra, seized the union's records and threatened to arrest anyone who protested the action. The union is headed by Hashmeya Muhsin, the only woman to lead an Iraqi union. She met with IBEW Local 1245 members during a U.S. tour several years ago (read about her visit at www.ibew1245.com/news-Almanac/Iraqi_Union_Leader_6-27-07.pdf).

Four-Day Work Week was the rallying cry of thousands of Victorian (Australia) electricity workers as part of a landmark industrial campaign to better balance work and life.

A strike by Nigerian electricity workers in late August protesting the non-payment of wages put a damper on efforts by President Goodluck Jonathan to improve the nation's power supply.

A new poll says 51% of Americans don't want to renew current tax breaks for the rich when they expire; fewer than one-third support continued tax breaks for the rich.

NV Energy pact ratified

Battle still rages over retiree medical



Retirees picket an NV Energy Board of Directors meeting outside the Peppermill Casino in Reno on Aug. 5. Many motorists waved in support as the picketers chanted "Shame on NV Energy" and "stop corporate greed."

By the slimmest of margins Local 1245 members ratified a three-year agreement with NV Energy after a contentious 13-month contract campaign that featured massive member resistance to management's take-away proposals.

In a mail ballot counted on Aug. 12, members voted 239 to 216 to accept a package that raises wages for both Physical and Clerical members but imposes pension plan changes that union members had vigorously resisted.

"Our bargaining committee and members at NV Energy showed tremendous determination in fighting off the company's worst proposals," said Business Manager Tom Dalzell in a letter to members after the vote.

Those proposals, first put forward by management in July 2009 when bar-

gaining first got underway, included:

- Contracting out of union work
- Closure of a department where Clerical work is performed
- Stripping away basic union protections by turning union members into "at will" employees

In addition, union researchers discovered that NV Energy had entered into discussions with a strike-breaking firm

Continued on page 18



Jason Hardy, left, and Max Sherwood were presented with the IBEW Life Saving Award by Local 1245 Business Rep. Sheila Lawton.

Life Saving Award for MID members

IBEW Local 1245 members Jason Hardy and Max Sherwood have won the IBEW Life Saving Award, the highest honor bestowed by the International union.

Hardy and Sherwood, electric linemen in Modesto Irrigation District's service maintenance department, didn't set out to be heroes. But they were quick to take action when they arrived at a residence in Modesto, CA for a routine meter set and found smoke coming out of the house.

Sherwood attacked the flames at the rear of the house using a fire extinguisher off their MID truck. Hardy called 911 and banged on a door to get the resident's attention. Their quick action alerted the resident to her peril.

Brothers Sherwood and Hardy were able to evacuate the resident and her pets from the house prior to the arrival of the fire department.

Local 1245 congratulates Brothers Hardy and Sherwood on their act of courage and their award.

Local 1245 shop stewards under the age 40 will meet at Weakley Hall on Sept. 25 to discuss ways to energize the union and increase participation by younger members.

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



Tom Dalzell
BUSINESS MANAGER

Don't drink the Kool-Aid

As we look at Labor Day in the rearview mirror, we'd do well to recall its original purpose and meaning: to celebrate what working people have achieved for themselves by uniting together for their common good. It's a message worth remembering as we head into a season of challenges for workers belonging to IBEW Local 1245.

We have seen an unprecedented and unacceptable number of serious and fatal accidents on the job. Many of our employers, especially in the public sector, are facing short-term but significant financial difficulties. And we are seeing a deeply troubling infestation of corporate greed in the utility sector, most notably by NV Energy and its new officers.

In these trying times, let our employers understand where we stand:

- We will work with you on safety. We will point out all that we see as impediments to safety and fight to eradicate them. We will do all that we

Al Fortier hired as business rep

Al Fortier, a 19-year member of IBEW Local 1245, has been hired to serve the union as a business representative effective Aug. 16, 2010.

Fortier became a lineman in 1996 and worked in Outside Construction until 1999. Since then he has worked for Alameda Municipal Power. He has served as chair of Unit 2211 (City of Oakland), and also served a term on the Local 1245 Advisory Council and was just re-elected to that position in June.

Brother Fortier's initial assignment will include representing members at Dynege (formerly served by Bill Brill), Mirant (formerly served by Joe Osterlund), Port of Oakland (formerly served by Sheila Lawton), and several public sector properties formerly served by Liz McInnis: Alameda Municipal Power, City of Oakland, AC Transit, and City of Berkeley.

Welcome aboard, Al!



Fortier

can—with you when possible—to promote safe work practices and procedures and a safety culture.

- If you are struggling because of the economy, we will work with you. We will make the sacrifices we need to make to keep you going, but no more and not forever. If you try to take advantage of a temporary downturn in the economy to achieve permanent reductions in wages or benefits, we will fight you. We expect you to make the same sacrifices you ask of us. If we are sitting across the table from employer negotiators who have been given generous raises in the past few months, don't expect us to make sacrifices. If we see executive salaries soaring, don't expect us to tighten our belts.
 - If you are doing well financially, we will do our best to make it better. We expect you to share your success. We will never be greedy, but we want you to recognize our contributions in the same manner you recognize your own – financially.
 - There is nothing that will bring out the fight in us more than an employer who is doing well and attacks our members or retirees. We resent greed, and will call you out on it.
- To our members, on Labor Day we say:
- Work safely. Nobody should care more about your safety than you. Not your employer. Not your union.

Notice IBEW Convention

The next International Convention of the IBEW will be held in 2011 in Vancouver, Canada. A passport is required to enter Canada and return to the United States. Any Local 1245 member who plans to run as a delegate should keep this in mind and prepare accordingly.

Nothing – nothing at all – is worth more on the job than you doing your job safely.

- Work well and with pride. Your jobs are challenging and important, and you have much to be proud of. After safety, quality is the most important. Make yourself proud and make us proud of you.
- The union is not a thing apart from you. It is you. Union staff and officers will support your efforts but we can't do all that needs to be done without your participation. Our linemen members are working hard on safety. Our clerical members at PG&E are working hard on attendance issues. Our young members are working to bring other young members into a more active role in the union. Our members at NV Energy, the City of Redding, Sacramento Regional Transit, Modesto Irrigation District, the City of Healdsburg –to name a few—are standing up to short-sighted or greedy bosses. And our members are supporting each other in these

CALENDAR

- Sept 16: Financial Seminar, Oakland
- Sept 17: Financial Seminar, Bakersfield
- Sept 18: Financial Seminar, Fresno
- Sept 21: Financial Seminar, Stockton
- Sept 22: Rally at NV Energy, Las Vegas
- Sept 22: Financial Seminar, Concord
- Sept 23: Financial Seminar, San Mateo
- Sept 25: Financial Seminar, San Jose
- Sept 25: Financial Seminar, Redding
- Sept 25: Financial Seminar, Chico
- Sept 25: Youth Solidarity Conference, Vacaville
- Sept 30: Financial Seminar, Monterey
- Oct 2: Financial Seminar, San Luis Obispo
- Oct 2: Financial Seminar, Sacramento
- Oct 9: Financial Seminar, Santa Rosa
- Oct 23: Advisory Council, Reno

APPOINTMENTS

NV ENERGY

2010 Ballot Committee

Rick Davis, Vicki Lockhart

SACRAMENTO REGIONAL TRANSIT

Ballot 2010 Committee

Ray Adams, Bertrand Alexander, Jeff James, Paul Williams

MERCED IRRIGATION DISTRICT

2010 General Negotiating Committee

John J. Ellett, Charley E. Sounders, Peter E. Stone, Craig Tatum

MODESTO IRRIGATION DISTRICT

2010 Negotiating Committee

Rick Behler, Steve Carlson, Mike Gomes, Forrest "Woody" Mouw, Jeff States, Travis Weese

2010 Bargaining Subcommittee

Kurt Celli, Dale Gumm, David Ferreira, Denise Miller, Tony Moore

CITY OF ROSEVILLE

Bargaining Committee

Brian Boyd, Cheril Fowler, Mitch Prather, Rick Thompson, Travis Watkins, Doug Willford

CONFERENCES

California Labor Federation Biennial Convention

Art Freitas, Hunter Stern

Nevada State AFL-CIO 54th Annual Constitutional Convention

Tom Cornell, Mike Davis, Michelle Ramsey, Rodney Thomas, Rita Weisshaar

2010 Inter-Union Gas Conference

Mike Birkhimer, Lloyd Cargo, Bryan Carroll, Ron Fort, Randy Lassus, Ryan Morris, Mike Newsome, Mike Scafani



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Utility Reporter

September/October 2010
Volume 59 No. 5
Circulation: 22,200

Published bi-monthly at 30 Orange Tree Circle, Vacaville, CA 95687. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 2547, Vacaville, CA 95696.

Periodical postage paid at Vacaville and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 2547, Vacaville, CA 95696.

Single copies \$1. Subscription by arrangement. Have you moved recently? Please send complete new address and your Social Security Number (by U.S. Mail) to: "Address Change" IBEW Local 1245 P.O. Box 2547 Vacaville, CA 95696.

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

Our phone number is (707) 452-2700.





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

Leading utility, or just mediocre?

Editor's note: The following email was sent to the union by Kurt and is reproduced here with his permission. He requested that his last name be withheld.

Just got the company's Clarification: Clerical Wages Q&A Document.

So are we still interested in being the leading utility company or just mediocre? I have been here long enough to see us in the "Search of Excellence" period during the Dick Clarke times and even then PG&E was serious enough about excellence that we never had to consider this.

I think the company's pay policy to begin with is discriminatory for Clerical employees! I have worked on the Physical side for 30 years and only three years here so when it comes to pay the

Physical is mostly men and they pay wages like they are the primary earners of the family.

Here in Clerical the vast majority are women and they pay like women are either a second class person or not the primary earners of their families (they are the second income) and they get away with it! With that they want to put new Clerical employees into poverty wages, what an insult when for the ones in the lofty towers in San Francisco they are speaking about being the leading utility company—looks like we trying for mediocrity not leadership!

Negotiations will affect management, too

Editor's note: The following e-mail concerning Clerical negotiations is reprinted here with the writer's permission.

Anything that drives wages either up or down has a direct impact on you, me and each and every American. Non-union carpenters earn a very good wage that is high enough to keep them from going union. The wages of our management brothers are in direct relation to the wages of those working for them.

When the wages of the clerical go down so will the wages of the Support Services Supervisors they report to and of course the wages of the Support Services Managers will be next. Since that doesn't show up during negotiations they can't see the impact on their wages and since you don't miss what you don't see it never sinks in, but it's real.

*Bruce Weatherly
Fairfield, CA*

Golf postponed

IBEW Local 1245's 24th Annual Perry Zimmerman Golf Tournament, originally scheduled for October 16, 2010 has been postponed until next year. Keep your clubs handy and watch the IBEW website at www.ibew1245.com for a new date.

Get the latest news at

www.ibew1245.com

Unit updates

Unit 1120, Selma, has temporarily relocated. The regular location, Sal's Mexican Restaurant, had a fire and is closed for rebuilding. In the meantime, Unit 1120 will meet at the Hye Street Grill, 2000 High Street, Selma, CA.

Mike Grill, Business Representative

Unit 1112, Bakersfield, had incorrect information on a recent posting of the unit meeting schedule. Meetings are held at 200 W. Jeffery in Bakersfield.

Bob Dean, Business Representative

Utility Reporter, IBEW web Win labor journalism awards

The IBEW Local 1245 website—www.ibew1245.com—won second place for Best Website Design in national competition sponsored by the International Labor Communications Association. The site was designed during 2009 by Communications Director Eric Wolfe and Kathy Kifer of Kifer Graphics.

The local union's newspaper, Utility Reporter, also received several awards:

Best Photograph, Second Award, "Circuit Reliability", a photograph of members laying cable for Underground Construction Co. in Oakland, CA, September-October 2009 issue, by Eric Wolfe.

Best News Story, Second Award, for "Fighting Back: Members, Retirees Rally to Defend Benefits at NV-Energy,"

November-December 2009 issue, by Eric Wolfe.

Best Feature Story, First Award, "Will Green Jobs Be Good Jobs?," September-October 2009 issue, by Eric Wolfe.

Best Editorial or Column, Second Award, "The \$200,000 Complaint," March-April 2009 issue, by Tom Dalzell.

Saul Miller Award: Best Collective Bargaining Story, First Award, "One Bad Dog: Confronting the Problem of medical Costs," March-April 2009 issue, by Eric Wolfe.

Saul Miller Award: Best Political Action Story, Third Award, "Fighting Back: IBEW 1245 Blitz Punctures Privatization at City of Redding," November-December 2009 issue, by Eric Wolfe.

Magalli Languren wins trade grant

Magalli Languren has been awarded the IBEW Local 1245 Trade and Vocational School Grant. The grant provides \$500 per year for up to two years of study. Magalli is the daughter of Salvador Languren, crew foreman for Davey Tree Surgery Company in Oakland, CA.

The IBEW Local 1245 Trade and Vocational School Grant is offered each year to a child of an IBEW Local 1245

member who intends to enroll in any industrial, technical or trade school, other than correspondence schools, which are accredited by the Accrediting Commission for Career Schools and Colleges of Technology (ACCSCT).

The deadline for applying for next year's grant is the first Monday in April, 2011. Details about the 2011 grant process will be announced toward the end of 2010 on the IBEW Local 1245 website.

Gerald Biedinger, 57

Gerald Biedinger, a T&D Equipment Operator for PG&E, died Aug. 20, 2010 in a workplace accident. The accident is under investigation. See page 8 for more information.

Biedinger, 57, was initiated into the IBEW in 1978.

IBEW Local 1245 extends its condolences to the friends, family and co-workers of Brother Gerald Biedinger.



Receiving the IBEW Local 1245 Trade and Vocational School Grant is Magalli Languren. At left is her mother, Maria; at right is her father, Salvador.



Among those representing IBEW at the California Labor Federation convention where political endorsements were made this summer, from right: Local 1245 Vice President Art Freitas, IBEW Local 1245 Business Rep. Hunter Stern, and Ron Pedro and Tom Mallarky, who represented IBEW Local 595.



Resort Improvement pact ratified

Local 1245 members at Resort Improvement District #1 unanimously ratified a three-year agreement that provides wage increases equal to the Northern California DOL Consumer Price Index.

The agreement includes up to 6% worth of merit increases.

The agreement also provides an increase of more than \$300 to the employer's medical premium contribution cap, taking it to \$1800 a month.

Members reject RT proposals

Local 1245 members at Sacramento Regional Transit twice rejected settlement offers negotiated with the assistance of a mediator.

The first offer was rejected on a vote of 13-152 on July 19. The second offer was rejected 21-137 on Aug. 19.

On-going problems in the California

economy have complicated the RT talks as well as other public sector negotiations over the past couple of years. A major point of contention at RT is the District's proposal for suspending holiday pay.



Business Rep. Sheila Lawton

"The membership was adamant that suspending of holiday pay for holidays was unacceptable," said Local 1245 Business Rep. Sheila Lawton.

"The members have been willing to take an additional five "furlough" days in place of the five holidays to meet the District's needs which would allow our members to have more flexibility in the scheduling of the unpaid days off, but the District felt they absolutely had to have some holidays in addition to the 13 furlough days," Lawton said.

The District has referred the dispute to interest arbitration for final and binding resolution. Local 1245 and the District are currently working on the selection of an arbitrator.

Members reject Healdsburg pact

Members of Local 1245 at the City of Healdsburg rejected a contract proposal in a July 13 vote.

The proposal included major take-aways with respect to medical premiums, a 2% increase to PERS contributions for our members, and the elimination of a basic workweek.

The vote was 0 to 38.

The parties have met several times since the vote was taken and more meetings are scheduled.

Negotiating for the union are Business Manager Tom Dalzell, Senior Business Rep. Joe Osterlund, Todd Woolman, Valery Lopez and Ryan Kirchner.

City of Willits pact ratified

Members of Local 1245 at the City of Willits unanimously ratified a one-year agreement that leaves most elements of the existing agreement—including medical benefits—intact.

The new agreement modifies members' employee contributions to their PERS retirement from 0% to 8% and defers a 3% wage increase until July 1, 2011.

Gerry Campbell served with Assistant Business Manager Dennis Seyfer on the bargaining committee.

Blame Bob

The economy is wrecked. People are mad. Who's to blame for the mess we're in?

Some prominent journalists and politicians have decided the culprits are those damn public employees. You know the ones—teachers and municipal workers who have the gall to expect a modest pension when they retire.

Here's the viewpoint we're all supposed to embrace: the nation's economic crisis isn't the fault of bankers or derivative traders or deluded federal regulators. No, it's Bob's fault.

You know Bob. He's the guy who teaches your fifth-grade kid, drives the bus you take to work, responds in a hurry when you dial 9-1-1, and tends to your needs if you end up in the hospital. That Bob, he's a real problem. He has a pension waiting for him when he retires, that greedy SOB.

Shall we just string him up now? Or should we pause a moment to look at the facts?

Among the 492,000 retired government workers receiving checks from California's Public Employees' Retirement System, the average monthly benefit is \$2,188.

Hmm, not exactly a fortune, but it still might make you a little jealous if you're one of those people who is facing retirement with no pension at all.

And there's a lot of pension-less workers these days. Among all workers, the percentage covered by pensions has fallen by half over the last 30 years, to

just 20%.

Of course there's been an increase in the number of workers covered by 401(k) and other "defined-contribution" plans. But this switch to 401(k) plans has left workers worse off.

A recent study by the Social Security Administration found that the increase in income from defined-contribution accounts—like the 401(k)—doesn't keep up with the decline in old-style defined-benefit benefits. The move to 401(k) plans is a net loser for workers.

But people with 401(k) plans are not at the bottom of the heap. No, that position is reserved for the estimated 43% of California workers employed in jobs that offer no retirement benefits at all.

Many politicians and bloggers and editorial writers have decided it's very important to whip these pension-less workers into a lather about those public sector workers who will receive a modest monthly check after they retire. Why is it important to get one group of workers mad at the other? Because otherwise those pension-less workers might direct their anger in a more productive direction.

So here's how we're supposed to think about the current economy:

Why are 15 million people out of work? Gee, it must be those public employee pensions.

Why are nearly one-quarter of all US residential mortgages "under water", where 11 million home-owners owe more on their mortgages than their home is worth? Those darn public employee pensions must have something to do with it!

Why are banks sitting on trillions

rather than investing in economic growth, while bank executives continue to rake in their fat bonuses? It's Bob, he's to blame.

Put that way, doesn't it seem just a little nuts to focus so much anger on public employees who are just doing their job and want a small nest egg to help them survive in retirement?

Yes, it's nuts. But the politicians and commentators who attack public employees know what they are doing. It's a two-fer: you get to demonize "big labor" and "big government" at the same time. The idea is to get the public to focus their anger on labels, and to forget the ordinary people behind the labels: the city maintenance workers, the electrical workers, the sanitation workers, the people who hold our communities together.

As Amy Traub noted in *The Nation*, these tactics deflect attention from the real culprits: irresponsible Wall Street traders, whose risky, high-profit business practices brought down the economy, and the lax regulators who let them get away with it.

Defining the Debate

It's all about defining the debate. What are we going to talk about? The public sector workers who in some cases may have a little more than private sector workers? Or are we going to talk about the long, pernicious erosion of pay and benefits for working people across the

board? Are we going to focus on dragging public sector workers down and shredding their pensions? Or should we resolve right now to redefine the debate so that we can talk about the people who are really plundering our economy?

Those who are leading the charge on public sector workers are going for the jugular vein of middle class America, you can count on that. Questioning the value of public sector workers is just an opening wedge in a much larger project: challenging the very idea of public goods and services, and ultimately causing people to question the legitimacy of government itself.

If you succeed in making people believe that government is the enemy, you are well on your way to blocking govern-

ment from reforming the banks, regulating Wall Street speculators, and reining in executives who pay themselves big bucks for driving their companies into the ground. When government is the enemy, it's easier for city leaders to privatize city services and turn over an ever-larger share of the public's wealth to unaccountable private companies. And when government is the enemy, it's easier to block public investments that create public sector jobs—the jobs that keep our municipal services going.

It makes the whole ugly political mess so much easier to digest. We can just blame Bob.





Attacks on Social Security are unfounded

This essay by Nobel Prize-winning economist Paul Krugman was published August 15, 2010 in the New York Times.

Social Security turned 75 last week. It should have been a joyous occasion, a time to celebrate a program that has brought dignity and decency to the lives of older Americans.

But the program is under attack, with some Democrats as well as nearly all Republicans joining the assault. Rumor has it that President Obama's deficit commission may call for deep benefit cuts, in particular a sharp rise in the retirement age.

Social Security's attackers claim that they're concerned about the program's financial future. But their math doesn't

add up, and their hostility isn't really about dollars and cents. Instead, it's about ideology and posturing. And underneath it all is ignorance of or indifference to the realities of life for many Americans.

About that math: Legally, Social Security has its own, dedicated funding, via the payroll tax ("FICA" on your pay statement). But it's also part of the broader federal budget. This dual accounting means that there are two ways Social Security could face financial problems. First, that dedicated funding could prove inadequate, forcing the program either to cut benefits or to turn to Congress for aid. Second, Social Security costs could prove unaffordable for the federal budget as a whole.

But neither of these potential problems is a clear and present danger. Social Security has been running surpluses for the last quarter-century, banking those surpluses in a special account, the so-called trust fund. The program won't have to turn to Congress for help or cut benefits until or unless the trust fund is exhausted, which the program's actuaries don't expect to happen until 2037 — and there's a significant chance, according to their estimates, that that day will never come.

Meanwhile, an aging population will eventually (over the course of the next 20 years) cause the cost of paying Social Security benefits to rise from its current

4.8 percent of G.D.P. to about 6 percent of G.D.P. To give you some perspective, that's a significantly smaller increase than the rise in defense spending since 2001, which Washington certainly didn't consider a crisis, or even a reason to rethink some of the Bush tax cuts.

So where do claims of crisis come from? To a large extent they rely on bad-faith accounting. In particular, they rely on an exercise in three-card monte in which the surpluses Social Security has been running for a quarter-century don't count — because hey, the program doesn't have any independent existence; it's just part of the general federal budget — while future Social Security deficits are unacceptable — because hey, the program has to stand on its own.

It would be easy to dismiss this bait-and-switch as obvious nonsense, except for one thing: many influential people — including Alan Simpson, co-chairman of the president's deficit commission — are peddling this nonsense.

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.

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.

And having invented a crisis, what do Social Security's attackers want to do? They don't propose cutting benefits to current retirees; invariably the plan is, instead, to cut benefits many years in the future. So think about it this way: In order to avoid the possibility of future benefit cuts, we must cut future benefits. O.K.

What's really going on here? Conservatives hate Social Security for ideological reasons: its success undermines their claim that government is always the problem, never the solution. But they receive crucial support from Washington insiders, for whom a declared willingness to cut Social Security has long served as a badge of fiscal seriousness, never mind the arithmetic.

And neither wing of the anti-Social Security coalition seems to know or care about the hardship its favorite proposals would cause.

The currently fashionable idea of raising the retirement age even more than it will rise under existing law — it has already gone from 65 to 66, it's scheduled to rise to 67, but now some are proposing that it go to 70 — is usually justified with assertions that life expectancy has risen, so people can easily work later into life. But that's only true for affluent, white-collar workers — the people who need Social Security least.

I'm not just talking about the fact that it's a lot easier to imagine working until you're 70 if you have a comfortable office job than if you're engaged in manual labor. America is becoming an increasingly unequal society — and the growing disparities extend to matters of life and death. Life expectancy at age 65 has risen a lot at the top of the income distribution, but much less for lower-income workers. And remember, the retirement age is already scheduled to rise under current law.

So let's beat back this unnecessary, unfair and — let's not mince words — cruel attack on working Americans. Big cuts in Social Security should not be on the table.

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!

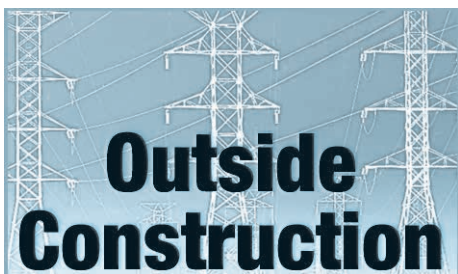
James Adams 30 years Gridley, CA	Donna Crittendon 28 years Yuba City, CA	James Macias 34 years Elk Grove, CA	Gary Simuns 32 years Lodi, CA
Ira Alexander 11 years Oakland, CA	Randolph Cullar 32 years Oakley, CA	Michael Marquis 27 years Klamath Falls, OR	James Smith 32 years Bakersfield, CA
Robert Anderson 19 years Merced, CA	Daniel Daly 17 years Petaluma, CA	Denton Miller 36 years Valley Springs, CA	Arnold Streetman 30 years Redding, CA
Victor Bacal 26, years Newman, CA	Robert Faga 32 years Pacifica, CA	William Murray 33 years San Ramon, CA	Charles Thornsberry 24 years Nevada City, CA
Charrise Boykin 30 years Vacaville, CA	Robert Fisher 23 years Salinas, CA	John Perez 39 years Ukiah, CA	William Weathers 31 years Stockton, CA
Arthur Browner 37 years Atwater, CA	James Gerkenmeyer 41 years Reno, NV	Jose Puentes 38 years Ukiah, CA	Vesta West 43 years Yuba City, CA
James Burnett 12 years New Richmond, OH	Harvey Gomes 40 years Riverbank, CA	Peter Ramirez 33 years Pollock Pines, CA	Howard Willis 32 years Sacramento, CA
James Campbell 25 years Lakeport, CA	Jeffrey Gurule 21 years Pittsburg, CA	Nathan Ramos 19 years Ripon, CA	Jonnye Wilson 23 years Grover Beach, CA
Paula Christian 40 years Stockton, CA	John Kieft 35 years Vacaville, CA	Ricky Ramos 34 years Elk Creek, MO	
John Cottonham 38 years Oakland, CA	David Law 31 years Walnut Creek, CA	David Rodgers 36 years Atascadero, CA	
		Jerry Sharp 32 years Murphys, CA	



Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245's collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities. Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to

file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 2547, Vacaville, California 95696, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.



Campaign School

The IBEW Local 595 Training Center hosted a two-day class in San Leandro, part of the California Labor Federation's Political Campaign School. Local 1245 staff in attendance were (seated from left) Elizabeth McInnis and Carl Lamers, and (standing left) Ron Cochran. Standing right is Local 595 Business Manager Victor Uno. Also attended was Ralph Armstrong (not pictured). Mark Rolow attending a similar training in the Los Angeles area.

Work forecast: good

By Ron Cochran

The work picture looks good through the rest of the year. Diablo Canyon Power Plant will be starting an outage later this year which will generate a lot of jobs out of Hiring Hall. In February 2011 we will start the first phase of construction of 50MW of solar work.

Local 1245 is sending 17 apprentice linemen from various Local 1245 properties to the International Lineman's Rodeo in Kansas City in October 2010. We are in the processing of finalizing registration and travel details.

Invitations went out to shop stewards in August inviting them to participate in the 1st Annual Y.E.S. Conference. This conference is being led by the delegates who attended the AFL-CIO Young Workers Summit in June. This will be a give-and-take event, designed to gauge what our members aged 18-40 think about the local union and to explore ways for members to become more active.

A meeting was set up for CSI members on Aug. 28 to present the new cafeteria medical plan that Local 1245 and CSI agreed to. CSI members currently receive "in-lieu of" benefits; now they will have the option to opt in to a medical plan.

A meeting was set up for the Pole Test and Treat members on Aug. 28 to review and discuss the contracts currently out for a vote.

We met with GoodCents' members and company regarding pre-negotiations. The contract expires at the end of

the year. We hope to get early start with these negotiations.

Canus and CSI recently signed a letter of agreement improving health insurance.

Ballots are currently out for several contracts due to expire at the end of the year: Davey Pole, Osmose, Martinez Pole, Republic ITS Pole Treatment, and Utility Pole Technologies.



Local 1245 Senior Assistant Business Manager Ron Cochran, left, shakes hands with Kevin Biglow, one of the owners of Summit Line, to conclude a new labor agreement negotiated in Utah. Another line contractor, Probst, was also signed up. In front of the IBEW logo is Byron Nielsen, business manager of IBEW Local 57.

Contractors sign agreements

Local 1245 continues to sign up additional Outside contractors.

F. Connolly Company out of San Bruno signed the Outside Line and San Francisco Trolley agreements. Beeler Construction out of Browns Valley signed the Outside Line agreement. INTREN, Inc out of Union, IL signed the Outside Line agreement

A group of high voltage linemen and

electricians approached Local 1245 from UC Davis. We were able to secure 25 out of the 31 employees who fall under those classifications. We submitted a request for recognition to PERB on Aug. 27.

We also continued our efforts to help our sister Local 47 in southern California in their attempts to organize Summit Construction and Probst Electric. It was a huge success for all.

Line Clearance Tree Trimmers

Former member in fatal fall

Former Local 1245 member Terry Wolff died in a tragic accident Aug. 19 while doing a private tree job in Gualala, CA. Wolff fell 63 feet and apparently died instantly. He had worked for Davey Tree Surgery 19 years and became a private tree work contractor when Davey lost the PG&E line clearance contract in the Fort Bragg/Point Arena area. Wolff was 62 years old and had over 25 years of experience in tree work.

Northern Area

There has been a major management shakeup at Davey Tree with three general foremen returning to the bargaining unit. Three account managers were demoted to supervisors and at least three supervisors demoted to general foremen. The company claims this was done as a cost cutting measure.

The union has met in Grievance Review Committee with Davey Tree Surgery, Trees Inc. and Asplundh Tree Expert in recent weeks with mixed results. Employees accused and terminated for falsification of company documents (pencil trees) continues to be a huge problem with companies not using progressive discipline. The misuse of the word falsification (when in fact many times these are clerical mis-

takes) makes this issue catastrophic career-wise for those caught up in this issue. We have repeatedly informed the members about this issue and the consequences but the number of cases seems to be increasing.

Asplundh and its subsidiaries, Trees Inc. and Utility Tree Service, have a safety policy called Lifesaving Rules while Davey's policy is called Critical Violations that completely bypass progressive discipline. First violation of Lifesaving Rules calls for termination without question and Critical Violations are two-day suspension on the first occurrence with termination on the second.

Southern Area

The union held a Grievance Review Committee meeting with Asplundh at Weakley Hall in Vacaville on Aug. 25. All open 2009 and 2010 grievances were reviewed—18 in all. The union and company settled the majority of these grievances. A wrap-up meeting has been scheduled for September. The union expects progressive discipline to be adhered to by the company.

The union held a Grievance Review Committee meeting with Trees Inc. at Weakley Hall in Vacaville on Aug. 23. All open 2009 and 2010 grievances were reviewed—12 in all. There are quality control issues with Trees Inc. in regards

continued on page 21

Ex-miembro sufre caída fatal

Terry Wolff, ex-miembro del Local 1245, falleció el 19 de agosto en un trágico accidente mientras realizaba un trabajo privado de poda y control de vegetación en Gualala, CA. Wolff cayó 63 pies (19 m) y aparentemente murió instantáneamente. Había trabajado para Davey Tree Surgery durante 19 años, y se convirtió en contratista privado de poda y control de vegetación cuando Davey perdió el contrato de control de vegetación de PG&E en la región de Fort Bragg/Point Arena. Wolff tenía 62 años de edad y más de 25 años de experiencia en trabajos de control de vegetación.

Área Norte

Se ha llevado a cabo una reestructuración importante en Davey Tree, con lo cual tres capataces generales regresan a la unidad de negociación. Tres gerentes de cuentas fueron bajados de categoría a nivel de supervisores, y por lo menos tres supervisores han sido bajados de categoría a capataces generales. La compañía asegura que estas decisiones son medidas que se tomaron para reducir costos.

El sindicato se reunió en Comité de Revisión de Quejas con Davey Tree Surgery, Trees Inc. y Asplundh Tree Expert en las últimas semanas, con

resultados mixtos. Continúa siendo un gran problema que las compañías no están utilizando disciplina progresiva en los casos de acusaciones y despidos de empleados por falsificar documentos de la compañía. El uso erróneo de la palabra "falsificación" (cuando en realidad muchas veces estos son errores administrativos) tiene consecuencias catastróficas desde el punto de vista de la carrera laboral para aquellos involucrados en este problema. Repetidamente hemos informado a los miembros sobre este problema y sus consecuencias, pero el número de casos parece ir en aumento.

Asplundh y sus compañías subsidiarias Trees Inc. y Utility Tree Service tienen una norma de seguridad titulada Lifesaving Rules (Normas para Salvar Vidas), mientras que las regulaciones de Davey se titulan Critical Violations (Violaciones Críticas), las cuales eluden totalmente la disciplina progresiva. La primera violación a las normas Lifesaving Rules lleva al despido sin preguntar, y en el caso de Critical Violations acarrea una suspensión de dos días a la primera violación, y el despido a la segunda violación.

Área Sur

El sindicato sostuvo una reunión del Comité de Revisión de Quejas con Asplundh en Weakley Hall en Vacaville el 25 de agosto. Se revisaron todas las

continued on page 21

PG&E Clerical bargaining begins

continued from page 1

work, it's skilled work, and we know it's worth more."

When bargaining opened on Sept. 8 at Weakley Hall in Vacaville, a huge banner displaying the 2,300 signatures hung on the wall directly behind the union negotiators. Like the thousands of stickers and posters distributed throughout the PG&E system by 126 IBEW worksite volunteers, the banner declared members' opposition to contracting out and two-tier wages.

"We, the undersigned IBEW 1245 members, reject PG&E's attacks on our job security and wage security," the banner declared, "and we support our Clerical Bargaining Team as they go to the table in September 2010."

The union's bargaining proposal calls for preserving wage security and job security, including "fair and equitable wages" to help Clerical members support their families. The union also calls for improved work/life balance through alternative work schedules, vacation, and funeral leave, and stresses the importance of better training and opportunities for advancement.

Don't Jerk A Clerk

PG&E defended its proposals over the summer in a series of brown bag lunches and conference calls with Clerical employees throughout the company. In some cases arguing that employees "don't understand" the company's proposals, management defended contracting out and two-tier wages. But those meetings did not always follow the company's script.

In San Jose, union members arrived



Displaying their "No Two Tier" stickers at the San Jose Call Center are, from left, Bessie Duterte, Admin Support; Lupe Belmontez, Service Service Rep I; and Kathy Calderon, Admin Support. Photo by Lorenzo Arciniega.

at the captive audience meeting wearing stickers reading "We Understand the Company's Proposal" and "Don't Jerk a Clerk," according to Local 1245 Bargaining Committee member Lorenzo Arciniega. When the company raised the issue of two-tier wages, union members pointed out that the company's proposals threaten job and wage security, and undermine 58 years of constructive collective bargaining between PG&E and IBEW.

Members also pointed out that the wages proposed by the company would cut wages by as much as 30% for a group that has already been battered

"When it comes to bargaining you've got to stand together. If the company does it to Clerical, they're going to do it to us next." – Shane Kayser, Lineman

by historical wage discrimination. The Clerical bargaining unit is 74% women and 59% persons of color.

Although this is the first time in decades that Clerical negotiations have been conducted separately from Physical negotiations, many members of the Physical bargaining unit are paying close attention.

"Everything is a precedent for what follows, and Benefits bargaining and Physical negotiations are right around the corner," said Shane Kayser, a lineman out of San Carlos. "When it comes to bargaining you've got to stand together. If the company does it to Cleri-

cal, they're going to do it to us next."

Community Interest

Women's and community groups have shown interest in the PG&E negotiations because so many members of the Clerical bargaining unit are women and minorities. Local 1245 in August was invited to participate in the public comments session of the San Francisco Commission on the Status of Women, and was also invited to participate in the Commission's roundtable forum on gender equity principles.

Business Manager Tom Dalzell, who is personally leading the Clerical negotiations, said the union would have little interest in discussing management's other proposals as long as contracting out and two-tier wage proposals were on the table.

"We've spent nearly six decades working to achieve a better standard of living for our Clerical members and we're not interested in just throwing all of that away," Dalzell said.

As the Utility Reporter went to press, negotiations were tentatively scheduled for two days a week, with the goal of achieving a tentative agreement (also known as a table agreement) by the end of October. Any such agreement would be explained in depth to members during November, with a mail ratification ballot to be conducted before the end of the year. The current Clerical agreement expires Dec. 31, 2010.

Updates on negotiations will be posted weekly on the Local 1245 website. Although some information will appear in the IBEW section of the PG&E Intranet, members are encouraged to check the union's Internet site— www.ibew1245.com—for the quickest and most complete updates.

PG&E Gas T&R Update

On July 15, the Gas T&R Ad Hoc Committee met with PG&E management. PG&E was represented by Bill Hayes, Karen Roth, Sarah Speakman, and Steve Rayburn. PG&E said that because of other issues such as the accelerated gas leak survey, repairing thousands of gas leaks, and changes in leadership, the company had delayed responding to the union committee's proposal for 17 months. PG&E then responded to our proposals from February 2009.

PG&E's proposal on July 16 rejected the Gas Control Tech Crew Leader, saying this position was not needed, and that non-traditional supervisor could perform the duties that we proposed.

The company proposed that the Gas Control Tech job description would include SCADA, Clearances, maintain, operate, and troubleshoot CNG and LNG systems, supervising training, and mentoring employees in lower classifications, as a lead man, and to provide support during CPUC audits. For these

added duties, the company offered \$.29 per hour to the Gas Control Techs, to bring the Gas Control tech up to the Gas System Maintenance Gas Control Tech wage rate. The company claimed that the Gas Control Tech wages are 15% above market.

The company proposed additional duties for M&C Mechanic, such as: writing and holding clearances, data collection, reading alarms, change batteries, and may be required to work on electrical and electronic equipment. For these added duties the company did not offer any wage adjustment for M&C Mechanic. The company claimed that the M&C Mechanic wages were 15% above market

The company proposed that the company and union would meet during 2011 to discuss establishing a Corrosion Mechanic Apprenticeship. No Change in the job description. No wage adjustment for Corrosion Mechanic. The company said that if the parties were successful in establishing an ap-

prenticeship for Corrosion Mechanic, then the Corrosion Mechanics would be journeymen, and their wages would be adjusted.

The company was not interested in our proposal for Field Meterperson. No change in the job description, and no wage adjustment.

For all of these proposals the company also wanted the union to withdraw 2 Business Manager's grievances over gas clearances, and CPUC Audits.

The union countered the company proposal 3 times, first proposing an across the board wage adjustment for all Gas T&R employees, but the company rejected every proposal that your committee made at the negotiating table. Countless times the company stated that Gas T&R wages are 15% TO 16% over their market survey. The union reminded the company that the "market" included non-union utilities in the Southern states of the U.S. The company said because of high costs in California, the company would allow wages to be 6% over market, which actually means that Gas T&R wages are between 9% and 10% over their "market." The

union did request that discussions over establishing an apprenticeship for Corrosion Mechanic would occur by early 2011, and the company agreed with our statement. Other than the Corrosion Mechanic Apprenticeship, the union told the company we had no interest in the company proposal, and the union would pursue the Business Manager's grievances over clearances, and CPUC audits.

Your Gas T&R Committee urges that members prepare for general negotiations in 2011. We need our members to attend unit meetings and send in proposals for negotiations for Gas T&R. If we are united then we will have a better chance at the negotiating table. Thanks for your continued support.

Gas T&R Ad Hoc Committee

Mike Scafani
Barry McDonald
Mark Bailey
Bryan Carroll
Jim Carter
Kevin Center
Jon Creecy
Darryl Norris



Linemen take responsibility It's up to us

By Eric Wolfe

It's up to us.

We will have to be responsible for our own safety in the field if we want to put a stop to a rising tide of workplace accidents that have taken the lives of 10 Local 1245 linemen in the past seven years.

That was the message delivered on Sept. 1 to about five dozen linemen from various employers who gathered at Weakley Hall in Vacaville to put the finishing touches on the union's Lineman-to-Lineman safety program.

The program has come together around a basic concept already familiar to most linemen: Hold the Pull.

"It means whenever something doesn't seem right, stop what you're doing, assess the situation, figure out what's wrong, and then proceed once you've determined everything's safe," explained Al Fortier, a former lineman at Alameda Municipal Power and now a Local 1245 business representative. "It empowers each and every crew member to speak up when they see something not going right and to take part in the process to make sure everything goes safely."

Fortier is one of ten Local 1245 members working on the Lineman-to-Lineman safety program, with the goal of sharing it with members in the field. They hope to get all lineworkers to hit the reset button and take a fresh look at how they conduct themselves on the job.

"This is our local, this is our work, it's our trade, it's our responsibility to make sure we do the job safe," said Fortier. "We can't point the finger at the company, we can't point the finger at the

apprentices, we can't point the finger at anybody but ourselves."

The underlying concept of the Hold the Pull program, these linemen say, is that we have to take responsibility for our own safety and we have to police ourselves.

"We've got to count on ourselves, we have to look out for each other, we have to speak up when we see something not going right," Fortier said.

"How many times have you looked up and said, 'I should say something right now but I assume that guy knows what he's doing?'"

— Mike Gomes

Difficult Circumstances

No one was disputing the difficult circumstances under which linework is performed today. Those circumstances include aging infrastructure, a disproportionately large share of new linemen, and young apprentices who belong to a "distracted" generation.

Those circumstances also include companies that are trying to do more with less, and that sometimes preach safety without really understanding what it takes to make a job safe.

But none of these circumstances can be allowed to derail our own efforts to rethink safety and to take steps to better protect each other in the field.

"The point of the matter is we are here where we are now, and we have to do something about it," said Fortier.

PG&E Line Foreman Willie Bouzek put the current problem in historical perspective for the five dozen linemen gathered at Weakley Hall on Sept. 1.

"In the 1890s, one of every two linemen would lose their life on the job," Bouzek said. "There was a need for people to band together to decide about the fate of their own safety."

Out of that need, the IBEW was organized. While conditions have vastly improved over the last century, no one should be content to rest on their laurels. Resting on our laurels has given us 10 fatalities in seven years.

Tough Sell

Trying to change attitudes and behavior is a tough sell in a line of work that tends to attract physically courageous individuals with a large dose of

self confidence. And the work does, in fact, require personalities strong enough to exert effective leadership, which helps explain why foreman traditionally have great authority, and why apprentices sometimes have to endure colorful descriptions of their shortcomings.

"As an apprentice I was taught to shut up and listen to my foreman," said Mike Gomes, a 10-year lineman who now runs crews at Modesto

Irrigation District. "When you make journeyman level all of a sudden you go from (being) a guy who doesn't know anything to a guy that's supposed to be teaching somebody else."

The challenge, Gomes said, is to change the culture so that it's acceptable for anyone to speak up when something doesn't look right.

"How many times have you looked up and said, 'I should say something right now but I assume that guy knows what he's doing?'"

Gomes asked as a few linemen in the room nodded their heads, remembering such experiences. The responsibility to do something, Gomes said, "falls on us. As a union, as a brotherhood, this is our responsibility."

There were questions in the room about how the program would work. If a particular lineman is a chronic offender of safe work practices, for example,

what action would the union take to correct the behavior? What body within the union would have authority to take action? Will employers view any such union action as interference in management's right to administer discipline? What if an over-eager apprentice invokes "hold the pull" just because he thinks he knows a better way to do the job? How do we make sure that a foreman's legitimate authority is not undermined? Will employers discipline employees who hold up a job for safety reasons?

The lineman-to-lineman working group will have these and other issues to ponder as they finalize the program and get ready to take it into the field. The group, led by Local 1245 Business Rep. Ralph Armstrong, who chairs the union's Safety Committee, includes Art Aguilar, Bob Springer, Willie Bouzek, Dane Moore, Eli Escamilla, John Kent, Mike Gomes, Richard Lane, and Tom Burke, as well as two linemen who were subsequently hired as union business representatives: Al Fortier and Mark Rolow.

"We all know this is a dangerous job," Advisory Council member and PG&E Troublemaker Dan Mayo told the group. "We need to assume that we will be the next fatality or somebody on our crew will be the next fatality

unless we do something today to stop that. We have to stop that from happening today, right now. We're the only ones who can do it. The company can't do that for us."

"We need to assume that we will be the next fatality or somebody on our crew will be the next fatality unless we do something today to stop that."

— Dan Mayo

Fatality under investigation

By Ralph Armstrong

Gerald "Jerry" Biedinger, a T&D Equipment Operator with 33 years of Company experience, was fatally injured on August 20th at approximately 12:00 noon while working in a rural area near the city of Tuolumne. The initial investigation indicates that Jerry sustained an electrical contact while operating a Highway Digger.

Jerry was working alone and was assigned to dig four pole holes for a new business construction project. Jerry had

completed digging the first three pole holes and had positioned the Highway Digger for the fourth hole, which was to be the inter-set pole, mid-span in a 17kV circuit. Jerry raised the digger boom into the position to dig the hole. While raising the boom into the air, the boom contacted one phase of the single phase 17kV line. The circuit remained energized, thus energizing the vehicle at line voltage. For some unknown reason, Jerry made contact with the ground and the vehicle at the same time. Jerry was found

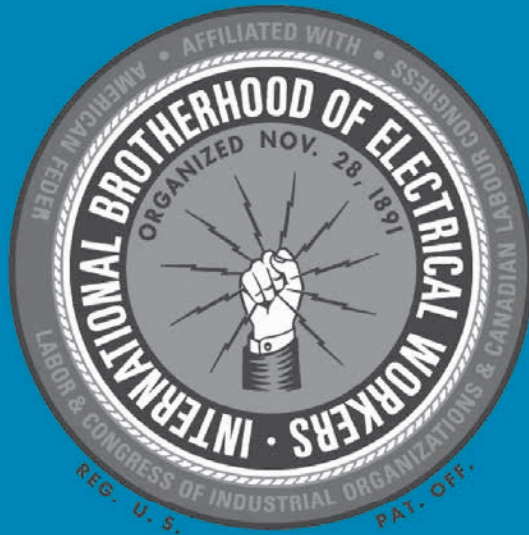
continued on page 19



Local 1245 linemen were at Weakley Hall on Sept. 1 to put the finishing touches on "Hold the Pull", the union's new lineman-to-lineman safety program.

RETIREMENT SEMINARS

I.B.E.W. Local 1245 and Merrill Lynch



These seminars are open to IBEW / PG&E employees age 45 and older and those on LTD. Your spouse or significant other is also welcome to attend. These seminars are provided to you free of charge. A meal will be served at each seminar for attendees enjoyment. Please contact Merrill Lynch in Walnut Creek, CA at 800-234-3858 and ask for Kindy Mann if you have any questions.

"I encourage that you and your spouse participate in this worthwhile program."
- **Manny Mederos; (Ret.) Former Asst. Business Manager, IBEW - Local 1245**

"On behalf of IBEW Local 1245, I want to thank you for your work and investment advice provided to many of our workers and to express my personal appreciation for all you have done for me. Keep up the good work."
- **Jack McNally; (Ret.) Former Business Manager, IBEW - Local 1245**

Oakland

Thurs. Sept. 16th
6:30 - 8:00 PM

Hilton Oakland Airport
One Hegenberger Rd.
Oakland, CA 94621

Bakersfield

Friday Sept. 17th
6:30 - 8:00 PM

Doubletree Hotel
3100 Camino Del Rio Ct.
Bakersfield, CA 93308

Fresno

Sat. Sept. 18th
9:00 - 10:30 AM

Piccadilly Inn
2305 W. Shaw Ave.
Fresno, CA 93711

Stockton

Tues. Sept. 21st
7:00 - 8:30 PM

Stockton Grand Hotel
2323 Grand Canal Blvd.
Stockton, CA 95207

Concord

Wed. Sept. 22nd
7:00 - 8:30 PM

Hilton Concord
1970 Diamond Blvd.
Concord, CA 94520

San Mateo

Thurs. Sept. 23rd
6:30 - 8:00 PM

Crowne Plaza
1221 Chess Drive
Foster City, CA 94404

San Jose

Sat. Sept. 25th
9:00 - 10:30 AM

Hilton San Jose
300 Almaden Blvd.
San Jose, CA 95110

Redding

Sat. Sept. 25th
9:00 - 10:30 AM

Best Western
2300 Hilltop Dr.
Redding, CA 96002

Chico

Sat. Sept. 25th
1:00 - 2:30 PM

Holiday Inn
685 Manzanita Court
Chico, CA 95926

Monterey

Thurs. Sept. 30th
6:30 - 8:00 PM

Hyatt Regency
One Golf Course Dr.
Monterey, CA 93940

Sacramento

Sat. October 2nd
8:30 - 10:00 AM

Holiday Inn
300 J. Street
Sacramento, CA 95814

2010

San Luis Obispo

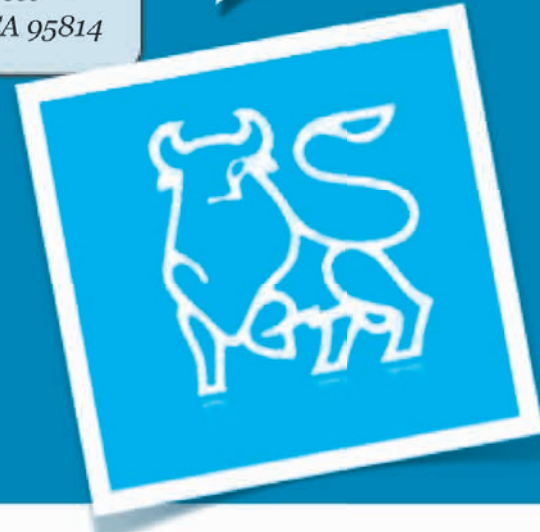
Sat. October 2nd
9:00 - 10:30 AM

Madonna Inn
100 Madonna Road
San Luis Obispo, CA 93495

Santa Rosa

Sat. October 9th
8:30 - 10:00 AM

Hilton Santa Rosa
3555 Round Barn Road
Santa Rosa, CA 93403



Boxer vs. Fiorina

**They both can punch.
But which one is in our corner?**



Fiorina: This CEO has left disaster in her wake

As CEO at Hewlett Packard:

- Fiorina axed 28,000 jobs.
- Fiorina terminated the company's profit-sharing plan for employees.
- Fiorina presided over a 55% decline in the company's stock value.
- Fiorina grabbed onto a \$42 million golden parachute when she was fired by the HP Board of Directors.

Since leaving Hewlett Packard:

- Fiorina **opposed** the 2009 economic recovery package that saved or created 150,000 California jobs, extended unemployment assistance, and expanded job training programs.

- Fiorina **opposed** the HIRE Act that was signed into law in March 2010. The HIRE Act creates jobs by investing in transportation and providing tax credits to small businesses that hire more workers.
- Fiorina **defended** overseas tax shelters she used to keep Hewlett-Packard from having to pay corporate taxes to the United States. "We left billions of dollars of cash overseas, because of the differences in tax rates." *Carly Fiorina, Milwaukee, WI, 4/16/08*
- Fiorina **defended** moving jobs overseas, sometimes called "off-shoring." Fiorina called it "right-shoring." *Investor's Business Daily, 1/8/04*
- Fiorina **exploits the political process** to advance her career, but until she decided to run for office she seldom even bothered to vote.

From those with first-hand experience of Carly Fiorina:

"Her fatal failing was her inability to win the respect of HP employees, which stemmed from her inability to trust, empower and motivate these employees."

*Former HP Board Director
David W. Packard*

"She is reviled, despised and unwelcome in the company. The vast majority of HP people wouldn't follow her to a new restaurant..."

*HP employee,
quoted in Forbes magazine*

"[Fiorina is] a consummate self-promoter. Fiorina was busy pontificating on the lecture circuit and posing for magazine covers while her company floundered."

*CNBC Portfolio.com,
"The Worst CEOs of All Time"*

"[Fiorina is] devoid of the imagination, humility and empathy that are the hallmarks of true leaders."

Michael Malone, editor-at-large at Forbes.com



Boxer has our back

As U.S. Senator for California:

- Boxer supports **the Employee Free Choice Act**, which would empower workers, not employers, to choose the method of organizing a union.
- Boxer supports **premium pay for overtime work**. She opposed the Bush Administration when it tried to eliminate overtime premium pay for millions of workers.
- Boxer supports **justice for workers** who are cheated out of their pay. She fought for the Lilly Ledbetter Fair Pay Act to ensure that victims of wage discrimination can seek justice.
- Boxer supports **the right to join a union**. When the National Labor Relations Board supported efforts to reclassify some workers as “supervisors” – the effect of which was to deny them the right to join a union – Boxer supported overturning this decision.
- Boxer supports **collective bargaining**. She supported giving workers for the Transportation Security Administration the same collective bargaining rights as other federal workers. She supported legislation to allow public safety officers the right to collectively bargain.
- Boxer supports **Fair Pay protections**. She is a long-time supporter of the Davis-Bacon Act, which requires that workers on federal contracts be paid the local prevailing wage, and she has fought repeated efforts to allow federal contractors to skimp on paying their workers.
- Boxer supports **increasing the minimum wage**. For 10 years, she was a leader in the effort to increase the minimum wage to reduce the wage stagnation that was affecting 13 million workers.

- Boxer supports extending unemployment compensation. She understands that helping workers who lose their jobs is not only the right thing to do, it also helps boost our sluggish economy.
- Boxer supports **clean energy investments**. She supported the American Recovery and Reinvestment Act, which included more than \$80 billion in clean energy investments. And she successfully advocated for \$17.5 million from the Obama Administration to advance new clean-energy technologies in California transit systems.
- Boxer wants to **end tax subsidies** for US companies that ship production overseas.
- Boxer supports **cutting taxes for the middle class**. She supported the 2009 American Recovery and Reinvestment Act., which contained \$288 billion in tax cuts and credits, and gave 98% of American working families and individuals a tax cut. The Wall Street Journal concluded that the stimulus bill was the largest tax cut in history.

Memorable Quotes:

“If we turn our back on the people of this country who need to work for a living, we shouldn’t be here, to be honest, because that has to be an essential part of what we do to protect the country, from the standpoint of defense, protect workers and make sure they have jobs.”

Barbara Boxer, from WikiQuotes

“I will not support tax breaks for billionaires and millionaires.”

Barbara Boxer, August 17, 2010

From those with first-hand experience of Barbara Boxer:

“She’s a great senator. I’ve known her since 1974. I recently sent her an email thanking her for everything she’s done for our union. She’s always come through any time we’ve called on her. She’s always there when we need her.”

Sam Tamimi, former Senior Assistant Business Manager, IBEW Local 1245

“She has supported everything we do. She takes care of the working person, that is her main concern. As a Congressman she takes care of people in the state. I wholeheartedly support her.”

Frank Saxsenmeier, former Assistant Business Manager, IBEW Local 1245

United States Senators can use their power to help ordinary working families—or to help the rich get richer. But how can you tell whether a candidate is going to protect you, or protect Wall Street? The best way is to look at their records.

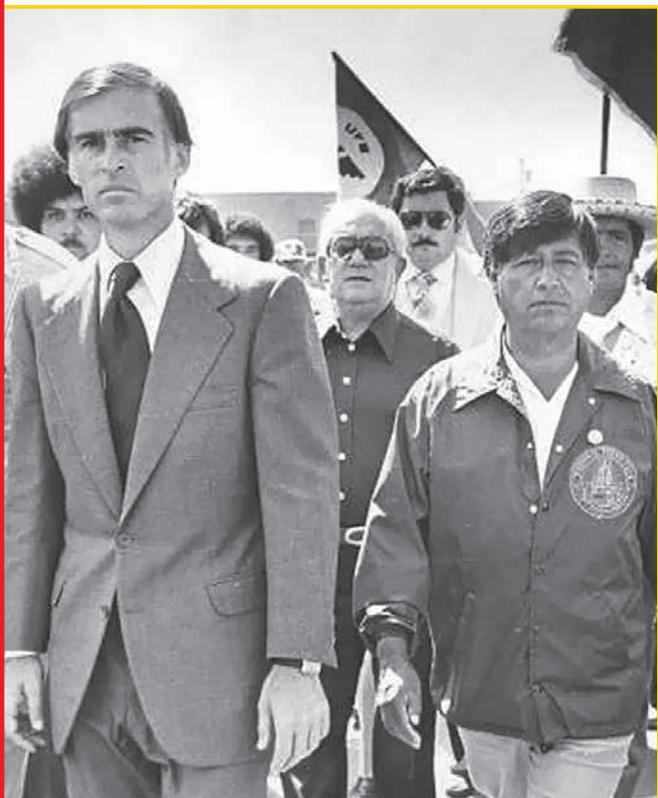
Jerry **BROWN**

A lifetime fighting for working families

GOVERNOR 2010



*For more than
40 years,
Jerry Brown has
supported working
families.*



✓ **WORKERS' RIGHTS**

- » Established the right to collectively bargain for teachers, school employees and other state workers (SB 160, 1975)
- » Established the right to collectively bargain for firefighters, police and other local government workers (AB 1693, 1981)
- » Gave farmworkers the right to join unions and bargain collectively (SB 1, 1975)

✓ **GOOD WAGES**

- » Strengthened the state's equal pay law (SB 1051, 1976)
- » Required the University of California to pay prevailing wage on construction projects (SB 394, 1975).

✓ **WORKER SAFETY**

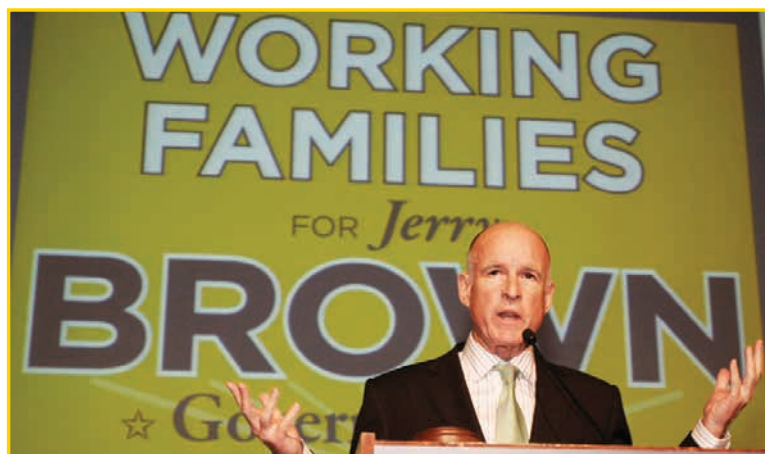
- » Signed a law to protect workers from toxic substances in the workplace (SB 1874, 1980).

✓ **STRENGTHENING THE SAFETY NET**

- » Increased unemployment benefits for laid off workers (AB 91, 1975).
- » Increased workers' compensation for those who were injured on the job (SB 469, 1975; AB 467, 1976; AB 3028, 1978).

✓ **STANDING UP TO LARGE CORPORATIONS**

- » Fought large corporations who exploit their workers, winning settlements for construction workers and others whose rights have been violated (www.ag.ca.gov)



WORKING FAMILIES FOR Jerry **BROWN** ☆ GOVERNOR 2010 ☆

For more information: www.CaliforniaLabor.org

WALL STREET WHITMAN

WWW.WALLSTREETWHITMAN.COM

BREAKING NEWS

Meg Whitman's Plan for Jobs:

Layoff and Downsize

Whitman Plans a Hostile Takeover Attempt of California.

The centerpiece of Meg Whitman's plan for California is cutting 40,000 state jobs or 10% of the state's workforce.

(San Francisco Chronicle, Sept. 23, 2009)

Whitman says she's a "huge fan" of increasing H-1B visas to foreign workers to take U.S. jobs.

Under Whitman, nearly 40% of eBay's workforce was sent overseas.

(Associated Press, March 20, 2008)



Meg Whitman's Hostile Takeover Attempt: \$59 million and counting...



Special Report:

■ The Truth About Whitman's Goldman Sachs Past

Whitman teamed up with Wall Street giant Goldman Sachs to make nearly \$2 million by cashing in on perks available only to wealthy clients. Congress has since made what Meg did illegal.

(Sacramento Bee, December 31, 2009)

■ Profiting from Loss

Despite driving eBay's share price down by 43% before she left the company, Meg used a CEO perk to make more than \$500 million in stock options. (Fortune, March 16, 2009, Securities and Exchange Commission, eBay filings, 2003-2008)



■ Flying High in Style

From 2002 to 2007, Whitman charged eBay more than \$3.2 million to fly in a corporate jet. (eBay reports filed with Securities and Exchange Commission, 2003-2008)

For more information:

WALLSTREETWHITMAN.COM

ig/tng39521/cwa/afl-cio

MEG WHITMAN

On the issues

■ OVERTIME PAY AND MEAL BREAKS



Meg said: It's time to take away the 8-hour day and guaranteed meal breaks. (Whitman speech, Commonwealth Club, February 16, 2010)

■ RETIREMENT

Whitman proposes cutting worker pensions, while leaving CEO golden parachutes untouched.

■ UNIONS

Whitman plans a full frontal assault on union workers' jobs, wages and pensions. (SF Chronicle. Public employee unions in Whitman's crosshairs, March 15, 2010)

■ CUTTING WAGES

Whitman keynotes anti-union "ABC" conference to fight Project Labor Agreements. (Whitman speech, Associated Builders and Contractors, September 18, 2009)



■ Whitman Vows to Block Health Care Reform

Whitman said she would undo President Obama's health care reforms and instead protect insurance company profits.

(Los Angeles Times, March 31, 2010)

■ Cashing In On Job Layoffs:

All in a Day's Work for Whitman

As head of eBay, Meg was behind layoffs that boosted corporate profits, but put workers out on the street. She made millions.

(NBC Bay Area, February 17, 2010)



United States Senate: Nevada

Reid gets results for Nevada



A key question in any political race is this:
Can the candidate deliver?

Nevadans are currently represented by the most powerful person in the U.S. Senate: Senate Majority Leader Harry Reid. His record speaks for itself. Reid gets results for the working men and women of Nevada.

Protection Against Wage Discrimination:

The Lilly Ledbetter Fair Pay Act, signed into law in 2009, restored longstanding protections for workers who faced wage discrimination. Senator Reid stood tall for equal treatment on the job.

Project Labor Agreements:

Project Labor Agreements generally mean more money for workers on federal projects. When President Obama's Executive Order encouraging the use of Project Labor Agreements came under attack in the Senate, Senator Reid successfully defended it.

American Recovery and Reinvestment Act:

Senator Reid led the Senate in passing this vital legislation, bringing more than \$1.5 billion to Nevada to create or save roughly 34,000 jobs in the state—including putting teachers back in classrooms and police officers back on the street. It contained money for new electric transmission lines. It gave a tax cut to almost a million working Nevadans, brought relief for middle-class families hit by the Alternative Minimum Tax, and brought tax breaks and other relief for small businesses hit hard by the recession. The non-partisan Congressional Budget Office reported that this legislation raised the gross domestic product, lowered the unemployment rate, and increased the number of full-time-equivalent jobs in the U.S. by 2 million to 4.8 million compared to what would have occurred without the bill.

Consumer Protection:

Senator Reid supported key legislation that imposes restrictions on credit card companies, including when companies can increase annual percentage interest rates retroactively on an existing balance. It restricts the ability of credit card companies to change the terms of an account after it has been established.

Unemployment Insurance:

Senator Reid has consistently supported the extension of unemployment insurance benefits to workers during this prolonged, painful economic downturn.

Senator Reid led... bringing more than \$1.5 billion to Nevada to create or save roughly 34,000 jobs in the state...

Angle: No help here



Sharron Angle makes one thing very clear to the working people of Nevada: "Don't expect any help from me."

Insurance Reform:

When the Nevada Assembly passed a bill requiring insurance companies to cover cancer screenings, Angle was one of only two votes against it. Her attitude toward defending the public good was well summed up in this revealing remark: "I'm not going to have any more babies, but I sure get to pay for it on my insurance. Those are the kinds of things we want to get rid of."

Financial Fraud:

When the Nevada Legislature voted to make it illegal to lie to investors about how well their investments would do and wanted to make mortgage brokers register with the state, Angle stood up for Big Banks and lenders. Only 3 legislators voted against stronger laws governing mortgage lenders. Angle was one of them.

Wall Street Reform:

We all know what happened on Wall Street. Shady, secretive deals ended up destroying the assets of millions of working Americans and created a financial crisis that cost more than 8 million jobs. But Angle sees it differently. She says "too much regulation" caused the crisis and that we need to give Wall Street even more power. She believes the same big banks that caused the collapse and took government bailouts should be allowed to give huge bonuses to their executives.

Medicare and Social Security:

Angle said she believes in "phasing out" Medicare and Social Security, and has referred to people receiving those benefits as "welfare recipients." In May of this year, she indicated that she would not compromise on the issue of privatizing these vital programs, declaring: "Are we going to privatize? That's not up for grabs."

Economic Development:

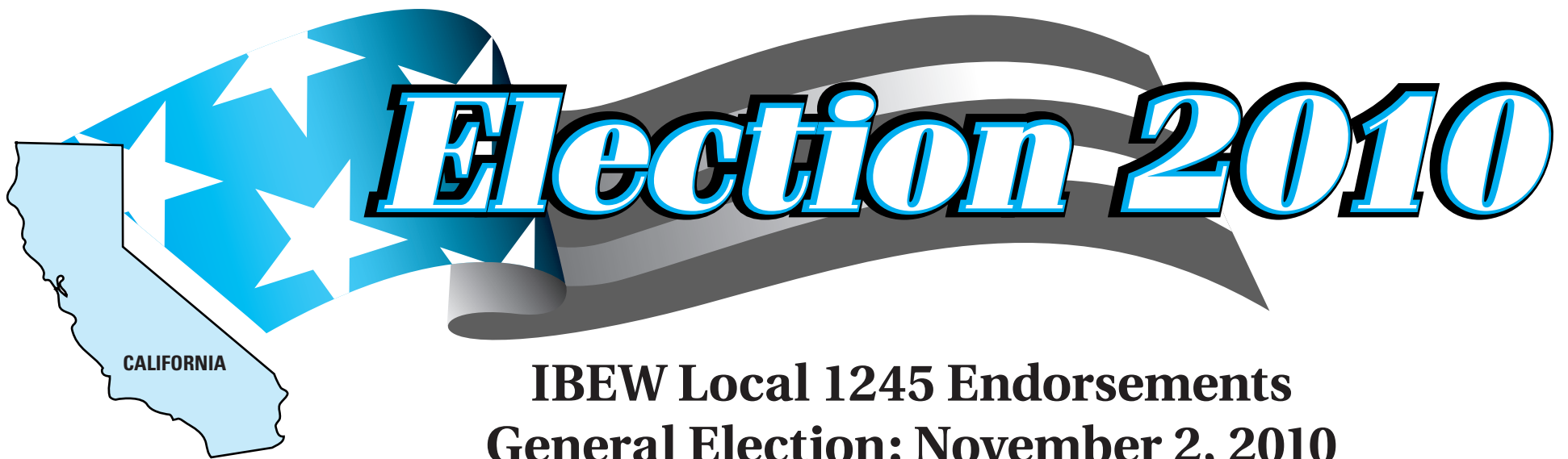
Incredibly, Angle does not think it's a US Senator's job to help with Nevada's economic development. She says this: "People ask me what are you going to do to develop jobs in your state? Well, that's not my job as a US Senator to bring industry to the state. That's the Lt. Gov's job. That's your state senator's and Assemblyman's job. That's your secretary of state's job."

Second Amendment Remedies:

Does Angle even believe in our system of democratic elections? She recently said, "I hope the vote will be the cure for the Harry Reid problems," and suggested that "Second Amendment remedies" might be needed if Reid is re-elected. Second Amendment remedies? Does Angle really believe that Americans are ready to start shooting our political leaders if we don't get our way at the ballot box?

"People ask me what are you going to do to develop jobs in your state? Well, that's not my job as a US Senator to bring industry to the state."

**Sharron
Angle:
no kind
of leader
for
Nevada.**



IBEW Local 1245 Endorsements General Election: November 2, 2010

State Constitutional Offices

OFFICE	ENDORSEMENT
U.S. Senator	Barbara Boxer
Governor	Jerry Brown
Lieutenant Governor	Gavin Newsom
Attorney General	Kamala Harris
Secretary of State	Debra Bowen
Treasurer	Bill Lockyer
Controller	John Chiang
Superintendent of Public Instruction	Tom Torlakson
Insurance Commissioner	Dave Jones
Board of Equalization:	
District 1	Betty Yee
District 2	Chris Parker
District 3	No Endorsement
District 4	Jerome Horton

California State Senate

DISTRICT	ENDORSEMENT
2	Noreen Evans
4	Lathe Gill
6	Darrell Steinberg
8	Leland Yee
10	Ellen Corbett
12	Anna Caballero
14	Larry Johnson
16	Michael Rubio
18	Carter Pope
20	Alex Padilla
22	Kevin DeLeon
24	Ed Hernandez
26	Curren Price
28	Jenny Oropeza
30	No Endorsement
32	Gloria Negrete McLeod
34	Lou Correa
36	Paul Clay
38	No Endorsement
40	No Endorsement

California State Assembly

DISTRICT	ENDORSEMENT	DISTRICT	ENDORSEMENT
1	Wes Chesbro	41	Julia Brownley
2	No Endorsement	42	Mike Feuer
3	Mickey Harrington	43	Mike Gatto
4	Dennis Campanale	44	Anthony Portantino
5	Richard Pan	45	Gil Cedillo
6	Jared Huffman	46	John A. Pérez
7	Michael Allen	47	Holly Mitchell
8	Mariko Yamada	48	Mike Davis
9	Roger Dickinson	49	Mike Eng
10	Alyson Huber	50	Ricardo Lara
11	Susan Bonilla	51	Steven Bradford
12	Fiona Ma	52	Isadore Hall
13	Tom Ammiano	53	Betsy Butler
14	Nancy Skinner	54	Bonnie Lowenthal
15	Joan Buchanan	55	Warren Furutani
16	Sandré Swanson	56	Tony Mendoza
17	Cathleen Galgiani	57	Roger Hernandez
18	Mary Hayashi	58	Charles Calderon
19	Jerry Hill	59	Darcel Woods
20	Bob Wieckowski	60	Greg Fritchle
21	Rich Gordon	61	Norma Torres
22	Paul Fong	62	Wilmer Amina Carter
23	Nora Campos	63	Renea Wickman
24	Jim Beall	64	Jose Medina
25	No Endorsement	65	Carl Wood
26	No Endorsement	66	Douglas Dye
27	Bill Monning	67	Rosalind Freeman
28	Luis Alejo	68	Phu Nguyen
29	Michael Esswein	69	Jose Solorio
30	Fran Florez	70	Melissa Fox
31	Henry Perea	71	Gary Kephart
32	No Endorsement	72	Esiquio Uballe
33	Hilda Zacarias	73	Judy Jones
34	Esmeralda Castro	74	Crystal Crawford
35	Das Williams	75	No Endorsement
36	Linda Jones	76	Toni Atkins
37	Dual: Ferial Masry / Jeff Gorell	77	Mark Hanson
38	Diana Shaw	78	Marty Block
39	Felipe Fuentes	79	Ben Hueso
40	Bob Blumenfield	80	V. Manuel Perez

Propositions (also see page 19)

PROP.	IBEW RECOMMENDATION	PROP.	IBEW RECOMMENDATION
19 Legalize Marijuana	Neutral	23 Suspend Air Pollution Control Laws (AB 32)	No
20 Redistrict Congressional Districts	No	24 Repeal Corporate Tax Loopholes	Yes
21 VLF Surcharge for State Parks	Yes	25 Majority Vote Budget	Yes
22 Prohibit the State from Taking Local Funds	Neutral	26 Two-Thirds Vote Requirement for Fees	No
		27 Eliminate Commission on Redistricting	Yes

U.S. Representatives in Congress

DISTRICT	ENDORSEMENT	DISTRICT	ENDORSEMENT	DISTRICT	ENDORSEMENT
1	Mike Thompson	19	No Endorsement	37	Laura Richardson
2	No Endorsement	20	Jim Costa	38	Grace Napolitano
3	Ami Bera	21	No Endorsement	39	Linda Sanchez
4	Clint Curtis	22	No Endorsement	40	Christina Avalos
5	Doris Matsui	23	Lois Capps	41	Patrick Meagher
6	Lynn Woolsey	24	Tim Allison	42	No Endorsement
7	George Miller	25	Jacquese Conaway	43	Joe Baca
8	Nancy Pelosi	26	Russ Warner	44	Bill Hedrick
9	Barbara Lee	27	Brad Sherman	45	Steve Pougnet
10	John Garamendi	28	Howard Berman	46	Ken Arnold
11	Jerry McNerney	29	Adam Schiff	47	Loretta Sanchez
12	Jackie Speier	30	Henry Waxman	48	Beth Krom
13	Fortney "Pete" Stark	31	Xavier Becerra	49	No Endorsement
14	Anna Eshoo	32	Judy Chu	50	Francine Busby
15	Mike Honda	33	Karen Bass	51	Bob Filner
16	Zoe Lofgren	34	Lucille Roybal-Allard	52	No Endorsement
17	Sam Farr	35	Maxine Waters	53	Susan Davis
18	Dennis Cardoza	36	Jane Harman		

Register!

If you're a first time voter, or have changed your name, address or political party since you last voted, you need to register. There's still time! Registration deadline for the November 2nd General Election is October 18, 2010. For more info, call (800) 345-8683. Or you can start the process on-line by going to www.rock-thevote.com/rtv_voter_registration.html.



IBEW Local 1245 Endorsements: Nevada



Federal Partisan Offices

Harry Reid	U.S. Senate
Shelley Berkley	Congress Dist. 1
Dina Titus	Congress Dist. 3

Statewide Partisan Offices

Rory Reid	Governor
Jessica Sferrazza	Lt. Governor
Ross Miller	Sec. of State
Kate Marshal	State Treasurer
Kim Wallin	State Controller
Catherine Cortez Masto	Attorney General

State Partisan Offices

Mo Denis	State Senate Dist. 2 Clark
Joyce Woodhouse	State Senate Dist. 5 Clark
Mark Manendo	State Senate Dist. 7 Clark
Tammy Peterson	State Senate Dist. 8 Clark
Benny Yerushalmi	State Senate Dist. 9 Clark
Ruben Kihuen	State Senate Dist. 10 Clark
Aaron Ford	State Senate Dist. 12 Clark
Sheila Leslie	State Senate Dist. 1 Washoe
Allison Edwards	State Senate Dist. 2 Washoe
No Endorsement	State Senate Dist. 4 Washoe
Kevin Ranft	Capital District
Marilyn Kirkpatrick	State Assembly Dist. 1
No Endorsement	State Assembly Dist. 2
Peggy Pierce	State Assembly Dist. 3
Gerald Mackin	State Assembly Dist. 4
Marilyn Dondero Loop	State Assembly Dist. 5
Harvey Munford	State Assembly Dist. 6
No Endorsement	State Assembly Dist. 7
Jason Frierson	State Assembly Dist. 8
No Endorsement	State Assembly Dist. 9
Joseph Hogan	State Assembly Dist. 10
Olivia Diaz	State Assembly Dist. 11
James Ohrenschall	State Assembly Dist. 12
Lou DeSalvio	State Assembly Dist. 13
Maggie Carlton	State Assembly Dist. 14
Elliot Anderson	State Assembly Dist. 15
John Ocegueda	State Assembly Dist. 16
Kelvin Atkinson	State Assembly Dist. 17
Richard Carrillo	State Assembly Dist. 18
Steven Brooks	State Assembly Dist. 19
No Endorsement	State Assembly Dist. 20
Ellen Spiegel	State Assembly Dist. 21
No Endorsement	State Assembly Dist. 22
No Endorsement	State Assembly Dist. 23
David Bobzien	State Assembly Dist. 24 (Washoe)
Robert Townsend	State Assembly Dist. 25 (Washoe)
Angie Taylor	State Assembly Dist. 26 (Washoe)
Teresa Benitez-Thompson	State Assembly Dist. 27 (Washoe)
No Endorsement	State Assembly Dist. 28
April Mastroluca	State Assembly Dist. 29
Debbie Smith	State Assembly Dist. 30 (Washoe)
Richard Daly	State Assembly Dist. 31 (Washoe)
No Endorsement	State Assembly Dist. 32 (Washoe)
Mike McFarland	State Assembly Dist. 33 (Elko)
William Horne	State Assembly Dist. 34

No Endorsement
Harry Schiffman
Marcus Conklin
No Endorsement
Joetta Brown
Robin Williamson
Paul Aizley
No Endorsement

County Partisan Offices

Chris Giunchigliani
No Endorsement
No Endorsement
David Roger
Roger Whomes
Michele W. Shafe
Diana Alba
No Endorsement
Deborah Conway
John Cahill

State Assembly Dist. 35 (Washoe)
State Assembly Dist. 36 (Esmeralda)
State Assembly Dist. 37
State Assembly Dist. 38 (Washoe)
State Assembly Dist. 39 (Douglas)
State Assembly Dist. 40 (Washoe)
State Assembly Dist. 41
State Assembly Dist. 42

State Non Partisan Offices

Gloria Sturman
Nancy Allf
Ronald Israel
Susan Scann
Michael Davidson
Josh Kunis
Rob Bare
No Endorsement
No Endorsement
Denise Pifer
No Endorsement
Charles Hoskin
William Gonzalez
Vincent Ochoa
Terrance Marren
Joseph Sciscento
Anthony Abbatangelo
Melissa Saragosa
Kristine Kuzemka
Karen Haron-Bennett
Joe Bonaventure
Melanie Tobiasson Andress
Suzan Baucum
Conrad Hafen
Stanton Colton
No Endorsement
No Endorsement
No Endorsement
No Endorsement
Kevin Page
No Endorsement
Raymond Rawson
No Endorsement
No Endorsement
Dwayne Chesnut
James Dean Leavitt

Clark County Commission Dist. E
Clark County Commission Dist. F
Clark County Commission Dist. G
Clark County District Attorney
Washoe District Attorney
County Assessor
Clark County Clerk
County Treasurer
County Recorder
Public Administrator

Dist. Court Judge Dept 26
Dist. Court Judge Dept. 27
Dist. Court Judge Dept. 28
Dist. Court Judge Dept. 29
Dist. Court Judge Dept. 30
Dist. Court Judge Dept. 31
Dist. Court Judge Dept. 32
Dist. Court Judge Family Div. Dept. A
Dist. Court Judge Family Div. Dept. B
Dist. Court Judge Family Div. Dept. C
Dist. Court Judge Family Div. Dept. D
Dist. Court Judge Family Div. Dept. E
Dist. Court Judge Family Div. Dept. F
Dist. Court Judge Family Div. Dept. S
Dist. Court Judge Family Div. Dept. T
Justice of the Peace, Las Vegas Dept 2
Justice of the Peace, Las Vegas Dept 3
Justice of the Peace, Las Vegas Dept 4
Justice of the Peace, Las Vegas Dept 6
Justice of the Peace, Las Vegas Dept 7
Justice of the Peace, Las Vegas Dept 9
Justice of the Peace, Las Vegas Dept 10
Justice of the Peace, Las Vegas Dept 13
Justice of the Peace, Las Vegas Dept 14
Justice of the Peace, Searchlight
St. Board of Education 2
St. Board of Education 5
St. Board of Education 6
St. Board of Education 10 (Washoe)
St University Regent Dist. 3
St University Regent Dist. 6
St University Regent Dist. 7
St University Regent Dist. 8 (Washoe)
St University Regent Dist. 11 (Washoe)
St University Regent Dist. 12
St University Regent Dist. 13

VOTE AS IF YOUR JOB DEPENDED ON IT.



in Minnesota, suggesting the company was deadly serious about stripping away union protections that Local 1245 had negotiated for members over the past 65 years.

It took practically an act of war to persuade management to retreat from these draconian attacks on members' jobs and livelihood. Last November about 600 IBEW members and supporters rallied in Reno to protest the company's take-away campaign, and around 400 took part in a picket at the company's Reno headquarters—the first picket in 65 years of collective bargaining at the company.

Nevada political leaders, including Senator Harry Reid, worked behind the scenes in an effort to get NV Energy to moderate its position.

In February of this year the union took the battle to NV Energy's corporate headquarters in Las Vegas, rallying 300 strong and putting up a picket that attracted widespread TV coverage. In March the union organized about 200 pickets outside of a New York City restaurant where NV Energy was being feted at a banquet.

Smaller but equally energetic actions targeted NV Energy in Reno during an earlier contract ratification vote in May—over 80% of members voted “no”—and during Public Utility Commission rate hearings in July. A small contingent even showed up on short notice to picket an NV Energy Board of Directors meeting at the Peppermill Casino in Reno on Aug. 5.

Members of the religious community supported the union's contract campaign with a full-page newspaper ad last Christmas, and the union sponsored several hard-hitting newspaper and radio ads as well.

BATTLE CONTINUES: RETIREE MEDICAL

And the ad campaign continues. The vote to ratify the contract closed the book on several areas of dispute, but it did not resolve a heated battle over retiree medical benefits. NV Energy still insists on shifting the costs of medical premiums onto the backs of retired members. Several full-page newspaper ads published statewide over the summer threw a bright light on the utility's war against its retired workers, and the union has announced plans to continue the campaign into the fall. In August, the Local 1245 Executive Board approved an additional \$500,000 to finance it.

“It should be very clear to everyone that Local 1245 members at NV Energy were willing to fight very hard over the past 13 months to defend their rights and their standard of living, and will continue to do so going forward,” said Dalzell.

The new three-year agreement, which took effect upon ratification, provides a general wage increase of 2.5% immediately, a lump sum payment of 2% during

year two of the agreement, and a general wage increase of 2% in year three.

The agreement also improved the company's earlier proposal by including the following in calculating the Cash Balance Retirement Plan: base pay (including rest period), incentive pay, out-of-town pay, upgrade pay, shift premium, and overtime pay.

The union's campaign benefitted from an outpouring of support by current and retired members—too many to name them all—but especially by:

- Troubleman Mike Grimm, who took a leave of absence from the company to work on the contract campaign
- Advisory Council member Michelle Ramsey, who helped organize many of the union's actions
- Retiree Micki Baryol, who created a dynamic retiree website to keep everyone informed about the contract campaign, and the continuing campaign for retiree medical benefits
- Retiree Rita Weisshaar, who helped with logistics on several actions and represented the union at the picket and rally in New York City
- Retiree Club officers Ron Borst and Tom Bird, who spoke at rallies, gave interviews to the media, and organized retired members into the hard-charging Reno Chapter of the Local 1245 Retirees Club

Video coverage

Local 1245's campaign for justice at NV Energy is documented in several videos, which can be viewed at: www.ibew1245.com/video-files/videos.html.



The union logged thousands of visitors on its Shame on NV Energy website and collected over 6,000 friends on its Shame on NV Energy Facebook page. This much we knew. But it was quite a surprise to learn that our message had made it all the way to the Ukraine, as this photo illustrates.

Union Sportsmen's Alliance Clay Shoot

IBEW members compete with other unionists

OK. Maybe IBEW Local 1245 members didn't take top honors in the clay shoot sponsored by the Union Sportsmen's Alliance in Reno on Aug. 15. But when you're standing under a blue sky, in the company of union brothers, practicing your shooting skills and having fun, winning is almost beside the point.

“The Union Sportsmen's Alliance is really a great organization,” said Dana Moler, a Line Trainer for NV Energy in Reno who participated in the shoot. “It's active in keeping hunting and fishing and shooting open to all. They're really supportive of the unions and the middle class.”

Representing Local 1245 in the shoot, along with Moler, were Andy Pinochi, Line Foreman in Carson City; Blaine Pinochi, Andy's 12-year-old grandson; and Kyle Hermanson, Apprentice Lineman in Carson City. They were joined by about 40 other members of various unions in the area, including Elevator Constructors, Ironworkers, and Communications Workers.

While the IBEW members didn't take home any prizes in the shooting competition, they made out like bandits in the raffle, according to Moler. Hermanson won a Model 870 shotgun and Blaine Pinochi won a Lincoln buzz box welder.

More than six million active and retired labor union members hunt, fish, and spend time together with their families in the outdoors, making them North America's single largest unified community of sportsmen and women, according to the Union Sportsmen's Alliance. The group's stated purpose is to energize these union sportsmen and women to become involved in “expanding and improving fish and wildlife habitat and affordable access to quality places to hunt and fish for all, now and in the future.”

“They've got a really great message. It's more about shooters and hunters than the guns and ammo manufacturers,” Moler said. “It's about keeping areas open, not privatizing land, making it available. They're listening to us.”

When Senator Harry Reid dropped by the shoot to greet the union members, he made time to talk with NV Energy Troubleman Mike Grimm about the union's on-going dispute with the utility over retiree medical benefits and other issues.

“Reid was pretty attentive about what we still have to do,” said Moler. “We have a lot of work to do for the retirees.”

The Union Sportsmen's Alliance will sponsor a Trap and Pistol Shoot in the Las Vegas area on Oct. 9. You can contact the Alliance at 1-877-USA-2211 or visit the website at www.unionsportsmen.org/.



Dana Moler takes aim.



Andy and Blaine Pinochi: a family tradition of shooting. Twelve-year-old Blaine won a Lincoln buzz box welder in the raffle.

[LEFT] Apprentice Kyle Hermanson won a Model 870 shotgun in the raffle.



Andy Pinochi, Line Foreman in Carson City; Blaine Pinochi, Andy's 12-year-old grandson; Dana Moler, Lines Trainer in Reno; and Kyle Hermanson, Apprentice Lineman in Carson City.

California Propositions: IBEW 1245 Recommends

Proposition 19 Legalize Marijuana

Recommend: Vote

Yes No Neutral

Proposition 20 Redistrict Congressional Districts

Recommend: Vote

Yes No Neutral

A bizarre redistricting scheme concocted and financed by Charles Munger Jr., son of billionaire and Wall Street player Charles Munger Sr. Proposition 20 would give power over redistricting of California's congressional districts to a panel of 14 randomly selected volunteers—who must, by law, have no experience in government or real-life redistricting.

Proposition 21 VLF Surcharge for State Park

Recommend: Vote

Yes No Neutral

California Parks are in peril and face irreparable damage. Proposition 21 establishes a vehicle license surcharge to help fund state parks and wildlife programs. Surcharged vehicles will have free admission to all state parks. Proposition 21 creates a trust fund within the state treasury and money available will be used only for operation and maintenance of park facilities, wildlife and natural resource conservation, outreach and public education.

Proposition 22 Prohibit the State from Taking Local Funds

Recommend: Vote

Yes No Neutral



Proposition 23 Suspend Air Pollution Control Laws (AB 32)

Recommend: Vote

Yes No Neutral

Proposition 23 is financed by billionaire oil tycoons and oil companies. It would gut California's landmark environmental law and undermine programs that are creating thousands of new clean energy jobs in the state.

Proposition 24 Repeal Corporate Tax Loopholes

Recommend: Vote

Yes No Neutral

Proposition 24, the Tax Fairness Act, ends \$1.3 billion in special tax loopholes for big corporations; ensures that a few big corporations pay their fair share of state taxes at a time when state is making drastic budget cuts to public schools, health care and public safety.

Proposition 25 Majority Vote Budget

Recommend: Vote

Yes No Neutral

Changes the legislative vote requirement necessary to pass the state budget and spending bills related to the budget from two-thirds to a simple majority. Provides that if the Legislature fails to pass a budget bill by June 15, all members of the Legislature will permanently forfeit any reimbursement for salary and expenses for every day until the day the Legislature passes a budget bill.

Proposition 26 Two-Thirds Vote Requirement for Fees

Recommend: Vote

Yes No Neutral

Oil, tobacco, and alcohol companies provided virtually all the funding for this measure, with the goal of shifting onto taxpayers the burden of paying for the damage these companies cause. Proposition 26 redefines payments for harm to the environment or public health as tax increases and imposes a 2/3 voter requirement to enact such fees.

Proposition 27 Eliminate Commission on Redistricting

Recommend: Vote

Yes No Neutral

Proposition 27 eliminates the 14-member redistricting commission

Safety Report, from page 8

near the rear of the vehicle by a third party who called emergency services.

John Mendoza, Mike Saner and I were on the scene until 9:30pm the night of the accident as it was made safe for the investigation process. The company has formed an accident investigation team which includes 2 members from our bargaining unit. This accident investigation team began the investigation process on Aug. 21 and it is on-going.

Near Miss

While getting ready to pull old poles, crew had boom out and heard a thud on the ground. Evidently a large shackle which had been affixed to the upper part of the underside of the boom had fallen off its holding eye. After some brief investigation, it was revealed that the straight pin use in the shackle had a missing cotter pin. Luckily no personnel were injured.

Accident Reporting

A gas employee working on a service valve at a residence received minor burns to his hand. Gas tech working on a call of leaking gas determined collar on the regulator was the source of the leak. The regulator had to be moved in order to tighten the collar. While moving the regulator, it made contact with the metal siding of the house, and the ambient gas ignited, creating a flash in the area of the technician's hands. After T Man was called, it was determined that the siding of the house was energized at 120 volts, due to faulty wiring, and/or lack of ground. The siding work was recent, which may have had a bearing. Employee was wearing FR shirt, which is not required for this work.

Safety Concerns at DCPD

Over the last couple of months we have been dealing with a couple of safety concerns that have been brought up at Diablo Canyon Power Plant. These concerns have been centered on Confined Space program, First Aid CPR requirements and the eye wash/drench shower requirements while working around chemicals. The company has acknowledged that some of these concerns are warranted and is developing an action plan to correct these issues.

selected from applicant pool picked by government auditors. It consolidates authority for establishing state Assembly, Senate, and Board of Equalization district boundaries with elected state representatives responsible for drawing congressional districts. It provides that voters will have the authority to reject district boundary maps approved by the Legislature.

It is important to all that these issues are corrected and until they are all hazards will need to be mitigated either by changes in procedures, policies or the use of additional PPE and as always if the hazards are present it is everyone's responsibility to not perform any work that would lead to injury. Please refer to your workplace postings for additional information on this.

Fed OSHA Standard on Cranes and Derricks

The Fed OSHA standard has been released with a 2011 implementation date. There are several questions and concerns pertaining to this standard which are warranted. CalOSHA is 1 of 17 states that currently have a crane standard in place; however, the new Fed standard has some things in it that are significantly different than CalOSHA.

Some of the differences which will need to be addressed by CalOSHA are the use of digger derricks. CalOSHA has a full exemption for digger derricks where the new standard will only exempt while working on power poles. So if this equipment is being used to set pad mount transformers or in substations or lifting material the exemption would not be applicable. Two more issues are the capacity requirements and the rigger training requirement. Currently under CalOSHA 5006.1 the requirements are anything that has a lifting capacity greater than 14,999 lbs or a boom length greater than 25'. The new fed standard impacts cranes with a capacity greater than 1 ton and the rigger certification will be new.

For work in Nevada this new standard will have an immediate impact. For California, unless you work for a government agency there should be a little bit of a lag until they address these new requirements which will eventually need to happen. More updates on this as they become available.

A copy of the regulatory text is available at: <http://www.osha.gov/doc/cranesreg.pdf>

Until the date of publication, the full rule, including the preamble, can be found at <http://www.ofr.gov/inspection.aspx>. After publication, the rule can be found at the Federal Register or at www.osha.gov.

INDEPENDENT AUDITOR'S REPORT

To the Officers and Members or the International Brotherhood of Electrical Workers, Local No. 1245 Vacaville, California

We have audited the accompanying statement of Financial Position arising from cash transactions as of December 31, 2009 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended. These financial statements are the responsibility of the Local's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash basis transactions of Local No. 1245 for the year ended DECEMBER 31, 2009 and the financial position- cash basis at DECEMBER 31, 2009 in accordance with the basis of accounting as noted above.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on Pages 9 to 22 [in original report]) is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

DALMAS ACCOUNTANCY CORPORATION
San Bruno, California
March 22, 2010

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 2009

Assets

General Fund:

Bank of the West - checking accounts	116,971	
Bank of the West - money market	1,216,847	1,333,818
Cash funds		5,350

Investments:

Merrill Lynch Institutional Money Fund		8,157
Merrill Lynch-CMA Money Fund		1,018,701
-Mutual Funds		3,874,078
-Common Stocks		833,521
-Preferred Stocks		243,244
Bank of the West-Short term Treasury Portfolio		1,422,732
Franklin Income Fund		965,830
Total General Fund		9,705,431
Political Donation Fund- checking account		19,684
Total Current Assets		9,725,115

200 shares PG&E common stock - at cost		3,388
Loan receivables-Energy Workers Center, Inc.		911,155

Fixed assets, (Note 1):

Automobiles (39) at cost	1,075,544	
Less: allowance for depreciation	563,943	511,601
Furniture and office equipment - at cost	640,874	
Less: Allowance for depreciation	412,427	228,447
Total Assets		11,379,706

LIABILITIES AND NET ASSETS

Liabilities:

IBEW per capita portion of December receipts to forward	233,730	
Vacation payable	689,675	
Current Liabilities		923,405

Net Assets:

Unrestricted	10,436,617	
Temporarily restricted - Political Donation Fund	19,684	10,456,301
Total Liabilities and Net Assets		11,379,706

The accompanying notes are an integral part of this financial statement.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS POLITICAL DONATION FUND TEMPORARILY RESTRICTED For the Year Ended December 31, 2009

Cash balance, December 31, 2008	6,391
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Receipts:

Portion of Local Union dues directly deposited to this fund	17,764
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Total receipts and balance	24,155
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Disbursements:

Hunter Stern - Stockton Chamber	26
Mike Grill - Senator Dan Flores fund raiser	250
Monterey Bay CLC	500
Landis Martilla - San Mateo Cope dinner	350
Alameda Cope dinner:	
Dorothy Fortier	200
Bernard Smallwood	200
Lula Washington	200
Shiela Lawton	200
San Mateo CLC Cope	300
Bill Brill So Bay Cope Dinner	125
Friends of Pat Eklund for City Council	400
Hunter Stern - Cope Dinner	135
Capitol Web Works - report filing fee	65
Friends of Calvin Doham Committee	500
Elect Gracious Palmer to City of Shasta Lake Council	250
Committee to re - elect Tom Collins	500
No. Bay Labor Cope	270

Total disbursements	4,471
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Cash balance, December 31, 2009	19,684
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The accompanying notes are an integral part of this financial statement.

EXHIBIT C INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS UNRESTRICTED NET ASSETS For the Year Ended December 31, 2009

Cash and investments balance, beginning December 31, 2008	4,770,459
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Receipts:

Local Union portion of receipts:	
"A" members' dues	315,627
"BA" members' dues	15,787,423
Initiation fees	31,140
Reinstatement fees	976
Agency fees	132,672
Working dues	1,783,385
Hiring hall dues	881,775
Retiree's club dues	23,832
	18,956,830

Reimbursements to General Fund:

Interest and investment income	532,118
--------------------------------	---------

Refunds and reimbursements:

Union Shopper	9,947
Other receipts	36,013

Energy Workers Inc. improvement loan payments:

Principal	93,450
Interest	37,787
Grievance settlement	40,764
Automobiles sales	12,801
	762,880

International portion of receipts:

"A" members' per capita	370,213
"BA" members' per capita	2,266,317
Initiation fees	61,345
D.B.A.F fees	454
Reinstatement fees	4,787
Agency fees	19,428
Total receipts	22,442,254
Total balance and receipts	27,212,713

Disbursements, per Page 15 of Schedule of Disbursements	17,507,282
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Cash and investments balance, December 31, 2009, Details in Statement of Financial Position arising from cash transactions	9,705,431
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Affiliation fees:

International Brotherhood of Electrical Workers	2,885,000
Santa Clara C.L.C.	8,580
Alameda C.L.C.	11,520
Kern / Inyo / Mono	1,350
Nevada State Electrical Association	840
Sacramento C.L.C.	9,600
San Francisco C.L.C.	12,930
State Association of Electrical Workers	538,698
Contra Costa C.L.C.	9,900
Marin County C.L.C.	5,373
San Joaquin and Calaveras C.L.C.	5,238
Butte-Glenn C.L.C.	1,500
Napa-Solano C.L.C.	1,926
Fresno-Madera C.L.C.	5,400
Merced-Mariposa C.L.C.	1,481
Stanislaus-Tuolumne C.L.C.	1,116
Marysville C.L.C.	1,200
Humboldt-Del Norte C.L.C.	603
Five Counties C.L.C.	852
Monterey County C.L.C.	3,630
Government Coordinating Council	600
San Mateo C.L.C.	3,900
Joint Executive Conference-N.C. Electrical Workers	100
Tri Counties C.L.C.	3,120
Maritime Trades Post Council	600
Northern Nevada C.L.C.	1,650
Forum - Alameda Retired Members	60
Congress of Ca - Seniors	125
TCC-4	383
	3,517,275

Staff expenses:

Salaries	5,590,050
Expenses	293,803
Automobile expenses	109,837
Auto Purchases	423,321
Fitness plan	176
	6,417,187

Research and Education:

Subscriptions and publications	18,632
Scholarship fund	2,500
	21,132

Office salaries:

Administration office salaries	288,243
Bargaining unit salaries	594,942
	<u>883,185</u>

Office expenses:

Rent	300,000
Telephone	92,224
Postage mail service and meter expense	70,167
Print room/printing	94,670
Supplies	18,368
Equipment maintenance	8,896
Data processing	13,581
Equipment rental	29,212
Utility reporter	94,401
Miscellaneous	43,699
Bank charges	7,790
Furniture and equipment purchases	128,721
Storage	3,100
	<u>904,829</u>

Salaries Paid or Reimbursed	Expenses	Total
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Committee salaries and expenses:

Executive Board meetings	9,387	26,941	36,328
Executive Board Trial		808	808
Advisory Council	9,498	35,842	45,340
Trustee Committee	6,750	5,166	11,916
Review Committee	947	2,080	3,027
Safety Committee	18,675	6,062	24,737
Shop Steward expenses	538	11,800	12,338
Other conferences	18,305	83,272	101,577
Labor Management		8,578	8,578
Organizing		4,157	4,157
Grievance/FF/LIC		5,385	5,385
	<u>64,100</u>	<u>190,091</u>	<u>254,191</u>

Various Other Committees:

Lineman's Safety Conf.	7,699	27,789	35,488
Outside Line	5,166	6,623	11,789
Davey Tree	3,785	3,362	7,147
Retirees		239	239
Central Labor		445	445
City of Healdsburg		82	82
SMUD		272	272
Apprenticeship committee		145	145
Joint Grievance		104	104
Regional Transit	2,912	3,637	6,549
Training Staff		135	135
Wendy Trees		59	59
Frontier committee	3,330	715	4,045
WAPA		22	22
Joint Apprenticeship		5,529	5,529
City of Alameda	6,091	151	6,242
City of Roseville		115	115
Training Membership		165	165
SF Muni		64	64
Outside Line Conference		1,542	1,542
Paradise ID		21	21
Dynegy	10,832	4,524	15,356
Bella Vista		23	23
Trees Inc.		854	854
City of Oakland		603	603
Osmose Neg.		20	20
Mirant Power Plant		26	26
NV Energy	429,632	130,511	560,143
A.C. Transit	2,567	169	2,736
No. Calif. Power Agency	1,634	158	1,792
Truckee Meadows	15,561	1,088	16,649
Peer Volunteer program		3,431	3,431
Asplund		325	325
City of Santa Clara	353	325	678
Modesto I.D.		1,836	1,836
Truckee Donner	805	1,384	2,189
So. Feather River		28	28
City of Berkeley		25	25
Turlock I.D.		324	324
City of Redding		10,860	10,860
Plumas Sierra Rural	7,796	2,373	10,169
City of Ukiah		270	270
Trans Canada		2,160	2,160
City of Fenley		239	239
City of Gridley		105	105
	<u>498,163</u>	<u>212,877</u>	<u>711,040</u>

PG&E Negotiation Committees:

Departmental:			
Arbitration	663	76,196	76,859
Meal Committee		107	107

Utility Reporter

Clerical	374	374	
CGT	196	196	
T-Men	2,660	2,660	
EFS	635	635	
Meter Readers	30	30	
Lines of Progression	193	193	
Ad Hoc	970	970	
WRC	9,436	5,713	15,149
PSEA	120	120	
Exhibit XVI	5,174	5,174	
Benefits	111,319	111,319	
Negotiations	2,141	2,141	
Neg. Gen. Contract Committee	47	47	
Service crew	1,457	1,457	
Gas T&D	3,982	3,982	
CRP	32	32	
Helicopter	1,439	1,439	
Misc. Physical	45	45	
Barehand	494	494	
Diablo Canyon	37	37	
System Operator	385	385	
	<u>10,099</u>	<u>213,746</u>	<u>223,845</u>

Membership expenses:

Supplies - Intl.	4,673
Supplies - Local	11,168
Membership fees	7,092
Flowers/donations	545
Union Shopper	16,179
Lineman Rodeo	488
Golf tournament	7,169
	<u>47,314</u>

Membership benefits:

Group life insurance	93,111
Unit drawing award	650
Individual drawing award	550
Service award dinners	157,615
Social fund	13,400
	<u>265,326</u>

Payroll taxes:

Employee portion:

U.S. income tax withheld	(923,800)
FICA withheld	(407,143)
California income tax withheld	(336,278)
SDI withheld	(47,531)
U.S. income tax forward	923,800
FICA forward	407,143
California income tax forward	336,278
SDI forward	47,531

Local Union's portion:

FICA	407,570
California Unemployment	23,306
U.S. Unemployment	3,577
	<u>434,453</u>

Employee benefits:

Health and Welfare plans	1,647,248
Group life insurance	171,114
Pension plan	990,974
Other costs, pension plans	23,721
	<u>2,833,057</u>

Other disbursements:

Legal fees	185,553
Hall rentals	92,913
Workmen's compensation insurance	57,619
Refunds	11,296
PRD fees	22,586
Payroll Deduction	76
Miscellaneous taxes	3,959
Insurance - auto	47,672
Insurance - bond	546
Insurance - travel	1,018
Insurance - professional liability	33,814
Audit fees	32,800
Charitable donations	5,550
Miscellaneous fees	1,135
Solar Loan made to Energy Workers	350,000
Injured Workers Fund	40,764
Consulting fees	107,147
	<u>994,448</u>

Total Disbursements

17,507,282

Former member, from page 6

to audits of work completed in vegetation control. Technicians are signing off work that has not been completed. The company takes a hard line on these types of infractions. The company informed the union of a drop in forecasted work, and implemented layoffs in Fresno and San Joaquin Divisions. The union informed the company bumping rights are being requested in both areas.

The union held a Grievance Review Committee meeting with Davey Tree at Weakley Hall in Vacaville on Aug. 17. All open 2010 grievances were discussed—12 in all. We reached satisfactory settlements in the majority of these cases. The company informed us the work picture has picked up in Central Coast and Los Padres Divisions. Los Padres is working seven days a week. Work has picked up in Oakland and Diablo Divisions. These crews are on 10-hour shifts. Work has also picked up in Sierra Division and crews are now working 10-hour shifts. We are still in fire season so please take all your gear to your work site!

Finally, the Youth Engaged for Solidarity Conference (Youth Engaged for Solidarity) scheduled

for Sept. 25 has been generating positive feedback among members in line clearance tree trimming.

Ron Cochran, Junior Ornelas and Carl Lamers contributed to this report.

Ex-miembro, from page 6

quejas pendientes de 2009 y 2010, un total de 18. El sindicato y la compañía resolvieron la mayoría de estas quejas. Se programó una reunión final en septiembre. El sindicato espera que la compañía siga una política de disciplina progresiva.

El sindicato sostuvo una reunión del Comité de Revisión de Quejas con Trees Inc. en Weakley Hall en Vacaville el 23 de agosto. Se revisaron todas las quejas pendientes de 2009 y 2010, un total de 12. Existen problemas de control de calidad con Trees Inc. en lo que se refiere a las auditorías de trabajos completados en control de vegetación. Los técnicos están dando por finalizados trabajos que no han sido completados. La compañía es muy estricta con este tipo de infracciones. La compañía informó al sindicato que se pronostica una reducción de los trabajos futuros, y realizó despidos en las Divisiones de Fresno y San Joaquin. El sindicato informó a la compañía que en

ambas regiones se están reclamando derechos de antigüedad.

El sindicato sostuvo una reunión del Comité de Revisión de Quejas con Davey Tree en Weakley Hall en Vacaville el 17 de agosto. Se revisaron todas las quejas de 2010, 12 en total. Llegamos a acuerdos satisfactorios en la mayoría de los casos. La compañía nos informó que la situación de trabajo ha mejorado en las Divisiones de Central Coast y Los Padres. Los Padres está trabajando siete días a la semana. Ha aumentado el trabajo en las Divisiones de Oakland y Diablo. Estas cuadrillas están ahora trabajando en turnos de 10 horas. También ha aumentado el trabajo en la División Sierra y las cuadrillas están trabajando en turnos de 10 horas. Todavía estamos en la temporada de incendios, así que por favor ¡lleven todo su equipo a su sitio de trabajo!

Para finalizar, la Conferencia de la Juventud Comprometida con la Solidaridad (Youth Engaged for Solidarity) programada para el 25 de septiembre ha estado generando comentarios positivos entre los miembros de poda de árboles en líneas eléctricas.

Ron Cochran, Junior Ornelas y Carl Lamers contribuyeron a este informe.

Pastor calls out NV Energy

The following Op-Ed by the Rev. Neal Anderson appeared July 13, 2010 in the Reno Gazette Journal and on-line at RGJ.com.

NV Energy's request for a rate reduction will surely be welcomed by all Nevadans, whose utility rates are the highest of the mountain states. One might even mistake the utility's action as corporate generosity.

But recent events show that NV Energy is not a good corporate citizen. In fact, NV Energy has reduced service to customers, stripped promised benefits away from employees and retirees and lavished extravagant bonuses on top executives.

Electric service is not a luxury. It is a public necessity. That is why it has been regulated since the 1930s. Under our laws, investor-owned utilities like NV Energy are allowed to operate as monopolies. In return for this privilege, they are expected to provide service at affordable rates. They also are expected to plan ahead for future electric needs and hire and train the skilled workers needed to deliver electric service.

The relationship between utility and citizen is known as a "regulatory compact." Our civil and religious traditions tell us that such compacts may not be lightly dismissed. Citizens need utilities to act responsibly and ethically. In fact, we require it. Many of our religious traditions teach us the importance of covenants — the promises we make. These covenants are not necessarily unchangeable, and if they are to be modified, it must be done in good faith keeping the needs of all in mind.

Unfortunately, NV Energy seems to have lost sight of what it means to be a responsible and ethical corporate citizen. It has lost sight of what it means to be in covenant with its employees and customers. Even as it holds out the promise of a rate reduction, it is preparing rate increases that will wipe out much of the supposed reduction. In addition, it has reduced service by closing all of its customer service offices outside Las Vegas, sacrificed reliability by downsizing its workforce and arbitrarily stripped away benefits promised to its employees and retirees.

By these actions, NV Energy is betraying Nevadans in two very specific ways.

- By closing local offices and consolidating or eliminating crews, NV Energy is making service less convenient for some and less reliable for all. Emergency response time is longer when crews are located farther away.
- By stripping away benefits from its employees, NV Energy not only betrays promises it made to them over many decades, it betrays our future.

Part of the utility's responsibility is to assure a qualified workforce to provide the reliable service that Nevadans will need in the decades to come. Instead of honoring its commitments, NV Energy has turned its back on its workers. The utility won't have trouble attracting top executives looking to make a quick buck, but it may have trouble attracting qualified workers who are looking to make an honest living.

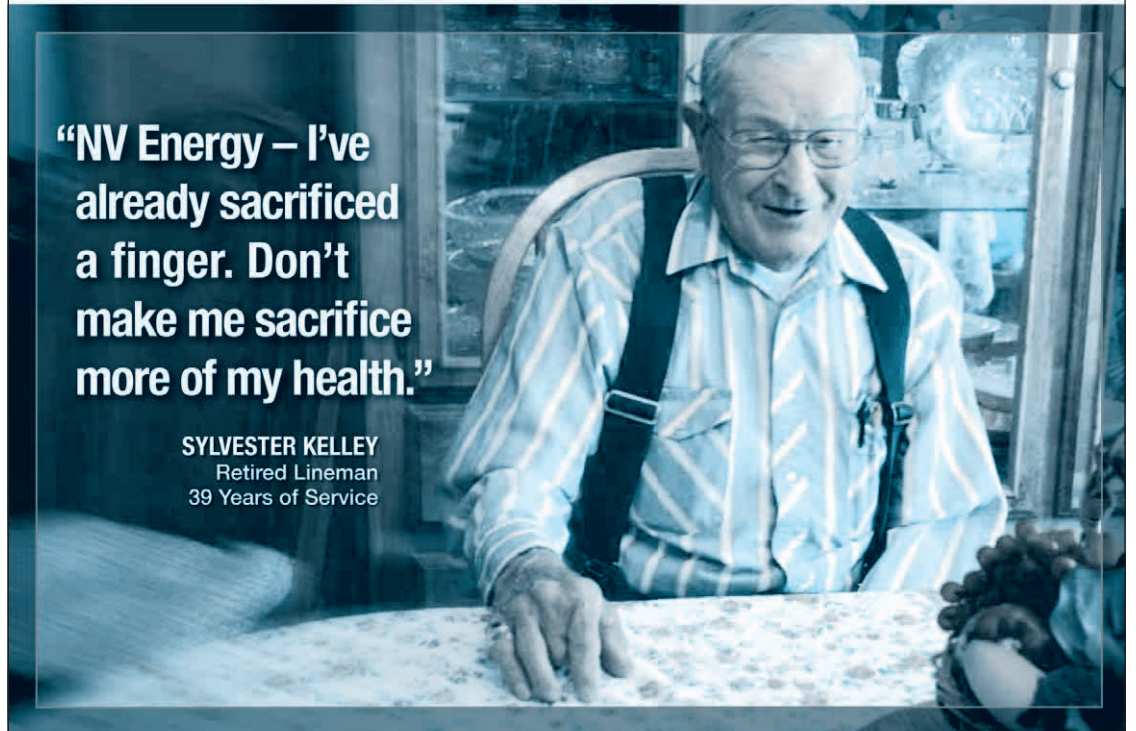
The Public Utilities Commission should grant NV Energy its rate reduction. And it should make the company live up to its responsibilities before ever granting it another rate increase.

The Rev. Neal T. Anderson is minister at the Unitarian-Universalist Fellowship of Northern Nevada and a member of the Nevada Clergy Association.

Why is NV Energy failing to LIFT A FINGER for its retirees like Sylvester Kelley?

"NV Energy – I've already sacrificed a finger. Don't make me sacrifice more of my health."

SYLVESTER KELLEY
Retired Lineman
39 Years of Service



Sylvester Kelley understands the meaning of service and sacrifice. In 1945, the World War II veteran was left with a disfigured hand after surviving an artillery attack in Germany.

While most of his wounds eventually healed, one finger on his right hand was damaged beyond repair. But Sylvester's spirit was undaunted. So when he returned home, Sylvester was looking forward to getting back to normal civilian life, raising a family, and going to work for his local utility company.

When Sylvester learned that his damaged hand would not fit into the company's regulation glove, he made the decision to have his finger amputated so his hand would fit into the safety glove. He went on to serve as a lineman, and serve our community, for nearly 40 years.

But despite his commitment to the company and nearly four decades of service, executives at NV Energy want to take away Sylvester's hard-earned healthcare.

NV Energy is breaking its promise to Sylvester Kelley and 600 other retirees by proposing to



NV Energy retiree Sylvester Kelley earned a Purple Heart in 1945 for wounds received during World War II. NV Energy is now trying to take away his healthcare coverage.

slash healthcare benefits when they need it most. NV Energy is telling retirees that these cuts are necessary – even after reporting \$180 million in profits last year, collecting \$134 million in federal bailout cash and paying their CEO Michael Yackira over \$4.5 million in compensation.

Sylvester Kelley served our nation. He served our state. He was proud to serve NV Energy. Now, when he needs care the most, NV Energy won't lift a finger to help.

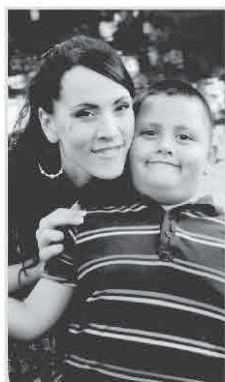
Support Sylvester Kelley and the 600 other retirees by signing our petition at: www.ShameOnNVEnergy.com

Get the latest news at www.ibew1245.com



With Michael Yackira as CEO, NV Energy workers, their families and customers have endured...

SEVEN YEARS OF BAD LUCK



Sarah S., with her son Isaiah. She has not seen a wage increase since Isaiah was one year old.

Sarah S., customer service representative for NV Energy and a single mother of two, is trying to celebrate her son Isaiah's seventh birthday this week.

However, there's been little to celebrate since current CEO Michael Yackira joined NV Energy in 2003, the same year Isaiah was born. **While Michael Yackira hits the jackpot year after year — making \$4.5 million last year alone — Sarah and her family have not seen a wage increase since Isaiah was one year old.**

NV Energy workers like Sarah and her two boys are not the only people living through Yackira's seven years of bad luck. **With Yackira as CEO, NV Energy now charges Nevadans the highest electricity rates of any mountain state while it continuously cuts crucial customer service.** NV Energy charges us more and gives us less even while it reported \$180 million in profits last year and pocketed \$134 million in federal bailout cash.

¹<http://www.sec.gov/Archives/edgar/data/71180/000095013506001412/568472spe10vk.htm#139>
²<http://www.sec.gov/Archives/edgar/data/741508/000085013508001857/b69005pdef14a.htm#110>
³<http://people.forbes.com/profile/michael-w-yackira/71683>



CEO Yackira's Total Compensation Jackpot

CEO Michael Yackira has hit the jackpot year after year since joining NV Energy — making nearly \$4.5 million last year alone at the expense of workers and their families.

Join thousands of Nevadans who agree: Seven years of Michael Yackira and NV Energy greed is enough bad luck.
www.ShameOnNVEnergy.com



A major issue in the 13-month bargaining with NV Energy was the company's resistance to making improvements in Clerical wages. In the agreement that was ratified in August, Clerical members received wage increases.

Local 1245's campaign to pressure the company to raise wages included this full-page ad that appeared in Nevada's major newspapers in July. The ad was easy to read in its original full-sized newspaper format, but the type is a bit small here, so we've recreated some of the text below to make it easier to read.

Sarah S., customer service representative for NV Energy and a single mother of two, is trying to celebrate her son Isaiah's seventh birthday this week.

However, there's been little to celebrate since current CEO Michael Yackira joined NV Energy in 2003, the same year Isaiah was born.

While Michael Yackira hits the jackpot year after year — making \$4.5 million last year alone — Sarah and her family have not seen a wage increase since Isaiah was one year old.

NV Energy workers like Sarah and her two boys are not the only people living through Yackira's seven years of bad luck. With Yackira as CEO, NV Energy now charges Nevadans the highest electricity rates of any mountain state while it continuously cuts crucial customer service. NV Energy charges us more and gives us less even while it reported \$180 million in profits last year and pocketed \$134 million in federal bailout cash.



Save 15%* on AT&T Wireless

Go union and **start saving 15%*** on AT&T wireless monthly service plans, **including iPhone®** plans. In addition to saving money, you'll be using the only national unionized wireless carrier.

■ **Visit your local AT&T store** Just bring this ad and union identification to your local AT&T store. To find a location near you, visit UnionPlus.org/ATT.

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CALIFORNIA JOBS?

Jerry Brown:

- » **Created 1.9 million jobs as Governor.** (LA TIMES, 8/11/10)
- » Will create a half-million clean energy jobs and rebuild our crumbling infrastructure. (WWW.JERRYBROWN.ORG)
- » Supports California high-speed rail and the 450,000 jobs it would create. (CONTRA COSTA TIMES, 7/8/10)



Meg Whitman:

- » As CEO, outsourced nearly 40% of eBay's workforce. (ANNUAL REPORTS OF THE SEC, 2003-08)
- » **Plans to cut 40,000 state jobs.** (WWW.MEG2010.COM)
- » Opposes California high-speed rail. (CONTRA COSTA TIMES, 7/8/10)

WAGES & OVERTIME PAY?

- » Won millions in back pay for workers who were denied fair wages. (PEOPLE V. INTERWALL 2008; PEOPLE V. CHARLES EVLETH, 2010)
- » Signed bills to require **Prevailing Wage be paid on public jobs.** (SB 394, 1975; AB 114, 1977)



- » **Would eliminate daily overtime pay and guaranteed meal breaks.** (WHITMAN SPEECH, COMMONWEALTH CLUB, 2/16/10)
- » Opposes Project Labor Agreements. (WHITMAN SPEECH, ASSOCIATED BUILDERS AND CONTRACTORS, 9/18/09)

WORKERS' RIGHTS & BENEFITS?

- » **Gave over a million workers the right to collectively bargain for better wages.** (SB 160, 1975; AB 1693, 1981; SB 839, 1977)
- » Improved unemployment insurance and workers' compensation. (AB 467, 1976; AB 91, 1975)



- » Proposed **eliminating collective bargaining rights** for state employees. (WHITMAN INTERVIEW, NBC LOS ANGELES, 7/18/10)
- » Seeks to eliminate defined-benefit pension plans. (LA TIMES, 4/23/10)

MAIN STREET OR WALL STREET?

- » **Fought Wall Street and sued banks and lenders to stop home loan abuse.** (NEW YORK TIMES, 9/17/09; BLOOMBERG NEWS, 10/6/08)
- » Cracked down on corporations that violated the rights of workers. (PEOPLE V. PACIFISTAFF INC., 2007; PEOPLE V. CONAPA, 2009)



- » **Made millions through now-illegal insider deals** with disgraced Wall Street giant Goldman Sachs. (SACRAMENTO BEE, 12/31/09)
- » Profited on mortgage-backed securities that contributed to a half-million California families losing their homes. (CALIFORNIA WATCH, 4/14/10)

JERRY BROWN: *A lifetime fighting for working families*
GOVERNOR 2010

For more information visit www.CaliforniaLabor.org & www.WallStreetWhitman.com

California LABOR Federation

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