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Utility Reporter

Volume 60 No.5 • Sept/Oct 2011 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

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Door-to-door democracy

Local 1245 members train in the trenches

As public sector employers in California escalate their assault on workers' wages, pensions and other benefits, Local 1245 is training a new generation of activists on how to fight back.

For three weeks this summer, eight Local 1245 members jumped into a grassroots campaign in Wisconsin that targeted six anti-union legislators in a recall election. They learned the gritty art of door-to-door democracy—mobilizing supporters, persuading the undecided, and connecting with voters over common concerns.

At issue in Wisconsin: the Republican-controlled legislature
continued on page 11



Jennifer Gray, left, and Donchele Soper set up a yard sign.

PG&E negotiations



Anthony Brown, Gas Service Rep, left, and Gary Maschio, Building Technician, keep proposal books close at hand as PG&E and IBEW begin wrangling over contract language.

Looking for Agreement

Local 1245 and PG&E got down to business on Sept. 7 as negotiations began at Weakley Hall to amend the Physical labor agreement. The discussion focused initially on minor language changes and "clean up" issues, such as incorporating the recently-organized Environmental Field Specialists into the agreement. Negotiations over the Physical as well as Benefit Agreements are expected to continue into October with the hope of producing

a tentative agreement that can be ratified by Local 1245 members before the end of the year.

System Operator Dave Sankey, standing, points out language in a Letter Agreement to PG&E Labor Relations Director Steve Rayburn during a discussion of the Dispatcher-in-Training position during negotiations. At right is PG&E Principal Negotiator Kathy Price.



IBEW and PG&E negotiators meet across the table on Sept. 7.

Union braces for more battles

Advisory Council
Reno, Nevada

When NV Energy declared war on its retirees in 2009, top executives apparently believed they could simply roll over the aging men and women who had devoted their careers to making the company profitable.

Two years later, those retirees and their union are still holding the company's feet to the fire. The scope of the union's campaign was laid out in detail at the Local 1245 Advisory Council meeting held at the Grand Sierra Hotel in Reno on July 30.

Local 1245 Business Manager Tom Dalzell noted that retiree activist and decorated World War II veteran Sylvester Kelley had recently passed away.

"Sylvester Kelley gave them 40 years. They promised retiree medical benefits for life. They reneged on their promise."

Dalzell praised Nevada retiree Rita Weisshaar, Nevada Advisory Council member Michelle Benuzzi and other IBEW activists in Nevada "who continue to inspire our members throughout our jurisdiction and throughout the United States," noting that their efforts have helped the union keep up the pressure on the company.

And the pressure is growing. By mid-summer, Dalzell noted, the union's
continued on page 6



Michelle Benuzzi

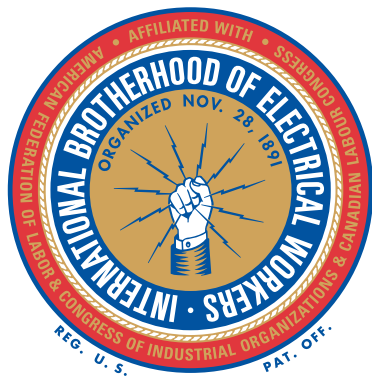
Facebook News briefs

Venting after-hours about being over-worked is legitimate "concerted activity" under U.S. labor law, NLRB Administrative Law Judge Arnold Amchan ruled on Sept. 2. The non-profit employer, National Hispanics of Buffalo, was told to re-hire the Facebook venters—with back pay.

Workers across Italy went on a general strike Sept. 6 to protest government austerity measures, Irish-Times.com reported. The eight-hour strike, called by Italy's largest union with six million members, disrupted public transport.

Egypt's unions helped bring down the Mubarak regime, and now they want some justice. Cargo workers at Cairo International Airport went on strike Sept. 7, calling for wage hikes and more workers to ease the workload, almasryalyoum.com reported. Military police were dispatched to secure the building and reopen its cargo operations.

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



IBEW Local 1245 Youth Leadership Development

On the Move!

Over the last two years IBEW 1245 has reached out to young members: recruiting new leaders and offering opportunities for deeper involvement in building our Union. Working alongside seasoned leaders and staff, young members are injecting fresh energy into our movement.

This is what leadership development looks like:

10 young delegates participate in the inaugural AFL-CIO Next-Up! Summit.
June 2010

40 young members attend IBEW 1245 Youth Conference organized by our 10 *Next-Up!* delegates.
June 2010

1 of our *Next-Up!* Delegates is appointed to the AFL-CIO National Youth Advisory Council. 2011

5 young leaders launch IBEW 1245's Facebook page.
March 2011

Dozens of young members help launch our Solidarity Action Network and organize 14 rallies across California.
April 2011

1 youth is elected to join IBEW 1245's delegation to the IBEW International Convention.
September 2011

3 young members attend the IBEW International Convention: one as representative of IBEW's California youth; one as part of the AFL-CIO "Union Leaders of the Future" program. September 2011

15 members hit the streets in legislative and recall battles in Florida and Wisconsin.
Spring/Summer 2011

18 young delegates participate in the AFL-CIO Youth Summit. Fall 2011

100s take on roles as shop stewards, unit chairs, unit officers, committee members; they take part in contract campaigns, lead orientation for new members and help organize union social and sporting events. On-going 2011

120 members participate in leadership and organizing training in California and Nevada: learning our history, analyzing labor's challenges, strategizing, and setting goals. Spring 2011



Local 1245 members in workshop with Stanford Professor Clay Carson.

29 members analyze current challenges in two workshops: one led by former US Labor Secretary Robert Reich and one led by Stanford Professor Clay Carson and UNITE-HERE International VP Tho Do. January/June 2011



Learn more at:
www.ibew1245.com and
www.facebook.com/IBEWLocal1245



Safety stewards

Coming home safe and sound

The first responsibility of every Local 1245 member is to come home safe and sound at night.

Everything else is secondary. Yes, be productive, be efficient, be responsible. But first and foremost, work safe.

The employer can make rules. Rules are important. But rules don't make people safe. People make people safe.

With that in mind, several dozen Local 1245 members have stepped forward to take on a new responsibility. Meet the Safety Steward. On Aug. 31, this new breed of steward gathered at Weakley Hall to discuss how they will improve safety awareness on the job.

"They're going to be the front line," said Business Rep. Dean Gurke, who helped lead the meeting. "We want them to network, to recognize trends in safety issues, and to lead by example."

Safety stewards are not responsible for filing grievances or enforcing the contract. But they will meet safety issues head-on, using their own experi-



Safety Stewards meeting at Weakley Hall on Aug. 31 tackle the critical task of improving workplace safety in the wake of several serious injuries and deaths on the job in recent years.

ence and judgment and also that of other safety stewards.

"We want safety stewards to communicate with each other, to serve as a support group in dealing with problems they find in the field," said Gurke.

What Do You Do?

What does a safety steward do when he or she observes a member behaving unsafely? There's no single answer because every situation will be different. But this much is certain: the union's approach is fundamentally different than management's. The safety steward is not about punishment or discipline. The safety steward is about respect.

Respect the fact that our work is often dangerous. Respect that we must stay focused. Respect that we are responsible not just for our own safety, but for each other's safety.

So how do you talk to someone who may be creating a potential hazard by their attitude or work practices? What do you do when you see someone who is cutting corners?

Jeff "Odie" Espenship, a frequent

speaker at Local 1245 conferences, talked to this first crop of safety stewards about the art of persuasion. Some people you talk to are going to be cooperative, some are going to be oppositional. Either way, the surest way to get a communication channel open is to *listen*.

Safety stewards are not responsible for filing grievances or enforcing the contract. But they will meet safety issues head-on, using their own experience and judgment and also that of other safety stewards.

Odie, as he likes to be called, advanced the idea of "active listening." This might involve repeating back what you are hearing the other person say, to make sure you understand their meaning. It's human nature: a person is more likely to listen to you if you've shown you're listening to *them*.

Code of Excellence

Also speaking at the meeting were Tom Burks, Rich Lane and Bob

Springer—three members involved in creating the union's peer-to-peer "Hold the Pull" safety program for line workers. They reviewed the IBEW's Code of Excellence and emphasized that safety stewards need to internalize all the points contained in the code and lead by example.

About half of the safety stewards who gathered in Vacaville are also regular stewards, but the other half are not. Gurke emphasized that becoming a safety steward does not make someone a regular steward.

"Members should only come to safety stewards with safety concerns, not contractual concerns," said Gurke.

The next step for the newly-minted safety stewards is to go back out in the field, to set an example, and to engage any safety issues that arise. Most issues will be resolved right on the spot, Gurke predicted. If necessary, safety stewards can consult their business rep. The union's "Hold the Pull" committee may also get involved if the situation warrants.

"The main thing we want to get across to our members," said Gurke, "is that it is our responsibility to protect ourselves and protect our brothers."

IBEW 1245

SAFETY CODE OF EXCELLENCE



- Follow all safety rules (no short cuts)
- Work in a safe & healthy manner
- Appropriate PPE is always necessary, never an option
- Know the hazards
- Communication is essential
- Review your safety manual regularly
- Promote an alcohol and drug-free work place
- Arrive to work on time, ready & willing to work
- Have tailboards & pay attention
- Job scope changes—need new tailboard
- Respect everyone's opinions & ideas
- Work within your experience level
- "Hold the Pull" stops work until everyone is brought up to speed
- Perform personal business, including cell phone use, during authorized break periods only
- If you see something, "say something"
- S.L.A.P. "Stop, Listen, Assess, Proceed"
- Use the proper tool for the job
- Safety starts within



Members of the Local 1245 peer-to-peer Gas Safety campaign have been hard at work on an education program promoting safety among gas workers at PG&E and NV Energy. They plan to present the program at the October Local 1245 staff meeting for review, and to roll out the program in the field sometime thereafter. Creators of the program are, from left: Joseph Rapozo, Pat Fryer, Adam Weber, Ryan Morris, Aaron Leatherman, Ernest D. Pena, Business Rep. Dean Gurke, Jerry Debaca, Keith Hopp, Jim Findley and David Stout. Weber and Morris are from NV Energy; all others are from PG&E.



Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

Big challenges nationally; even bigger ones locally

On the national front, the news for Local 1245 members and American workers is often depressing. The elite of the Republican Party, often fighting under the false flag of the tea party, barely miss a day without pressing their all-out attack on unions and workers with a ferocity that we haven't seen since the late 1940s. Adjusted for inflation, the minimum wage today is lower than it was in 1968 – yet the tea party pushes for a reduction. The gap between rich and poor is worse in the United States than it is in many third world countries, and the worst that it has been here since 1929, yet the tea party pushes for greater tax breaks for the super-wealthy. And so on.

As demanding as national issues may be, our job is right here at home. Contracts covering more than 60% of

our members are being negotiated this fall, with outside line construction, NV Energy, and SMUD all terming out next year. PG&E continues to struggle with daunting operational challenges in all aspects of its business, and three of its top five officers are new on the job. On the local level at NV Energy, we are slowly seeing some improvements in our relationship, yet our fight to restore retiree benefits unilaterally cut by the company two years ago continues.

On all fronts, our members are responding to the challenges facing them. Our network of young activists is growing. Intensive two-day training on grievance handling is about to start for our hundreds of PG&E shop stewards. New safety shop stewards met in Vacaville late last month for training as the next step in our Hold the Pull line-man-to-lineman safety campaign. Our gas members have stepped up with their own peer-to-peer excellence program, Control the Pressure, and we will be seeing a roll-out of their program in early October.

Every day our stewards are on the job, fighting to defend the gains we have made through our contracts. They are vigilant and professional, a real source

of pride for the union. They do what they do without financial reward, acting out of a belief that working together we can accomplish much more than we could ever accomplish working alone.

And every day our negotiating committees are at work to defend and improve the working lives of our members. Like it is with most jobs, the actual time at the negotiating table is a small part of the effort required. After soliciting proposals from members, the committee must develop a cohesive proposal to present and build solid arguments in support of each proposal. Between bargaining sessions, they must analyze the employer proposals, look for win-win solutions, and eventually triage and prioritize issues. Once agreement is reached at the table, the work has just begun – the committee must then make sure that the members it represents fully understand the tentative agreement and vote on the agreement in an educated fashion.

This fall I expect that 90% of my time

will be devoted to the negotiations that I am leading at PG&E, Modesto Irrigation District, and Turlock Irrigation District. There is no part of union work that I like better than negotiating. Negotiations affect all members, and the stakes have never been higher. The fact that our members who volunteer for work on the negotiating committee are so bright, experienced, creative, and devoted to their fellow members makes negotiating a pleasure and an honor.

There was a bumper sticker that expressed popular wisdom years ago – think globally, act locally. We of course have to pay attention to what is happening nationally, and to the extent possible we should weigh in on national and global issues. But we can't forget that our biggest fights and our biggest impact are locally. Contract negotiations, grievances, and safety – these are why we are here. We will do our job as best we can, and with what is left over we'll fight the bigger issues.

APPOINTMENTS

FRONTIER

Bargaining committee
Bill Bryan, Bryan Coleman
Tom Greer, Eric Tanaka,
Kelly Willis

PACIFIC GAS & ELECTRIC

Review Committee
James Brager

CONFERENCES AND CONVENTIONS

APALA Convention
Anthony Chan, Thanh Trach
Coalition Of Labor Union Women Biennial Convention
Donna Ambeau,
Anna Bayless Martinez
Cecelia De La Torre, Thelma Dixon
Jennifer Gray, Chris Habecker,
Natalia Jonas, Diane Tatu

AFL-CIO Next Up Young Workers Summit
Cody Attebery, Erika Barron
Craig Brown, Benjamin Contreras
Salena Estrada, Steve Gallow
Kirk Haugen, Jorge Hernandez
Estanisloa Hurtado
Francesca Keeney, Jose Leal
Veronica Rivera, Dochele Soper
Jeremy Winn

IBEW Nuclear Conference
Pat Duffy, Ronald Greenlee
Samuel Williams
Nevada State AFL-CIO Convention
Michelle Benuzzi, Jackson Bergland
Chip Chadwick, Randy Osborn
Pat Waite

Women Of Labor Conference
Anna Bayless Martinez
Cecelia De La Torre
Adrienne Franks, Richelle Gallegos
Chris Habecker, Deborah Rose-Calilan
Denise Sand

CALENDAR

- Sep 14-15:** PG&E Stewards Training, San Francisco
- Sep 19-23:** IBEW Convention, Vancouver, BC
- Sep 28-29:** PG&E Stewards Training, Sacramento
- Oct 7:** OSHA 10 ET&D Training, Vacaville
- Oct 12-13:** PG&E Stewards Training, Concord
- Oct 18-19:** PG&E Stewards Training, San Jose
- Oct 26-27:** PG&E Stewards Training, San Luis Obispo
- Oct 29:** Advisory Council, Vacaville
- Nov 9-10:** PG&E Stewards Training, Clovis
- Nov 15-16:** PG&E Stewards Training, Chico
- Nov 28-29:** PG&E Stewards Training, Petaluma
- Nov 30/ Dec. 1:** Unit Officer Training, Vacaville
- Dec 7-8:** PG&E Stewards Training, Bakersfield
- Dec 10:** Outside Stewards Training, Vacaville
- Dec 14-15:** PG&E Stewards Training, Stockton

Utility Reporter wins labor journalism awards

The Utility Reporter story on the contract organizing campaign during Clerical negotiations at PG&E won first place for Best Organizing Story in the 2011 labor journalism awards sponsored by the International Labor Communications Association.

The story, "Everyone Showed Up," showed how solidarity and activism among the Clerical workforce—including the actions of dozens of worksite volunteers—helped produced gains at the bargaining table.

The Utility Reporter also won first place, Best Publication Design, for a feature on retiree activism at NV Energy called "On the Bus: Retirees Put Campaign for Benefits into High Gear."

A photograph by Local 1245 member Andrew Sabin, was awarded second place in the Best Photograph competition (see photo at http://www.ibew1245.com/news-Local1245/ILCA_Awards_8-8-11.html).

Business Manager Tom Dalzell won a third place award for Best Column with an essay called "Don't Drink the Kool-Aid", which warned members against believing company arguments concerning two-tier wages.

Local 1245 won another third place award for Best Multimedia Campaign, which consisted of newspaper articles, radio ads, commercial newspaper ads, television ads, and internet advocacy for its campaign to resist NV Energy's attempt to take away retiree medical benefits.



Business Manager & Executive Editor
Tom Dalzell

Communications Director & Managing Editor
Eric Wolfe

President
Mike Davis

Executive Board

Art Freitas
Chris Habecker
Mike Jacobson
Anna Bayless-Martinez
Tom Cornell
Mike Cottrell

Treasurer
Cecelia De La Torre

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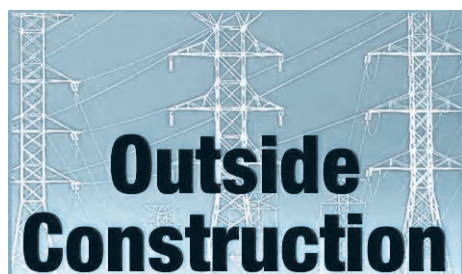
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Our Web Site can be viewed at www.IBEW1245.com.

Find us on Facebook at www.facebook.com/IBEWLocal1245

Our phone number is (707) 452-2700.



Over 500 calls dispatched in August

We have dispatched just over 500 calls for the month of August which is an increase of almost 100 calls from the prior month.

We are seeing more and more calls and are told to expect more over the next month. This can become an issue since we have very few Linemen on our books and have been running open calls the last few weeks in August. This shortage of linemen is due to the demand across the country and Hurricane Irene. A large number of travelers who came to California to work recently were from the east coast and Irene gave them the opportunity to work close to home.

Various substation projects should be kicking off real soon and we anticipate the Journeyman Wiremen on our Lineman out of class books will be able to fill some of those calls that make it to them.

A couple of transmission projects are underway and will also need manpower to complete them. We continue to try to get the word out that this work is here and available but it appears that the shortage in Journeyman Linemen we have heard about was on its way may be here.

Work has also started on the SWIP project in eastern Nevada with approximately 50 workers employed by Sturgeon on the line construction side working outside of Ely. All of these workers are being dispatched out of Local 396, Las Vegas NV. A Book 1 member of Local 1245 is considered Book 1 for this project only out of 396.

Wilson Construction has also started work on the 30 Mile substation which is located approximately 15 miles west of Ely. This substation project will be dispatched out of LU 1245 and some portability to that project as well as a couple calls were made for it last month. This project is under project specific agreement with some concessions made for it to make sure it went union. One of those is that it will be paid at the Local Union 396 wage rate. With all the open calls, location of this project and lodging concerns expressed previously on that project we anticipate having problems with manpower. Hotels and places to hook up a travel trailer are limited.

We have added temporary help in the dispatch office to handle the increase in traffic and dispatches. Even with the shortage of linemen we are still experiencing heavy traffic in and out of the

dispatch from other classifications. The dispatch office continues to remind everyone that if they need to contact the dispatch office for any reason to please do so outside of the normal dispatch hours of 9 am to noon.

Safety continues to be a top concern as well and it is up to everyone to look out for each other and make sure no one gets hurt.

AMI projects are still going on both PGE and SMUD properties. Trying to figure out how these projects and manpower needs will play out seems to change weekly due to locations which are under scrutiny from protesters.

There will always be some sort of contractual issues but we have been fairly aggressive in getting things resolved early on.

Dispatch

AUGUST REFERRALS:

Lineman	304
Apprentice Lineman.....	25
Equipment Man	25
Groundman	99
Fabricator Tech	39
Cable Splicer.....	0
Other	8
Total.....	500

The Books as of 9/2/11

L-1.....	6
L-2.....	15
L-3.....	0
L-4.....	122
G-1	4
G-2	2
ES-1	0
ES-2	5
ES-3	4
CS-1	0
CS-2	0
CS-3	3

Scott Hudelson continues to work from the field performing crew visits throughout the jurisdiction. We are trying to establish shop stewards at all work locations but this becomes a chore with the constant turnover at some work locations.

PG&E Solar Project

The three solar projects started in March are 99% complete and wrapping up. PG&E has awarded the next three sites and they are expected to begin in the first week of October. One site was awarded to Cupertino Electric and the other two sites were awarded to a company called Q-Cell, which has subcon-

tracted the work out to Preferred Power Solutions.

Work Jurisdiction

This continues to be an issue almost every day with the other trades constantly challenging our contractors over work and projects. This is something we must deal with and continue to fight for to secure this work for our members.

Organizing

Organizing in Outside Line continues to accelerate at an amazing pace. The Construction department meets or talks with new contractors almost daily who hope to capture some of this work. We've signed the following contractors in the month of August 2011 and organized dozens of new members:

- Preferred Power Solutions Inc, based in Bakersfield, signed the OSL agreement
- McDaniel Technical Services, based in Oklahoma, signed the Gas Inspector agreement
- W. Bradley Electric, based in Redwood City, signed the Traffic Signal & Street Light agreement
- Power Nex Construction, based in Long Beach, signed the OSL agreement

We talked with the following contractors:

- Corix
- Alco Metal & Supply

JATC

We currently have 234 outside line apprentices registered in our JATC program and 32 traveling apprentices working in our jurisdiction.

- 73 apprentices are working out of Local 1245.
- 172 are working out of Local 47.
- 5 - working out of Local 396.
- 16 are off of work (5 are on disability, 1 is on leave of absence and the others are off due to disciplinary reasons or for personal time off).

We have graduated 33 apprentices this year to journeyman lineman.

We have indentured 32 outside line apprentices this year.

We have 12 traffic signal maintenance apprentices registered.

- 3 are working for Republic Electric in Local 1245's jurisdiction.
- 8 are working for Republic Electric in Local 47's jurisdiction.
- 1 is unemployed.

10 traffic signal apprentices have graduated this year.

Grievances

We have had several oral grievances and a few written grievances in the last month over wrongful terminations.

By far the largest issue has been over pay which all but 2 have been resolved at the beginning stages.

- We have one of these that has progressed to step 3 which involves thousands in penalty pay and was caused by the employer's inability to secure payroll. All affected employees have been paid wages but not until they racked up weeks of penalty pay trying to secure funds to make payroll for several members.
- The other issue involves unpaid meals and not paying the proper wage rate for a specified classification.
- There are also issues that may result in filing a grievance regarding employers wanting to short haul groundman by use of ling line method. There are several issues we feel are a violation of not only the current collective bargaining agreement but also the current grievance resolution that allowed for this work to be performed in the first place.

2011 Training Schedule

- The fourth and last OSHA 10 ET&D training class for 2011 will be held at the union hall from 6pm-10pm on Friday and 8am-4:30pm on Saturday, Oct. 7-8.
- Shop Steward Grievance Training - December 10, 2011 —Vacaville, This training will be limited to 40 members.
- First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento facility.

Upcoming Events

- International Rodeo Oct. 15, 2011. Apprentice Linemen who will participate in this event have been selected and arrangements are being made for this event.
- 1st Annual Clay Shoot – November 12th, Dunnigan, CA.

Injured Workers Fund

The balance as of August 31, 2011 was \$327,654.89.

This fund is rather expensive to maintain; however, due to several grievance settlements we have been able to keep this fund sound at this time. Grievances that were resolved added approximately \$234,892 to the balance.



The Cypress Mandela Training Center, which is supported by IBEW Local 1245 among many other organizations, graduated a new set of pre-apprentices this summer. For more on Cypress Mandela, go to: http://www.ibew1245.com/news-EnergyTrends/Green_Jobs_Good_Jobs_9-17-09.pdf

Union Braces for Battles *continued from page 1*

Shame On NV Energy Facebook page was closing in on 50,000 supporters, compared to just 9,000 for the state's governor and 19,000 for U.S. Senate Majority Leader Harry Reid. (The 50,000 milestone was reached in early September.)

Other initiatives against NV Energy include:

- The Nevada Public Utilities Commission, in response to a union petition, has undertaken an investigation of NV Energy staffing.
- Retirees have filed a lawsuit in federal court over the loss of benefits.
- Retirees successfully promoted a resolution on accountability at the company's annual shareholder meeting.
- On-line and newspaper ads have continued to draw attention to CEO Michael Yackira's questionable dealings with disgraced ex-Senator John Ensign.

Only 40% of NV Energy's customers now view the utility favorably, Dalzell noted, compared to 80% who view PG&E favorably—even after the San Bruno explosion brought a flood of bad publicity to PG&E.

"We're much more used to a model of collaborating with employers. But if you have to fight, we know how to fight, too," Dalzell said. "I don't know when we're going to win this fight, but we're going to win it."

STAFFING SHORTAGES

PG&E came in for some close scrutiny over its failure to maintain adequate staffing levels. Member after member reported on positions that go unfilled for long periods of time and extreme levels of overtime.

"Staffing issues seem to be a concern all over the system," said Ray King, who represents the East Bay on the Council. "There is a lot of movement, but it is just bodies moving from one area to another. It doesn't seem like the head count is getting any larger."

"We've been looking for an electric crew foreman position to be filled for the past couple of years," noted Robert Harty, who represents the Stockton area on the Council.

Business Manager Tom Dalzell said there has been some increase in hiring, but the PG&E staffing shortage remains severe.

"They have a pole replacement backlog of 20,000 they've identified as needing to be changed out that aren't being changed out. They're just not doing the work," he said.

PUBLIC SECTOR

Pressure continues to grow on union members in the public sector as state and local governments deal with fallout from the on-going economic recession.



Business Manager Tom Dalzell: still smiling despite the challenges ahead.



The Nevada contingent at the Advisory Council meeting in Reno consisted of, seated from left: Rita Weisshaar, Frank Istrice, Vicki Borst and Michelle Benuzzi. Standing, from left, are: Tom Young, Jim Shepley and Denver Thomas.

"Drastic measures are being proposed by public sector employers," Dalzell reported. He said the union was bracing for attacks on public employees through state and local initiatives in California. "It's open season on public employees."

To help build the growing national movement to defend public employees, Local 1245 deployed nine members to Florida, where anti-labor legislation had been proposed. The worst of the bills was defeated.

Dalzell noted that, at the time of the July 30 Advisory Council meeting, the local had eight members working in Wisconsin on a campaign to recall anti-union legislators who had voted to end collective bargaining rights for public workers. Two of the legislators ultimately were recalled in August, narrowing the Republican majority to just one vote.

"They've been through the fire," Dalzell said of the young members who helped with these campaigns. "The fire will be in California, it will be in Nevada. We now have people who've been through it."

Dalzell said these experiences make the union better prepared for the fights we face on our own turf.

Those fights include the Niello Public Employee Pension Reform Act in California, Assistant Business Manager Ray Thomas told the Council.

Among other things, that proposed legislation would mandate that retirement contributions be split 50-50 between employer and employee, and would top out retirement pay at 60% of an average of highest salary over three consecutive years. "This would be devastating to our members," Thomas said.

Lauren Bartlett reported a rare bright spot in the public sector:

"All of our laid-off members are back to work, and RT is posting new job openings for serviceworkers and mechanics," she said. "And much to my

surprise we got the port-a-potty for the bus parking lot the first time we asked for it."

SAFETY

The worksite death of PG&E Lineman Jon Christensen on June 21 has further reinforced the union's conviction that more needs to be done to assure the safety of our members on the job.

Dalzell said there are external factors that may contribute to an unsafe environment—staffing levels at historic lows, overtime at historic highs, two-man crews being pushed hard, the ratcheting up of discipline.

"We can point to all those things, and we do. However, we also have to look within ourselves," he said. "What can we change within ourselves?"

One response to mounting concerns over safety is the union's "Hold the Pull" campaign, a peer-to-peer effort to promote safety on the electric side. A similar group is now working on a peer-to-peer program for safety on the gas side.

"We are getting the message out: the company should not care about your safety more than you do, the one who cares most about your safety should be you," Dalzell said.

As is its custom, the Advisory Council meeting closed with a moment of silence for recently deceased members. These included Chuck Farlow, a union steward and activist at NV Energy; Kathy Hughes, a union steward and activist at PG&E; former Assistant Business Manager Jim McCauley; and Wayland Bonbright, the former head of Industrial Relations for PG&E who, after his retirement, was made an honorary member of IBEW in recognition of his integrity during years of bargaining with the union.



Lauren Bartlett represents Sacramento Regional Transit.

COUNCIL



Thelma Dixon represents Clerical at Large of PG&E (except its General Office Clerical employees).

From left: Jim Findley, Tim Ramirez, Gary Petersen, Lee Thomas, Stu Neblett, Ken Amaral, Scott Higgins (guest), and Bubba Avery.



Assistant Business Manager Ray Thomas and former Business Rep. Micky Harrington.



Peggy Daniel, right, representing Pipeline Operations Department of PG&E, speaks up; listening are Thelma Dixon, representing PG&E Clerical, left, and Denise Sanders, representing Frontier.



Dan Mayo represents San Joaquin Division of PG&E.



Senior Assistant Business Manager Ron Cochran



Arthur Torres represents Sacramento Municipal Utility District.



Lou Mennel represents Sacramento Division of PG&E.



Mike Jessen represents De Sabla Division of PG&E.



Assistant Business Manager Ralph Armstrong speaks about the union's on-going efforts to improve safety.



Timothy Ramirez represents San Francisco General Office Clerical of PG&E.



Ray King represents East Bay Division of PG&E and Foster-Wheeler.



Charles Forbes represents Western Area Power Administration, U. S. Government.



Dennis Thompson represents City of Santa Clara and San Jose Division of PG&E.



From right: Robert Harty, Stockton Division of PG&E and City of Lodi; Michael Patterson, Alameda/Contra Costa Transit District and East Bay Municipalities; and Casey Barker, PG&E General Construction.



Executive Board members, from right: Mike Jacobson, Treasurer Cecelia De La Torre, Vice President Art Freitas, Business Manager Tom Dalzell, President Mike Davis, Recording Secretary Chris Habecker, Anna Bayless-Martinez, Mike Cottrell. Not pictured: Tom Cornell.

Retirees' Corner



Demonstrators urge Senator Feinstein: defend Social Security

IBEW Local 1245 Ken Rawles was part of the Aug. 17 mobilization to defend Social Security.

By Ken Rawles

I attended the Aug. 17 Rally for Social Security in San Francisco to tell Senator Dianne Feinstein to be a Champion for preserving Social Security with no new cuts.

The California Alliance of Retired Americans (CARA) was one of the co-sponsors of the event that was held in San Francisco and Los Angeles, with a combined attendance of 1000 seniors, people with disabilities, union workers, parents, students, and children.

We were unable to meet with the senator in person, but handed over 2,000 signed postcards with our stories to her staff. Thank you to all who took the time to fill out the post cards!

The rallies were very powerful and we had support from many who passed by.

The fight is not over! The Congressional "Super Committee" will be making their recommendations to Congress on budget cuts by Nov. 23. We need Senator Feinstein, other members of Congress, and the President on board before then.

Please send this message to the new "Super Committee":

- Social Security does not contribute a penny to the deficit! It should not be

continued on page 9



IBEW Local 1245 Ken Rawles was part of the Aug. 17 mobilization to defend Social Security.

Jim McCauley, 1940-2011

A union man through and through

Jim McCauley was no stranger to controversy.

"Jim was a real hell-raiser," said Ed Vallejo, who served with McCauley on the Local 1245 Advisory Council and PG&E negotiating committees in the 1970s.

McCauley, who died July 4 after a long battle with cancer, ruffled plenty more feathers when he ran for business manager against incumbent Jack McNally in 1983. He lost, badly, but he was not a bad loser. He picked himself up and jumped right back into union affairs, was elected by the membership to serve as vice president for several terms, and was hired as an Assistant Business Manager in 2001, a position he held until he retired from the union in 2005.

"Jim was a union man through and through. He always did his best, 110%," said Vallejo.

McCauley's involvement in the union dates back to the early 1970s, during the battle to achieve agency shop at PG&E, according to McNally, who was the union's East Bay business representative when McCauley worked in the PG&E gas department in Oakport.

"He was an active member," said McNally. "He really had a lot of concern for the members. He wore his feelings on his sleeve."

McCauley got a chance to demonstrate that concern through his service on several PG&E bargaining committees in the 1970s.

"Jim and Ed Vallejo and I were on at least three different negotiating committees together," recalled Jack Hill. "We were like the Three Musketeers."

It was around that time that McCauley started paying close attention to a woman named Margie who was employed in the Local 1245 office at the time. Wedding bells soon followed. At a memorial service on July 29 in Pinole, McCauley was remembered as a family man who loved to travel, loved to participate in sports, and was dedicated heart and soul to his union.

And, especially, to the members in the PG&E gas department with whom he worked in the field for many years.

Stood Up for Gas Guys

"He stood up for all the gas guys

who don't get mentioned much, and I think that meant a lot to them," said Art Freitas, who now serves in McCauley's old position of union vice president. "All the gas people had somebody they could go to, and Jim made sure the gas guys were represented on whatever was going on."

Mike Scafani, who has been active in union negotiations with PG&E for many years, echoed that view.

"He was working to improve the wages and stuff for the Gas T&D Department since 1969. I know he worked diligently to do it, sometimes with some success sometimes not much success," Scafani said.

In 2008, after McCauley had retired, those efforts finally bore fruit when PG&E agreed to make historic improvements for gas workers. Scafani said that McCauley called him up when he heard about it.

"He was overwhelmed and over-



Jim McCauley speaks about life as a union representative to young leaders at the "Future is Now" conference in 2002.



joyed that the Gas Department finally came up to the journeyman level wage rates and crew leader wage rates. He had been very adamant about the gas department getting that wage increase," Scafani said.

Educating About the Union

McCauley was keenly interested in educating others about the union. He led many union orientation sessions for new people starting out at PG&E, and he was very involved in the apprenticeship program.

"He really liked working with those new people coming in, putting out for whatever their needs were. He surrounded himself with those people," said Bob Choate, who recently retired as Senior Assistant Business Manager.

McCauley's cheerful greetings and ready handshakes were a big part of who he was. They might be little things but they are things that people remember.

Former Business Manager Perry Zimmerman met McCauley in 1978, when McCauley was a business representative and Zimmerman was a shop steward coming into the union hall for a committee meeting.

"He was the first one to come up and shake my hand and introduce himself to me. And as long as I've known him, I never heard him say a bad word about anybody," Zimmerman said. "I think he was one classy guy."

"Give me a quarter"

Jack Hill recently told the following story about how McCauley helped bring an end to a late-night negotiating session with PG&E in the 1970s.

We were at the tail end of negotiations, about 10 at night, and we were down to money issues. And we were arguing over ¼ of 1% in a general wage increase. McCauley stands up and turns around to Ed Vallejo and says, "Give me a quarter." Ed hands him a quarter. Jim turns around. Wayland Bonbright was spokesman for the company, and Jim took the quarter over to Bonbright and says, "Flip the quarter, heads we get it, tails we don't get it, but it's 10:30 at night and let's get out of here."

So he gives Bonbright the quarter and (the company negotiators) go out and caucus and they're gone for about an hour. They come back and Bonbright says, "OK we're going to give you that ¼ of 1% on one condition." And we thought, oh hell, here comes the hook. And he says "I get to keep your quarter."

Three or four years later, when we went back to negotiate again, the first time we met, Bonbright sits across the table. And scotch-taped to the front of his big binder he had, there's that quarter!

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, Merced, Reno or Yerington. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Jimmie Arterberry 7 years Red Bluff, CA	Carlos Chavez 32 years Pacifica, CA	Helen Engledow 18 years Stockton, CA	William Grigsby 39 years Lemoore, CA	Martin Joneson 33 years Fresno, CA	William McClain 38 years Vacaville, CA	Robert Proctor 40 years Sonora, CA	Anita South 19 years So. San Francisco, CA	Teofisto Vallejos 18 years Vallejo, CA
Jesse Bagalayos 32 years Stockton, CA	Refugio Chavez 27 years San Juan Bautista, CA	Ruben Esparza 32 years Los Molinos, CA	James Groseclos 28 years Wasco, CA	Joel Joyner 33 years Clovis, CA	Willie McCray 25 years Turlock, CA	Alfred Quesada 37 years Pittsburg, CA	Gordon Spratt 23 years Sutter, CA	Rudolph Valverde 11 years Brentwood, CA
Michael Beck 37 years Hidden Valley Lake, CA	Warren Chin 17 years Alameda, CA	Fred Espersen 40 years El Dorado Hills, CA	Valentine Gutierrez 37 years Sacramento, CA	Wayne Kennedy 43 years Antioch, CA	James McGregory 38 years Templeton, CA	Ernest Quinonez 41 years Antioch, CA	Scott Stalder 34 years Chico, CA	Ted Van Tassel 38 years Fresno, CA
Jack Belmont 37 years Oroville, CA	Mark Clark 34 years Santa Rosa, CA	Ronald Fargen 39 years Bonners Ferry, ID	Darrell Gutierrez 26 years Atascadero, CA	J King 34 years Manteca, CA	Clayton McKean 25 years Templeton, CA	Charles Reals 40 years Arnold, CA	Arnold L Stanley 6 years Anderson, CA	James Vaughan 43 years Watsonville, CA
Peter Blackhurst 15 years Bakersfield, CA	Steven Clark 27 years Biggs, CA	Robert Felix 37 years Galt, CA	Dan Guzman 41 years Clovis, CA	Harry Knobbe 20 years Santa Cruz, CA	Patrick McKenna 26 years Lafayette, CA	Susan Regalado 28 years Fresno, CA	Eugene Stevens 16 years Benicia, CA	Cathy Vicory 32 years Eureka, CA
Jan Blackwell 17 years Logandale, NV	Mario Contreras 32 years Alameda, CA	Daniel Ferrini 30 years Paso Robles, CA	Janice Halseide 31 years Livermore, CA	Larry Kroger 34 years Fresno, CA	Ruben Melero 26 years Patterson, CA	Raymond Rendon 40 years Elk Grove, CA	Robert Stormont 17 years Santa Clara, CA	Robert Villagomez 36 years San Jose, CA
Brian Boitano 36 years Sutter Creek, CA	Dennis Cook 38 years Fresno, CA	Greg Finley 13 years Alvada, OH	Lannis Hamilton 4 years Chino Valley, AZ	Leland Lai 37 years San Francisco, CA	James Merdan 16 years Kihei, HI	Bernard Reyes 39 years Bakersfield, CA	Gaylen Streets 32 years Fresno, CA	Steven Vuyovich 9 years Tooele, UT
Stephen Bowen 28 years Auburn, CA	David Cookson 31 years Escalon, CA	Larry Fisher 27 years Bullhead City, AZ	Brian Hardy 11 years Castle Rock, WA	R Lambert 21 years Clovis, CA	Dana Mickelson 36 years San Jose, CA	Roberto Reyes 36 years San Jose, CA	Keith Stromsoe 16 years Panorama City, CA	David Ward 13 years Antioch, CA
Rodrick Braz 14 years Martinez, CA	Rosemary Correa 15 years Fresno, CA	Douglas Fonley 31 years Yuba City, CA	Joe Helmstreit 31 years Sacramento, CA	Douglas Lang 36 years Lodi, CA	David Miguel 36 years Hollister, CA	John Richter 21 years Murphys, CA	Frederick Studer 26 years Selma, CA	Gary Weaver 40 years Madera, CA
Michael Brewer 32 years Fresno, CA	Dennis Corry 38 years Grass Valley, CA	Bob Fortner 13 years Redding, CA	Jose Hernandez 37 years Los Banos, CA	Mitchell Langham 31 years Martinez, CA	Karen Miller 30 years Eureka, CA	Gordon Robb 36 years Morro Bay, CA	Richard Summers 25 years Vina, CA	Mark Weeks 30 years Stockton, CA
Brian Brodrick 25 years Bakersfield, CA	Lonie Crawford 38 years Salinas, CA	Licia Fowler 37 years San Mateo, CA	James Hill 32 years Windsor, CA	R Lambert 21 years Clovis, CA	Joseph Moffat 23 years Benicia, CA	Barbara Robertson 19 years Redding, CA	Patrick Supernaw 1 month Ahwahnee, CA	Arnold West 36 years Sacramento, CA
Willet Brown 44 years Sekiu, WA	Michael Cress 35 years Benicia, CA	Manuel Franco 42 years Stockton, CA	Richard Hilliard 30 years Cayucos, CA	Douglas Lang 36 years Lodi, CA	Ron Moody 35 years Fresno, CA	William Rodriguez 33 years Dixon, CA	Robert Westmacott 39 years Martinez, CA	Robert Weston 35 years Merced, CA
Enna Buenrostro 5 years San Francisco, CA	Malone Davis 27 years Vallejo, CA	Robert Frank 5 years Las Cruces, NM	Alan Hitchens 29 years Antioch, CA	Mitchell Langham 31 years Martinez, CA	Roy Moore 41 years Stockton, CA	Larry Rosenwinkel 8 years Fresno, CA	Craig Sweeney 38 years Magalia, CA	Matthew Whaley 35 years Carmichael, CA
Kathy Burgans 14 years Grass Valley, CA	David Davis 41 years Campbell, CA	Mark Freeman 26 years Hollister, CA	Douglas Holden 35 years Volcano, CA	Betty Larose 10 years Stockton, CA	Raymond Morales 33 years Stockton, CA	John Rossi 27 years Redding, CA	Peggy Syvertson 12 years Redwood City, CA	Ylonda White 8 years Augusta, GA
Elisa Cabatic 30 years West Sacramento, CA	Harley Davis 32 years Hinkley, CA	Ervin Gaerlan 27 years El Dorado Hills, CA	Chris Holmes 31 years Atascadero, CA	Michael Larson 25 years Atascadero, CA	Carlos Morgado 16 years Tracy, CA	Peter Roy 27 years Daly City, CA	Chris Thomas 27 years Redding, CA	Nicholas Whittlesey 39 years Grass Valley, CA
Robert Cain 32 years Auburn, CA	Michelle Day 33 years Sacramento, CA	Cesar Galang 36 years San Francisco, CA	Douglas Holden 35 years Volcano, CA	Janis Lewis 8 years El Cerrito, CA	William Morris 32 years Eureka, CA	Daniel Ruff 13 years Hayward, CA	Robert Thompson 30 years Pleasanton, CA	Charles Willis 31 years Sacramento, CA
Rafael Calderon 12 years Middletown, CA	Victor De La Torre 38 years Hercules, CA	Mark Freeman 26 years Hollister, CA	Chris Holmes 31 years Atascadero, CA	Jacinto Llapitan 36 years Roseville, CA	Russell Mowers 31 years Los Banos, CA	Ronald Ruse 21 years Tracy, CA	Wayne Thompson 40 years Suisun, CA	Clifford Wilson 8 years Klamath Falls, OR
Jose Camarena 38 years Clovis, CA	Betty Deconter 30 years Sebastopol, CA	Ervin Gaerlan 27 years El Dorado Hills, CA	Aloysius Homer 27 years Los Banos, CA	Susan Longo 8 years Oakley, CA	Joseph Naron 17 years Wilseyville, CA	Frank Sammartino 39 years Rocklin, CA	Catherine Tordsen 14 years San Bruno, CA	Ruth Winans 11 years Harper, TX
Janice Cannon 37 years Fresno, CA	Wesley Dedrick 31 years Eureka, CA	Cesar Galang 36 years San Francisco, CA	Robert Hooper 45 years Oakley, CA	Connie Loo 18 years Stockton, CA	Neil Naughton 31 years Napa, CA	Linda Schwager 30 years Lodi, CA	George Trujillo 27 years Antioch, CA	Gary Wolfe 8 years Modesto, CA
Charles Carmona 38 years Wheatland, CA	Allan Detrick 26 years Gold River, CA	Mark Freeman 26 years Hollister, CA	John Hughes 22 years Tracy, CA	John Lopes 33 years Mokelumnehill, CA	Garland Nesbitt 40 years Oakland, CA	Edward Shanahan 33 years San Francisco, CA		
Richard Carrasco 32 years Sacramento, CA	Patrick Devlin 37 years Kelseyville, CA	Ervin Gaerlan 27 years El Dorado Hills, CA	John Hughes 22 years Tracy, CA	Mokelumnehill, CA	Russell Mowers 31 years Los Banos, CA	Wayne Shimoda 43 years San Jose, CA		
Howard Casey 37 years Stockton, CA	Eugene Dooley 31 years Santa Rosa, CA	Cesar Galang 36 years San Francisco, CA	Timothy Hultman 37 years Oakhurst, CA	Normita Lorenzo 22 years San Rafael, CA	Joseph Naron 17 years Wilseyville, CA	Ken Siebert 31 years Petaluma, CA		
Sharon Chan 20 years San Luis Obispo, CA	Timothy Elder 25 years Redding, CA	Mark Freeman 26 years Hollister, CA	Jack Jackson 28 years Antioch, CA	Bradley Main 24 years Castro Valley, CA	Neil Naughton 31 years Napa, CA	James Sigman 39 years Auburn, CA		
		Mark Freeman 26 years Hollister, CA	John Jacobson 31 years Santa Maria, CA	Jack Martin 27 years Henderson, NV	Garland Nesbitt 40 years Oakland, CA	Amelia Silva 24 years Arroyo Grande, CA		
		David Gibson 38 years Santa Rosa, CA	Mark Jenkins 26 years Redding, CA	Arlene Martin 31 years Hollister, CA	George Nickas 31 years Chico, CA	Donald Silva 39 years Oroville, CA		
		Paul Gonzalez 38 years Fresno, CA	Richard Jenkins 29 years Bakersfield, CA	Michael Martin 38 years Ukiah, CA	Alan Nix 39 years Groveland, CA	Anthony Skrainar 25 years Indio, CA		
		Robert Goodwin 24 years South San Francisco, CA	Jerry Jenner 37 years Sebastopol, CA	John Lopes 33 years Mokelumnehill, CA	Frank Nunes 35 years Livermore, CA	Bradley Smalley 31 years Reno, NV		
		Barbara Green 15 years Elk, WA	Edwin Jew 37 years Daly City, CA	Normita Lorenzo 22 years San Rafael, CA	Abraham Ohama 38 years Fresno, CA	Donald Smith 36 years San Jose, CA		
		Kanetha Green 26 years San Pablo, CA	Robert Johnson 42 years Tracy, CA	Edward Martinez 27 years LeGrand, CA	Brian O'Rourke 31 years Burney, CA	Bradley Solso 14 years Tehachapi, CA		
		Calvin Grigsby 35 years Arroyo Grande, CA	James Jolly 19 years Redding, CA	Walter Matthews 42 years San Leandro, CA	Robert Owens 13 years Delaware, OH			
				Troy Matthews 22 years Mexico, MO	Edward Shanahan 33 years San Francisco, CA			
				Richard Mayfield 24 years Sutter, CA	Wayne Shimoda 43 years San Jose, CA			

Congratulations Retirees!
We want you to STAY CONNECTED



to IBEW 1245.

Demonstrators, from page 8

- cut to reduce the budget!
- Strengthen Social Security , scrap the wage cap!
- Oppose any cuts to Social Security benefits!
- Oppose raising the retirement age!
- Oppose lowering the cost of living adjustment!
- Keep your hands off Social Security!

I want to thank Chuck Walker from CARA for the content of my article.

Call Senator Feinstein:
SF 415-393-0707, LA 310-914-7300

Then call your member of congress: 877-762-8762

Then the President: 202-456-1414

USA's 1st Annual Northern California Sporting Clays Shoot



**Saturday
November 12, 2011
Dunnigan, California**

California's IBEW Locals 1245 and 180 would like to invite you to enjoy a day packed with fun and brotherhood. Our goal is to fill this event with our IBEW brothers and sisters from across the region. Arrangements have been made with the event facility for overnight camper/trailer parking and there are plenty of local hotels to choose from, so come out and treat yourself to a weekend getaway with the USA!



NATIONAL PARTNERS



You're Cordially Invited
to participate in this special event as a sponsor, as an individual shooter, or by sponsoring a group of four from your organization.

Awards will be given for the highest scoring teams (organizations) and top individual shooters. *First time shooters are welcome and encouraged to participate.*

All proceeds from this event support the USA and national & local conservation efforts.

- WHEN:** **SATURDAY, November 12, 2011**
Registration- 8:00 a.m. – 9:00 a.m. (donuts & coffee provided)
Shotgun start- 9:30 a.m.
- WHERE:** **Raahauge's Pheasant Chukar & Sporting Clays**
25835 County Road 8
Dunnigan, California 95937 • 530-724-0552
- DETAILS:** Cold beverages and a buffet-style lunch for every attendee along with awards and drawings for guns and gear.

Download the registration form at:
www.ibew1245.com/news-Local1245/Clay_Shoot_Registration.pdf



Contact Nate Whiteman at NateW@unionsportsmen.org or Heather Tazelaar at (877) 872-2211 for more information.

Door to Door *continued from page 1*

had just repealed collective bargaining rights for public employees.

“It’s a trend we just need to put a stop to,” said Eric Sunderland, head gardener at Sacramento Municipal Utility District and an eight-year IBEW member. “We can’t have a trend like that spreading.”

Sunderland worked on the campaign to recall Luther Olson, one of the Republicans who stripped Wisconsin public employees of their right to collective bargaining. Sunderland’s job: go door-to-door and recruit others to join the campaign to kick Olson out of office.

“It’s very exciting, when you just cold call somebody and go, ‘Hey, we really need some help, this is an important issue,’ and people say, ‘Yes,’ and you sign them up.”

“BEER, CHEESE AND BRATWURST”

In the town of River Falls, in Senate District 10, the recall campaign targeted incumbent Sheila Harsdorf.

Donchele Soper, a PG&E Senior Service Rep in Sacramento, said that Harsdorf “co-authored the last budget which had more tax breaks for corporations but increased taxes for the middle class.” Unions supported Shelly Moore, a recently laid-off teacher and union activist who earlier this year shouted out her blue collar credentials at a pro-union rally:

“We believe that the three major food groups are beer, cheese and bratwurst. And we breathe union.”

“We were there for three weeks,” said Soper, a five-year member of Local 1245 and, at 26, the youngest member of the Wisconsin Eight. “The first two weeks we were knock-

continued on next page



Eric Sunderland goes door-to-door for Fred Clark.



Organizers Fred Ross and Eileen Purcell (in back) join the Wisconsin Eight in Vacaville to review the campaign.



From left: Jennifer Gray, Jammi Angeles, an unidentified ally, Ean Charles and Donchele Soper poke fun at Gov. Scott Walker, who got financial support (and apparently his marching orders) from the oil billionaire Koch brothers.

Door to Door *continued from previous page*

ing doors, seeing who they were supporting. If they were undecided we were asking them what issues made them undecided and giving them information to see if we could possibly persuade them.”

LETTER-WRITING CAMPAIGN

Working alongside Soper was Jammi Angeles, a PG&E Service Rep in Sacramento.

Angeles said that state budget cuts had hurt the community they were working in, where the average annual income is only \$32,000. Besides losing collective bargaining rights, the working poor were losing access to reduced-cost school breakfast and lunch programs, “which meant a lot of kids in that area would go hungry.”

Angeles and Soper worked with local women to organize a letter writing campaign. Soper, in an e-mail from the campaign trail, described the event:

“Approximately 20-30 mothers in District 10 came together and wrote 500 letters to other mothers encouraging them to vote for candidate Shelly Moore. While at this event, I was able to talk with most of these mothers. Hearing their stories and how this election hugely impacts them just made me even more passionate than I already was about this campaign.”

DOOR-TO-DOOR FOR MOORE

Meanwhile, Local 1245 member Ean Charles was campaigning for Moore door-to-door.

“I would stress the urgency of the matter. They could tell I probably wasn’t local, but this was their fight—they had a dog in this fight and if they didn’t mobilize, if they didn’t get involved, they have the most to lose,” Charles said. “The argument was pretty easy because it was their way of life (at stake).”

This was Charles’ first political campaign, and it gave him a new appreciation for what it takes to create change.

“I learned how hardcore it is to canvass, what it looks like to run a campaign, the dedication it takes, the time, the energy, the sweat that goes into it.”

Also working on the Moore campaign was Jennifer Gray, a five-year IBEW member. She said the experience taught her about “organizing on a grand level,” which is something far



Donchele Soper at work in a campaign office.

Wisconsin mothers gathered to write postcards to their friends, urging them to recall Senator Sheila Harsdorf and elect teacher activist Shelly Moore.



Graciela Nunez works the phones.



Ean Charles puts together signs for Shelly Moore.



The campaign targeted a Tea Party bus that was campaigning for Harsdorf, one of the legislators who voted to abolish collective bargaining rights.



different than just organizing fellow employees at a company headquarters. When you're out in a larger community, you have to learn "how to persuade them, how to talk to them, how to get people involved," she said.

Learning how to do that, Gray said, "is definitely going to help us out here in our local."

THE LITTLE THINGS

Organizing at the grassroots level, you learn to look for the little things that could give you an advantage, said Graciela Nunez, a four-year IBEW member who worked on the campaign to replace Luther Olson with Democrat Fred Clark.

"You would go up to a house and you'd see bikes in the front and usually you'd have an indication that those people were going to vote for Fred Clark," said Nunez, because Clark was a strong defender of education while Olson had voted to cut school budgets.

"You really have to get personal with people. It's really about finding an issue where you can connect with them," Nunez said.

Erika Barron, who also worked on the Clark campaign, found that many people were angry with Olson, and found that even more people were angry with Gov. Scott Walker, who spearheaded the drive to repeal collective bargaining rights for public workers.

Barron, 29, is a two-year IBEW member who works for PG&E in Fresno. Even though Wisconsin is far away from here, we should care about what happens there, she said. "We don't want it to spread to other states."

Even though Republicans were able to hang on to a slim one-vote majority in the Wisconsin Senate, union solidarity made a difference, in Barron's view.

"We did win in two out of the six races to recall Republicans, so the union really, really helped out. If we all stand together and we all have some type of goal we want to achieve and come together, there is the possibility of achieving it."

Even before the results were in, the campaigners from California were winning words of praise from Wisconsin locals.

"A lot of our people are getting pretty burned out," IBEW Local 159 Business Agent David Boetcher told the IBEW Local 1245 staff in Vacaville via video conference a few days before the vote. "It's incredible when we have people from

California come to Wisconsin to help us out. Having you guys come in has allowed us to challenge our members to get more involved again."

HEROES' WELCOME

The Wisconsin Eight flew back to California on Aug. 10, the day after the election. Two days later they received a heroes' welcome at union headquarters in Vacaville, where they shared their experiences with Local 1245 Organizers Fred Ross Jr. and Eileen Purcell.

Purcell reviewed the results of the election, which were historic. Only four elected officials had been previously recalled in the past 85 years in Wisconsin. The August 9 vote added two more to that total, and laid solid groundwork to oust more anti-labor legislators in next year's general election. Wisconsin Gov. Scott Walker, who spearheaded the drive to take away collective bargaining rights for public workers, is likely to be the target of a recall campaign next year as well.

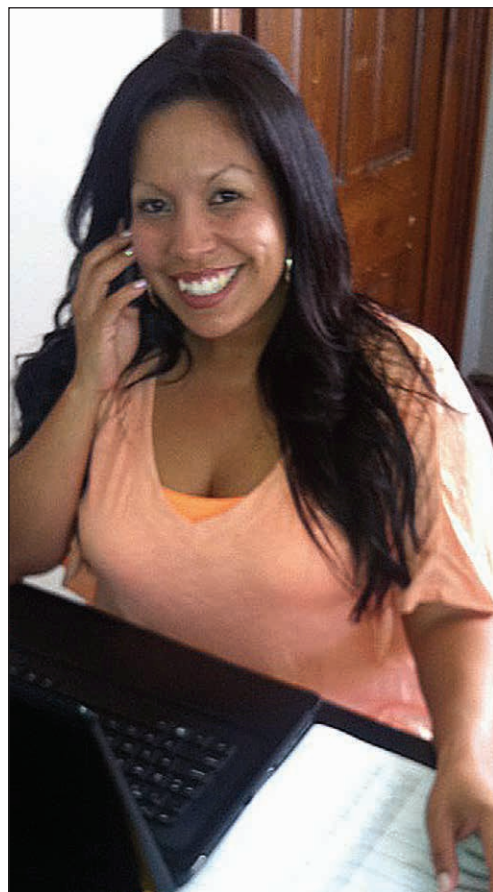
After the election results were reviewed, the Wisconsin Eight shared details of their campaign experiences—the friendlies, the unfriendlies, the dogs—even a close-call lightning strike. They also discussed strategy and tactics. Everyone seemed to agree that listening is the first step toward helping voters come around to labor's point of view.

"You have to open yourself up to people and find out what's important to them, to make that connection," said Soper.

The same skills that helped win two important elections in Wisconsin could soon be put to use in California, where petitions are already being circulated to place anti-labor propositions on the ballot. Unions throughout the state are urging their members to not sign any such petitions.

"We have to make sure those kinds of issues don't come up here, and that we can have the tools to face them if they do come here," said Lloyd Cargo, a PG&E Gas Serviceman who worked on the Clark campaign in Wisconsin. "I think we're better prepared for that now."

See Lloyd Cargo's personal journal about his three weeks in Wisconsin at http://www.ibew1245.com/news-Local1245/Cargo_On_Wisconsin_8-15-11.html.



Erika Barron calls voters.



Lloyd Cargo works the phones. He covered his tattoos with a long-sleeved shirt when canvassing to avoid rattling anyone's nerves.

Discussing tactics back in Vacaville...



Jennifer Gray and Ean Charles



Lloyd Cargo IV and Eric Sunderland.



Erika Barron and Graciela Nunez



Jammi Angeles and Donchele Soper

PAID ADVERTISEMENT

AN OPEN LETTER TO MR. PHILIP G. SATRE, Chairman of NV Energy's Board of Directors

FROM THE MEN AND WOMEN OF NV ENERGY

Dear Mr. Satre,

As first responders, we have dedicated our lives to our communities and to NV Energy. Many of us have risked life and limb to provide Nevada with safe and reliable power, doing dangerous work on gas and electric lines in the heat of summer and dead of winter.

We were there for Nevada, and we believed NV Energy's promise that the company would always be there for us.

But in the fall of 2009, your management broke its promise to safeguard the health care benefits of NV Energy's retirees.

The claim that NV Energy can no longer afford to honor its commitments falls flat — top executives have been given 42% raises over the past two years, and your CEO made over \$5 million dollars last year alone.

Mr. Satre, our hope is that as Chairman of the NV Energy Board of Directors you will call upon your management to keep their word and restore retiree health care benefits. **Taking away hard-earned health care benefits retired people rely on while handing millions to corporate executives isn't just unfair — it's wrong.**

MR. SATRE:

Please **JOIN US** next Wednesday for a breakfast discussion with **IBEW Local 1245 Retirees' Club**

Wednesday, August 17 at 8:30 a.m. at Denny's, 205 Nugget Avenue in Sparks



LEARN MORE AT: www.ShameOnNVEnergy.com

Paid for by the dedicated members of IBEW Local 1245

MAD AS HELL

NV Energy retirees are mad as hell at the company that once promised them medical benefits for life but has now turned its back on them.

As the campaign for justice at NV Energy nears the two-year mark, company executives probably thought things would have simmered down by now. Instead, they are boiling over.

Retiree Rita Weisshaar brought the union's bill of complaint to the state convention of the Nevada Association of Retired Americans (NARA) in August.

"We feel betrayed by a company who seems to only care for the bottom line and not the people who worked long hard hours in dangerous conditions to build a first class utility," Weisshaar said.

"And they aren't just doing it to us," she told the statewide organization. "They are doing it to you, the customer, too!"

Weisshaar, a former customer service rep at the utility, recalled the pride she once felt working for the utility and the first-place ratings it formerly received from J.D. Powers for customer service.

"Now NV Energy is at the bottom of the ratings," Weisshaar said.

And no wonder. The company has closed all but one customer service office and has removed electric crews from most of rural Nevada.

"This all makes us mad as hell," Weisshaar told the NARA convention.

A Company Mired in Shame

The union's campaign to bring NV Energy's shameful behavior into the public eye accelerated during the summer in a series of hard hitting ads in newspapers and on the internet.

Early in the summer an ad sponsored by Shame on NV Energy called on Chairman Philip Satre to release the results of a company investigation into the behavior of CEO Michael Yackira. Yackira apparently tried to help the philandering Senator John Ensign hush up a sex scandal by giving a well-paid lobbying job to the man Ensign had cuckolded: Douglas Hampton. It didn't turn out so well for any of them: Ensign resigned in disgrace, Hampton is under federal indictment for illegal lobbying, and Yackira is left

RETIREEES REFUSE TO LET UP

holding some very dirty laundry in public.

“We know that as CEO of NV Energy, Michael Yackira is the person ultimately responsible for hiring Douglas Hampton,” the ad told Satre. “What we don’t know is if Yackira – knowingly or not – violated the law or NV Energy policy in doing so. As the Chairman of the Board of the utility, we are calling on you to be transparent and release any and all findings of your investigation.”

Satre Declines Invitation

On August 11, the Reno-Sparks Chapter of the Local 1245 Retirees Club kept up the pressure on Chairman Satre with a full-page ad in the Reno Gazette-Journal, which said in part:

“Taking away hard-earned health care benefits retired people rely on while handing millions to corporate executives isn’t just unfair — it’s wrong... The claim that NV Energy can no longer afford to honor its commitments falls flat – top executives have been given 42% raises over the past two years, and your CEO made over \$5 million dollars last year alone.”

The retirees invited Satre to attend the August meeting of their Retiree Club to discuss the matter. Satre declined.

When Yackira was invited to speak to a “Clean Energy Forum” in Las Vegas, Local 1245 blasted Yackira in a full-page ad in the Las Vegas Review-Journal on the day of the conference:

“Under his leadership the company has relied on dirty coal and released toxic chromium into the environment,” the ad said. “When he’s not greenwashing his dirty environmental record, Michael Yackira is whitewashing his shameful treatment of his retirees. Under Yackira, NV Energy broke its solemn promise to retirees— slashing their health benefits when they need them most.”

Meanwhile, the campaign to bring NV Energy to heel progressed on these other fronts:

- The Shame on NV Energy Facebook page topped 50,000 followers in early September, making it Nevada’s largest political advocacy site.
- A lawsuit filed by NV Energy retirees continues to make its way through federal court.
- An investigation sought by Local 1245 into NV Energy staffing issues is being conducted by the Public Utilities Commission of Nevada.

MICHAEL YACKIRA LISTENS to his HEART



Dirty coal is at the heart of NV Energy.



“Coal-ash landfill vote draws protest”

– Las Vegas Review-Journal

“NV Energy power plant releasing toxic chromium into environment, groups say”

– Las Vegas Review-Journal

“Unsafe Toxic Coal Ash Pit Expansion Challenged in Court”

– Western Environmental Law Center

NV Energy CEO Michael Yackira says he’s moving Nevada towards clean energy, but under his leadership the company has relied on dirty coal and released toxic chromium into the environment.

When he’s not greenwashing his dirty environmental record, Michael Yackira is whitewashing his shameful treatment of his retirees. Under Yackira, NV Energy broke its solemn promise to retirees — slashing their health benefits when they need them most. While cutting health care and hundreds of jobs, Yackira cut himself a check for over **\$5 million** last year alone.

Before Michael Yackira talks about cleaning up our environment and job creation, he should clean up his own act.

**SHAME ON
NV Energy!**

We’re asking you to listen to the 50,000 members of Shame on NV Energy.
Learn more and join us at [Facebook.com/ShameOnNVEnergy](https://www.facebook.com/ShameOnNVEnergy)

Members pack meeting, but Roseville imposes MOU

Local 1245 members and supporters jammed into the meeting room when the Roseville City Council met on July 20, but to no avail. Council members voted to impose a new labor agreement (memorandum of understanding) that was essentially unchanged from the last, best and final offer that had been rejected earlier by Local 1245 members.

"There was a large 90-member turnout at the City Council meeting and many strong arguments were made by Pat Waite, Ray Thomas, and other IBEW 1245 members against the council taking actions that would significantly cut the employees' compensation," said Local 1245 Business Rep. Charley Souders, who will be responsible for



Local 1245 members packed the council chambers, above, and also filled up an "overflow" room, below, equipped with a video monitor.

representing members at Roseville going forward.

"Despite the large turnout in numbers and strong arguments," Souders said, "the city council voted unanimously to implement an 8% takeaway by requiring our members to pay 8% towards their CalPERS retirement plans beginning on Aug. 6, 2011."

The council's vote came after two bargaining sessions mediated by the state on July 1 and 5.

"During mediation the city made no movement on their original proposal made on October 2010 to have employees pay 8% of EPMC," Souders said.

Waite, whose assignment area is moving east to Nevada, was on hand to argue the union's case at the council. He was pleased with the enormous show of force by Local 1245 members at the meeting, but not by the outcome.

"Our members packed the Council chambers, but the decision had been

made long before the meeting," Waite said.

The one-year agreement, which runs for calendar year 2011, includes the following provisions:

- Effective 7/20/2011 employees begin contributing 8% of EPMC to CalPERS.
- For employees hired after 3/31/11 elimination of 2.5% longevity pay after ten years of service.

continued on page 17



City of Redding, despite public opposition, outsources convention center

In the end, City of Redding public officials simply ignored the public.

The Redding City Council voted by a 4-1 margin on Aug. 1 to outsource the city's convention center to the Bethel Church. The jobs of three full-time IBEW Local 1245 members who worked at the

center are now on the chopping block.

IBEW Local 1245 has fought long and hard to prevent the outsourcing of Redding city jobs.

Local 1245 Assistant Business Manager Ray Thomas and shop steward Gary Moeckli attended meetings where the convention outsourcing plan was discussed. The union's Solidarity Action Network helped generate more than 2,200 e-mails from citizens opposed to outsourcing. And on Aug. 1, in a last-

ditch stand, 200 union members and allied citizens—including Local 1245 Advisory Council member Stu Neblett—showed up at the city council meeting to urge that Convention Center operations be kept within the city, and not contracted out to Bethel Church or any other organization.

In all, the council listened to 35 speakers during a three-hour hearing. Almost all spoke strongly against leasing
continued on page 19

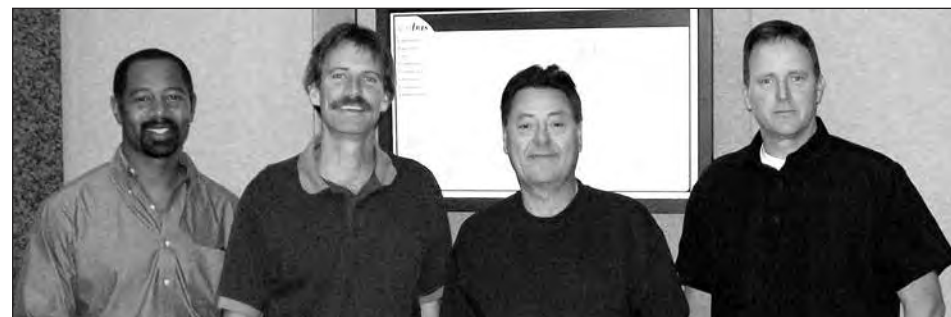
Members narrowly ratify pact with AC Transit

IBEW members at AC Transit on July 20 ratified the tentative agreement reached with the AC Transit District by a slim margin of 12-11.

The members had previously rejected a tentative agreement on July 6 by a vote of 14-7, largely due to concerns over new contract language for scheduling work shifts. After discussions with the District negotiator, the AC Board of Directors, and Mediator Seymour Kramer, changes were made to the work schedule language, resulting in the 12-11 vote. The substitute language on work shifts limited the impact of weekend scheduling.

Other provisions of the ratified agreement are a 90/10 split on medical plan coverage costs (effective 6/30/13), reduced opt out incentive for medical and dental, and a two-tier pension plan, the term of which still needs to be negotiated.

"Although we demonstrated to the District using wage studies that our members were underpaid, we were not able to get any wage considerations for the term of the agreement," said Business Rep. Al Fortier. "The wage disparity is a real issue as three Electronic Technicians and one Electrician have recently left, citing wages as a major reason."



Serving on the AC Transit Bargaining Committee were, from left, Business Rep. Al Fortier, Dale Brewer, Gary Vigil and Assistant Business Manager Ray Thomas.

Members approve pact with City of Oakland

Local 1245 member on July 6 voted unanimously to approve a two-year agreement reached with the City of Oakland, Business Rep. Al Fortier reported.

The provisions of the agreement continue the 12 Mandatory Leave Without Pay days (MLWOP). In addition, the members agreed to 10 additional floating unpaid days during the fiscal years 2012, and 2013.

Other major provisions of the agreement are a two-tier pension plan with the second tier at 2.5% @ 55.

Areas of improvement in the contract were better overtime language, better reduction in force language, and leave of absence without pay language consistent with the Personnel Manual, along with improved vacation and sick leave sell-back.

The City sought and obtained major concessions from all unions, including

police and fire. They originally proposed:

- (1) 5% wage reductions
- (2) salary step freezes
- (3) 5% employee contribution to employer share of PERS (the employees already pay the 8% employee share), and a two-tier pension for new hires (2% @ 60)
- (4) 12 mandatory unpaid leave days per year.

The agreement reached with the City by the IBEW provided for a total of 9% in concessions, which would not become effective unless the City obtained similar concessions from all other bargaining units.

IBEW worked closely with the other miscellaneous groups, and the Labor Council to get our message of "Fair Share, Fair Deal" to the Oakland City Council. The City Council adopted a resolution approving the contract on July 26.



Tree trimmer news

Davey Tree made an offer to extend the agreement for 1-year, and see if things turn around. The offer extends the agreement to Dec. 31, 2012. This is a 2% wage increase for all line clearance members working on PG&E system-wide. The ballots will be counted on Sept. 9. All headquarters were given the explanation of the contract extension. See the Local 1245 website for the vote results: www.ibew1245.com.

We have made good progress regarding held up wage progressions. The problem appears to be at the field supervision level with a few field supervisors actively blocking progressions. Some responsibility also falls on employees who do not let us know when their progressions are being held up.

There have been several terminations lately for such issues as DUIs and unpaid court fines. There is very little if anything that can be done to assist.

Overall the available tree work has improved slightly from last month when we were seeing some layoffs due to no work. PG&E controls the flow of work and seems to want to keep the tree companies on a short leash.

We heard recently that the transmission work in the North Valley was going back to Davey Tree and Utility Tree after having been given to Wright Tree. Wright Tree was doing the work on Time & Material when PG&E told Wright Tree they were going to Unit Price and set the price low. Wright thanked them and said no thanks.

Southern Area

Asplundh Tree Expert – We had expected to hold a GRC for the remaining grievances in the system in late August. Due to a scheduling conflict we were unable to meet. We will meet in early September. We are still handing out proposal forms for our upcoming negotiations due early fall 2011.

We had a problem with a crew in Los Gatos. We had a property owner show appreciation for what the crew did for him by dropping off chips on his property. The property owner had given the crew a case of an alcoholic beverage. The crew Foreman tried to tell the property owner that he did not have to do anything. The property owner felt offended by what the Foreman stated. The crew went ahead, talked about tossing the case down the road. The Foreman instructed the CLA to drive the truck back to the yard, so he could finish the paperwork for the week! When the crew

arrived in the yard the CLA pulled out the case in front of the rest of the hands, and including the General Foreman. Needless to say both men are suspended pending investigation. Company policy talks about this type of activity. Alcohol is not permitted to be transported in any company vehicle. We are waiting for the company's final decision.

City of Santa Clara – The group rejected the company offer. We plan on meeting with the group one more time to explain the proposal.

Trees Inc – The held a GRC on Aug. 25 in Vacaville. We had several held-over grievances that we discussed with the company. In these open grievances we feel confident in reaching settlements. The company owes us a response on the open vacation matters. We are still handing out proposal forms for our upcoming negotiations. The company informed us that SMUD cut crews so employees were allowed to transfer to Stockton as their permanent headquarters.

Utility Tree – We held a GRC in Redding on Aug. 24. We are still working on the minutes of that meeting. We are still handing out proposal forms for negotiations.

Wright Tree – We have a termination case at SMUD. The crew Foreman signed off a tree that was not trimmed properly and had to be reworked. This Foreman had 5 trees that had to be re-trimmed a week ago. We are currently handing out proposals.

Noticias para los Podadores de Árboles

Davey Tree ha presentado una oferta para extender el contrato por 1 año, esperando que las condiciones económicas mejoren para entonces. La oferta extiende el contrato hasta el 31 de diciembre de 2012. Esto representa un aumento del salario de 2% para todos los miembros que trabajan en el despeje de líneas a lo largo del sistema PG&E. Los votos se contarán el 9 de septiembre. Se le explicó la extensión del contrato a todas las sedes. Consulte la página de Internet del Local 1245 para conocer los resultados de la votación: www.ibew1245.com.

Hemos avanzado bastante en lo que se refiere a los incrementos de salarios por promociones que están retenidas. Aparentemente el problema es a nivel de supervisión de campo, pues algunos supervisores de campo han estado bloqueando activamente las promociones. Parte de la responsabilidad también cae sobre los empleados que no nos informan que sus promociones están siendo retenidas.

Últimamente ha habido algunos despidos por asuntos tales como conducir en estado de ebriedad (DUI) y por la falta de pago de multas a los tribunales. No hay mucho que pueda hacerse para ayudar en estos casos.

En general, la disponibilidad de trabajo de poda de árboles ha mejorado un poco desde el mes pasado, cuando hubo varios despidos debido a falta de trabajo. PG&E controla el flujo de trabajo y pareciera que quiere mantener a las compañías de árboles bajo control.

Escuchamos recientemente que el trabajo de transmisión en North Valley sería entregado nuevamente a Davey Tree y Utility Tree después de que había sido otorgado a Wright Tree. Wright Tree estaba ejecutando el trabajo basado en un contrato de Tiempo y Material

cuando PG&E les informó que tenían que pasar a un contrato de Precio Unitario, y fijar un precio bajo. Wright les agradeció la oportunidad y les dijo que no gracias.

Área Sur

Asplundh Tree Expert – Habíamos planificado una reunión del comité de revisión de quejas (GRC) para finales de agosto, para revisar las quejas pendientes en el sistema. Debido a un conflicto de horarios no pudimos reunirnos. La reunión se llevará a cabo a principios de septiembre. Continuamos entregando formularios para las propuestas para las próximas negociaciones que se llevarán a cabo a principios del otoño de 2011.

Tuvimos un problema con una cuadrilla en Los Gatos. Un propietario decidió mostrar su agradecimiento a la cuadrilla por haber dejado unas astillas en su propiedad. El propietario le regaló a la cuadrilla una caja de bebidas alcohólicas. El Capataz intentó decirle al propietario que no tenía que hacer ningún tipo de gesto de agradecimiento. El propietario se sintió ofendido por lo que el Capataz le dijo. La cuadrilla decidió continuar y hablaron de deshacerse de la caja en el camino. El Capataz le dio instrucciones al escalador (CLA) para que llevara el camión de regreso al patio para que el Capataz pudiera terminar el trabajo administrativo de la semana. Cuando la cuadrilla llegó al patio, el escalador sacó la caja delante de los demás trabajadores, incluyendo el Capataz General. Está de más decir que ambos han sido suspendidos de sus trabajos mientras se realiza la investigación pertinente. Las normas de la compañía hacen referencia a este tipo de actividad. No está permitido transportar bebidas alcohólicas

en los vehículos de la compañía. Estamos a la espera de la decisión final por parte de la compañía.

Ciudad de Santa Clara – El grupo rechazó la oferta de la compañía. Tenemos planeado reunirnos con el grupo una vez más para explicar la propuesta.

Trees Inc – El 25 de agosto se llevó a cabo una reunión del comité de quejas (GRC) en Vacaville. Teníamos varias quejas pendientes las cuales fueron discutidas con la compañía. Tenemos la certeza de que lograremos llegar a acuerdos en lo que se refiere a estas quejas pendientes. La compañía nos debe aún una respuesta sobre el tema de las vacaciones abiertas. Continuamos entregando formularios para propuestas para las próximas negociaciones. La compañía nos informó que el Distrito Municipal de Servicios Públicos de Sacramento (SMUD) redujo las cuadrillas de manera que se autorizó a los empleados a que sean transferidos a Stockton como sede permanente.

Utility Tree – El 24 de agosto se llevó a cabo una reunión del comité de quejas (GRC) en Redding. Aún estamos trabajando en las minutas de dicha reunión. Continuamos entregando formularios para propuestas para las negociaciones.

Wright Tree – Tenemos un caso de despido en el Distrito Municipal de Servicios Públicos de Sacramento (SMUD). El Capataz de la cuadrilla aprobó un árbol que no había sido podado correctamente y tuvo que ser trabajado nuevamente. Hace una semana, este Capataz tuvo 5 árboles que tuvieron que ser trabajados nuevamente. Actualmente estamos entregando formularios para propuestas para las negociaciones.

Roseville, from page 16

- Employee to pick up all current and future medical premium increases.

Public sector workers have been under enormous pressure to give up negotiated wages and benefits ever since the economy crashed in late 2008. The problem has been made worse by right-wing ideologues who have scapegoated public workers for the problems caused by corrupt practices on Wall Street and in the mortgage industry.

Souders said the union was already planning for the next round of bargaining. The new MOU imposed in July by the City expires at the end of the year.

“At last month's meeting our members showed they are willing to stand up and be counted when the going gets rough,” said Souders. “Roseville has traditionally been a good place for our members to work. It's very short-sighted for the city to undermine compensation and working conditions for the people who provide a service as vital as electric power.”

Get the latest news at

www.ibew1245.com

INDEPENDENT AUDITOR'S REPORT

To the Officers and Members of 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, 2010 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, 2010 and the financial position - cash basis at DECEMBER 31, 2010 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 10 to 23) 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
February 24, 2011

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 2010

Assets

General Fund:

Bank of the West - checking accounts	358,057	
Bank of the West - money market	2,221,923	2,579,980
Cash funds		5,350

Investments:

Merrill Lynch B of A Preferred Deposit (Bus)	1,801,164	
Merrill Lynch-BBIF Money Fund	271,089	
-Mutual Funds	3,589,460	
-Common Stocks	1,215,939	
-Preferred Stocks	178,145	
Bank of the West-Short term Treasury Portfolio	1,427,373	
Franklin Income Fund	1,090,520	

Total General Fund	12,159,020	
Political Donation Fund- checking account	1,923	
Total Current Assets	12,160,943	

200 shares PG&E common stock - at cost	3,388	
Loan receivables-Energy Workers Center, Inc.	748,805	

Fixed assets, (Note 1):

Automobiles (41) at cost	1,104,191	
Less: allowance for depreciation	548,964	555,227
Furniture and office equipment - at cost	718,964	
Less: Allowance for depreciation	474,818	244,146
Total Assets	13,712,509	

LIABILITIES AND NET ASSETS

Liabilities:

IBEW per capita portion of December receipts to forward	231,017	
Vacation payable	767,437	
Current Liabilities	998,454	

Net Assets:

Unrestricted	12,712,132	
Temporarily restricted- Political Donation Fund	1,923	12,714,055
Total Liabilities and Net Assets	13,712,509	

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, 2010

Cash balance, December 31, 2009	19,684	
Old outstanding checks written off	2,000	
Receipts: Portion of Local Union dues directly deposited to this fund	159,868	
Total receipts and balance	181,552	

Disbursements:

Capital Web Works- report filing fee	910	
Secretary of State- late filing penalties	3,610	
Committee to elect Robin Williamson	500	
Rory Reid for Gov. of NV	10,000	
Catherine Cortez Masto for Nevada		
Attorney General	10,000	
Kate Marshall for N.V. State Treasurer	5,000	
NV Economic Leadership PAC	25,000	
Larson for City Council Roseville	500	
Glenda Dwyer- dues refund	5	
Newsom for Ca Lt. Governor	6,500	
Ken Murray for Council	4,000	
Sullivan for City Council 2010	2,500	
Sandra Speer for Council 2010	2,500	
Committee to elect Bob Lopes	500	
Committee to elect Joetta Brown	500	
Committee to elect Brandi Anderson	500	
Committee to elect John Ocequera	500	
Committee to elect Marcus Conkin	500	
Committee to elect Tick Segerhlo	500	
Committee to elect William Horne	500	
Committee to elect Maggie Carlton	500	
Committee to elect Joyce Woodhouse	500	
Friends of Allison Edwards	500	
Jerry Brown 2010	25,900	
Pamela Tortiatt for Supervisor 2010	750	
Citizens to Elect Steve Bestolarides	500	
Oliver Barnes for Fresno City Council	500	
Scott Weiner for Supervisor 2010	500	
Teresa Sparks for District 6 Supervisor 2010	500	
Mark Farrell for Supervisor	500	
Harrington 4 Assembly 2010	6,000	
Communities for a New California	500	
George Murphy for City Council	500	
Mazzoni for Supervisor	1,000	
Ethics Commission San Francisco- late filing penalties	6,352	
Jerry Brown Primary Election	25,900	
Hunter Stern-No. Bay Labor Cope Dinner cost reimbursement	135	
Mike McGuire for Supervisor	500	
Michael Allen for Assembly	1,000	
California Democratic Party	32,000	
Bill Brill- Cope Dinner cost reimbursement	250	
San Mateo CLC Cope	300	
Bank service charges	17	
Total disbursements	179,629	
Cash balance, December 31, 2010	1,923	

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 UNRESTRICTED NET ASSETS For the Year Ended December 31, 2010

Cash and investments balance, beginning December 31, 2009	9,705,431	
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Receipts:

Local Union portion of receipts:		
"A" members' dues	373,241	
"BA" members' dues	15,572,620	
Initiation fees	27,561	
Reinstatement fees	1,260	
Agency fees	117,428	
Working dues	2,133,303	
Hiring hall dues	787,383	
Retiree's club dues	26,349	19,039,145

Reimbursements to General Fund:

Interest and investment income	812,475	
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Refunds and reimbursements:

Union Shopper	7,824	
Other receipts	62,868	

Energy Workers Inc. improvement loan payments:

Principal	162,350	
Interest	48,146	
Automobiles sales	14,703	1,108,366

International portion of receipts:

"A" members' per capita	433,293	
"BA" members' per capita	2,328,968	
Initiation fees	63,055	
D.B.A.F fees	6,128	
Reinstatement fees	758	
Agency fees	17,148	2,849,350

Total receipts	22,996,861	
Total balance and receipts	32,702,292	

Disbursements, per Page 16 of Schedule of Disbursements	20,543,272	
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Cash and investments balance, December 31, 2010, Details in Statement of Financial Position arising from cash transactions	12,159,020	
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Affiliation fees:

International Brotherhood of Electrical Workers	2,802,560	
Santa Clara C.L.C.	9,165	
Alameda C.L.C.	14,240	
Kern / Inyo / Mono	1,350	
Nevada State Electrical Association	840	
Sacramento C.L.C.	9,600	
San Francisco C.L.C.	12,930	
Contra Costa C.L.C.	9,900	
Marin County C.L.C.	7,164	
San Joaquin and Calaveras C.L.C.	5,238	
Butte-Glenn C.L.C.	1,500	
Napa-Solano C.L.C.	2,354	
Fresno-Madera C.L.C.	5,400	
Merced-Mariposa C.L.C.	2,081	
Stanislaus-Tuolumne C.L.C.	1,674	
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.	3,600
Joint Executive Conference-N.C. Electrical Workers	100
Tri Counties C.L.C.	3,640
Maritime Trades Post Council	600
Northern Nevada C.L.C.	1,650
Forum - Alameda Retired Members	35
California Federation of Labor	31,132
California State Association of Electrical Workers	290,766
CARA	100
Congress of Ca - Seniors	125
TCC-4	383
	<u>3,225,012</u>

Staff expenses:

Salaries	6,457,610
Expenses	406,704
Automobile expenses	101,893
Auto Purchases	224,949
Fitness plan	459
	<u>7,191,615</u>

Research and Education:

Subscriptions and publications	10,987
Educational fund	16,570
Scholarship fund	3,000
	<u>30,557</u>

Office salaries:

Administration office salaries	316,742
Bargaining unit salaries	649,519
	<u>966,261</u>

Office expenses:

Rent	420,000
Telephone	120,526
Postage mail service and meter expense	50,105
Print room/printing	53,198
Supplies	15,954
Equipment maintenance	5,919
Data processing	15,241
Equipment rental	29,221
Utility reporter	98,874
Miscellaneous	21,136
Bank charges	10,385
Furniture and equipment purchases	142,617
Storage	2,985
	<u>986,161</u>

	Salaries Paid or Reimbursed	Expenses	Total
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Committee salaries and expenses:

Executive Board meetings	18,705	30,971	49,676
Executive Board Trial		296	296
Advisory Council	8,404	46,097	54,501
Trustee Committee	5,610	5,334	10,944
Review Committee	1,866	686	2,552
Safety Committee	18,755	9,668	28,423
Shop Steward expenses	225,376	67,158	292,534
Other conferences	21,832	131,516	153,348
Labor Management		2,623	2,623
Organizing	4,597	10,006	14,603
Grievance/FF/LIC	784	4,261	5,045
	<u>305,929</u>	<u>308,616</u>	<u>614,545</u>

Various Other Committees:

Lineman Safety	55,678	101,075	156,753
Outside Line	53	4,663	4,716
Davey Tree	3,532	2,018	5,550
Retirees		2,622	2,622
Central Labor		185	185
City of Healdsburg	1,251	417	1,668
SMUD		89	89
Membership development	27,518	27,518	
Youth Council	28,394	40,601	68,995
Regional Transit	8,221	725	8,946
Peer to peer	6,150	5,706	11,856
Utility Trees	274	274	
Frontier committee	6,213	2,367	8,580
WAPA		1,430	1,430
Joint Apprenticeship	292	292	
City of Alameda	6,012	105	6,117
City of Roseville	541	541	
Leadership	11,866	3,190	15,056
SF Muni		368	368
City of Willets		119	119
Family Trees	600	600	
Dyneyg	63,461	29,529	92,990
Bella Vista		32	32

Local Union election	15,306	50,800	66,106
Modesto I.D.	89,691	89,691	
Lassen MUD Neg	937	937	
Calpeco	81	453	534
Foster Wheeler	40	40	
Trees Inc.		274	274
City of Oakland		46	46
Merced ID	1,354	2,624	3,978
Mirant Power Plant		107	107
NV Energy	324,970	778,868	1,103,838
A.C. Transit	884	474	1,358
No. Calif. Power Agency		33	33
Truckee Meadows	3,457	226	3,683
Peer Volunteer program		1,276	1,276
Asplund		128	128
Modesto I.D.		2,347	2,347
Truckee Donner	7,877	1,511	9,388
So. Feather River		38	38
Turlock I.D.		8,440	8,440
City of Redding		36,508	36,508
City of Ukiah		40	40
Trans Canada		3,606	3,606
City of Fenley		140	140
City of Gridley		728	728
	<u>642,891</u>	<u>1,105,670</u>	<u>1,748,561</u>

PG&E Negotiation Committees:

Departmental:			
Arbitration	572	88,740	89,312
Meal Committee		2,315	2,315
Negotiations		290,975	290,975
Lines of Progression		164	164
Ad Hoc		2,090	2,090
WRC		6,488	6,488
PSEA		31	31
Exhibit XVI	4,088	5,909	9,997
Benefits		10,000	10,000
Negotiations		751	751
Neg. Gen. Contract Committee		144	144
Service crew		16	16
Gas T&D	8,209	2,875	11,084
CRP		55	55
Misc. Physical		55	55
Barehand		765	765
Diablo Canyon		636	636
Employee orientation		203	203
Call Center		72	72
Operator		4,191	4,191
Misc. Clerical mtg		1,220	1,220
Smart meter	2,386	708	3,094
Lineman Committee		132	132
Misc. General office clerical		279	279
	<u>15,255</u>	<u>418,814</u>	<u>434,069</u>

Membership expenses:

Supplies - Intl.	3,521
Supplies - Local	60,730

Membership fees	9,064
Labor Day Picnic	750
Union Shopper	1,175
Lineman Rodeo	38,320
Golf tournament	199
	<u>113,759</u>

Membership benefits:

Group life insurance	90,607
Unit drawing award	650
Individual drawing award	550
Service award dinners	125,673
Social fund	12,600
	<u>230,080</u>

Payroll taxes:

Employee portion:	
U.S. income tax withheld	(1,126,290)
FICA withheld	(463,692)
California income tax withheld	(425,079)
SDI withheld	(53,243)
U.S. income tax forward	1,126,290
FICA forward	463,692
California income tax forward	425,079
SDI forward	53,243
Local Union's portion:	
FICA	464,287
California Unemployment	25,795
U.S. Unemployment	4,268
	<u>494,350</u>

Employee benefits:

Health and Welfare plans	1,859,008
Group life insurance	194,771
Pension plan	1,135,853
Other costs, pension plans	28,602
	<u>3,218,234</u>

Other disbursements:

Legal fees	473,739
Hall rentals	93,629
Workmen's compensation insurance	82,268
Refunds	8,821
PRD fees	20,837
Miscellaneous taxes	5,943
Insurance - auto	46,265
Insurance - bond	6,717
Insurance - travel	1,000
Insurance - professional liability	35,084
Audit fees	34,200
Charitable donations	186,750
Miscellaneous fees	965
Code of Excellence	299
Consulting fees	293,551
	<u>1,290,068</u>

Total Disbursements	20,543,272
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Redding, from page 16

the civic to Bethel, noting the city is giving a public building to a private business.

One of the speakers was John Ritrovato, a Marine who had recently left Redding for San Diego. Ritrovato drove 12 hours to attend the meeting.

"Federal and local government does not seem to remember it represents the people," he said, according to the Record Searchlight. "I attended Bethel, and I love that church. But I do not believe people here want the city to take a publicly-owned building their tax dollars paid for and turn it over to a church."

Other speakers worried a civic auditorium run by a church would exclude the public and present a narrow range of shows reflecting its religious preferences.

Thomas and Moeckli, who works in the Redding Maintenance Unit, had participated in the "Save the Redding Convention Center Committee," which met several times over the last two months and unanimously recommended that the Council not contract to Bethel, but instead to give all of the Total Occupancy Tax (TOT) to the City of Redding to fund the operations at the Convention Center.

"The undisputed purpose of that tax, which commenced in the early 1980s, was to fund the Convention

Center," said Thomas. "But the Council decided it needed all of the nearly \$800,000 annual TOT for the general fund."

Thomas expressed his appreciation to the many Local 1245 members and supporters who helped generate petition signatures and emails in opposition to the outsourcing.

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THE TOKEN BEARERS

By Mike Cottrell

Could you make a novel out of the life of a tramp lineman? IBEW Local 1245 lineman and executive board member Mike Cottrell proved it with this gritty and funny tale called The Token Bearers, which will be serialized in coming issues of the Utility Reporter. Hold onto your hardhat and get ready for a ride!

Chapter 1

RIDGECREST CALIFORNIA, JANUARY 2004

The sign said open he was sure of it, but he sat spinning the catsup bottle, the two old women behind the counter not acknowledging his existence. He was not much on prodding someone to do his or her job. He thought they should know without asking and watched them wipe down the back counter and fill the creamers. He had to be out on the job in an hour and did not know exactly where it was. ‘Why didn’t I just stop at the drive thru at one of those fast food places or stop by a seven eleven store and get a cup of coffee?’ He was from another time, an era lost. He liked Ma and Pa ‘greasy spoons’ where he might get conversation with his breakfast, maybe find out where a good motel was and talk about the weather and hear a new joke he could pass on out on the right of way. The door opened again, and in passed another and sat down at the other end of the counter. He asked for a cup of coffee. She came slowly along the counter and poured one with professional ease. Slim wondered why he had not done that and stopped fondling the catsup.

“Man get a cup a coffee ‘round here?”

“All you gotta’do is ask,” said the old woman with silver dyed hair and red polished nails.

“Alright, I guess I’d like to have a cup.”

She brought over a cup and saucer and poured it fast and when it hit the edge it spilled over and Slim said thanks.

“Want some breakfast?” She drew her book and pencil from the pocket and brought them under the bifocals to accept the order.

“Well I, I figure if it took that long to get a cup of coffee, I don’t know if I got time to wait for breakfast. But if I was going to eat, it ‘ud be some over medium eggs, with the whites done and the yellows runny, patty sausage if you got it, biscuit and butter, and some fried potatoes.”

“That’s a number five on the menu,” she said and popped her thumbnail across her index nail eyeing to see if the enamel would take the charge.

“I never got a menu, so I wouldn’t know.”

“Well, you can take my word for it, it’s a number five.”

“I’ll have the number five if you don’t have to grow the potatoes or kill a hog to get the sausage.”

Slim was always good about making friends in a new town. He wanted to start the day off right but now he just wanted to make it through without further incident.

The door opened again and Spider came bounding in eager and loud. No one would be wondering what he would have.

“Two over easy, a slab of end ham, ten inch hot cake, hot coffee and a big smile, babe. Hurry it up, I got poles to climb and bills to pay.”

“We don’t have that number on the menu, so that’ll cost you extra.”

“Just give me the special and the smile then, babe.”

She screamed to the cook, “Hot hash and scrambled!”

“I’ll just have coffee and toast, can’t take the hash babe.”

She poured one and filled up the toaster.

“Lo Slim.”

“Hello Spider. I heard you took a call, but I did not know it was on this job. What brings you this far from L.A.?”

“I thought the desert would be nice for a change, get away from some

traffic.”

“Yeah, me too.”

“They told me at the hall, they are working some time, five-ten’s to start.”

“I could stand some of that. I lost some big money in Vegas around the first.”

“You’re getting to old to blow your money over there.”

“Look who’s talking.”

“I haven’t gambled in over four years.”

“But you’re just as old as I am, Slim. We started in this shit together, topped out together, and looks like we might live to get through it.”

“All we got to do is keep coming home every day with all our fingers and toes.”

The toast popped up and Spider got it and a bowl of jelly packages.

Slim was sure by now they at least had the hog caught. The old woman finally got there with it and shoved it under his nose. The eggs looked like the cook had gone into the parking lot and scraped them off a truck tire. Slim wanted to protest the broken and overdone yokes, but he didn’t have time to wait on another set and would have to fight over getting them anyway so he stared in disgust at the whole situation. The door swung again and a stranger to the town entered. He was not a stranger to Slim and Spider. He had a felt Fedora and Pendleton shirt with slacks and Wellington boots.

He passed right by Spider and sat down by Slim who had decided to pull the lace out of his mouth, not being able to chew it up well enough to swallow. The bell on the door had rung and clattered to alert the old women, but the bell was mute to the veteran hash slingers. Both were in the back gabbing about an upcoming wedding and found no time until he raised his voice. A loud and powerful outburst that demanded immediate attention and they both came running.

“I need a menu and a cup of coffee. Slim, Spider, I hope your either one are not considering doing any drinking on my job. I’ll run you off if I even suspect it. Better, not leave early of a Friday either or I will run you off for that too. Give me the bacon and eggs over easy and biscuits and gravy.”

“We ain’t going to have to worry about getting whistle bit or not havin’ a safety meeting every Wednesday or having one of you fair-haired boys bird doggin’ us, are we Harvey? Cuz if you can live up to that and everything else in the agreement, then I can most likely get through this thing without having a drink during work time or leaving early of a Friday.”

When Slim finished his spill, he pulled another string of lace from the corner of his mouth and dropped the fork down over the rest of the disgusting mess. He took another swig of the black brew and slowly started up off the stool and toward the register in one smooth flowing rhythm.

“You want good hands you got us and you know it, Harvey, you want a big mess just run everybody worth a shit off and you can be in the same shape you been in most of your sorry life.” Spider slid from his stool and followed Slim out to the trucks.

It was that cold kind of high desert morning in January. The cover to the universe was open and the night stars faded to a cold dawn where breath could be seen expelling from every mouth on the job. The steward stood on a makeshift dock and received the hands to his ordained duty of ticket

checks and referrals. Men all had coffee and tobacco breath and some still smelled of the bars and girls of last night.

A new money job was starting and overtime would be plenty to build the high line across the desert floor and then weave it cleverly through the canyons and mountains ahead and spur it over the high mountains to speed its power from the dam to the city.

Old loans were being met and new ones made. Jokes told. Laughter and sarcasm flooded the crowd. Old hands who had not seen each other in years told stories and the young bucks looked on in awe to capture in their heads the stories being told by heroes of the trade.

The trucks sat waiting for the hands and the crews would be made soon. Ground man and apprentices asked the Lineman what to do and instructed by the easygoing hands to wait for orders. Someone would have to start the show and give a spill it was announced. The eager young looked on for that to happen and the old and crafty told stories and waited it out.

“Isn’t time to start ta’ work anyway, jus keep yur’ shirt on We’ll be a workin’ moren’ ya’ want—for’ long” snapped one old hand to an eager young one.

A poker game started by the dock and Spider called it five stud and dealt. Everybody anted but Slim and then he finally threw in wondering why Harvey had not showed up yet to start his ordering everyone about.

“Ace, seven, four, king and a damn six, dealer folds, bet um’ Ace,” Spider said to Gus the Union Steward. The four and the seven folded and left Gus with the ace and Slim with the King.

When Spider folded he gave the deck to Gus and announced he had the urge. He started swiftly toward the two portable toilets.

“This ain’t enough crappers Gus for all of us, gonna’ haf’ to hit ole’ Harvey up for a couple a more. Just like always, never enough honey buckets.”

Gus screamed to the crapper door.

“Spider, I’ll get us more out houses, you just sit down there and see can you make old Harvey another little helper or two right quick!”

“Ace bets two bits Slim. Wonder will ole’ Harvey have the fair haired boys with em’, probably, least Snuffy and Bull will be here.”

“Never saw him go far without em’ did ya’?”

“Call your ace and raise a quarter.”

“Damn it Slim you ain’t got them Kings already have ya’?”

“Cost ya’ a quarter to find out Gus.”

“Was you there that time in Hobbs when Slim whipped the shit out of Bull right there in the show up cuz they promised to get the water cans out early full a ice and it was so firkin’ hot—”

“Yeah, I was there, Gus. It was so darned hot I saw a coyote chasing a rabbit and they were both walkin’ to keep from having a stroke.”

Slim chuckled. “Yeah, I remember, Gus. That was a long time to have to wait for water while they were sittin’ in the whore house drinkin’ and my crew was workin’ our asses off waiting on a drink.”

“You seen him since, Slim?”

“Nope, but that was a long time ago and I figure he must be over it by now. Least I hope so. Seems ever since I quit drinkin’—”

“What? You quit. I cannot believe my ears. Not you Slim.”

“Yeah Gus, I quit fourteen months ago. Just got up one morning after being drunk near thirty years and said, ‘That’s enough.’ You going to deal me another card Gus or are you like them old poker hands in the card houses sittin’ round telling’ jokes while the losers are hollering’ ‘Deal the firkin’ cards?’”

Gus dealt. “King, jack and ace, nine, check the ace nine Slim.”

“Quarter.” Gus and Slim threw one in the pot.

“You got them kings, you got them damn kings!”

It was that cold kind of high desert morning in January. The cover to the universe was open and the night stars faded to a cold dawn where breath could be seen expelling from every mouth on the job. The steward stood on a makeshift dock and received the hands to his ordained duty of ticket checks and referrals. Men all had coffee and tobacco breath and some still smelled of the bars and girls of last night.

“Cost ya’ a quarter to find out, Gus”

Gus called.

“Anyway when I quit drinkin’ seems the glamour of a good fight and chasin’ a lot a bad women kind of all fell thru the cracks.”

An older hand, older than Slim who had folded the four turned toward Slim and called it maturity and Slim nodded back and said maybe so.

“Anybody ever heard what happened to Jesse?” Gus snapped the word out as if it had a pill rolled up in it, fired the quarter down in the pile, and dealt another card. Slim went first.

“Was Jesse and the head scratcher and the Pep and Dirty Mac all down in Oceanside doing a high line across the PCH and that was before Pep stole dirty Mac’s wife from him and all the hands were still dragging’ trailers with Buick’s and Dodges. Had all their damn dogs and kids with um and changed schools and bars and towns every time the wind changed di-

rections or the word of more overtime came up and they was almost passin’ themselves runnin’ up and down the west coast from the Mexican border to Seattle, hittin’ ever job ever started and some of um’ twice. Anyway, Head Scratcher and the rest of um including Jesse were stuck with puttin’ up some spliced guard structures right near La Jolla where those hills drop sharp across the highway. They needed some tall ass poles on the down side so they spliced some thirty fives on top of hundred’s and stood em’ up there and drew straws to see who had to climb em’ to hang the spar arms and the netting.”

“Who won?” crowed Spider.

“Wouldn’t any premium time in them

days for over seventy-feet on wood boys—”

“So who lost then, Slim?”

“Head Scratcher and Jesse had to hike them swayin’ sons a bitches and it all paid the same standin’ flat footed on the ground a watchin’ or bein’ up there on em with a tight asshole.”

“Head Scratcher always did say that Jesse never showed up on a job with a handkerchief and figured he saved a lot of money that way and he would not waste a nickel on nothin’ that first 5 years after they all came home from the war. When they were off those poles, Jesse pulled that rag out of his pocket to blow his nose. Head Scratcher went to kiddin’ him about not ever buyin’ one and Jesse said ‘I was just getting ready to tell ya’ Bud that I saved up ten thousand dollars blowing’ my nose in a company rag stead a’ buying’ one. Now I got enough to go up to Reno and start my Electrical Contracting Business. See ya’ round boys. Stay up on your game and some of ya’ can come and work for me when I get er’ goin’.”

“And that was the going and the coming of it and I didn’t see him again for I guess ten years and he had made a fair outfit and had an office in Reno and one in Sacramento and was doing pretty damn good at the line business.”

When Gus dealt the next one to Slim after they bet it was a king and he folded without a fight and Slim pulled the pile a quarters over to the edge and raked them off in the other hand and slid them down into the pocket of his Levi’s.

Harvey was coming to a screeching halt and jumping out of the pickup all in the same nutty move and wondering why no work had started yet and Gus the steward told him because no directions or orders had been issued. Harvey questioned the integrity of the union steward and informed the union steward would not be running the job. Harvey got up on the dock and started gazing down the crowd.

“What’s a matter Harvey, can’t find your fair haired boys yet this mornin’.”

“You shut-up Spider. What have ya’ll done with um? They’d be here runnin’ this work already if ya’ hadn’t done something with um.”

“Who?” said Slim.

“Snuffy and Bull, damn’t, you know who I mean!”

continued in next issue

PG&E steps up recruiting Linemen Wanted

PG&E wants linemen.

Faced with workforce shortages and looming retirements, California's biggest electric utility has stepped up its efforts to recruit journeyman linemen. In cooperation with IBEW Local 1245, PG&E in August hosted three recruitment meetings—in Redding, Turlock and Sacramento.

Linemen working in Outside Construction made up a sizeable part of the audience at the Sacramento meeting on Aug. 29. PG&E was quick to point out a big advantage of working for a utility: stable employment.

When you work for a utility, you "don't worry about someone coming in and saying the project's been cancelled," said Alan Lawrence, a PG&E superintendent in the Sacramento area who was a PG&E lineman before going into management.

Lawrence spent much of the meeting fielding questions from linemen who had plenty of them.

Is there a residency requirement, one wanted to know.

"No residence requirement," Lawrence said, but troublemen need to live within 30 minutes of their headquarters.

Others asked about PG&E's overtime rates, apprentice program, and safety practices.

Lawrence said the company had hired 139 pre-apprentices so far this year, with a goal of reaching 200. He acknowledged some past deficiencies in the apprenticeship program, but said PG&E was committed to making it a top-flight program that stresses "having

pride in the lineman classification."

"You know when you make it through you really accomplished something," he said.

Regarding safety practices, Lawrence said the company "was going to go to continuously belted."

During the last storm season, he noted, contractors experienced three falls among its employees while PG&E, with its continuously-belted policy didn't have any falls.

"Fear of pain and death is what makes you climb well," said one veteran lineman in the audience. "If you have a bucksqueeze (requirement) I'm not interested in that."

(The bucksqueeze is a fall restriction device that is designed to grip the pole if the user starts to fall.)

"We require continuously belted but not bucksqueeze," said Lawrence. He stressed PG&E's commitment "to making sure our employees go home (safe) at the

end of the day."

PG&E's Eric Hecker provided handouts that explained how to apply to PG&E. He encouraged anyone who is interested in a job to frequently check the website (www.pge.com/careers/) because "open positions are being added all the time."

The website even allows visitors to create a search engine "that will notify you by e-mail whenever a position opens" within the geographical parameters that the visitor has created, Hecker said.

He noted that the company could assist linemen with preparing their resumes, and was streamlining the hiring process.

"When you submit a resume, we really try to get the ball rolling quickly," he said.

About 20 potential recruits attended the meeting in Sacramento. Turnout was bigger at the Aug. 22 meeting in Turlock, with about 40 attending. Scott Rose, PG&E Director of General Construction M&C presented information on current vacancies and the ease of the transition process, as well as discussing benefits such as PG&E employee discounts on gas and electricity, competitive union-negotiated wages, retirement, health care, and opportunities for advancement.



Linemen working in Outside Construction made up a sizeable part of the audience at the Sacramento meeting on Aug. 29. PG&E was quick to point out a big advantage of working for a utility: stable employment.



PG&E Superintendent Alan Lawrence explains what PG&E has to offer linemen during a recruitment meeting in Sacramento on Aug. 29. PG&E recruitment meetings were held earlier in August in Turlock and Redding.

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.



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PG&E OPEN ENROLLMENT COMING UP

Open enrollment for active employees at PG&E to make changes to their IBEW-negotiated medical benefit at Pacific Gas & Electric is Nov. 3 to 17.

Open enrollment for retired employees is Oct. 19 to Nov. 2.



'Bad News Bears' turn in historic performance

The Bad News Bears take the field.



Team Manager Mark Rolow in the pre-game meet.



On deck: Troy Dennis



Elizabeth McInnis chases one down.

*For when the One Great Scorer comes,
To write against your name,
He marks - not that you won or lost -
But how you played the Game.*

Grantland Rice, 1880-1954

IBEW Local 1245's performance at the IBEW Ninth District Softball Tournament was historic.

Historic how? First, Local 1245 had never before participated in the long-running tournament, now in its 15th year. Second, of all the 17 teams, Local 1245 was the only team with a female player.

As for the team's performance on the field, well, you might say that was historic, too.

"We were affectionately nick-named the Bad News Bears and boy were we *bad!*" said Local 1245 Business Rep Elizabeth McInnis.

Not to dwell on it too much, let's just say the Bad News Bears finished 17th out of 17 teams, but never surrendered in the face of adversity during the two-day tournament, held Aug. 6-7 in San Diego.

Our union's team included rank and file members as well as staff members who were added to the roster at the last minute to fill in for members who had to drop out due to family or work issues.

"We gave it our all and our battered bodies can attest to that. Even though we lost, we had a blast!" McInnis said. "The camera-

continued on next page



John Mendoza shows his stuff.

The Team

Mark Rolow, Team Manager	Julio Lorea, Wellington Energy
Ron Cochran, Staff	Shane Sullivan, Wellington Energy
Ralph Armstrong, Staff	Roy Hayes, Davey Tree
Mike Saner, Staff	Steve Peebles, Wright Tree
John Mendoza, Staff	Frank Hernandez, Wellington Energy
Liz McInnis, Staff	Troy Dennis, Wellington Energy



Relaxing in the dugout.



Meal break.

Bad News Bears *continued from previous page*

derie between our team and the other locals made the beatings worth the whole trip.”

Tournament Facilitator Jimmie Davis had words of praise for Local 1245’s historic appearance in the tournament.

“I would like to thank Local 1245 from Vacaville for making the trip down and playing in this tournament for the first time and displaying a lot of class. They might not have had the best team, but they might have had the best time.”

McInnis offered the union’s congratulations to IBEW Local 595, headquartered in nearby Dublin, who placed first in the tournament.

The winning team usually hosts the tournament the next year, but there’s no obligation to do so. Even if Local 595 chooses to not sponsor next year, McInnis said she hoped some nearby local would step forward to do so.

“If it’s nearby I hope we can get more than one team together to compete,” McInnis said. “And maybe we can actually practice beforehand and place higher next year.”



Ralph Armstrong and Ron Cochran



Not every player was in top condition for the tournament.



Team Manager Mark Rolow piloted the ship through the storm without losing a single man (or woman).



John Mendoza, left, and Mike Saner.



The team, day two, standing from left: Roy Hayes, Ralph Armstrong, Frank Hernandez, Steve Peeples, Elizabeth McInnis, Ron Cochran, Mark Rolow, Mike Saner. Kneeling, from left: Troy Dennis, Julio Loera, John Mendoza and Shane Sullivan.