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News briefs

Poverty wages

are the norm for retail workers in New York City, who earn a median of \$9.50 an hour. Most are part-time or temporary, and just 3 in 10 receive health insurance through their jobs. The study, based on interviews with nonunion workers, largely found poverty wages and highly unstable schedules for the retail workers, the New York Times reported.

A high stakes strike was staged in Wuhan, China by 200 workers from the Microsoft Xbox production line of Foxconn Technology, a major supplier of Apple, the Guardian of London reported on Jan. 16. The workers threatened to kill themselves by jumping off a bridge if they were not given decent pay. In 2010, a total of 18 of their colleagues in the Shenzhen campus of the Taiwan-owned company did attempt suicide; 14 died.

Do Your Homework, Mitt: Presidential candidate Mitt Romney in a "Meet the Press" debate said the federal bureaucracy eats up most of the money that Congress provides for programs for low-income Americans. Sorry, Mitt. According to research by the Center on Budget and Policy Priorities, at least nine-tenths of federal spending for such programs reaches the low-income Americans it is designed to help.

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

Utility Reporter

Volume 61 No.1 • Jan/Feb 2012 UNITY IS STRENGTH For up-to-the-minute news, see our website: www.ibew1245.com

Geysers workers vote Jan. 25-26

True Grit



Members of the Calpine Geysers Organizing Committee filed for an election at the NLRB on Dec. 1, 2011.

A band of workers stood their ground in the closing days of an epic campaign to organize a union at geothermal power plants known as The Geysers in the mountains of northern California.

The union election, being held Jan. 25-26 just as the Utility Reporter went to press, focused national attention on these California workers who were asking nothing more than to have a voice

at their workplace. Management at Calpine, which operates the plants, sought to crush the employees' initiative by requiring them to sit through closed-door meetings with hired-gun union busters from Arizona.

Unbowed, employees on the union organizing committee demanded that the election be free and fair and called

for equal time to present the case for union representation. Despite the company's scare tactics, 35 employees took a public stand as union supporters.

Talk about true grit. The employees' courage struck a chord that reverberated throughout the state and nation.

Gov. Jerry Brown held a lengthy meeting with members

continued on page 4

Learn the latest developments at www.ibew1245.com

PG&E contract vote

Ballots for the PG&E contract ratification vote were mailed on Jan. 17. Completed ballots must be received at the designated PO Box by 10:00 a.m. on Feb. 17 and will be counted that day.

Physical as well as Clerical members can vote on the Benefits package. Only Physical members are eligible to vote on the Physical package. Please follow the voting instructions that will be included with your ballot.

Eligible voters will receive by mail the full text of the packages you will be voting on. The full text of these

packages, along with explanatory materials, are also available on-line at www.ibew1245.com. Click the "PG&E Bargaining Update" icon.

A video featuring Business Manager Tom Dalzell can also be found at www.ibew1245.com. It offers a good overview of both packages—be sure to check it out.

There are many proposed changes in both the Physical package and the Benefits package. Please carefully review the information that is being provided so that you can make an informed decision about what is best for you and your family.

Ballots will be counted February 17



Joe Osterlund, left, and Dan Mayo, right, were among several IBEW bargaining committee members discussing the Physical and Benefit packages at a stewards meeting in Oakland on Jan. 12. Photo by Landis Martilla.

Anti-union legislation successfully repealed

Local 1245 members help power Ohio victory

Local 1245 members were on the ground in Ohio campaigning to overturn a law that greatly restricted collective bargaining rights for public workers.

Right up to the Nov. 8 vote they were knocking on doors and explaining to fellow union members why it was vital to go to the polls and vote. In the end, over 60% of Ohio voters answered the call to repeal the anti-union measure.

The five Local 1245 members participating in the campaign were Jammi Angeles, Donchele Soper, Jennifer Gray, and Ean Charles, all from PG&E, along with Rick Thompson from Wellington Energy. The team was deployed to Ohio on Oct. 20, part of Local 1245's program to give young workers on-the-ground experience in defending workers' rights against political attack.

When they arrived in the Buckeye State they found over 500 union mem-

continued on next page

Ohio, continued from page 1

bers and community allies gathered at the Plumbers and Pipefitters Hall in Columbus, mapping out a plan of action to fight back against the anti-union measure, known as Senate Bill 5. They heard from numerous public leaders, including former Gov. Ted Strickland and Ohio AFL-CIO President Tim Burga, and they engaged in role-play exercises to prepare them for meeting with voters, according to Jennifer Gray, a PG&E customer service representative.

“Our Local 1245 delegation was assigned to Canton, Ohio which is known for having very strong union density. Our team worked very hard by canvassing Stark County and the outlying town-

ships to have one-on-one conversations with the local community to explain that SB 5 is unfair, unsafe and hurts us all,” Gray reported.

The Local 1245 team encouraged early voting and helped voters with Absentee Ballot applications.

The last four days the campaign kicked into high gear for “Get Out the Vote,” known as GOTV.

“In 114 specific areas of Canton the plan was to saturate and visit each household twice in the four-day period, which resulted in over 10,000 doors being knocked,” said Gray.

The margin of victory was huge, reflecting the dedication and hard work of volunteers from Local 1245 and other

unions.

“This battle was won because we all stood together. We won because the people of Ohio—union and non-union, Democrat and Republican—came together in solidarity,” said Gray.

For Gray and Angeles, the Ohio victory represents the third successful out-of-state campaign this year, prompting Local 1245 Organizer Fred Ross to call them “our super solidarity campaign organizers.” Both women were part of the campaign team that staved off terrible

anti-worker legislation in Florida, and then spent weeks on the ground in Wisconsin in a bid to recall state legislators who had voted to take away the bargaining rights of unions. Two legislators were successfully recalled in that effort.

Why does Local 1245 bother with these battles in other parts of the country? If the day comes when California or Nevada legislators consider taking aim at unions here, we have a growing contingent of seasoned campaigners who can take up the fight.



Campaigning in Ohio to repeal anti-labor legislation are Local 1245 members (clockwise from left) Jammie Angeles, Jennifer Gray, Donchele Soper and Rick Thompson. Also campaigning, but not pictured, was Ean Charles.



Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

Choices

We all face choices. We face them every day. As Americans we celebrate our freedom, but freedom is just a word until we put it into action with our choices.

Calpine workers are facing an important choice and their decision will be known on January 26—perhaps about the time you read this. They are voting on whether to be represented by our union. Choosing a union will open up new possibilities for them: a real voice on the job, the opportunity to directly address issues they care about, including their wages, benefits and working conditions.

We know from our experience at other employers that bringing a collective voice to the bargaining table opens up new possibilities for our lives, for our standard of living. In unity there is strength and the Calpine organizing committee has shown true grit in making the case for having a union. These workers have faced professional union-busters hired by management, and they have stood their ground with courage and integrity. They have taken risks so that others will have a choice. That is America to me.

Our members at PG&E also face an important choice in coming weeks. In a mail ballot that will be counted on February 17, Physical members will be deciding on a new Physical package, and all members will be deciding on a new Benefits package. The problem of rising medical costs is a national problem that cannot be ignored. The status

quo is going to change. The question is: can we find creative ways to respond to these pressures and shape the change?

Our bargaining committees for PG&E Benefits and PG&E Physical spent nearly a full year grappling head-on with very tough issues. I believe their efforts have produced some very creative responses to difficult problems. But now their work is done and our members must make a choice. It's *your* choice and *your* future, and I know you will want to be fully informed and make a decision that is best for you and your family. Your ballots should be arriving in the mail shortly after January 17. Watching CalPine workers fight for a voice at the table reminds us that we shouldn't take for granted the rights we have as union members at PG&E.

More choices will confront us in this New Year. The presidential campaign is making most of the noise, but state and local elections are equally important. City councils, municipal utility districts, irrigation district boards, and of course the state legislatures in California and Nevada make decisions that affect our standard of living, sometimes very directly. With the current gridlock in Congress it is tempting to say "a pox on both their houses." But this is not something we can afford to do. Like the vote at Calpine, like the vote on the PG&E contract, voting for our political leaders is how we choose our future. However imperfect the options may seem, it is our American birthright to decide for ourselves the best path forward.

I wish everyone a prosperous, healthy 2012. Nothing you do in the New Year is more important than working safe and being able to return home to your families when your work is through.

Graciela Nuñez hired as business rep

Local 1245 has hired Graciela Nuñez as a business representative.

Nuñez, who previously worked as a Service Rep at PG&E's call center in Fresno, has been very active in the union's leadership development program. Last year she headed one of two Local 1245 teams dispatched to Wisconsin to help in the campaign to recall anti-union state senators, and played an active part in the local's push for youth leadership development at the IBEW International



Graciela Nuñez

Convention in Vancouver.

At 28, Nuñez becomes the youngest member of the Local 1245 staff as the union continues to develop leaders for the future. Her initial assignment as a business representative is PG&E's Fresno Call Center, Stockton Credit and Records, and Fresno RMC-Clerical.

Welcome aboard, Sister Nuñez!

Lou Mennel hired

Lou Mennel, a PG&E Gas Service Rep, has been hired by Local 1245 as a business representative.



Lou Mennel

Mennel's initial assignment area includes PG&E East Bay Division, Diablo Division, Concord Dispatch/RMC, and the Gateway Power Plant/Antioch. He will also share responsibility for representing members at the City of Healdsburg.

Mennel, 48, is a long-time union activist. Until his appointment to the staff he served on the union's Advisory Council, where he represented members in PG&E's Sacramento Division. He has served on numerous union committees, including the most recent general bargaining committee for the PG&E Physical Agreement.

Welcome aboard, Brother Mennel!

Rodeo Sign-Up!

It's time to sign up for the 2012 International Lineman's Rodeo & Expo to be held Oct. 10-13, 2012 in Bonner Springs, KS.

This year Local 1245 will send up to 18 apprentices and five journeyman teams consisting of two teams from the public sector, two from investor-owned utilities, and one from our construction branch.

Interested journeyman teams and apprentices will be able to submit applications, but only on-line. An application form will be coming soon to www.ibew1245.com.

Please start getting your teams together. **The cut-off date is April 30, 2012 for application submission.**

Don't miss out on a great opportunity to network with other brothers and sisters from Local 1245 as well as linemen from all over the world!

Get the latest news at

www.ibew1245.com



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

Our phone number is (707) 452-2700.

CALENDAR

Jan 28: Advisory Council, Vacaville

Feb 14-15: PG&E Stewards Training, Vacaville

APPOINTMENTS

IBEW LOCAL 1245

Line Clearance Safety Committee

Ran Banfill
Justin Casey
Juan Cervantes
Benjamin Contreras
Robert Dinsmore
Peter Ely
Leonel Mendoza
John Simms



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The Calpine Campaign in Photos

Elected Officials Offer Support

Elected officials joined the call for a free and fair election, including California Gov. Jerry Brown, who held a lengthy private meeting with members of the Calpine organizing committee at the state house in Sacramento.



Gov. Jerry Brown stands with Calpine workers.



Gov. Jerry Brown greets Mike Farmer, a member of the Calpine organizing committee.



Brian Gleason, right, describes Calpine employees' hope for a free and fair union election to Nick Hardeman (back to camera), representing Assembly Speaker John A. Perez. Hardeman pledged Perez's support.



California State Senator Noreen Evans, left, and Sonoma County Supervisor Shirlee Zane, third from left, stand in solidarity with members of the Calpine union organizing committee.

Assemblyman Mike Allen stands in support of Calpine workers at the North Bay Labor Council holiday dinner. From left: Mike Farmer, Jay Hepper, Lisa Jones, Assemblyman Allen, Brian Gleason (front), John Mummert, and Local 1245 Business Rep. Hunter Stern.



Calpine, from page 1

of the organizing committee at the state house on Dec. 9 and offered support for their cause, as did a representative for Assembly Speaker John Pérez.

Elected officials representing the area where Calpine operates added their support to the call for a free and fair election, including Congressmembers Mike Thompson and Lynn Woolsey, Assemblymen Wes Chesbro and Mike Allen, state Senator Noreen Evans, and Sonoma County Supervisor Shirlee Zane.

But Calpine management turned a deaf ear and continued to spend an estimated \$10,000 a day to their union-



Calpine management pays dues to advocacy organizations like the Chamber of Commerce to represent its interests. "Who is your advocate?" Local 1245 Assistant Business Manager asks Calpine employees at the Jan. 12 meeting in Cobb.

busting consultants throughout the months-long campaign.

"Energy and Commitment"

"This union organizing drive was the work of the employees themselves," said IBEW Local 1245 Organizer Fred Ross, Jr.

"From the beginning, they made all of the initial contacts with their fellow employees and worked out the logistics for our organizing meetings in the Cobb area. They took responsibility,

"This union organizing drive was the work of the employees themselves... The energy and commitment they have brought to this effort is incredible."

Fred Ross Jr., Local 1245 Organizer

The Calpine Campaign in Photos

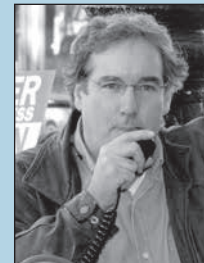
Rally at NLRB, San Francisco

Calpine employees from the Geysers file their petition at the National Labor Relations Board in San Francisco on Dec. 1, 2011. They are joined by about 50 supporters, including leaders of the San Francisco Labor Council and the California Labor Federation.



IBEW Local 1245 Staff Attorney Jenny Marston, surrounded by Calpine employees, files the petition at NLRB office, along with authorization cards signed by employees.

Susan Sachen, representing the 2-million member California Labor Federation, offers support.



(Left) Mike Casey, President of UNITE-HERE Local 2, offers support.

(Right) Tim Paulson, leader of the San Francisco Labor Council, offers support.



Calpine employees and supporters at the NLRB.

and the energy and commitment they have brought to this effort is incredible," Ross said.

Early on, the campaign was featured on blogs by the California Labor Federation and the national AFL-CIO. Even local news media, which usually fail to even notice union organizing campaigns, began to perk up and pay attention when former U.S. Secretary of Labor Robert Reich showed up for an organizing meeting at the Little Red Schoolhouse in Cobb (population 1,778) on Jan. 12. The Lake County News website posted a lengthy story about the meeting and a video featuring Reich's

remarks to Geysers employees.

"This whole issue ultimately comes down (to) fairness, justness. Everybody should get part of the pie," Reich told the workers. "We just can't keep going down this road we've been going down, which is a few people doing better than ever, and everybody else getting less and less security, lower and lower wages, worse and worse benefits."

Dave Sankey, a system operator and member of the IBEW bargaining committee at PG&E, attended the Jan. 12 meeting in Cobb to share his experience of what the union had to offer. In response to a question, he said that if

Calpine spouse Nancy Rasmussen, at left: "They just keep whittling down." Listening, from left, are Ladd Rasmussen, Lisa Jones, Jay Hepper, Mike Borba, and Robert Reich.



Geysers employees vote for the union, a bargaining committee would be created that would represent a cross-section of Calpine employees, and that

they would be joined by seasoned negotiators from the IBEW Local 1245 staff.

continued on page 6

The Calpine Campaign in Photos

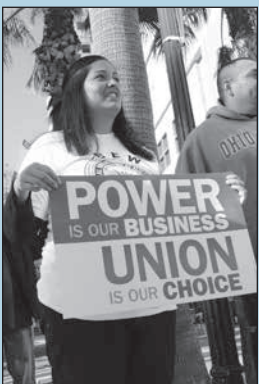
Rally at Calpine Headquarters, Sacramento



Calpine employees called for a free and fair union election at a rally at Calpine headquarters in Sacramento on Dec. 9, 2011. They were joined by Sacramento-area labor leaders and members of Local 1245.



IBEW Local 1245 Organizer Fred Ross announces that Calpine closed their Sacramento headquarters for the day rather than face employees who wanted to deliver a letter to management.



PG&E employee Jammie Angeles, a member of the union's Solidarity Action Network, shows support.



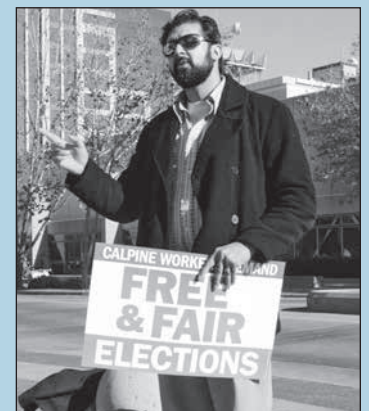
Geysers employee Lisa Jones.



Bill Camp, president of the Sacramento Central Labor Council, offers labor's support.



IBEW International Vice President Mike Mowery speaks at the Sacramento rally.



Aamir Deen, organizer for UNITE-HERE in Sacramento, pledges support.

Calpine, from page 5
Protecting Benefits

Protecting benefits for her family was a big issue for Nancy Rasmussen, wife of Calpine employee Ladd Rasmussen, "Everything just seems to be decreasing," said Ms. Rasmussen. "It's the bonuses, and it's the time off, and it's the holidays—they just keep whittling down a little bit, a little bit, and a little bit. But I don't think they

realize the impact it has on the families."

Assistant Business Manager Ray Thomas, who has negotiated union contracts for 20 years, got everyone's attention with this provocative claim:

"Did you know Calpine's in a union?"

Thomas pointed out that almost every major company in California has banded together with other companies in employer organizations such as

the Chamber of Commerce and the Builders Exchange.

"These are advocacy groups that companies pay dues to to have advocates," said Thomas, who then asked, "Who is *your* advocate?"

"By joining together to form a union, it's an advocacy for you," he said.

The Geysers workers filed their petition for a union representation election on Dec. 1, 2011 at National Labor

Relations Board offices in San Francisco. NLRB rules provide for a confidential, secret-ballot election, which is being held on Calpine premises on Jan. 25 and 26.

IBEW Local 1245 will become the legal bargaining representative for the employees if the union receives 50% plus-one of the votes.

For the latest update on the campaign and the vote, visit www.ibew1245.com.

The Calpine Campaign in Photos

U.S. Labor Secretary Robert Reich

Companies feel pressure to push wages down. Unions are how workers push back.



Remarks by Robert Reich, Cobb, Ca. January 12, 2012:

If you have a company that is dependent on shareholders...where you have management whose remuneration is partly dependent on how the share price does, there is growing and growing pressure on that company to show better and better profits and higher and higher share prices... What that means, inevitably, is that there's greater and greater pressure to

push wages and benefits down to the minimum...The only countervailing pressure you get is when workers stick together through a union and have a voice to make sure that that pressure doesn't inevitably reduce wages and benefits, relative to what they could otherwise be.

What you're after is a win-win outcome, where management and shareholders and workers all do better. If you're in a company like this, that is growing, that's great. The only way to keep it win-win is to make sure that workers have a place at the table.

Certainly people in this country are doing better than anybody's ever done in the world, in world history. This whole issue ultimately comes down (to) fairness, justness. Everybody should get part of the pie. Making sure that everyone wins. And everyone can win. We just can't keep going down this



Reporters from local newspapers and a documentary filmmaker came to the Little Red Schoolhouse to find out why former Labor Secretary Robert Reich had come to Cobb, Ca.

road we've been going down which is a few people doing better than ever, and everybody else getting less and less security, lower and lower wages, worse

and worse benefits. And our kids. If we don't reverse course, most of our kids are going to live worse than we are living. That's what this is all about.

Due to their shifts, some Calpine employees were able to attend only part of the meeting with Reich. Photos were taken at the beginning (below) and the end of the meeting.



Line clearance safety initiative

Local 1245 held a Line Clearance Peer-to-Peer Safety Summit in Vacaville in December. All tree trimmer stewards in the system were invited. Business Reps. Dean Gurke and Fred Ross and Assistant Business Manager Ralph Armstrong led the program. Business Reps. Carl Lamers and Junior Ornelas were present, along with guests from the Local 1245 Safety Committee. The group watched a video about the farmworkers' historic labor struggle in the 1970s. Local 1245 Business Manager Tom Dalzell, who was an attorney for the farmworkers union at that time, was featured in the video.

A sub-committee selected from this group met in Vacaville on Jan. 4, 2012 to create a safety program for our tree trimmer members.

Production Pressure

Production pressure is universal among our tree trimmer employers. We are seeing a growing number of problems with all the companies. Our members are taking risks and violating the tree companies' policies in response to production pressure. Upper management takes a no-nonsense approach to their safety policies while lower management—who are also feeling production pressure—are fine with policy violations as long as nothing happens. But when something does happen, our members are the ones at risk.

The union has seen an increase in problems with application of the Family and Medical Leave Act (FMLA). We have discussed FMLA at length with our members, but there is still a lack of knowledge about how it works or even that it exists. In some cases members over-extend their FMLA, or do not file for it, or do not complete the forms. They then end up in trouble with their employers. Some of the employers, it appears, consider employees who take FMLA as a liability and are only too happy to fire those that make errors regarding FMLA. The union will continue to spread the word about how this important program works.

Asplundh Agreement Rejected

We reached a table agreement with the Asplundh companies, including Wright Tree, in Vacaville on Dec. 6. The vote was conducted Dec. 29, 2011. The offer was rejected by the membership at all four companies. Several key issues were changes in language when the company takes over another area, and the Pension Plan.

The Grievance Committee will meet on Jan. 20, 2012. This will wrap-up all open matters for 2011. We are having issues involving production. The major-

ity of these issues are self-inflicted by management. Crew foremen request line kills, or T&M, but supervisors refuse to address the issue with PG&E. Supervisors then issue the work to another crew. Supervisors then hammer the foremen for low production. This has been a problem for some time.

Davey Tree Surgery/South: We are having pay issues in Central Coast & Los Padres Division. This matter has been brought to the company's attention. Several members have not received their 2011 pay increase. We are now preparing for the Davey/Turlock Irrigation District negotiations. Proposals have been completed by the majority of the membership. Negotiations are set for Jan. 17. Labor Management meetings are set for Los Padres Division in San Luis Obispo on Jan. 11. Central Coast, East-Bay, Mission, and Diablo are forthcoming.

Trees Inc.: We reached a table agreement on Dec. 6, 2011. The vote was conducted on Dec. 29. The offer was overwhelmingly rejected by the member-

ship. The major hurdle was the elimination of the Vegetation Control-4 Specialist classification. Those members already in the classification would be grandfathered, but all others would never be promoted.

The next Grievance Review Committee is set to meet on Jan. 12. We have several open issues to discuss and resolve. We had an issue in Stockton regarding FMLA. We need to make certain all parts of the application are completed prior to a member taking leave.

Utility Tree: We reached the table agreement with the company on Dec. 6, 2011. The vote was conducted on Dec. 29. The offer was rejected by the membership. This was the same offer that was voted on at the other Asplundh Tree companies. The change to the pension plan was a key issue.

Windy Tree: We held a negotiation meeting on Dec. 19. The company is proposing changes to the existing agreement and changes to the medical plan. We have another negotiation meeting set for Jan. 5 in Sacramento, CA.

Wright Tree: We reached the table agreement on Dec. 6, 2011. The vote was rejected by the majority of the membership. The change in the agreement to

eliminate the Master Foreman Classification was a major issue.

We had a Grievance Review Committee meeting on Dec. 19. We have a few open issues to resolve.

Davey Tree Surgery/North: Since the fatal accident in Pebble Beach the company has taken a much tougher stance on their "Critical Violation" policy. We just dealt with an issue of an employee who was climbing without a climbing line and operating a chain saw in a tree with a single tie in. We were lucky to save his job although he was demoted and has to serve an extended probation with regard to the "Critical Violation" policy.

The company has put the Humboldt contract out to bid for the second time in as many years. We attended a company Foremen's Meeting in Eureka where the company explained how and why they will rebid this contract.

The company is equipping more of their trucks with GPS and, contrary to what many of our members believe, the company is using it and we have seen it used. In one case it worked as a "BS" detector resulting in a termination.

Business Representatives Junior Ornelas and Carl Lamers contributed to this report.



Working on a subcommittee for the new peer-to-peer safety program for line clearance tree trimmers are, from left: John Simms, Davey Tree; Benjamin Contreras, Trees Inc.; Juan Cervantes, Trees Inc.; Business Rep. Carl Lamers, Business Rep. Dean Gurke, Leonel Mendoza, Davey Tree; Justin Casey, Davey Tree; Robert Dinsmore, Davey Tree; and Pete Ely, Davey Tree.

Iniciativa de Seguridad para el Despeje de Líneas

El Local 1245 sostuvo en diciembre una Conferencia de Seguridad para la Limpieza y Despeje de Líneas Eléctricas entre Iguales en Vacaville. Fueron invitados todos los representantes de los podadores de árboles que pertenecen al sistema. Los Representantes de Negocios Dean Gurke y Fred Ross y el Gerente Asistente de Negocios Ralph Armstrong encabezaron programa. Los Representantes de Negocios Carl Lamers y Junior Ornelas estuvieron presentes junto con otros invitados del Comité de Seguridad del Local 1245. El grupo observó un video sobre la histórica lucha sindical de los trabajadores agrícolas en los años 1970. Tom Dalzell, Gerente de Negocios del Local 1245, quien en esa época fue abogado del sindicato de los trabajadores agrícolas, aparece en el video.

Un subcomité que fue seleccionado de este grupo se reunió en Vacaville el 4 de enero de 2012 para crear un pro-

grama de seguridad para nuestros miembros podadores de árboles.

Presión de Producción

La presión sobre la producción es universal entre nuestros empleadores de podadores de árboles. Hemos visto un incremento en el número de problemas en todas las compañías. Nuestros miembros están tomando riesgos y violando las normas de las compañías de árboles en respuesta a la presión sobre la producción. La posición de la gerencia superior es no aceptar desvíos de sus normas de seguridad, mientras que las gerencias de menor nivel – quienes también sienten la presión sobre la producción – aceptan violaciones a las normas siempre que no suceda nada. Pero cuando algo sucede, son nuestros miembros los que están en riesgo.

El sindicato ha notado un incremento en problemas al aplicar la Ley de

Ausencia Familiar y Médica (FMLA por sus siglas en inglés). Hemos discutido extensamente la FMLA con nuestros miembros, pero continúa el desconocimiento sobre cómo se aplica e incluso, sobre su existencia. En algunos casos, los miembros sobrepasan el tiempo permitido por el FMLA, o no hacen la solicitud correspondiente o no llenan los formularios. Al final, terminan teniendo problemas con sus empleadores. Aparentemente, algunos de los empleadores consideran que quienes hacen uso de la FMLA son una carga y se alegran de poder despedir a los trabajadores que se equivocan en referencia a la FMLA. El sindicato seguirá corriendo la voz sobre cómo funciona este importante programa.

Rechazado Contrato con Asplundh

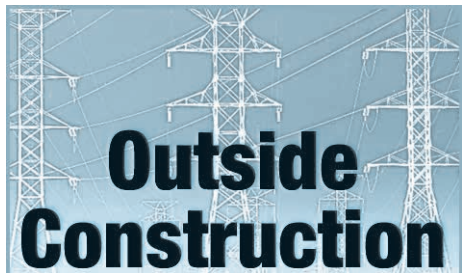
El 6 de diciembre en Vacaville logramos un acuerdo de mesa con las compañías Asplundh, incluyendo Wright Tree. La votación se realizó el 29

continúa en la página 13

Work slows, but solar still shines

By Ron Cochran

Construction work has slowed considerably. Most contractors who were still on large projects shut down the last couple of weeks in December and are expected to start back up in the first couple of weeks in January. There has still been a lot of work going, including dispatch activity associated with the solar projects. Work continues on the Robinson Summit Substation, which is located in eastern Nevada and is part of the SWIP project. The line portion of that project has moved out of Local 1245's jurisdiction due to environmental issues this time of the year. They are also experiencing problems with the towers.



Three new solar projects near Fresno County have started which will employ some wireman as well as operators and groundmen. The companies performing the work on those three sites are Cupertino and Q-Cells, with several sub-contractors such as Preferred Power Solutions, Tri-Technics, MJ Avila, Machado and Sons, and Contra Costa Electric. Several other subcontractors are expected. We have nearly 400 members working on the three solar project sites.

The work outlook for construction continues to look promising going into the new year, not only in California but throughout the industry.

AMI work performed by UPA in Sacramento for SMUD is completed. We have picked up another AMI project. This work will be on NV Energy property in Reno and Carson City. The contractor performing this work is DeerPath Corporation. DeerPath won the sub-contracting bid/award to replace the electric meters and gas metering element (no gas flow interruption) on NV Energy properties. They will add 40-60 meter technician positions and 5-10 journeymen positions for the duration of this project. This project covers most all of Northern Nevada. Local 1245 recently signed them to an agreement for this work.

Our standing request is to ask people coming in to sign the books or to conduct other business through the dispatch office (including general informa-

tion calls) to do so between the hours of 7-9 AM or 1-4 PM since our scheduled dispatch hours are from 9 AM-noon. This will allow the dispatchers to get through the days calls in the time allotted for that work. We have brought in additional temporary help again to assist in the increased traffic to the dispatch office.

Organizing

We signed the following contractors recently and organized dozens of new members:

- Utility Inspection Unlimited, based in Missouri, signed the Gas Inspector agreement
- Byington Welding, based in Bakersfield, signed the Construction agreement
- Universal Coring, based in Clayton, CA, signed the Construction agreement
- Source Power of California LP, based in Georgia, signed the Construction agreement

JATC

We currently have 309 outside line apprentices registered in our JATC program.

- 15 traveling apprentices working in our jurisdiction
- 73 apprentices are working out of Local 1245
- 174 are working out of Local 47
- 35 are working out of Local 396
- 42 are off of work (one is on disability, four are on leave of absence)

Fifty apprentices graduated in 2011 to journeyman lineman, and 135 outside line apprentices were indentured.

We have four traffic signal maintenance apprentices registered. One is working for Republic Electric in Local 1245's jurisdiction, and three are working for Republic Electric in Local 47's jurisdiction. Seventeen traffic signal apprentices have graduated in the past year.



Outside Line stewards at the Dec. 10 stewards training at Weakley Hall in Vacaville.

Grievances

We have a couple of residual issues dealing with pay issues and penalty payments—UPA payments dealing with prevailing wage issues and the way some employees received their final pay at the time they were laid off

We are in the very early stages of a wrongful termination grievance with a pole test contractor who terminated an employee who was out here from Indiana temporarily. The employee took the company vehicle back to Indiana for the holidays which he claims he had permission to do and has done so in the past with the company denying this claim. This grievance is in the investigatory stages.

We are very close to finalizing a settlement agreement for a grievance that involved a contractor using the Northern California Underground Agreement for work that they performed that required the OSL agreement. Review of payrolls indicated that there is a difference of a little more than \$20,000 for wages and benefits. The contractor has agreed to rectify this issue and correct the difference. This should be completed and finalized in the first part of January.

Labor-Management dates are being set for a grievance filed with Republic ITS pertaining to an employee's lack of insurance coverage. Employee was injured off the job and did not have medical insurance.

2012 Training Schedule

First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento facility.

The JATC is exploring dates for our crane training.

Other News

We have a committee formed for the next soccer tournament. We should have a date and location soon.

The 16th Annual 9th District Softball Tournament will be hosted by Local 595/Dublin at Big League Dreams Park in Manteca, CA. It will be held Aug. 11-12, 2012. Please consider participating in this fun event.

The balance in the Injured Workers Fund as of Nov. 30, 2011 was \$362,363.97. We paid out no claims in the month of December.

Dispatch

	December 2011	2011 to Date
Lineman	74	1881
Apprentice Lineman	8	244
Equipment Man	20	295
Groundman	244	1090
Fabricator Tech	24	357
Cable Splicer	0	23
Total	370	3890

Out of Work Books as of December 31, 2011

BOOK #					
L-1	53	CS-1	6	F-2	3
L-2	95	CS-2	4		
L-3	2	CS-3	7		
L-4	113				
		GM-1	2		
ES-1	4	GM-2	4		
ES-2	3	GM-3	106		
ES-3	7	GM-4	302		

Ron Cochran is Senior Assistant Business Manager, IBEW Local 1245.

News, photos, videos:

ibew1245.com and facebook.com/IBEWLocal1245

Common bond

Local 1245 Sporting Clays Shoot



Everyone was required to attend a safety briefing before the shooting began.

IBEW Local 1245 Business Rep. Elizabeth McInnis trains her sites on a high-flying disc (in upper right corner of photo).



Clay "birds," ready for launch.

Chris Baldrige has been hunting since he was a kid. Andrew Jorgensen never shot a gun in his life.

But they both felt right at home last Nov. 12 taking aim at orange disks spinning up from the dry grass at the First Annual USA Sporting Clays Shoot in northern California.

The event, sponsored by the Union Sportsmen's Alliance (USA) and co-hosted by IBEW Locals 1245 and 180, brought together union linemen, painters, boiler-makers and sheet metal workers, along with spouses, kids and a contingent of young pre-apprentices from the Oakland-based Cypress-Mandela Training Center.

The plan for the day? Well, to the extent you even need a plan under a deep blue sky on a crisp autumn morning in the coastal hills of northern California, the plan was this: being together.

Or as IBEW Local 180 Business Manager Dan Broadwater puts it, "Trying to get a group of youth and sportsmen together and have a little brotherhood and camaraderie and bust a couple of clays."

For Baldrige, a GC lineman at PG&E, the day is a chance to get in some extra practice. He began hunting as a kid with his brother. "I'm big on quail and pheasant. I love turkey hunting." Shooting clays, he notes, is more like shooting quail than turkey.

For Jorgensen, one of the Cypress-Mandela trainees, the event is a chance to just get out and have some fun. Before today, he admits, he had "never held a real gun."

The clay discs they'll be shooting at fly up from stations located alongside a dirt road winding through the shooting range, which is operated by Raahauge's Pheasant Chukar and Sporting Clays. After a safety orientation, the shooters spread out in teams along the road and the air fills with the sound of gunfire.

"GOLF WITH GUNS"

"Sporting clays is like golf with guns," says Nate Whiteman, director of recruitment and special events for the USA. "We've got stations, you shoot either six birds or eight birds."

He says it's closer to hunting than trap shooting because "you have a big variety of 'birds' that you're going to see."

Although there's a competitive spirit in the air, the USA organizers see a deeper purpose to the event: bringing union members back together.

"There's differences on the jobsite," says Whiteman. Differences between individuals, differences between the trades. "But what we've done, we've found the common bond, the great outdoors, to bring these union folks back together, and hopefully bring them together in other places—like on the jobsite."

And for the young men and women from Cypress-Mandela, who don't yet have a trade, the clays shoot is a good opportunity to rub shoulders with people who do. It was the first chance to shoot a moving target for Marcel Love, one of the trainees.

continued on page 11



Commodore McGee shows the form that made him the top performer for a first-time shooter.



Cory Ashby, PG&E GC Lineman



Denise Miller, Modesto Irrigation District, takes aim.



Walking up the road toward their first shooting station are, from left: Marcel Love, A.J. Lindquist, Leslie Cochran, Commodore McGee and Cheyna Cochran.

Participants in the Clays Shoot.





Eric Wright from the Cypress-Mandela Training Center sites a "bird."



Executive Board member Mike Cottrell showed the clays no mercy.



Business Rep. Elizabeth McInnis receives instruction from Senior Business Rep. Bob Dean.

Sporting Clays Shoot *continued from page 9*

"This is a great experience. It's all fun, it brings people together. It's a cool event," he says.

Commodore McGee, another Cypress-Mandela trainee, says he wasn't exactly sure what to expect when he volunteered to participate in the clays shoot.

"I raised my hand first and got selected. I didn't know what I was being selected for but I was willing to do it. I'm very glad I did it," he says. It was his first shoot.

"I'm having a great time," says A.J.

Lindquist, another first-timer. "I like the kick, the power to the gun. Everyone's having a good time, smiles all around."

REDISCOVERING THE FUN STUFF

When the shooting comes to an end, the shooters queue up for a barbecue lunch, rated "10" by the Utility Reporter's food critic. "Especially the beans," he notes.

Business Manager Tom Dalzell praised the spirit of brotherhood fostered by the event.

continued on next page



Enjoying the sunny day between stations.

Cypress-Mandela students take advantage of the opportunity to listen to tradesmen talk about their work.



PG&E GC Line was ably represented by, from left: Cory Ashby, Chris Baldrige, Raul Martinez, Luis Aguayo.



PGE Gas Service Rep Anthony Brown examines a shirt at the USA merchandise table. Behind the table is Nate Whiteman, director of recruitment and special events.

Union Sportsmen's Alliance

The Union Sportsmen's Alliance is North America's largest community of union sportsmen and women "committed to preserving our outdoor heritage for generations to come."

The USA strives to expand and improve hunting and fishing access, wildlife habitat and outdoor recreational opportunities—now and into the future—through conservation projects and strategic partnerships.

In 2011 the USA sponsored about 25 shooting events throughout the country.



Business Manager Tom Dalzell, left, and pre-apprentices from the Cypress-Mandela Training Center at the awards ceremony.



Representing IBEW Local 180 at the event are, from left: Larry Poyser, retiree; Bob Kopp, retiree; Business Manager Dan Broadwater, and Bob Cramer, Inside Wireman.



Turning in a winning performance was the Western Area Power Administration team of (from left) Teddy Arellano, Sam Lake, Charley Forbes and Larry Torres.



Capturing a shooting prize was the PG&E GC Line crew of Cory Ashby, Luis Aguayo, Raul Martinez, and Chris Baldrige.



Receiving awards for their shooting prowess are Cypress-Mandela trainees Eric Wright, Commodore McGee, Marcel Love and A.J. Lindquist. Standing with them are Local 1245 staff members Bo Dean and Ron Cochran.



Elizabeth McInnis, Cheyna Cochran, Leslie Cochran, and Ron Cochran win a shooting award.

BELOW: Time for barbecue!



Sporting Clays Shoot *continued from previous page*

“One of the things that unions used to do very well was bring workers and their families together for activities that built enduring friendships,” says Dalzell. “We’re trying to recapture some of that same spirit with recent events like the clays shoot, the soccer tournament, and the baseball tournament. We’re rediscovering the fun stuff.”

As the sportsmen and women chow down, the USA’s Whiteman begins awarding prizes. Among those earning prizes were the Cypress-Mandela team of Eric Wright, Commodore McGee, Marcel Love and A. J. Lindquist, and a Local 1245 team from the Western Area Power Administration composed of Teddy Arellano, Sam Lake, Charley Forbes and Larry Torres.

When raffle prizes get thrown into the mix, everyone seems to come away a winner. Prizes, which ranged from the grand to the silly, included a buck knife and a Remington shotgun.

McGee won a prize for an outstanding performance by a first-timer. He hit 64 targets.

Lindquist graciously accepted a prize for the lowest score. He hit 3 targets. Lindquist got a huge round of applause as he accepted his prize: a fishing pole.

A few minutes later, during the raffle, he won another prize: bait.



IBEW Local 180 Business Manager Dan Broadwater and Local 1245 Senior Assistant Business Manager Ron Cochran are recognized for their roles in organizing the event.

Acknowledgments

It takes a lot of work to put on a shoot. Local 1245 thanks IBEW Local 180 Business Manager Dan Broadwater for partnering on the gathering in Dunnigan on Nov. 12. Local 1245 Senior Assistant Business Manager Ron Cochran coordinated our local’s participation, along with Business Rep. Elizabeth McInnis. Other Local 1245 staff members pitching in on the day of the shoot were Senior Assistant Business Rep. Dorothy Fortier, Senior Business Rep. Bob Dean, Business Rep. Sheila Lawton, Communications Director Eric Wolfe, and Business Manager Tom Dalzell.

Iniciativa de seguridad, viene de la página 6

de diciembre de 2011. La oferta fue rechazada por los miembros en las cuatro compañías. Muchos de los problemas claves fueron cambios en el lenguaje cuando la empresa se hace cargo de otra área y el Plan de Jubilación.

El Comité de Revisión de Quejas se reunirá el 20 de enero de 2012. Esto marcará el cierre de todos los asuntos pendientes de 2011. Tenemos problemas relacionados con la producción. La mayoría de estos problemas son auto infligidos por la gerencia. Los capataces de las cuadrillas solicitan desenergizar las líneas o T&M (tiempo y materiales), pero los supervisores se niegan a discutir este asunto con PG&E. Los supervisores entonces le asignan el trabajo a otra cuadrilla. Los supervisores luego se quejan con los capataces por la baja producción. Este problema ha estado presente por algún tiempo.

Davey Tree Surgery/Área Sur: Tenemos problemas de pagos en la División Central Coast & Los Padres. Este asunto ha sido presentado a la compañía. Algunos miembros no han recibido su aumento de salario correspondiente a 2011. Nos estamos preparando para las negociaciones con el Distrito de Irrigación Davey/Turlock. La mayoría de los miembros ha completado las propuestas. Las negociaciones están fijadas para el 17 de enero. Las reuniones entre Trabajadores y Gerencia para la División Los Padres están fijadas para el 11 de enero en San Luis Obispo. Las de Central Coast, East-Bay, Mission, y Diablo tendrán lugar próximamente.

Trees Inc.: El 6 de diciembre de 2011 llegamos a un acuerdo de mesa. La votación se realizó el 29 de diciembre. Los miembros rechazaron la oferta de manera abrumadora. El principal obstáculo fue la eliminación de la clasificación de Especialista de Control de Vegetación-4. Los miembros que ya están en dicha clasificación la mantendrán, pero los demás nunca recibirían esta promoción.

La próxima reunión del Comité de Revisión de Quejas está fijada para el 12 de enero. Tenemos varios asuntos pendientes para discutir y resolver. Tuvimos un problema en Stockton en referencia a la FMLA. Tenemos que asegurarnos que todas las secciones de la solicitud de aplicación hayan sido completadas

antes de que el miembro tome el tiempo de ausencia.

Utility Tree: El 6 de diciembre llegamos a un acuerdo de mesa con la compañía. La votación se realizó el 29 de diciembre. La oferta fue rechazada por los miembros. Esta fue la misma oferta sometida a votación en las otras compañías de Asplundh Tree. El problema principal fueron los cambios al plan de jubilación.

Windy Tree: Tuvimos una reunión de negociación el 19 de diciembre, La compañía está proponiendo cambios al contrato existente y cambios al plan médico. Tenemos pautada otra reunión de negociación el 5 de enero en Sacramento, CA.

Wright Tree: Llegamos a un acuerdo de mesa el 6 de diciembre de 2011. La mayoría de los miembros rechazaron la oferta en la votación. Un asunto importante fue el cambio en el contrato para eliminar la Clasificación de Capataz Principal.

Tuvimos una reunión del Comité de Revisión de Quejas el 19 de diciembre. Tenemos algunos asuntos pendientes por resolver.

Davey Tree Surgery/Área Norte: Desde el fatal accidente en Pebble Beach, la compañía ha tomado una posición más estricta sobre su norma de "Violación Crítica". Acabamos de manejar una situación donde un empleado que estaba escalando un árbol sin tener una línea de amarre, y operando una sierra eléctrica en un árbol con un solo amarre. Tuvimos suerte de poder salvar su empleo, pero el empleado fue degradado y está en periodo de prueba extendido en cuanto a la norma de "Violación Crítica".

La compañía está licitando el contrato Humboldt por segunda vez en dos años. Asistimos a una Reunión de Capataces de la compañía en Eureka, donde la compañía explicó cuándo y por qué están licitando nuevamente este contrato.

La compañía está equipando más camiones con GPS, y contrario a lo que muchos de nuestros miembros piensan, la compañía los está usando y hemos presenciado su uso. En una ocasión sirvió para detectar una mentira, lo cual resultó en un despido.

Los Representantes de Negocios Junior Ornelas y Carl Lamers contribuyeron en la preparación de este informe.



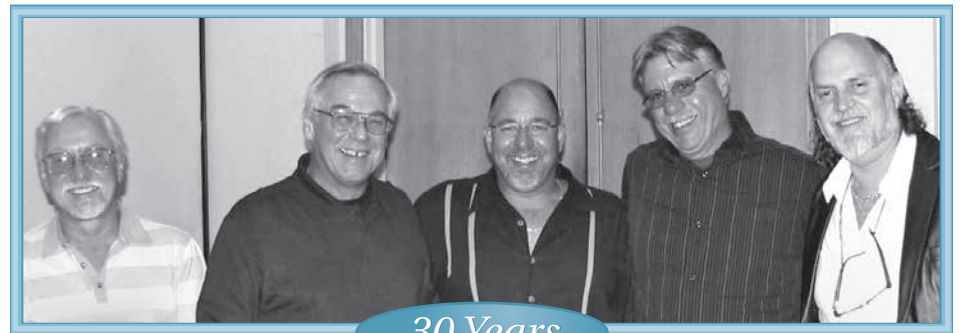
San Luis Obispo, CA

November 5, 2011

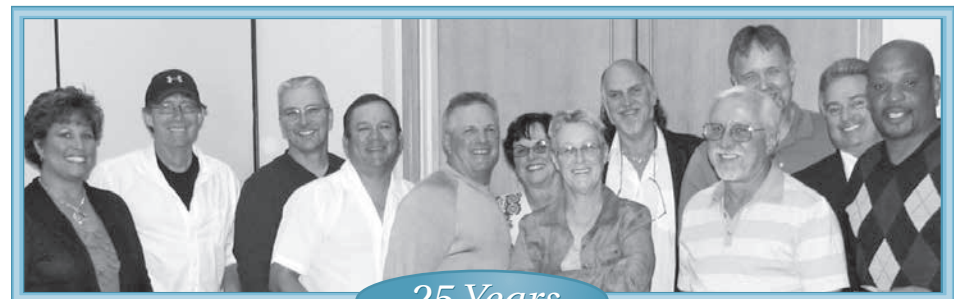


40 Years

Gypsy Joe Johnson, center, receives his 40-year award from Executive Board member Mike Jacobson, left, and Assistant Business Manager Mike Haentjens, right.



30 Years



25 Years

THE HONOREES

40 Years

Blake, James E
Hernandez, George
Johnson, Joseph W
Snyder, Steven W

35 Years

Enos, Carol A
Lambert, Danny R
Rowley, Robert A
Selstad, David S
Smith, Nicholas
Weaver, Stan R

30 Years

Andrews, Darrel G
Carreras, Max
Dolengewicz, William F
Felix, Janelle A
Ferrini, Daniel A
Geisler, Frank C
Irons, Jamie L
Janzen, John B
Johnson, Jimmy R
Lemus, Jessie M
Matthews, Timothy L

Mc Kelvey, Willie R
Mccracken, Michael D
Mcmullen, Gerald A
Medigovich, Gary L
Miller, Robert B
Murray, William T
Oles, Kathleen
Plemons, Laura J
Pugh, Michele D
Reneau, Mary A
Rodriguez, Rolando
Salazar, Linda L
Smith, Gregory A
Steffen, Kenneth F
Stone, John M
Ward, Daniel E
Weaver, Stuart P
Wire, Anthony M
Wise, Lawrence

25 Years

Allen, Phillip A
Aquino, David S
Bilicska, Michael D
Bird, Darren
Boatman, Brian G

Carter, Roy T
Castro Jr., Albert J
Constantine, Michael
Cox, James D
Criswell, Rick K
Eatherly, Sandra K
Garcia, Ken J
Herr, Fred J
Johnston, Robert
Kingsley, Natalie M
Kirschbaum, Ben W
Ladley, Thomas S
Markum, Joanna
Matthews, William H
Mount, James M
Needham, Anthony R
Nielsen, Robert T
Robinson, Don R
Romero, Manuel O
Ryan, Bruce E
Sarrantos, Michael
Stephens, Scott W
Stricker, Sherry L
Verbeckmoes, Donna
Ward, Randall L
Wilson, Angela M

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SERVICE AWARDS



Pacifica, CA
October 21, 2011



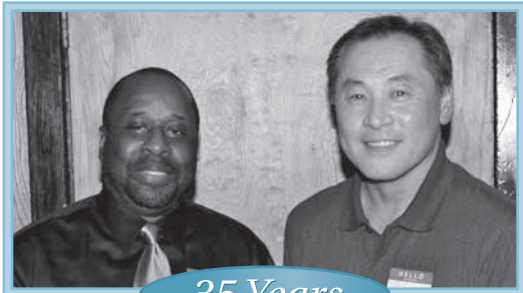
45 Years

Renwicks Moniz, center, receives his 45-year award from Business Reps. Debbie Mazzanti and Landis Marttila.



40 Years

Roberto Torres, Bob Quinn, and Steve Walker received their 40-year awards.



35 Years



30 Years



25 Years



25 Years

THE HONOREES

55 Years

Atkins, William G

45 Years

Moniz, Renwicks

40 Years

Broussard, Edward
Garrett, Donald J
Harrington, George
Parangan, Everlyn D
Quinn, Robert
Sander, John G
Torres, Roberto J
Walker, Steve A
Wolff, Douglas P
Young, Robert D

35 Years

Bouzek II, William R
Finlayson, Brian
Fong, David C
Gobel, Tim E
Mentzer, Michael D
Panis, Pacifico
Quock, Wing K
Surina, Richard M
Tamayo, Noel
Thurman, Richard

30 Years

Adams Jr., John E
Campbell, Elena E
Chan, Michael
Chu, Mary S
Cordova, Larry A

Dianos, John G
Fong, Christina
Galea, F
Gonzalez, Victoria
Lanuza Jr., Edwin O
Lee, Cornell
Lee, Lana
Lo, Charles C
Louie, George
Macaulay, Timothy T
Macdula, Joseph N
Mah, Raymond
Mitchell, Kyoko A
Nunemann, Pati A
Orlando, James O
Ouellette, Michael R
Perez, Laura A
Rose, Claude L
Seo, Gil-Soon
Shanahan, James P
Velarde, Michael T
Wan, Edith
Wong, Perry B
Wong, Sally L
Wong, Wilma

25 Years

Acosta, Ray A
Aguilar, Cathy A
Aragon, Mike W
Balistreri, Frank L
Bright, Angie F
Chu, Daniel
Dere, Ronald
Donahue, John R

Dunn, Albert J
Fazackerley, Craig
Ferrari, Richard A
Ferretti, Mercedes
Gonzalez Jr., Marcial
Gramling, Matt B
Greco Jr., John T
Heafey, Brian M
King, Lilia C
Kwok, William W
La Chapelle, Dennis J
Lane, Dave L
Lebirk, Greig
Lee, John
Lee, Walter
Lew, Stanley
Lockhart, Randy K
Malone, John E
Murphy, Richard T
Olson, Mark A
Pinotti, Robert V
Pitcher, Mark C
Pledger, Mike C
Poulo, Steven G
Preckwinke, Jimmy L
Proctor, Arthur A
Quintana, Christoph
Saisi, John R
Schuback, Brad N
Skrainar, Anthony
Smyth-Garner, Diane M
Uccelli, Dean A
Velez, Frank
Wassmer Iii, Ricardo J
Lucas Jr., Mariano L

SERVICE AWARDS



Oakland, CA October 15, 2011



45 Years

Robert Hooper, left, and Leroy Foster, middle, receive their 45-year awards from Business Rep. Bernard Smallwood.



40 Years

(Above) Bill Jennings, Rich Landa, Joe Blacksher, Stanley Schmidt and Greg Thomas receive their 40-year awards from Business Rep. Bernard Smallwood.

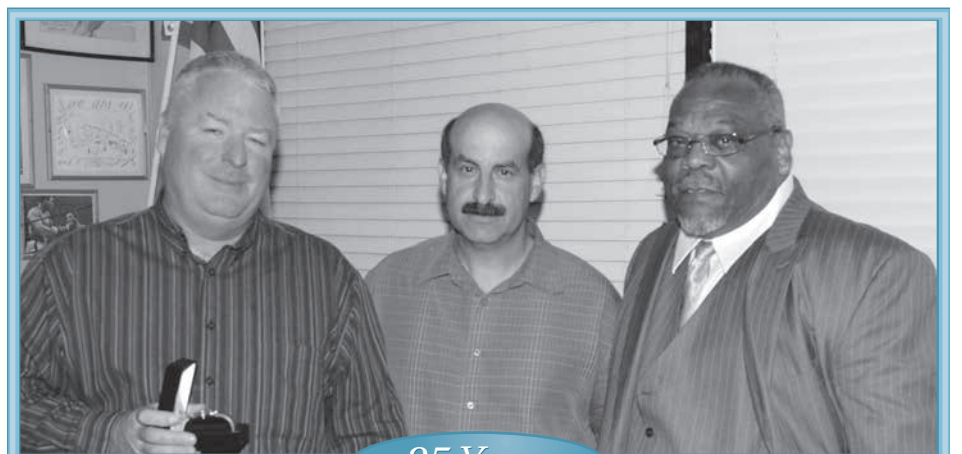
(Left) Avalina Martinez receives her 40-year award from Assistant Business Rep. Bernard Smallwood.



35 Years



30 Years



25 Years

THE HONOREES

50 Years

Peper, William H

45 Years

Sondersen, G K
Hooper, Robert E
Foster, Leroy L

40 Years

Blacksher, Joe L
Coyne, Michael P
Cozzi, Stephen
Garcia, Thomas J
Ghiotto, Raymond J
Gibson-Royal, Connie J
Hemphill, James R
Jennings, William G
Kilgore, Willie
Landa, Richard L
Martinez, Avelina H
Mathis, George L
Mcqueen, Johnnie
Nesbitt, Garland R
Rivera, Miguel A
Rocha, Samuel M
Ruiz, Daniel W
Schmidt, Stanley
Swindell, Raymond B
Thomas, Gregory H
Westmacott, Robert J
Williams, Charles
Williams, Eugene

35 Years

Brady, John F
Burns, Jacquelin
Delgado, Jose
Fernando, Erlinda P
Guerrero, Diane F
Jackson, Carl
Kriletich, Matthew
Larson, Lyle F
Natata, Harold
Rodgers, Roy A
Serrano, Margarita
Stanton, Susan M

Stella, Nicholas

30 Years

Allen, Gerald N
Andreoli Jr., Sam P
Blake, Bennie E
Boyd, Paul K
Breazeale, Stephen J
Brown, Curtis J
Campiotti, Alex F
Castrillo, Carlos M
Chaney, Crystal L
Chin, Michele P
Dalzell, Thomas
Debacka, Jerry B
Denning, Thomas E
Easterday, Vicki L
Edwards, Steven L
Finnegan, Dennis J
Genco, James P
Genis, Steven C
Gow, Dennis C
Harris, John W
Hitchens, Alan G
Huber, Steven C
James, Ira A
Katch, John M
Kiernan, Kevin P
Knoedler, Donald R
Lacombe Jr., Jackson G
Llacuna, Theresa L
Martin, Woodie J
Morgan, Joseph L
Myers, John E
Olson, Paul W
Palmer, David
Pang, Cheuk H
Pella, Marc R
Pena, Ernest D
Rodriguez, Lawrence
Ryncarz, Joseph J
Salas, Maria D
Sanchez, Mark A
Shields, R E
Valdez, Mark A
Vasarhely, Joseph F

Vasquez, Ernesto
Way, Martin E
White, Alfred J
Wilson, Rudolph L
Yancey, Randy A
Zozom, Joseph J

25 Years

Alexander, Michael D
Bailey, Craig L
Bailey, Lavonda
Barron, Martin F
Bernardo, Daniel M
Cacapit, William C
Christenson, Eric D
Cooper, Richard L
Culcasi, Sal A
Downey, Cormac C
Fernelius, Gai L
Finnerty, Martin T
Fitzgerald, Gary B
Garcia, Dennis P
Giusto, Ginger
Graham, Brian C
Howerton, Larry
Huntington, Lawrence
Kappadahl, Edward W
Kinard, Eltanalina
Lim, Edmond G
Lisa, Richard M
Lopez, Roy A
McWilliams, Kevin W
Mitchell, Barry D
Mullicane, Mark J
Murphy, Thomas P
O'shea, Michael J
Rego, Michael W
Ridler, Jonathan D
San Juan, Jorge B
Sanchez, Michael C
Sweeney, David M
Tiscareno, Alan D
Tiscareno, John P
Tkachenko, Mark S
Watkins, Kenneth J
Webster, Claude A

THE TOKEN BEARERS

By Mike Cottrell

In this issue of the Utility Reporter we bring you Chapter 3 of "The Token Bearers" by Local 1245 Executive Board member Mike Cottrell.

Chapter 3

THE PLAINS OF TEXAS. 1946.

Curly was a business agent in Lubbock, Texas in the forties. He and his wife Leah were busy working the high lines going through the country and harvesting linemen into the growing membership of the IBEW after the end of World War 2.

There was no retirement to speak of and little if any disability insurance in the trade, but there were overtime and higher pay to be a union lineman. However, more importantly, there was a place to go to have your voice heard and honor labor. In addition, there was collective bargaining for the masses in the trade. Apprenticeship programs were yet to enter as registered means by which to train linemen. Linemen were made by on the job training and after a few years and a few falls, survivors could lay claim to journeyman status. No matter what lingered in the past your future was clean and the hope of higher wages and good conditions would stand in the fields of labor to meet the many challenges from contractors, utilities and government who lay in wait to devour the hopes of those who united.

Under the clouded skies of hope, Curly gave speeches standing on bolt boxes and truck beds and Leah wrote tickets and accepted dues from the back seat of the black Ford on an Underwood typewriter. This union hall was mobile and the urgency of the message from the brotherhood's international office in Washington was to organize the masses for all the work that stood out in front of a new world full of industrial promise, and urban expansion.

Curly shed his suit coat on the front seat of the Ford and stepped out to receive the men and shake hands. He knew the ones who were already members and were on the job to bring others into the brotherhood.

The day had been hot and now the hands were off duty and wanting to go get a cold beer and rest, but this was more important. They needed to meet the business agent and talk of qualifications and unionism.

Leah sat in the back seat with the typewriter on her lap. Her wrinkled dress covered her tired body and notified the occasional on-looker glancing at her that she was sacrificing her time for their future. Fatigued eyes examined the crowd of men. She waited for Curly to sale the union hope. She opened each folder and made sure she had enough documents as she counted heads and prayed they would join and be launched into a better way of life.

"I thank you for your time men. My name is Curly and that is my wife

Leah in the car. Some of you are already brothers and have been out here carrying your tickets in your boot trying to organize the rest of you and so I came today to take your dues and write tickets to those interested in being IBEW members."

"What's in it for us is what I keep asking? I got to pay dues, I wanna' know what them payments and dues are going to do for me."

"Hopefully a chance to bargain for higher wages and retirement and other benefits. The Wagner Act gives workers the right to collective bargain and offers protection from employers from stopping you from doing so."

"Jus cuz' they passed a law don't mean we'll ever see a change out here."

"I didn't say it would be easy. There are long rows to hoe in front of us, but there's hope for a better life too."

"And while we're paying dues, people like you are wearing' suits and living' off our hard work."

"I'm a lineman and have a job too. I do this as extra duty because I have a strong belief in organized labor and the power it gives us. My wife over there doesn't get paid a nickel either, but yes lots of places your dues pay for people's jobs to do the work of the union to better us all. Without them and us pulling together, we have nothing but what the owners want to give and nothing more. I have seen how that works and I like this better. A lineman has a scale and every lineman gets that scale and groundman and so forth. The foreman and general foreman too have a scale and everybody in that classification is paid for their worth under the terms of the contract agreed to by labor and management. When your job ends or you quit or get fired you have a place to go. You can go anywhere in the country and sign the books and go to work wherever the work might be and work under a contract for that area and know the scale and conditions before you ever start and not have to worry that you won't get paid on time or be taken advantage of by greed and nepotism. At least those are some of the goals and you have a place to take you safety concerns, where they will be addressed and the contractors confronted on your behalf to solve job issues that affect us all. To set the standard of safety and working conditions and to see you are fairly compensated for the overtime you work over eight hours per day."

"Now say that again."

"Now say that again," Leah whispered from the car, mocking the man. "Why doesn't he just tell them that in the first place, that's the part that always gets them to join, the overtime's what does it, Curly. I have told you and told you. Here it comes. I am telling you—"

Curly echoed the words she had started.

"I'm telling you right now, there are men out here that could be on another



job right now making time and a half and in some parts of the country double time, but they put their ticket in their boot. They came out here because I asked them to, so they can organize others to be able to be a part of something that increases income, safety and job conditions."

"Now say that again. If I join the union I can make time and half over eight hours a day and some places they make double time for over eight hours a day?"

Leah loaded the first application in her Underwood and whispered "that's right" and Curly echoed her words.

"That's right."

It was only a second before they formed a line by the Ford and she was taking names and numbers and receiving dues and passing out tickets and handbooks explaining the conditions and the day was a good day for organized labor.

Then another car approached and the dust came up from the road and the brakes brought the big Dodge to a halt and the men stepped back from the Ford and saw the boss step out.

"If this is what I think it is, I'll fire you all and have help in the morning to take your jobs. Give that some thought before you go signing up for the union."

"These men have the right to collective bargaining and I'm telling you again that this is going to be union country and union hands are going to be on the books for you to have on your projects that pass through this jurisdiction to fill your calls for help. All you have to do is get the people you work for to come to the hall and sign a letter of intent to work union labor and the issue will be solved."

Half quit and joined the union and half went back in fear of losing their jobs or in loyalty to the company. All who stayed with the company thought about the overtime they would be missing. The ones that quit and went to the hall thought about the money they would be losing tomorrow, but dreamed of a paycheck bigger and took the temporary loss.

Now the day's work done, the hands signed up and more to go tomorrow, and Leah had to pee and hoped he would come on and get down the road someplace so she could. The men found comfort in Curley's words and went to the hall and signed the books and became union linemen and the hall sent them on union jobs where the working conditions improved. The overtime was paid at a premium rate and with all that said, Leah finally got to a place away from them all where she was able to pee.

Leah was Buddy's oldest sister. There were six other sisters older too and then he was the youngest. His dad died when he was a baby and he got himself into some trouble so Curly took him down to Hobbs, New Mexico from Elk City, Oklahoma to get him a fresh start and made a ground man out of him before the war. Buddy was sixteen, also known as the headscratcher.

The head scratcher would go back to Elk City and get into more trouble and have to join the Navy rather than go to jail and did not get back to the trade until after the war. When he did come home from the Sea Bee's, Curly, Fancy and Skyrocket combined their talent and made him a lineman in a few years.

continued in next issue

Linemen were made by on the job training and after a few years and a few falls, survivors could lay claim to journeyman status.



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EDWIN D. HILL
International President

SAM J. CHILIA
International Secretary-Treasurer

October 5, 2011

TO: ALL FINANCIAL SECRETARIES

Dear Sisters and Brothers:

The Delegates of the 38th IBEW International Convention, which was conducted in Vancouver, British Columbia, Canada, during the week of September 19 through 23, 2011, approved amendments to Article IX of the *IBEW Constitution*. Accordingly, effective January 1, 2012, there will be a per capita increase of two dollars (\$2.00) for all members, and the following rates will apply to the I.O. portion of all monthly dues payments covering January 2012 and thereafter:

	<u>"A" Members</u>	<u>"BA" Members</u>	<u>"FP" – fee payers</u>
Per Capita:	\$15.00	\$15.00	\$15.00
Pension Fund:	<u>\$14.00</u>	Not Applicable	Not Applicable
Total:	\$29.00	\$15.00	\$15.00

In accordance with Article IX of the *IBEW Constitution*, \$15.00 per month from each member will be deposited in the General Fund, and the additional amount paid by "A" members (\$14.00 per month) will be deposited into the IBEW Pension Benefit Fund.

Please notify all of the members in your local union concerning this dues increase. In addition, you must also notify the employers to increase their payroll deductions. Local unions submitting electronic per capita reports must make arrangements to update their software to ensure that the most current version of the ICS-Windows or the Labor Power software package is installed. It will not be necessary to amend the local union bylaws with respect to this dues increase, because these changes were approved at the IBEW International Convention.

The payment of monthly per capita and Pension Benefit Fund (PBF) contributions to the International Brotherhood of Electrical Workers is a duty that is required of each individual member. Moreover, each financial secretary is responsible for collecting and forwarding all per capita and PBF payments to the International Office in a timely manner.

With best wishes, we are

Fraternally yours,

Edwin D. Hill
International President

Salvatore (Sam) J. Chilia
International Secretary-Treasurer

EDH/SJC:smw

Copy to All International Vice Presidents

All International Executive Council Members

All International Executive Assistants and Directors

All International Representatives



Retirees' Corner



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

Eleanor Alafritz 30 years	Philip Feraru 26 years	Glen Luyster 39 years	Forrest Rose 44 years
Joe Alnas 10 years	Manning Ferreira 38 years	Paul Madronich 19 years	Paul Ruggiero 39 years
John Avila 39 years	Brenda Fisher 38 years	Divina Mendoza 4 year	Dennis Ryan 9 years
Ruth Bailey 28 years	Charles Fisher 40 years	James Meyer 43 years	Jonathon Shaw 33 years
Susan Bankson 25 years	Sandra Flood 41 years	James Moore 26 years	Rosemary Spencer 35 years
Margaret Barrow 20 years	Mark Franks 28 years	William Murphy 17 years	Walter Stiles 36 years
Max Bell 27 years	Jay Gallagher 18 years	Ronald Nelson 46 years	Dennis Terrell 33 years
Robert Blanc 40 years	Ronald Garcia 40 years	Karon Nichols 23 years	Gregory Treat 41 years
George Breuer 23 years	Lisa Glenister 8 years	Felicita Nobello 31 years	Jennifer Varner 27 years
Thomas Brown 30 years	James Gray 18 years	Andrew Obeso 29 years	Randall Ward 25 years
Dorothy Cain 37 years	James Haar 26 years	Lucius Parker 16 years	Jerry Whisler 31 years
Larry Chambers 21 years	Charles Hadrich 40 years	Donald Roberts 28 years	David White 25 years
Calvin Combs 35 years	Jeff Hodggers 19 years	Richard Roberts 31 years	Alain Wood 37 years
Thomas Conroy 43 years	James Ingoglia 32 years	Donald Rodriguez 2 years	
Frank Cook 32 years	Elizabeth Johnson 26 years		
Lee Davis 20 years	Danny Kipp 26 years		
John Doolan 46 years	Rodger Kurfurst 20 years		
James Dykstra 33 years	Ralph Layne 30 years		
Victor Fellman 35 years	Maria Lemus 30 years		
	Benjamin Leung 37 years		

Keeping focus on seniors in 2012

By Ken Rawles

The California Alliance for Retired Americans has already started planning for 2012—a big election year facing us all.

“Tea Party” candidates are planning more ways to stop any chance for our state legislatures to protect senior rights and labor rights.

Fortunately, the congressional “Super Committee” on budget deficits could not reach agreement on cuts. Social Security and Medicare were on the chopping block, so it was a victory for seniors when the committee gave up its efforts.

But we should be aware that Social Security and Medicare are still in the

“cross-hairs” of the Republican Party, and we will have to remain vigilant in fighting to keep the federal benefits that we have earned. We earned our benefits through hard work, not by Wall Street shenanigans, and we should never be ashamed to fight for what is rightfully ours.

CARA, which represents the interests of retired union members, will keep the focus on helping seniors throughout 2012.

A good way for IBEW Local 1245 retirees to stay informed about what's going on is to attend a Retiree Club meeting in your area. A directory of meetings can be found on this page of the Utility Reporter.



Congratulations Retirees!
We want you to STAY CONNECTED

to IBEW 1245.

Local 1245 retirees launch Carson City Chapter

Retired IBEW Local 1245 members have launched a new chapter of the union's Retirees Club in Carson City, NV.

The new chapter will meet on the fourth Thursday of the month at 9:00 a.m. at Grandma Hattie's Restaurant, located at 2811 S. Carson St. in Carson City. It is the eighth chapter of the Retirees Club, and the third located in Nevada.

The president of the Carson Chapter is Sierra Pacific Power retiree Jim Pursel.

Local 1245 retirees have played a crucial role in the on-going fight to preserve benefits for active and retired employees of Sierra Pacific Power, now known as NV Energy. They have written public letters and questioned a company executive at a Reno/Sparks chapter meeting, among other actions.

If you live in the Carson City area, now is a great time to reconnect with other former Sierra Pacific Power employees, have some fun, and make an impact at the same time!

Retiree Club Meeting Schedule

You can find the specific dates for each month at www.ibew1245.com/unit_meetings.html

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

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

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

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

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

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

Yerington Chapter (effective Feb.

2012): 4th Tuesday each month, 11:00 a.m. lunch, 11:30 a.m. meeting, Dini's Lucky Club, 45 N. Main St., Yerington, NV.

Carson City Chapter: 4th Thursday of the month, 9:00 a.m., Grandma Hattie's Restaurant, 2811 S. Carson St., Carson City, NV.

Useful links for retirees

Reno/Sparks IBEW 1245 retirees blog
<http://renosparksibew1245retireesclub.blogspot.com/>

IBEW Ninth District Blog
<http://ibewninthdistrictretirees.blogspot.com/>

28th International Lineman's Rodeo

SMUD shines at rodeo



Journeymen Cayleb Bowman and Matt Wilson

Local 1245 members from the Sacramento Municipal Utility District competed with distinction in the 28th International Lineman's Rodeo in Bonner Springs, KS on Oct. 15. SMUD fielded two journeyman teams and one apprentice.

The SMUD journeyman team of Lucas Raley, Branden Carter and John Moe finished sixth out of 35 participating journeyman teams from municipalities. SMUD Apprentice Justin Hirshi finished second out of 210 participants in the Apprentice Hurtman Rescue, fourth out of 210 in Apprentice Pole Climb, and fifth overall among Apprentices from municipal utilities.

continued on next page



LEFT AND BELOW: Apprentice Justin Hirschi



Journeyman Matt Wilson.



Journeymen Lucas Raley and Branden Carter



Journeyman Todd Prangley

2011 ★ BONNER SPRINGS, KANSAS

Rodeo *continued from previous page*

Local 1245 journeyman from NV Energy and Turlock Irrigation District also competed in the rodeo, as did apprentices from Outside Line, PG&E, NV Energy and Turlock Irrigation District. Photos of some of those participants were featured in the November-December 2011 issue of Utility Reporter.

Local 1245 salutes its members from SMUD for their performance at the rodeo, and thanks SMUD for making these photos available for publication.



Journeyman Cayleb Bowman and Matt Wilson



Journeyman John Moe.



John Moe, Branden Carter and Lucas Raley with their awards.



Apprentice Justin Hirschi with his many awards.



Journeyman Lucas Raley and Branden Carter