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Utility Reporter



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UNITY IS STRENGTH

For up-to-the-minute news, see our website: www.ibew1245.com

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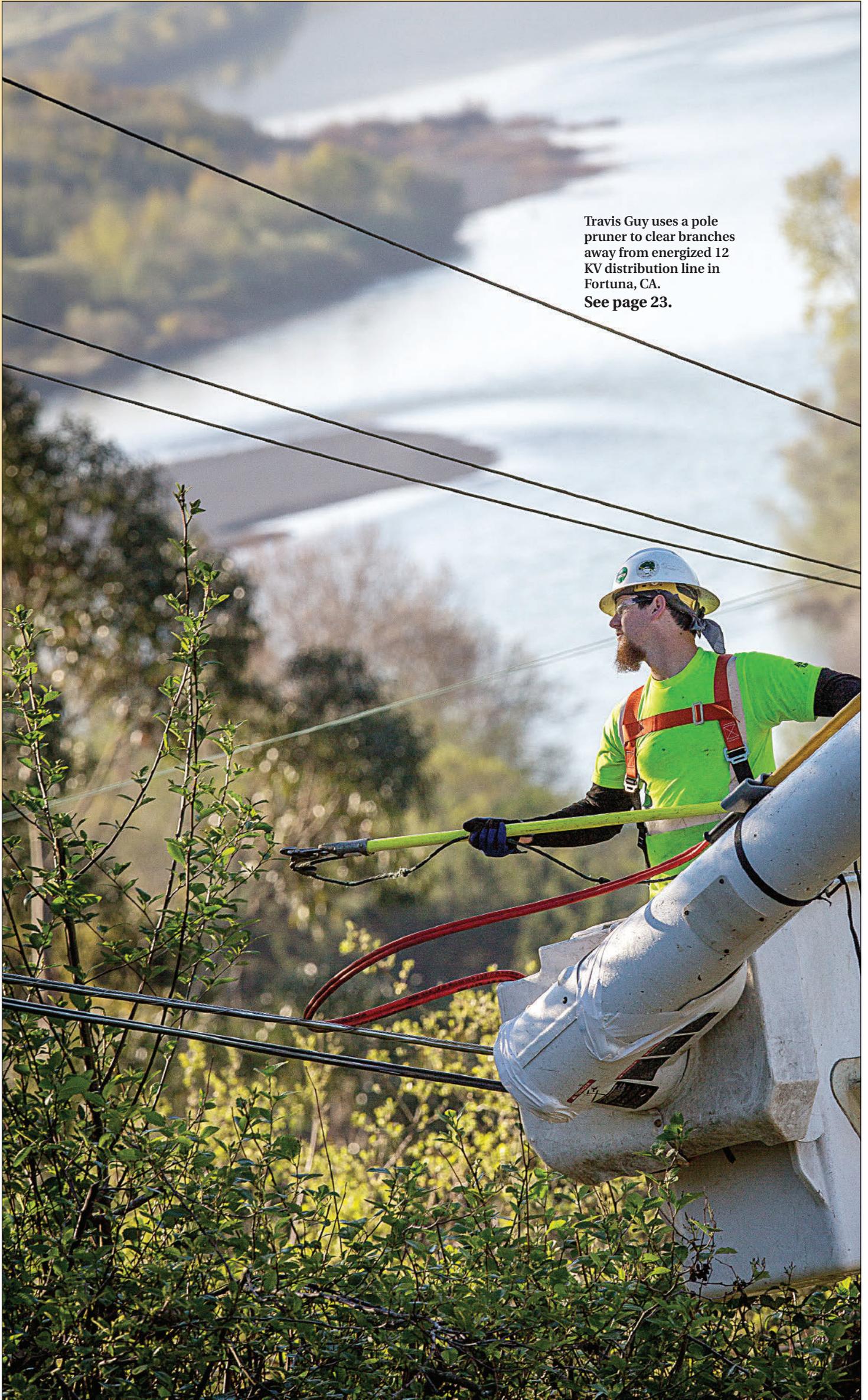
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Travis Guy uses a pole pruner to clear branches away from energized 12 KV distribution line in Fortuna, CA. See page 23.



Tom Dalzell
BUSINESS MANAGER

One-Year Extension Makes Sense

As this issue of the Utility Reporter goes in the mail, ballots are also being mailed to our members at PG&E who are being asked to vote on a proposed one-year extension. Our rank-and-file negotiating committee unanimously backed our proposal to PG&E to extend the contract. I think that the extension is a good idea for two major reasons.

PG&E has operated under a cloud of uncertainty since the 2010 explosion in San Bruno. Regulators have taken a long time in determining the amount of the fine, with proposals ranging from \$2 billion to \$4 billion. Even at the "low" end, a \$2 billion fine would exceed by many times the highest recorded fines for similar incidents. We expect the preliminary decision on the fine in the near future, but we have been for a while.

In the meantime, PG&E has invested almost \$2 billion in the gas infrastructure which it has paid for from shareholder funds that are not recovered from ratepayers. In other words, PG&E has placed infrastructure improvement over profits. PG&E hopes that this amount will be seen as a credit towards the eventual fine, but there is no certainty that the Public Utilities Commission will see it that way.

The economic uncertainty and the decision to place infrastructure improvement over profits has cost PG&E. Since San Bruno, the value of its stock has fallen by more than 10% while the value of the comparator companies whose stock price generally moves in lockstep with PG&E has risen about

40%. Minus 10 and plus 40 means that PG&E's stock is about 50% less valuable than it probably would have been were it not for the uncertainty and infrastructure improvements.

When the fine is announced, PG&E will be preoccupied with analyzing the various components of the fine, the impacts of each component, raising money from investors to pay the fine, and figuring out where to cut costs. In addition, the company is now facing criminal charges in connection with the explosion. There could hardly be a worse moment to enter negotiations; the climate in the months after the fine is announced simply will not be friendly to collective bargaining.

In addition to the chilling effect of the fine, we have found that many issues are better resolved in ad hoc negotiations during the term of a contract, involving only the departments or even classifications involved in the issues on the table. When the scope of negotiations is limited, we have found that those who are affected by the issues are often able to come up with win-win solutions that are difficult to achieve in the context of general negotiations. I also like this approach because it allows us to limit voting on issues to people directly affected by the issue. This has an impact on voter turnout, for when we negotiate and vote by department or classification, we see at least double the turn-out that we see in general negotiation ratification votes.

If the extension is ratified, we will continue working on many important issues in smaller, ad hoc negotiations, subject to ratification by the affected groups when there is a real or perceived concession as part of the table agreement. I think that the pressing contract language issues can potentially be addressed in ad hoc committees, and that the one-year extension gives us time to accomplish this.

The wage offer of 2.75% is, in my opinion and the opinion of the committee, an appropriate wage increase. Inflation has been running just over 1%, and we have done well measured against the consumer price index over the last decade. I don't see a reasonable

objection to the wage offer.

The one area where we would leave room for negotiations is to bring our medical plan into legal compliance with the Affordable Healthcare Act (Obamacare). We believe that we have to make changes with hiring hall employees, retirees working as hiring hall employees, and some part-time employees. The changes would all be positive, and would not affect regular, active, full-time employees. If there are avoidable concessions as part of any resolution, they would be voted on.

Negotiating is the part of this job that I like the most. It draws on my skills and experience as a lawyer, and there is a part of me that will miss the opportunity to work with our committee this year in the complex and fascinating process of collective bargaining. That said, I deeply believe that the extension is in the best interest of our members. If the extension is passed, I know that we will be actively engaged in ad hoc negotiations for the next 12 months, and then resume preparations for full negotiations in 2015.

Ballots will be mailed out on April 18 and due back to be counted on May 16. I urge you to consider this proposal seriously. If you have any questions or comments, as always please feel to do what you have done in the past – email me at tmd9@ibew1245.com.

Juarez hired as organizer

Jammi Juarez has been hired by IBEW 1245 as an organizer.



Jammie Juarez

Juarez, a seven-year IBEW member formerly employed at PG&E's Sacramento Call Center, comes to the job with a suitcaseful of experience. Over the past five years she has traveled to Ohio, Florida, and twice to Wisconsin to help organize resistance to attacks on public sector unions. She spent nearly three weeks last fall in Illinois assisting the successful organizing drive at Greenlee Tools.

In California, Juarez has organized support for Wal-Mart workers seeking greater respect on the job, and she actively campaigned to defeat the anti-union Prop 32 in 2012.

"It feels amazing to be on staff and get to work on organizing full time," said Juarez, who officially joined the staff on March 15.

Welcome aboard, Sister Jammie Juarez!

CALENDAR

- Apr 16** PG&E Steward Conf, Sacramento
- Apr 18** Service Awards, Sacramento
- Apr 23** PG&E Steward Conf, East Bay
- Apr 25** Service Awards, East Bay
- Apr 26** Soccer Tournament, Fairfield
- May 2** Service Awards, Bakersfield
- May 2** PG&E Steward Conf, Bakersfield
- May 7** Control the Pressure Safety Summit, Vacaville
- May 16** Service Awards, Reno
- May 17** Stiefer Motorcycle Rally
- May 22** PG&E Steward Conf, San Jose (includes Salinas area)
- May 23** Service Awards, San Jose

Todd Shiels appointed to Advisory Council

Todd Shiels has been appointed to the IBEW 1245 Advisory Council to represent the manufacturing sector.



Todd Shiels

Shiels, 41, works for Lockheed Martin Space Systems, one of the nine manufacturing companies now represented by IBEW 1245 after the merger with IBEW 2131.

Congratulations Brother Shiels!



Wherever you go at Weakley Hall, from the front counter to the print room in the far back, you encounter dedicated office staff who keep the union's administrative operations on track. They work hard—give them a smile next time you pass through! From left: Scott Kollman, dispatch; Shawn Canaday, dispatch; Sonja Simmons-Scott, legal secretary; Peggy Proschold, print room; Muriel Moore, PRD clerk; Caitlin Ramirez, front counter; Nancy Kendrick, dispatch; Gail Varner, bookkeeper; Jennifer Edwards, new member desk; Marsha Sims, librarian; Gina Britt, dispatch; Tonya Alston, office manager; Karen Kiley, executive secretary; and (inset) Erik Rodriguez, working dues.



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Our phone number is (707) 452-2700.



President Mike Davis, right, congratulates new members to the Advisory Council after administering the oath of office. From left: Jaime Tinoco, Laine Mason, and Larry Torres. Photo by John Storey

New members of Advisory Council take the oath

President Mike Davis administered oath of office to three new members of the Advisory Council at the Feb. 1 meeting at Weakley Hall in Vacaville.

Jaime Tinoco will represent members at the City of Lompoc, which he helped organize into IBEW 1245 in a union representation election in 2013.

Laine Mason will represent members

working in Shasta Division of PG&E, as well as members at the City of Redding, Lassen Municipal Utility District, City of Shasta Lake, and Bella Vista Water District.

Larry Torres will represent federal workers at the U.S. Bureau of Reclamation and Western Area Power Administration.

Congratulations to these three union brothers!

Unit meeting changes

Recent changes to the unit meeting schedule:

Unit 4718, Stockton-Trees Inc., now meets on the first Wednesday of the month. Start time remains 6:30 pm. The location remains Mountain Mike's Pizza, 1000 Robin Hood Ave., Stockton.

*Junior Ornelas,
Business Representative*

Unit 3801, Sacramento Clerical, now meets at Mountain Mike's Pizza, 2069 Arena Blvd., in Sacramento. Meetings are still on

the first Tuesday of each month, starting at 4:30.

*Arlene Edwards,
Business Representative*

Unit 1411, City of Santa Clara, now meets on the first Wednesday of the month at 4:30 pm. The new location is the American Legion Hall, 2120 Walsh Ave, in Santa Clara.

*Hunter Stern,
Business Representative*

The complete IBEW 1245 unit schedule for 2014 can be found at www.ibew1245.com/unit_meetings.html.

Rebecca Band: Communications Organizer

Rebecca Band has been hired as Communications Organizer for IBEW 1245.

Band will play a leading role in the union's effort to expand digital communications. She will serve as webmaster of the union's redesigned website when it launches this spring, will increase our presence on Facebook and plans to start an IBEW 1245 twitter feed. She also will work as a communications strategist in the union's internal and external organizing campaigns.

"Rebecca background in communications and her experience in the labor movement is going to be a great asset to Local 1245," said Communications Director Eric Wolfe. "Her expertise in digital communications will be invaluable as we explore ways to reach the new generation of young workers now entering our union in great numbers."

She began working for 1245 in late January.

Band, 30, served as Communications Organizer for the California Labor Federation from 2007-2013. She received a BA in journalism from George Washington University and did Masters work at Johns Hopkins University in Political Communications.

Welcome aboard, Sister Rebecca Band!



Rebecca Band

APPOINTMENTS

PACIFIC GAS & ELECTRIC

Negotiating Committee

Physical Bargaining

Dan Mayo, Gary Maschio, Jim Brager
Marcos Luna, Don Hendrix
Robert Mohler, Craig Jorgensen

Clerical Bargaining

Rey Mendoza, Berta Aceves,
Keri Hughes, Kevin Krummes
Donna Ambeau

Benefits Bargaining

Mark Newman, Doug Girouard
Amber Cordeiro

SUNOPTICS

Negotiating Committee

Mauricio Centeno, Todd Davis
Chris Hann, Pam Pendleton

LOCKHEED

Negotiating Committee

Dennis Douglass, Todd Shiels

CITY OF HEALDSBURG

Negotiating Committee

Ethan Cottrell, Artemio Cruz
Jason Hageman, Valeria Macor

CITY OF WILLITS

Negotiating Committee

Gerry Campbell, Perry "Bud" Fritz

IBEW 1245

PAC Committee

Aaron Baker, Rob Baber, Rod Brown
Geoff Diaz, John "Scott" Cuellar
Jerrid Fletcher, Rodrigo Flores
Ben Goehring, Michael Patterson
Travis Kalin, John Seeto
Paul Snyder, Gary Moeckli
Erick Sunderland, Luke Pearson
Jaime Tinoco, Rick Stier
Mike Barton, Jeff Torres
Chip Chadwick, Duarte Xavier
Travis Fitzpatrick, Dan De Somma
Jeff Norwood, Craig Tatum
Mike Patterson, John Vanderjack

SACRAMENTO REGIONAL TRANSIT

Ballot Committee

Rey Barragan, Thomas Flanders
Steve Gallow, Richard Mibach

CONVENTIONS & CONFERENCES

CLUW Leadership Conference

Rachel Ramirez-Hill, Veronica Rivera
Donchele Soper

California Labor Federation Legislative Conference

Anna Bayless-Martinez
Mike Davis, Rodrigo Flores
Chris Habecker, Tina Jones
Steve Marcotte, Michael Musgrove
Kristen Rasmussen,
P. J. Saenz, Hunter Stern
Jeff Torres

California Labor Federation Pre-Primary Convention

Rene Cruz Martinez, Mike Davis
Kevin Krummes, Donchele Soper
Tina Jones, Rachel Ramirez-Hill
Anthony Seemster, Eric Sunderland

IBEW Utility Conference

Anna Bayless-Martinez
Troy Callahan, Cecelia De La Torre
Robert Mohler, Casey Salkauskus
Pete Sandoval, Mike Scafani
Paul Snyder, Denver Thomas

Nevada AFL-CIO Cope Conference

Michelle Benuzzi, Chip Chadwick
Tom Cornell, Mike Grimm
Samson Wilson

National Safety Congress/ IBEW Safety Caucus

Dan Boschee, Art Torres

North Valley Labor Federation Annual convention

Rodrigo Flores

IBEW Construction Conference

Tom Cox, John Simms

Brighten Someone's Day With A Bouquet

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Members will vote on contract extension

IBEW 1245 members at Pacific Gas & Electric will vote on a one-year contract extension in a mail-ballot ratification process.

The company's offer to extend the labor agreements was studied by the IBEW 1245 Bargaining Committee at a meeting on March 24 at Weakley Hall. The committee, which gave unanimous support to the proposal, viewed the extension as a way to postpone general bargaining until economic conditions are more favorable.

"PG&E is facing up to \$4 billion in fines as well as criminal charges in connection with the San Bruno explosion. It's difficult to imagine a worse climate for us to focus the company's attention on the many issues that concern our members," said IBEW 1245 Business



The IBEW 1245 bargaining committee at Weakley Hall, March 24.

Photo by John Storey

Manager Tom Dalzell.

Under the terms of the proposed extension, PG&E will give a 2.75% general wage increase to employees in both the Clerical and Physical bargaining units effective Jan. 1, 2015. General bargaining would resume one year from now, in the spring of 2015.

Dalzell said that some key issues could still be tackled in 2014 in more narrowly-focused "ad hoc" negotiations with the company.

"When the scope of negotiations is limited, we have found that those who are affected by the issues are often able to come up with win-win solutions that are difficult to achieve in the context of general negotiations," said Dalzell. "For issues that can't be resolved in ad hoc negotiations, we'd still get another bite at the apple in general negotiations next year."

The proposed 2.75% wage increase easily exceeds the annual inflation rate, which has been running at about 1%. An extension allows members to pocket that money without having to give up anything in return.

Ballots were scheduled to be mailed on April 18, about the same time as this issue of the Utility Reporter. Ballots will be counted at Weakley Hall on May 16. Late ballots will not be counted.

Dalzell noted that the 2.75% wage offer was made by the company prior to the revelation that PG&E will face criminal charges in connection with the San Bruno explosion.

"I think it was very fortunate we got this wage offer onto the table before those criminal charges were announced. Members now have a chance to lock in a significant wage increase for next year, no matter what happens," Dalzell said.

Members serving on the union's bargaining committee for the Physical Agreement are Dan Mayo, Gary

Maschio, Jim Brager, Marcos Luna, Don Hendrix, Robert Mohler and Craig Jorgensen.

Members serving on the union's bargaining committee for the Clerical Agreement are Rey Mendoza, Kevin Krummes, Berta Aceves, Keri Hughes and Donna Ambeau.

Representing members on the union's bargaining committee for the Benefits Agreement are Mark Newman, Doug Girouard and Amber Cordeiro.

IBEW 1245 staff members assisting the committee include Senior Assistant Business Managers Bob Dean and Joe Osterlund, Assistant Business Manager Jenny Marston, and Business Representative Bryan Carroll. Business Manager Tom Dalzell leads the negotiating committee.

For more information on the proposed extension, attend a unit meeting, visit the union's website at www.ibew1245.com, or discuss the issue with your shop steward or union business representative.



Peer Volunteer Program – Help with Alcohol and Substance Abuse

"Help for today. Hope for tomorrow." That's the theme for this year's Alcohol Awareness Month, but it can also describe PG&E's approach to helping people with substance abuse problems. In light of Alcohol Awareness Month, the Peer Volunteer Program (PVP) wants you to know who we are.

Mike Harris is a Gas Service Rep in Antioch. Elisa Stone is a customer service rep in Sacramento. Alycia Brown is an operating clerk in Bakersfield. We are your peers. We are PG&E employees. We are in long-term recovery or have a loved one who is. And we have been in your shoes.

The Peer Volunteer Program is a collaborative effort between PG&E, IBEW Local 1245, and ESC Local 20 – and it's for all PG&E employees and their family

members. The Peer Volunteers are a group of PG&Eers who provide confidential help to fellow employees or their loved ones with alcohol/substance abuse issues. Peer Volunteers are available by phone 24/7, and can provide resources, assist in getting treatment, or even connect with an employee who has recently returned to work from treatment.

An estimated 9.1% of employees in a utility company our size have a substance abuse problem. That's nearly 2,000 of our employees. It doesn't have to be that way; we can make a difference.

If you need support, please visit the PVP website at: <http://peervolunteers.org/> to access the Peer Volunteer contact list or call the EAP hotline (1-888-445-4436) and ask to have a Peer contact you directly.

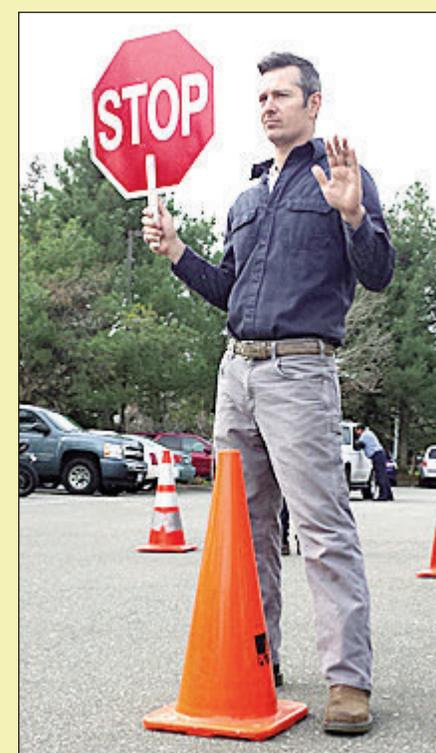


Traffic Control training prepares flaggers for PG&E careers

As part of a pilot program launched last year, IBEW 1245 has begun training and dispatching flaggers to perform traffic control at select PG&E worksites. More than a dozen aspiring flaggers joined the full-day Cal-OSHA certified training in Vacaville in hopes of securing one of the openings PG&E will be filling in the Sacramento area in the near future.

According to IBEW 1245 Business Rep Joe Osterlund, the union hopes to spread the traffic control training program to other cities in the coming months as part of the ongoing effort to bring PG&E's flagging work back in house. Presently, PG&E spends \$40 million a year on contractors to do the same work.

See more about the pilot program www.ibew1245.com/news-PGE/Flagger_training_10-9-13.html



Joshua Thomason practices flagging during the training

Read about PG&E's
TRUE DETECTIVES
 on page 20

PG&E Contract Extension

Now is the right time to extend the IBEW contracts with PG&E for one year.

- ✓ It's a **toxic economic climate** for general bargaining right now. PG&E is facing fines & penalties of up to \$4 billion, and criminal charges stemming from San Bruno.
- ✓ The proposed **general wage increase of 2.75%** for both Physical and Clerical next January is well above the current inflation rate of 1.1%.
- ✓ **Ad Hoc negotiations** give us an alternative way to make progress on key issues in 2014.



Your vote is important!
Ballots will be mailed to members on April 18, and counted on May 16.



The IBEW 1245 Bargaining Committee unanimously supports the PG&E Contract Extension.



More info at unit meetings
and www.ibew1245.com

Be informed!

Organizing Stewards vault IBEW 1245 into forefront of member organizing



The first class of IBEW 1245 organizing stewards at Weakley Hall on Jan. 31. Photo: John Storey

by Rebecca Band

IBEW 1245's new organizing stewards reveal strong emotions when you ask them about their experiences in the field. These 28 member-organizers—some of whom have been organizing for years, and some of whom just started—are ready to build a brighter future for the middle class and keep their union strong and growing.

IBEW 1245 has been working for years to foster a culture of volunteer union organizing and develop future activists and leaders, and the new Organizing Steward program is the next phase of IBEW 1245's organizing renaissance. The position was created last year by the Executive Board to recognize and amplify the outstanding work already being done by the union's member-organizers.

The Executive Board's choice of the title "organizing steward" was a deliberate one, a recognition of the critical role organizing plays alongside the critical work of shop stewards and safety stewards as the union defends our members and the wider union movement.

The new organizing stewards met at Weakley Hall on Jan. 31, just one day before their official induction by President Mike Davis at the Local 1245 Advisory Council. Business Manager Tom Dalzell welcomed them with warm words of gratitude and encouragement.

"We're becoming a different union, and it's because of you. You're really making a difference," Dalzell told the organizing stewards. "It doesn't take a lot of people to change history, and you're doing it. I salute you, and I thank you."

The union has been experimenting with new forms of member engagement since Dalzell first proposed the idea in 2009. By focusing on leadership development that emphasizes intergenerational training in the field, IBEW 1245 Organizers Fred Ross Jr. and Eileen Pur-



The union election victory at Sunoptics in January was a vivid demonstration of organizing stewards in action. Assisting the Sunoptics campaign were organizing stewards Jammi Juarez, Rene Cruz Martinez, Harold Blackshire Jr., Eric Sunderland, and Cruz Serna. Photo: Jennifer Gray

cell have transformed this "experiment" into a cutting-edge new engagement program, with a special emphasis on recruiting young members and integrating them into the life of the union.

The hands-on program seeks to identify and train a new generation of labor leaders to promote labor solidarity in the face of right-wing corporate attacks on workers. The program combines training, seminars, and conferences with participation in current organizing drives, contract fights, political campaigns and solidarity actions. (See "Learning by Doing," page 7)

Its most recent success: a campaign that organized nearly 80 workers at Sacramento-based Sunoptics, the first union to be certified by the National Labor Relations Board in 2014. The Sunoptics campaign was led by IBEW Organizer Jennifer Gray, who began her organizing career as a Local 1245 member-organizer while working as a PG&E

Service Rep. Gray formed a 15-person strong Volunteer Organizing Committee (VOC) at Sunoptics and mobilized seven organizing stewards to help bring home the victory.

The position of organizing steward is new to IBEW 1245 and may in fact be new to the American labor movement. But the program's early success suggests that organizing stewards can inspire others to take action and in the process redefine what it means to be a union member.

While the new stewards come from a wide range of employers, backgrounds and experiences, they all have one thing in common—they're thrilled to be part of the organizing stewards program.

"It's going to give me the tools and teach me about what I really like to do, and that's organize people," said Organizing Steward Jaime Tinoco, a 26-year veteran of the IBEW who recently led the union's remarkable victory at the City of

Lompoc. "And I know that [IBEW 1245 organizer] Fred Ross is just the best. His credentials are outstanding. He gives a lot of credibility, and I'm very excited to work more with him."

PG&E Shop Steward Jammi Juarez, who chaired the Jan. 31 Organizing Stewards conference, has worked on nearly a dozen campaigns in various states over the last three years. Her interest in organizing was first sparked by a Youth Engaged in Solidarity (YES) conference at Weakley Hall in Vacaville.

"I remember that they asked us, 'What do your family and your children think about unions?' I had never really thought to ask my kids that before, so I went home and I asked my oldest daughter, 'What do you think about unions?' and she said 'Oh, unions are bad!' and my heart just sank."

From that moment on, Juarez said, she was dedicated to the labor movement. "Anything the union needs me to do, I'm going to do it. Just to make a difference and make a change."

The organizing stewards conference gave the union's new organizers a chance to connect, share and learn from each other's experiences working on IBEW-led and supported campaigns. They also took advantage of the opportunity to hash out and plan responses to the big challenges that the local union and the labor movement will be facing in 2014. Regional break-out groups brainstormed on prospective recruits for future training sessions.

The conference featured an informative address from historian and activist Peter Dreier (who left each steward with a copy of his new book, *100 Greatest Americans of the 20th Century: A Social Justice Hall of Fame*), and a screening of Robert Reich's new documentary film, "Inequality for All."

Even though it's still in its infancy, *continued on page 8*

What's your most memorable organizing experience?



Veronica Rivera, NV Energy:

“Having the opportunity to lobby elected officials was something very different for me, because we got to meet face-to-face with politicians and express to them our concerns—and they can actually make [change] real for you. You can be there to represent your people, you can have a one-on-one with the politician, and hopefully they're actually hearing what you're saying.”



Eric Sunderland, SMUD:

“I remember my first taste of the OUR Walmart campaign was at the California State Democratic Convention. They brought [fired Walmart worker and activist] Barbara Collins out on to the stage to tell her story [about being fired for organizing], and she received a standing ovation. Then, through the IBEW, I actually got to meet Barbara and work with her on the OUR Walmart campaign. To see Walmart workers like Barbara have the strength to stand up against such tyranny is really inspiring.”



Georgette Carrillo, PG&E:

“When we won the Measure G campaign in Fresno, we were able to save 100 garbage workers' jobs, and I remember the garbage workers coming up to

us [campaign volunteers] and personally saying ‘Thank you.’ That was really touching because we were able to save their good, middle-class jobs. Otherwise, they would have lost their jobs and benefits. It was an amazing experience.”



Jaime Tinoco, City of Lompoc:

“The biggest moment for me was when we had all the signatures that were required to certify the union [at the City of Lompoc]. I was very excited. I've been trying to bring the IBEW to Lompoc for over 20 years, based on the fact that IBEW 1245 represented Lompoc back in the 70s. I wanted to bring them back, and it took a very long time... We just ratified our first contract December of last year, and the vote was 89-0. This is the first time we've ever had a [unanimous] vote like that... and the reason is because people believe in this union. They have a lot of trust in us, and we have not disappointed them.”



Jammi Juarez, PG&E:

“I recently was asked to work on my first organizing campaign, for Greenlee tools [in Illinois]... They were demanding respect in the workplace, and they reached out to the IBEW; they wanted to be a part of our union. So we—myself and Casey Salkauskas—were asked to go out and help the lead organizer... We did house visits, leafleting at the job-site, we held informational meetings. And just working with the employees on a daily basis, the one-on-one interactions, learning their stories and hearing how they just wanted the simple basics, like respect in the workplace—it really brings it all back home, why we do

this... It was amazing to see these workers stand up for themselves.”



Casey Salkauskas, PG&E:

“My most memorable experience from the Greenlee campaign was when we were invited into one of the family's houses to talk to them. Most people we would talk to at the doorfront, but this one immigrant family insisted that we come inside, sit down in the parlor and have a drink... The wife told us a story about how her position was changed at Greenlee because of favoritism. Someone else wanted her job, and when she asked why she was being transferred, the supervisor told her outright, ‘You're very quiet. You speak with an accent. Nobody likes that. That's why.’ It took everything I had to hold back the tears, the anger and the frustration I felt in that moment. That was the most moving thing I've done in my union career.”



Michael Musgrove, PG&E:

“[IBEW Organizer] Jennifer Grey reached out to me one night and asked me if I was interested in going to San Antonio for the AFL-CIO's Martin Luther King Day Conference ... I'm a new shop steward, and I've been familiar with the union but not really involved with the union, so the moment I got the opportunity to get more involved [by going to San Antonio] I wasn't going to pass it up. When I was there, I heard that the majority of the labor workforce is going to be retiring in the next ten years, which made me realize that the next generation—myself included—needs to be aware ... that unions fight for us every day, and will continue to fight just like they have in the past. That was really impactful.”

*“Inspiring...” “Amazing...” “Moving...”
“Important...” “Exciting...”*

Learning by doing

IBEW 1245's focus on leadership development, which gave rise to the organizing steward position, puts a strong focus on learning by doing.

Like the many apprenticeship programs the union has helped create over the decades, the leadership development program combines “classroom instruction” with “on the job training.” More than 200 member-organizers have met in small groups to discuss social change with luminaries like former US Labor Secretary Robert Reich, Stanford Professor Claybourne Carson, California Attorney General Kamala Harris, former San Francisco Mayor Willie Brown, and former Clinton Chief-of-Staff Maria Echaveste.

But the heart of the training is the time they spend working in actual campaigns to defend workers' rights.

“Over the last three years, IBEW 1245 member-organizers have supported union brothers and sisters in Wisconsin, Florida, Ohio, Illinois and Alaska,” said IBEW 1245 Organizer Eileen Purcell. “And they've won rave reviews, most recently from IBEW 364, where Jammi Juarez and Casey Salkauskas helped deliver a decisive union election victory at the Greenlee tool plant in Illinois.”

In California, IBEW 1245 organizers provided leadership and legwork in the “No on Prop 32” victory in 2012, played key roles in recent local elections and ballot initiatives, and organized actions in support of Walmart workers seeking justice at work.

The program has been a proving ground for young leaders. Seven young members have been hired as staff, and dozens more have become shop stewards, safety stewards, or organizing stewards. Still others have participated in an accelerating wave of union-sponsored sporting events and community service projects.

The leadership development program has already won wide recognition, and IBEW 1245 hopes it can become a model for breathing new life into the labor movement at a moment in history when unions are needed more than ever.

IBEW 1245 Organizing Stewards

Cory Armstrong
Michelle Benuzzi
Walter Carmier
Georgette Carrillo
Justin Casey
Rene Cruz-Martinez
Guadalupe Flores
Rodrigo Flores
Rosario Garcia
Jacinto Hernandez
Logan Jonas
Jammi Juarez
Kevin Krummes
Steve Marcotte
Rey Mendoza
Michael Musgrove
Miguel Pagan
Rachel Ramirez-Hill
Kristen Rasmussen
Veronica Rivera
Casey Salkauskas
Pete Sandoval
Anthony Seamster
Donchele Soper
Eric Sunderland
Craig Tatum
Jaime Tinoco
Samson Wilson



Business Manager introduces the first class of organizing stewards to the Advisory Council on Feb. 1.



Donchele reports to the Organizing Steward conference on Jan. 31.

Organizing Stewards *continued from page 6*

IBEW 1245's Organizing Steward program has already caught the attention of other unions, the IBEW's International Office, and the AFL-CIO. In 2012 the California Labor Federation gave the union an award for leadership development.

"IBEW 1245 is doing what needs to be done, and hopefully the rest of Labor will take note and follow our lead," said Eric Sunderland, who works at SMUD and has been active in some of the union's most heated political campaigns in recent years. He noted recent prog-

ress on several fronts, including a recent hike in the state minimum wage, a local \$15-per-hour minimum wage proposal in Davis, and a number of progressive candidates running in Sacramento.

"We're finally starting to gain traction with [elected officials] we've been pushing for a long time. It's really exciting," said Sunderland. "I think 2014 is going to be an awesome year for working people, for IBEW 1245, and for our vision."



Jammi Juarez, left, and Jennifer Gray with Business Manager Tom Dalzell at the Organizing Stewards conference Jan. 31.



Organizing stewards wait to be sworn in.

Interested in becoming an Organizing Steward? Contact your Business Representative or the Organizing Team: Fred Ross Jr FRG1@IBEW1245.com; Eileen Purcell EMP3@IBEW1245.com; Jennifer Gray J2G8@IBEW1245.com; Jammi Juarez JJAI@IBEW1245.com.



Organizing stewards, Jan. 31.

Photos: John Storey

“You’re not alone”

IBEW 1245 Organizing Stewards Kristen Rasmussen and Michael Musgrove savored the taste of victory when the Medford (Oregon) School District and its teachers union reached a tentative agreement late in the night on Feb. 21.

Rasmussen and Musgrove were in Medford for over a week supporting the striking teachers—part of IBEW 1245’s on-going program of standing in solidarity with other unions while strengthening the skills of our organizing stewards. Rasmussen and Musgrove returned to California just hours before a tentative agreement was reached in late-night negotiations.

While many unions sent letters of support to the teachers, IBEW 1245’s presence was real and in the flesh.

“We were physical bodies, standing in front of them, holding a sign, getting soaked in the rain, drinking bad coffee, and dancing to show tunes on the sidewalk,” said Rasmussen, a two-year IBEW 1245 member employed at PG&E’s Sacramento Call Center.

Their days were long. Some began with Rasmussen and Musgrove walking picket at the hotel where they were staying—because it turned out that many scabs (replacement workers) were staying there, too.

Picket lines were spread out at various schools all over town. Wherever the IBEW 1245 members showed up, the strikers cheered.

Rasmussen and Musgrove brought coffee and walked with the picketers. They also leafleted parking lots and posted solidarity signs in the windows of area businesses. They promoted various community solidarity meetings. Rasmussen even served as master of ceremonies at one of them.

“You’re not alone”

Musgrove called the Oregon action “the opportunity of a lifetime.”

On the drive up he was nervous, wondering how two people could make a difference in a strike involving 600 teachers. But like Rasmussen, he figured out pretty quickly why the strikers were so happy to see two IBEW 1245 members.

“You’re not just two people in support. You’re a local of 20,000 showing solidarity and showing support in the fight,” said Musgrove. “Letting them know, ‘You’re not alone.’”

During the strike, which began Feb. 6, school attendance fell from 68% on the

Utility Reporter



first day to 44% on the last day, a sign that the strike was gaining rather than losing strength. That level of solidarity undoubtedly helped push school board negotiators to realize they couldn’t simply “wait out” the teachers and their labor allies.

When the settlement was announced, teachers expressed relief at the prospect of getting back to their jobs.

“We are excited that we are going to get our kids back in our classrooms and be able to provide them the instruction we know that they need and deserve in this district,” said Bridget McMillen, an elementary school teacher and member of the Medford Education Association’s bargaining team, speaking to a local news outlet.

Musgrove said he looked forward to the next battle. “The next time my union calls on me to help, I will have that experience of fighting in Oregon.”

“Right now the middle class is up against the wall, and we’re seeing attacks all over—what you’d call union-busting. So acknowledging that and be-



Kristin Rasmussen and Michael Musgrove attending a workshop at Weakley Hall, just a few hours after returning from the teachers’ strike in Oregon.

ing in the front of it, I was proud to be representing 1245,” he said.

Rasmussen said she’d be ready to join another labor action “in less than a second.” Not just because it was exciting, but “because it’s important.”

“Labor is what makes this country work. If you don’t have a strong financially-capable labor force, there’s no finance in the country to work with,” she said. “Pay people a decent wage, they have the means to support their own communities. Without a livable wage, you’re dependent on your community, not a contributor to your community. And labor is what gives you that.”



Sunoptics employees, along with IBEW 1245 members who helped them organize, were congratulated by the IBEW 1245 Advisory Council on Feb. 1. From left: Richard Porter, Jammi Juarez, Alex Leon, Harold Blackshire Jr, Chris Hann, Justin Fore, Pam Pendleton, Jennifer Gray, Mauricio Centeno, Rene Cruz Martinez.

Sunoptics negotiations make progress

The IBEW 1245 Sunoptics bargaining committee has met several times since Sunoptics employees voted for union representation in January.

The IBEW committee has met four times with company negotiators, most recently on March 19. Company negotiators travelled in from Baltimore, MD and Crawfordsville, IN for these negotiations.

To date, the two sides have reached 14 tentative agreements on non-economic provisions for a new collective bargaining agreement, reported Assistant Business Manager Ray Thomas. There are also several other

non-economic proposals where the two sides are close to tentative agreement, he said.

At the March 19 meeting the union made comprehensive proposals for employee wages and benefits. The negotiations are scheduled to resume on April 16 and 17 at Weakley Hall in Vacaville, where a company response to the union's economic proposals is expected.

Negotiating for the union are Sunoptics employees Christopher Hann, Mauricio Centeno, Todd Davis, Pam Pendleton, with assistance from IBEW 1245 Business Rep Cruz Serna and Assistant Business Manager Ray Thomas.



Members of the Sunoptics bargaining committee present fellow worker Craig Parker, center, with a check for \$1,440, representing the cash collected at the Advisory Council on Feb. 1. The gift was to help defray costs for Brother Parker, who suffered a recent work-related injury that has prevented him from working.



Christopher Hann, left, during the March 20 meeting of the Sunoptics negotiating committee.



Pam Pendleton discusses bargaining strategy. Looking on are Mauricio Centeno, left, and Todd Davis.



IBEW 1245 Sunoptics negotiating team, clockwise from left: IBEW 1245 attorney Alex Pacheco, Mauricio Centeno, Pam Pendleton, Todd Davis, Christopher Hann, Business Rep Cruz Serna, and Assistant Business Manager Ray Thomas.

Photos by John Storey

Merger opens new chapter at IBEW 1245

By Rebecca Band

After struggling for years to provide top-notch representation with exceedingly limited resources, IBEW Local 2131 has officially merged with IBEW Local 1245.

IBEW 2131, a small, Bay Area-based manufacturing local, represents just over 300 workers who manufacture everything from home electronics to high-tech equipment for nine signatory employers, including Lockheed Martin Space Systems and NorthropGrumman.

"IBEW 1245 now represents manufacturers that build portable substations, train cars, high-voltage electronic distribution systems... even the electronics on the Mars Curiosity Rover," said IBEW 1245 Assistant Business Manager Ray Thomas, who coordinated the merger. "It's an honor to represent them."

For years, IBEW 2131 operated with just one full-time staff person—Business Manager Jack Floyd. "He did it all. Bookkeeping, grievances, litigation, everything. And he's served his members very well," IBEW 1245 Business Manager Tom Dalzell said of Floyd.

"It's been a bittersweet merger for him, because this local is like his child he's raised. We are a large local and can do things small local can't do, but Local 2131 did things a big local can't do, and what Jack has done is extraordinary there. I thank him for his work," Dalzell said.

"Coming over to 1245 is the best deal we've ever had," Floyd told the IBEW 1245 Advisory Council while flanked by worker-representatives from his local. "These guys are going to get a heck of a lot better representation than I could ever give them [on my own]."

Although organizing manufacturing workers is part of IBEW 1245's charter, this is the first time in decades that the local has included workers in the skilled manufacturing sector. The IBEW 1245 Advisory Council has created a new unit, #5000, based in the East Bay, for new members in manufacturing.

"The merger between IBEW 2131 and IBEW 1245 is going to be beneficial to our new manufacturing members," said IBEW 1245 Business Representative Cruz Serna, who has been tapped to represent the new manufacturing unit. "Not only do they have me as their full-time business representative, but they also have an entire staff of reps, organizers and our own legal staff for support. I've talked to several of the new members and they are all excited to be a part of our local and are looking forward to a new future with IBEW 1245."

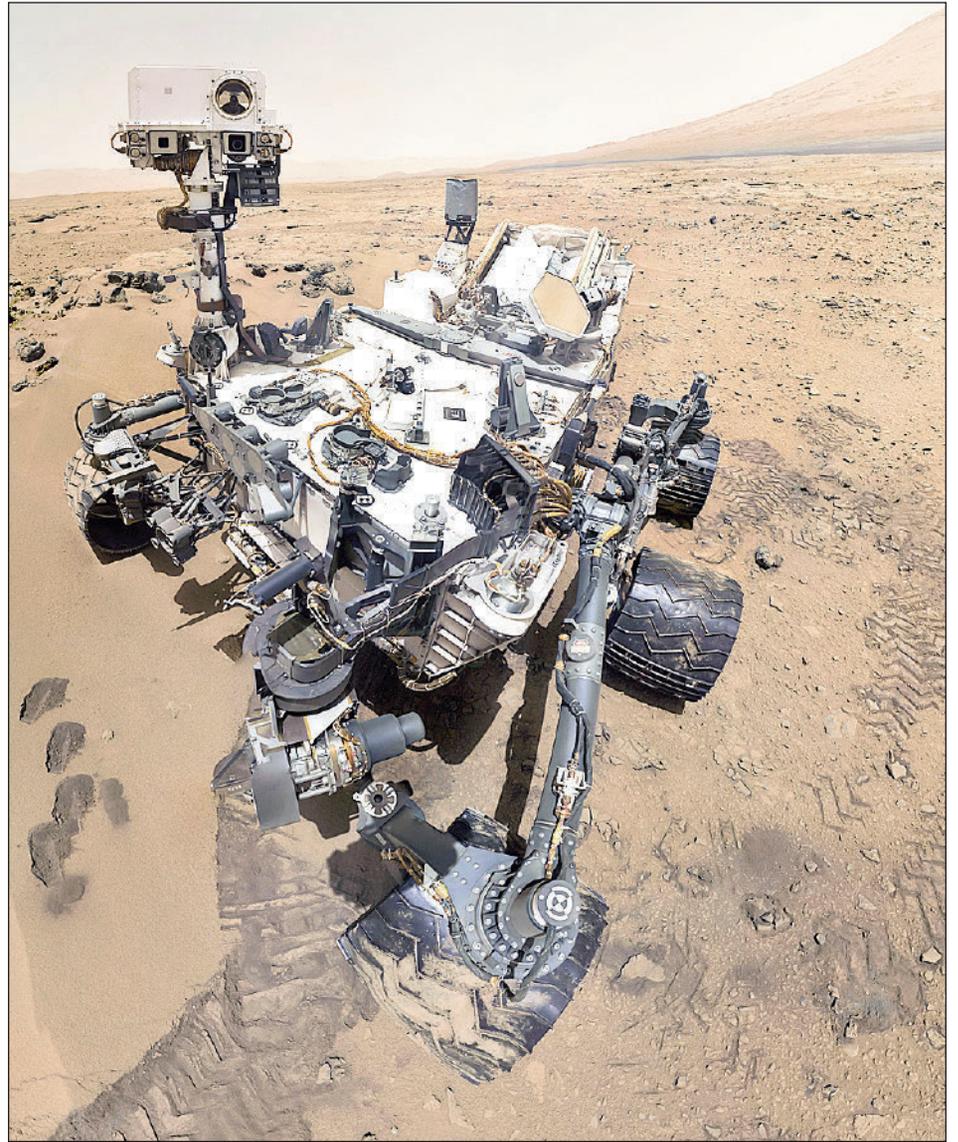
Todd Shiels of Lockheed Martin Space Systems has been appointed to represent manufacturing employees on the IBEW 1245 Advisory Council.

Rebecca Band is Communications Organizer for IBEW 1245.



IBEW 2131 Business Manager Jack Floyd speaks about the merger at Advisory Council. Enjoying his comments are President Mike Davis and Recording Secretary Chris Habecker.

Photo: John Storey



The Curiosity Rover on Mars. IBEW 1245 members worked on the electronics. Photo: NASA public domain, featured on Wikimedia Commons

"IBEW 1245 now represents manufacturers that build portable substations, train cars, high-voltage electronic distribution systems... even the electronics on the Mars Curiosity Rover."

Ray Thomas, Assistant Business Manager

New Signatory Employers

- Advanced Carbon Products, Inc.
- Ansaldobreda, Inc.
- Borden Lighting
- Jacobs Technology, Inc. and Sierra Lobo, Inc. (under one collective bargaining agreement)
- Lockheed Martin Space Systems Company
- NorthropGrumman Corporation
- Trayer Engineering
- Delta Star, Inc.
- Cooper-Shaper Lighting



Winning a warm reception at the Advisory Council on Feb. 1 were new manufacturing sector members, from left: Arnaldo Lizarraga, Trayer; Danny Kutulas, Delta Star; Darcelle Sattlet and Norman O'Brian from Shaper-Cooper; Jim Baker, Northrop Grumman; IBEW 2131 Business Manager Jack Floyd; Bill Van Zuylen, Jacobs Technology/Sierra Lobo; and Todd Shiels, Lockheed Martin. That youngster is Todd's daughter and we were glad she could join us for the day. Photo: John Storey



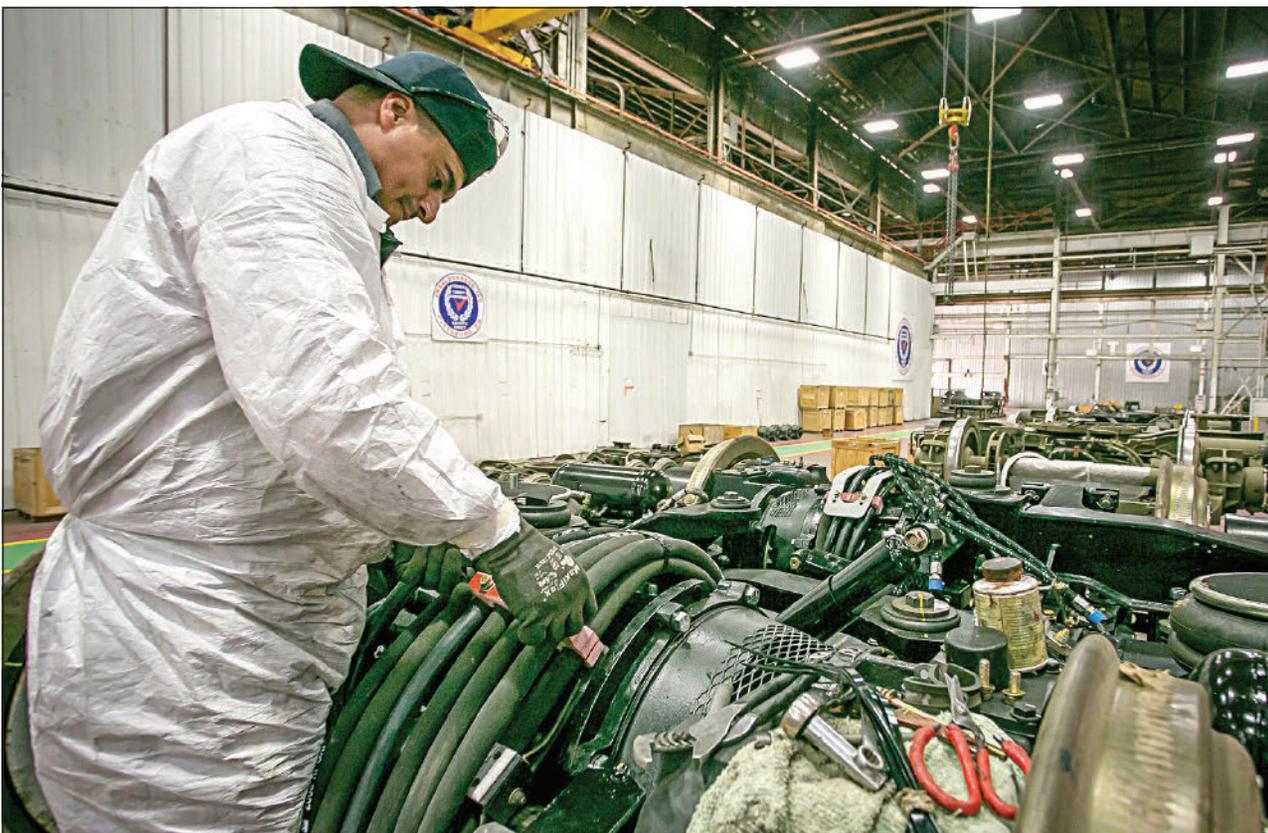
Mechanic Nicasio Blanco is installing the Ecart covers that control the opening and closing of the doors.



The Doctor Is In

Got a sick train? These guys can cure it.

Story by Eric Wolfe



Lead Mechanic Miguel Perez is installing new cables for the new motors on the trucks. Photos by John Storey



This car isn't taking anyone to Fisherman's Wharf until IBEW 1245 members get it working again.



Tracy Cheek performs a test.

When a San Francisco Muni vehicle is damaged in an accident, it is shrink-wrapped in plastic, loaded onto a flatbed truck, and taken to the doctor. OK, maybe not a real doctor. But the IBEW 1245 members working for AnsaldoBreda Inc. in Pittsburg, CA are the experts who know how to get Muni's light rail vehicles back on track.

"I test all the systems, verify the proper functions of the train, and when it doesn't function we find the problem and fix it," said Tracy Cheek, a seven-year employee at AnsaldoBreda.

Like many of his co-workers, Cheek welcomed the decision three years ago to be represented by IBEW 2131, and has no problem with the IBEW's decision last year to merge Local 2131 into Local 1245.

"I know the union is to protect the rights of the workers and make sure they are not beat up on by the employer. To me, it's a good thing," said Cheek, who had never been represented by a union before. "When the union took over this place I got a substantial raise."

Like any manufacturing facility, work can ebb and flow at AnsaldoBreda's Pittsburg plant. The place was hopping in the mid-1990s when the company built San Francisco's fleet of electric light rail vehicles. A contract to give those cars a mid-life overhaul, starting in 2009, brought additional work, as did a contract to build vehicles for the Los Angeles transit system.

At the moment, though, it's a small workforce—about a dozen IBEW members and a similar number of temps, working in a spacious 27,000 square-foot facility.

"I think with the amount of guys we have, we do a good job. Everybody's doing their part," said Sammy Bradley, the plant's shop steward who oversees the warehouse and helps out wherever he is needed.

IBEW 1245 members at AnsaldoBreda keep Muni healthy



Sammy Bradley is the IBEW 1245 shop steward at AnsaldoBreda.

IBEW 1245 Business Representative Cruz Serna and Tracy Cheek discuss union issues.



“We have a backbone”

Like Cheek, the IBEW is Bradley’s first experience with a union. It made sense to him to have representation.

“I heard about unions growing up. I already knew the union was pro for the workers,” said Bradley. “We get a raise every year. They can’t lay us off just for any reason.” With a union, he said, “We have a backbone.”

Naturally the guys would like to see work pick up. And fortunately, it’s about to.

AnsaldoBreda recently won a contract to manufacture driverless electric light rail vehicles for the Honolulu public transportation system. That work will be done at this Pittsburg facility. So would any future work the company hopes to pick up from the Los Angeles system, according to AnsaldoBreda HR Director James Core.

The company has also been awarded a contract for work in Florida, but that work will be performed in the Miami area. AnsaldoBreda has also performed work for transit systems in Atlanta, Boston and Cleveland, but the Pittsburg facility is the only one where workers have union representation.

The company’s roots go back to the founding of Gio. Ansaldo & C. in Genoa in 1853, before the creation of the modern state of Italy. The company manufactured steam locomotives and rail rolling stock, according to Wikipedia.

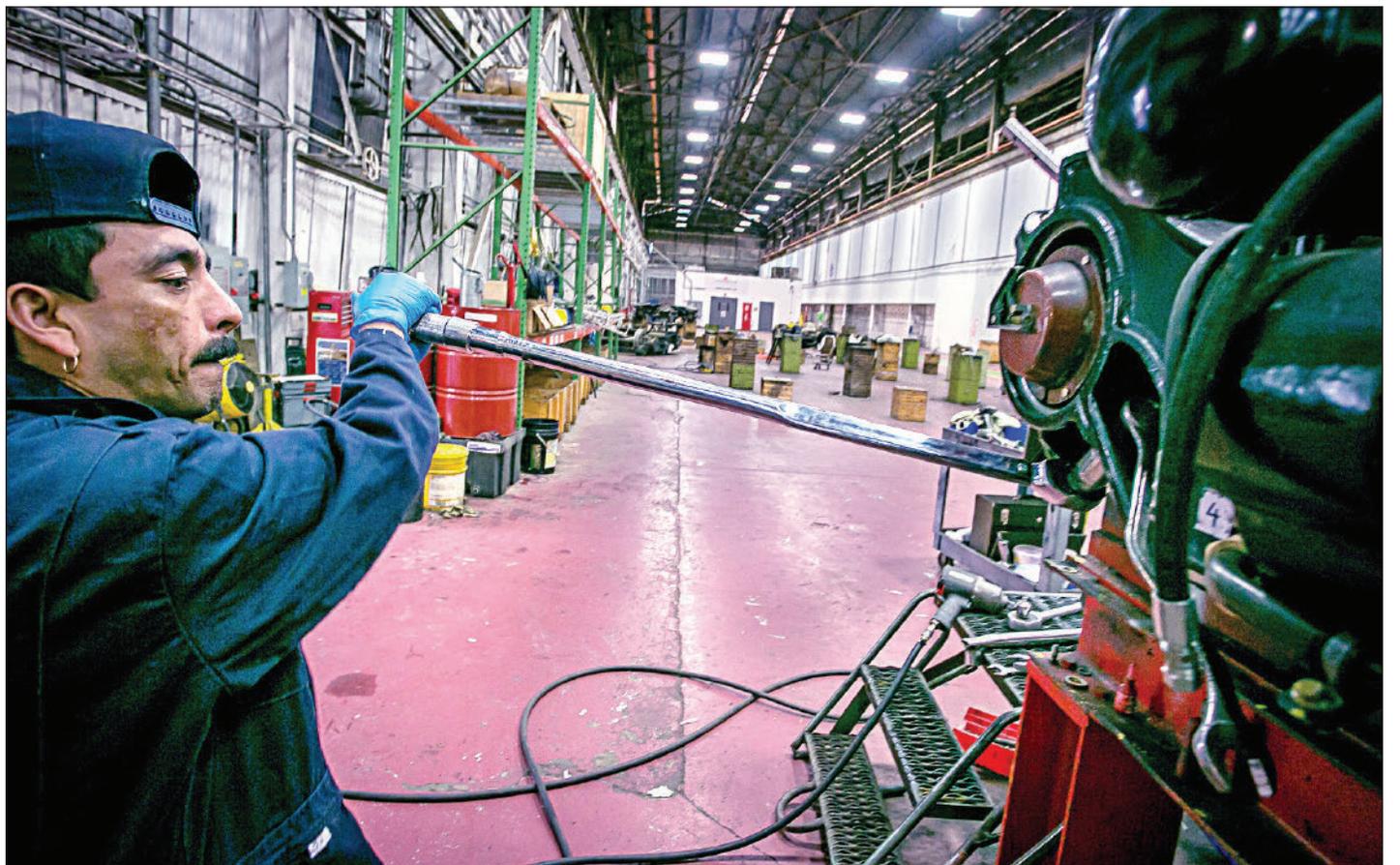
In 1886, Ernesto Breda founded Ing. Ernesto Breda and C. A merger of their descendent companies produced AnsaldoBreda, a part of the Finmeccanica group, in 2001.

The Pittsburg facility, according to Core, was built in the 1940s to manufacture tanks, but it has been used for constructing and servicing light rail vehicles for decades. Under the current contract with San Francisco Muni, the workers are servicing the trucks, the doors and the steps.

“What makes us most proud,” said Cole, “is when we see a Breda vehicle in revenue service, operating effectively and being used for the good of the community.”

Cheek and Bradley and the other IBEW 1245 members at the plant know their work is what makes that pride possible.

“Sometimes I say, ‘Come on guys, the City of San Francisco depends on us!’ I’m just joking, but I’m proud of it,” said Bradley. “When I go to San Francisco and see those vehicles I think, ‘I work on that, I’m proud of it.’”



Mechanic Rodolfo Nunez, shown here and above, is torquing the bolts to the primary suspension on the trucks (axles).



Mechanic Jose Morente is testing and adjusting the hydraulics for steps.



Merced

February 28, 2014



35 Years

From left, Donna Duran, Wayne Turner and Patricia Galan-Garcia



40 Years

Business Manager Tom Dalzell with 40-year members Joseph Ottman, left, and Larry Gonzales, right.



30 Years

Standing, from left: Richard Barcellos, David Ledoux. Seated, from left: Sean Higgins and William Gonzales

Congratulations on your service!

Photos by John Storey



15 Years

Franklin Foster, left, and Rodrigo Flores



5 Years

From left: Florentino Larios, Paul Olivarez, Jorge Lopez

HONOREES

40 Years

Huntington, Lon
Ottman, Joseph
Torres, Susan M

35 Years

Duran, Donna C
Ferbrache, Peter W
Galan-Garcia, Patricia
Hernandez, George G

Kane, Rick A
Lovecchio, Richard W
Namekata, Andrew I
Splitt, Donald F
Turner, Wayne E

30 Years

Barcellos, Richard A
Carpenter, Lonnie W
Cox, Gary A
Dempsey, Colleen

Gonzales Jr., William
Higgins, Sean J
Holmes, Mark W
Ledoux, David A
Lee, Rick W
Leonardo, Jerry L
Luis, Gary J
Mayhew, James W
Norman, Anthony E
Thornberry, Donald R
Tollakson, Daniel E

30 Years

Vetter, Donald B

25 Years

Pitre, Harold E

20 Years

Cavazos, Eduardo A
Mendez, Antonio
Milliren, Karen E
Nutting, Irene L
Rodriguez, Ricardo G
Wheat, Jeff L

15 Years

De Signori, Richard D

De Witt, Jeffrey J
Dutey, Scott F
Flores, Rodrigo
Foster, Franklin L
Granger, Steve R
Hatfield, Kyle J
Nava-Flores, Rogelio
Schlapia, Danny

10 Years

Campbell Jr, William E
Castro, Salvador A
Cramer, Nicholas A
Danieli, Preston C

Escobar, Peter A
Gerue, Christopher M
Gonzalez, Cristina
Govea, Thomas A
Julien, Arvina M
Mace, Timothy G
Macwilliams, Jason A
Oliver, Ethan
Tellez, Alfonso G
Venegas, Gilberto P

5 Years

Commick, Kevin P
Gaeta, Angelo

Gaxiola, Gilbert R
Gibson, Adam W
Jones, Brian R
Larios, Florentino
Larios, Mario R
Lopez, Jorge L
Mccord, Dennis R
Newberger, Darren M
Olivarez, Paul G
Swilley, Shawana R
Terry, Rene C
Torres, Jonas
Velgara, Ramiro
Villanueva, Michael D
Weaver, Bryan A

“A bomb the size of a house”

IBEW 1245 members avert natural gas disaster

By Eric Wolfe

NV Energy Gas Serviceman Paul Winters went into the backyard. That’s where the customer had smelled gas.

Winters noticed some propane tanks there, then glanced over the back fence at the neighbor’s yard. He could see the neighbor’s meter spinning. But according to the customer who had made the call, that house was vacant. Winters knew something was very, very wrong.

“I drove around the block, hopped over a fence and went into the backyard and then my CGI went off,” said Winters, a 13-year IBEW member.

That’s CGI, as in Combustible Gas Indicator. A concentration of natural gas between 4 and 14% is combustible. Gas servicemen are supposed to evacuate a structure if the concentration is over 1%. The reading on Winters’ CGI, standing in the open air next to the vacant house, was 5%.

“I thought, ‘Oh sh--, I’m in trouble here.’ I had a decision to make: Should I shut it off? Should I get the hell out of here?”

Winters knew it would be a disaster if the gas found a spark, a flame, any source of ignition.

“It would have exploded that entire house ... and wiped out neighbors’ houses ... well. You’re talking about a bomb the size of a house. That whole house was filled with explosive mixture.”

It’s the sort of moment when your training is supposed to kick in.

“I went to my truck and got a crescent wrench,” said Winters, thinking to himself: “If I don’t shut it off, who will?”

“Major, major gas leak”

After turning off the gas he went back to his truck and alerted an NV Energy dispatcher to call the Fire Department. He also called fellow Gas Serviceman Marty Marshall, and Leak Surveyor Pete Billings.

When Marshall arrived he put his CGI through a small gap in the garage door.

“I set my CGI and immediately got 4% for gas,” Marshall said. “In our business, we mainly get little, little leaks that are way less than 1%. But over 4%, that’s a major, major gas leak.”

Marshall began evacuating neighboring houses. Because the house with the leak was vacant, Winters called the realtor, who eventually showed up with a key.

“Paul and I approached the front door. We had talked about it,” said Marshall. “The house had been winterized by the realtor so all the electricity was off and the pilots were turned off. We debated on opening the door to vent the structure, give the gas a way to get out of there.”

But first they looked through a window to see if there was any sign of a “sabotage situation.” It was a suspicious leak and they were taking every precaution possible. They decided to open the door. Very carefully.

When Billings, the Leak Surveyor, arrived on the scene he deployed his RMLD, a sensitive instrument that can read natural gas from a distance by using laser light.

“He was shooting through the open front door and we were getting well over 9% gas,” said Marshall. “If you want the purest explosion you can get, it’s about 10% gas. This structure was very, very volatile. It was ready to go.”

The Fire Department arrived and wanted to vent the house some more, but Marshall advised them they shouldn’t enter a structure with a natural gas concentration over 3%.

“If you want the purest explosion you can get, it’s about 10% gas. This structure was very, very volatile. It was ready to go.”

With the source of gas shut off, the readings eventually dropped to about 3-4%. Marshall went around to the back to open the garage door and a side door.

“Once it got down to about 2% all of us started opening up the windows to let it vent the rest of the way. We got the house vented out to less than 1% and then continued our investigation,” said Marshall.

Wide open 3/4-inch line

What they found next was disturbing. Marshall and Winters went into the crawl space under the house. They saw a 3/4-inch house line that was tremendously bowed and had become disconnected.

“It had actually severed where the thread entered the 3/4-inch T. It was a wide open 3/4-inch line,” said Marshall. It didn’t look like a clean cut—it looked like it had been pulled and snapped. Marshall hasn’t been involved in the subsequent investigation, but he thinks the circumstances of the broken pipe are very suspicious.

Later the company learned, using smart meter technology, that the line had been severed a full day earlier—the gas had already been blowing for over 24 hours when Winters first arrived on the scene.

Fortunately the neighbor had the good sense to report the smell of gas, and the IBEW members who took the call had the training to respond effectively.

“It was a little overwhelming,” Winters acknowledged. “It could’ve gone the other way at any time.”

But Marshall said the men had no room for panic.

“We just did what we were trained to do. It’s just second nature. We have a good apprenticeship and we have safety meetings throughout the year and they prepare you for things like this. We just wrapped our heads around it,” he said, “and talked about every move before we did it.”

Still, it’s not a day they will forget anytime soon. Winters called his dad about it, then drove home to his wife of 13 years and their two children.

“I told them it was one of those days where daddy needs a hug.”



Marty Marshall and Paul Winters did what they were trained to do. Photo courtesy of NV Energy



Business Manager Tom Dalzell: "Unions have the better message"



"We want to show our members and the public what labor is all about—working people standing together." Rebecca Band, IBEW 1245 Communications Organizer

Changing the Narrative

Learning new ways to talk about the union

By Eric Wolfe

Here's a simple fact: Union workers' wages are 27% higher than their nonunion counterparts. You can look it up.

But guess what? Facts don't matter much in shaping public opinion. In the age of 24-hour news, smartphones and the internet, the message with the most accurate information is rarely the one that resonates; instead, it's the message that people hear the most often that usually sticks with them. Even if it's not true.

That's why anti-union corporations and political strategists have spent decades repeating the same bogus claims about unions, calling our members "thugs," our leaders "corrupt bosses," and our unions "a thing of the past" that can't do anything for workers today.

These corporate messages don't square with the fact that unionized workers earn substantially more and have better benefits, but they've been repeated so consistently for so long that many Americans now accept it as gospel.

So you have to wonder, what if union members developed a consistent message of their own? A message based on the truth instead of lies?

On the last Saturday in February, more than 60 Organizing Stewards and other IBEW 1245 members came to Weakley Hall to explore how they might "change the narrative," replacing the long-standing and often-repeated corporate rhetoric with a story

that tells people what unions really are.

"As activists, we know what the union's all about, but for some reason no one else is getting the message, even among some of our members. We want to turn it around. We want to show our members and the public what labor is all about—working people standing together for the good of the middle class as a whole," said IBEW 1245 Communications Organizer Rebecca Band.

Prior to joining 1245's staff, Band worked for the California Labor Federation, where she and Communications Director Steve Smith spent years poring over public opinion research, focus groups, polling, and expert analysis to come up with a new narrative around unions that "everyone can use, all the time." Regardless as to whether you're talking with somebody at work, at church, at the dinner table or on a political campaign—these conversation-starters have been proven effective when it comes to connecting and engaging people around our issues.

"These are messages that work. We know they work because we tested them," Band said. "They work with Republicans, they work with Democrats, they work with Independents, they work with people who hate all parties, and they work with people who hate politics."

Here's what all that testing showed: most people don't have a clear idea of what unions are really about, and what they think they know is mostly anti-worker misinformation spread by CEOs

and their cronies. But the research also found that almost everyone can connect with the idea that the middle class is being systematically dismantled by CEOs, Wall Street bankers and their lobbyists who outsource our jobs and slash wages and health care—all so that they can get bigger bonuses for themselves.

But there is one force that can stop the greed and growing inequality. That force is working people standing together in unions. It's a simple but powerful message that enables us to connect, inform and engage people who may have previously written off unions altogether.

IBEW 1245 members spent the better part of the day trying out these themes in various one-on-one exercises. It didn't always come easy at first, but as the day wore on it became clear how these messages could be incorporated into just about any conversation—especially in the workplace whenever some misinformed worker starts regurgitating Rush Limbaugh's latest whopper.

Members freely strayed from the workshop script to begin sharing the experiences they've already gained while trying to talk to fellow workers about the union.

Samson Wilson, an Organizing Stew-



Nevada retiree Tom Bird



Tina Jones, PG&E



PJ Saenz, PG&E



From left: Logan Jonas, PG&E; Michelle Benuzzi, NV Energy; Chip Chadwick, TMWA



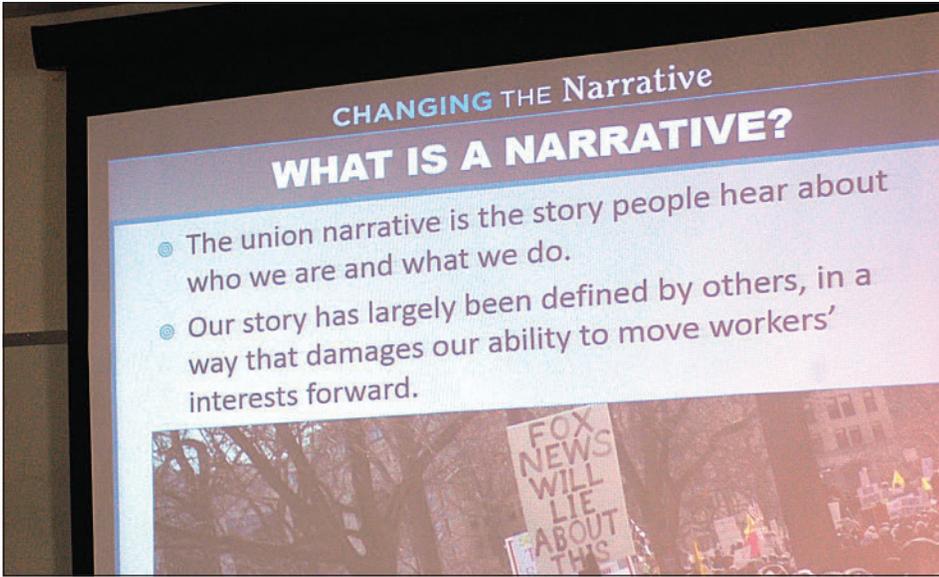
Jeremy Smith, PG&E



Joe Luna, PG&E



From left: Pam Pendleton, Sunoptics; Chris Hann; Eric Sunderland, SMUD.



ard from NV Energy, told of his efforts to talk about the union with an anti-union fellow worker, who basically considered any such conversation a form of harassment. For Wilson, these

encounters have become an exercise in keeping his cool, and he knows you can't quit trying to reach workers who've swallowed the corporate line.

"Patience over time, and integrity, will get you there," Samson said to a round of applause.

Tom Bird, who honed his skills in the fight to defend retiree medical benefits at NV Energy, reassured other participants that they all have the ability successfully carry these messages to the public.

"Even though you might not remember some of this information word-for-word, you will have it in the back of your memory. And when you go to recall, a lot of this will pop back up and you will be using this information when you least expect



Lea Grundy of Groundworks Campaigns leads the discussion

it," said Bird, who is chair of the Yerington Chapter of the IBEW 1245 Retirees Club.

Business Manager Tom Dalzell called the day's activities "a really interesting exercise." He noted the recent vote by workers at a Volkswagen plant in Tennessee who narrowly rejected union representation.

"How did the other side convince those workers at Volkswagen to vote against their own self-interest? And how do they do it time after time?"

Dalzell asked.

Dalzell said that unions "have the better story and the better message and the better vision," and that IBEW 1245 will keep working on better ways to get that message out to our members and to the wider world. Dalzell also plans to bring the "change the narrative" training to other parts of the union later this year.

For more information on changing the narrative, contact Rebecca Band at rgb1@ibew1245.com



Lupe Flores, PG&E



Nilda Garcia, PG&E



Tracy Zeluff, Groundworks Campaigns, leads a discussion.



Rachel Garnica and Cesar Gonzales, both PG&E



IBEW 1245 members are ready to change the narrative about unions.



Contract extension goes to a vote

On Feb. 27, Locals 1245 and 47 jointly met with the NECA contractors and discussed upcoming industry and political issues. During that discussion all parties agreed that it would be a great benefit to IBEW members, contractors and the customers to extend the current California Outside Line Construction agreement for an additional two-years.



Ron Cochran

The extension provides 2% base wage increase in the first year and 3% base wage increase in the second year. Ballots were mailed out to members on March 24 and were slated to be counted on April 14—not in time for the results to make it into this issue of the Utility Reporter. Please check the website at www.ibew1245.com for the ratification results.

The extension, in addition to the base wage increases of 2% and 3%, would provide:

- Effective June 1, 2015, the Employer pays into the Line Construction Benefit Fund \$0.50 per hour (the required and maximum per hour contribution allowed) as is calculated on all hours worked for all working classifications covered by the agreement. These contributions will be used to provide Health Reimburse-

ment Accounts(s) under the Line Construction Benefit Fund Plan of Benefits.

- Lineco contribution will increase by \$0.25 to \$5.75 on January 1, 2016.
- NEAP contribution rate to remain the same (no increase in 2016 or 2017).

These benefit improvements bring the total compensation value of the extension to 3% in the first year and 3.5% in the second year.

The HRA is a new feature that Lineco offers participants that supplements the regular healthcare program and will be a great benefit for members and their families. The HRA program is funded by separate hourly contributions made by participating employers on behalf of the members. The Lineco HRA will be administered by CompuSys, Inc, a third party administrator of HRA type plans.

This contract extension would provide a secure contract with a fair equity increases through May 31, 2017.

The Master Tree Agreement, Traffic Signal Agreements are also valid through 2017.

Atmospheric Corrosion Inspection

There has been a significant increase in the number of new members performing the atmospheric corrosion inspection, which involves visually inspecting and documenting corrosion of every gas meter in PG&E's jurisdiction. This work and these new employees are only expected to last for a couple of months; however, the ramp up in new members has not come without confusion. We spend a lot of time on the phone with members individually trying to address their questions and concerns.

Grievance Log

We deal with contract violations and grievances in their early stages on a daily basis; we have resolved them all and currently do not have any open grievances in Outside Line. It's about the same in line clearance tree trimming, with just a couple grievances.

What a great stat to report, with over 5,000 members being represented in these two groups.

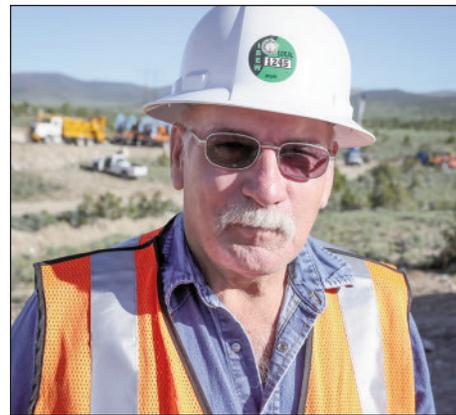
We continue to participate in labor-management meetings, not just to discuss negative issues, but also positive issues to reinforce the communication with the contractors and customers, forming alliances wherever possible. We met with Davey Tree last week and it was an extremely productive meeting. We had few issues on the table and all were resolved and the meeting concluded with an old-school handshake. We were scheduled to meet with the NECA contractors in the first week of April.

Daily Operations

Richard Ingle is still pounding the pavement every day, visiting crews in the California and Nevada jurisdiction. Meanwhile, Mike Cottrell has provided the safety class and Code of Excellence training to 750 members so far.

There has been a lot of positive feedback from members who understand what's at stake and are aware of the role safety plays in our industry. Most of these folks are welcoming our approach to get the red book and contract back in play at the worksite. Let's hope this program will have a positive result in keeping all aware they are responsible for keeping their fingers and toes and returning home safely at night.

I think as we target the Journeymen



Richard Ingle has once again been hired as a temporary business rep to increase the union's accessibility to Outside members in the field.



Mike Cottrell provides safety and Code of Excellence training to Outside members dispatched from Weakley Hall.

Linemen they will start to police and enforce this commitment and bring the avoidable incidents down. Cottrell is still working for Wellington Energy, but on excused absence to help with this special project. He's doing a wonderful job.

Eileen Purcell and Liz McInnis are working very hard on the preparations for soccer tournaments on April 12 and 26. Both tournaments will have eight teams playing. Youth activities and a hot lunch will be served. We are expecting 300 at the Merced tournament and nearly 400 members and family to attend the Fairfield tournament.

We have raised \$70K for the Sporting Clays Shoots, and expect to have a nice shoot at both locations. We have 280 shooters committed to attend. This event has grown 100% since last year. The proceeds from this multi-local Sporting Clay Shoot will be donated to local Boys & Girls Clubs.

ORGANIZING

We signed the following contractors in the month of March.

- Alternative Structural Technologies to the Hydro Maintenance and Construction agreement.
- CAL INC signed a fencing agreement
- Underground Construction and M.A. Steiner signed the Gas Inspection agreement.



Satellite meeting draws crowd

Close to 40 IBEW 1245 members in Outside Line Construction turned out for a special "satellite" meeting in Fresno on Feb. 20. The meeting included "Code of Excellence" training by IBEW 1245 Executive Board member Mike Cottrell, and a presentation on the voluntary 401k program by the third party administrator. Senior Assistant Business Manager Ron Cochran noted that attendance was good despite the fact that the men—many of them working seven days a week—were tired after a long day's work. "They're a good group of line gypsies," said Cochran.



Behind the scenes at the Independent System Operator

Photo courtesy of ISO

Rare glimpse behind the scenes at ISO California Independent System Operator

A group of IBEW 1245 business reps had the unique chance on March 14 to tour the California Independent System Operator (ISO) building and control room in Folsom.

The ISO operates the power grid for 80% of California and serves 30 million people, making it one of the largest grids in the world. It's also largely considered to be one of the most modern, effectively interconnecting solar, wind and other renewable energy sources with the conventional electric grid.

The ISO's facility is heavily secured and generally closed to the public, but the ISO's top executives personally led the 1245 delegation on the tour. Unfortunately, photos of the control room weren't allowed, but videos are available from the ISO at www.caiso.com/about/Pages/News/default.aspx.

The ISO executives explained in great detail how the ISO is working to meet California's clean energy goals by 2020, and has more than quadrupled solar-generated power since the summer of 2012. The ISO is also working to ramp up power generation in order to keep up with increased net load, and they are in the process of fortifying several power facilities in southern California to mitigate the occasional reliability problems caused by the San Onofre closure.

Learn more at www.caiso.com.



Visiting the ISO were IBEW representatives, from left, Mike Cottrell, Carl Lamers, Ron Cochran, Liz McInnis, Abel Sanchez, Junior Ornelas, Ralph Armstrong, Richard Ingle.

Precision maneuver

IBEW 1245 Outside Line members at Henkels & McCoy utilized a 140-ton Link-Belt crane for a pole replacement job on Woodhurst Lane in San Jose in December. The crew coaxed the pole through a narrow gap in the wires, landing it in the same hole the other pole had just vacated—a precision maneuver, flawlessly executed.



Todd Bryant checks the angle while Matt Petesch drills into a new pole that will be lifted over a house by crane. Both IBEW members are journeyman linemen for Henkels-McCoy. Other members working the job were Paul Perrer, Josh Reneson, Todd Bryant, Jay Karpinski, Seth Rall, Nick Jonson, John Llorca, Hiram Vidal, Steve Murillo, Jonathan Barragan and Chris Mendoza.



The pole in transit above houses on Woodhurst Street in San Jose.



Beginning its descent, the pole will be set in the same hole as the pole being replaced.

Check your spot on the books
and pay your dues – on-line!



www.ibew1245.com

IBEW gas workers track down leaks ... and fix them

For a trendy new TV crime drama you can check out McConaughey and Harrelson on HBO, but if you want to see true detectives at work just watch IBEW 1245 members track down a natural gas leak.

This four-man PG&E crew spent a crispy sunny morning in San Rafael last fall tracking down a leak detected by a PG&E survey team. The crew knew the leak was in the neighborhood—but where? A job for true detectives.

Gas crews know to look for visual clues. Natural gas can cause dirt to turn a greenish color, and in older leaks the dirt tends to clump together. Keeping an eye out for such clues, the crew starts deploying their detection technology.

After using a pipe locator to find the gas main, they begin drilling test holes into the street directly above it. They use a leak detector to pull an air sample out of the hole, and the Combustible Gas Indicator tells them which hole contains the highest concentration of gas.

The high tech equipment puts them on the suspect's trail, but another asset comes into play as they close in on the leak's precise location. It's called



experience.

"Trust your numbers," says Equipment Operator Jack Jones, a 9-year IBEW member, "and trust your gut."

"All we're doing is an educated guess," says Foreman Bobby Ming. He speculates the gas could be escaping from a pit on the main itself, but once Operator Jones digs a little deeper into the matter with the backhoe they find the culprit.

"The leak is on the weld," says Ming, a 10-year IBEW member.

They decide to weld over the existing weld, but first they have to take off the wrap that encases the pipe to verify it is only leaking in one place. Removing the wrap—a sticky tar-like substance—is slow, painstaking work. The lucky winner of that task is Apprentice Josh Wisdom, a five-year IBEW member.

It turns out there is only the one leak. After making the new weld, they change



Josh Wisdom uses a pipe locator to find the main, then drills test holes.

the completion plug and rewrap the pipe.

A lot of their detection work is on steel lines laid down in the 1950s and 1960s, says Foreman Mark Magaña, a 12-year IBEW member. But there are pipes in service dating back to the 20s and 30s.

The fact is, all pipes age and, given enough time, many are going to leak. And as long as pipes leak, we need experts in detection to monitor and fix them before they do harm.

Since the arrival of Executive Vice



TRUE DETECTIVES

Photos by John Storey



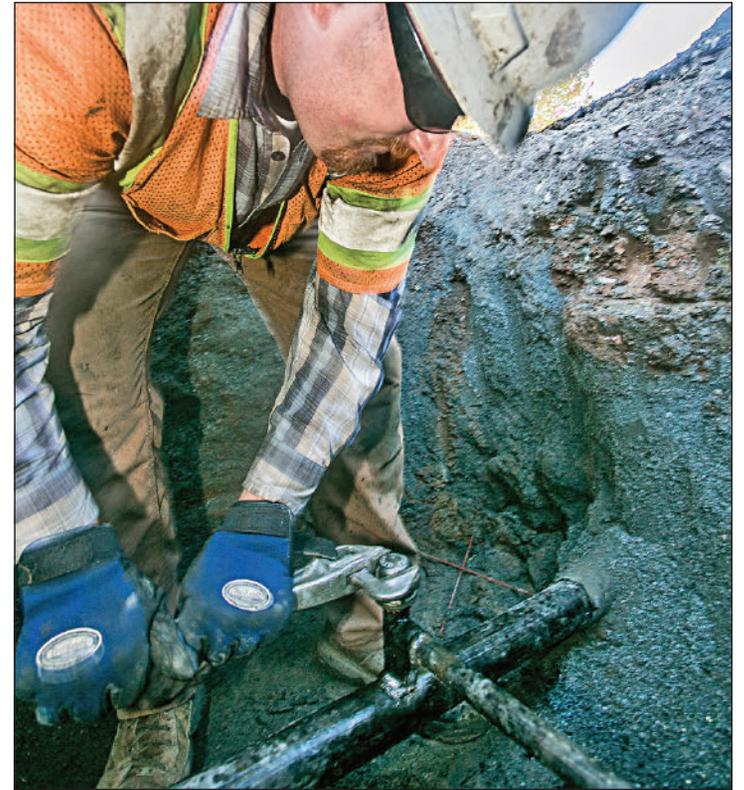
Josh Wisdom uses a combustable gas indicator to determine the amount of gas present in the hole.

President Nick Stavropoulos in mid-2011, PG&E has ramped up hiring in Gas Operations. The company has added 400 IBEW-represented workers in the past two years, and reduced the backlog of Grade 2 leaks in the distribution system from 8,000 to about 500. It's methodical, expert work being carried out every day by members of IBEW 1245.

So relax. You can sit back and enjoy Matthew and Woody on HBO, because there are true detectives keeping the gas lines safe in the real world right outside your door.

The crew, from left: Foreman Bobby Ming, Foreman Mark Magaña, Apprentice Fitter Josh Wisdom, and Equipment Operator Jack Jones.

[BELOW] Equipment Operator Jack Jones digs. Then Josh Wisdom works in the hole.



A new weld will fix the problem.

Line Clearance Tree Trimmers

Layoffs in many areas

All tree trimmers are looking forward to a 3% wage increase in August of this year!

Sadly we have recently experienced heavy layoffs in many areas, greater in the South and less in the North. Well over a third of the tree trimmers in Napa and San Rafael have been laid off. These layoffs have affected those that do not have commercial driver's licenses more than those that do.

The tree agreements allow the tree companies to terminate employees that do not have commercial driver's licenses—we have been spreading the word about that for years. The companies have to one degree or another not

enforced the requirement but with layoffs they can and are being more selective. We are being told the layoffs are temporary and most will be rehired.

The work picture is starting to slow in the Sacramento Valley as well with the change in forecast from PG&E. The drought has also slowed tree growth more so in the South where the effects have been more severe.

We had a meeting with our members at Mountain Enterprises to discuss contractual issues system-wide. Our expectations are to meet with Management and address all layoffs, pay & progression issues and working conditions.

Paros forzosos en muchas zonas

¡Todos los podadores de árboles están esperando ansiosos un aumento del 3% en su sueldo en agosto de este año!

Lamentablemente, hemos tenido gran cantidad de paros forzosos (layoffs) en muchas regiones, más en el Sur y menos en el Norte. Bastante más de un tercio de los podadores de árboles en Napa y San Rafael han recibido paro forzoso. Estos paros forzosos han afectado más a quienes no tienen licencia de conducir comercial que a aquellos que sí la tienen.

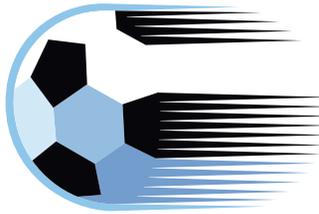
En los acuerdos acerca de árboles se les permite a las compañías de árboles despedir a empleados que no tengan la licencia de conducir comercial – ya llevamos años corriendo la voz acerca de eso. De una manera u otra, las compañías no han exigido el cumplimiento de este requisito, pero con los paros for-

zosos lo pueden hacer y están siendo más selectivas. Nos están diciendo que los paros forzosos son temporarios y que en su mayoría volverán a ser contratados.

El panorama de trabajo se está empezando a poner más lento en el Valle de Sacramento, y también con el cambio en el pronóstico de PG&E. Con la sequía también ha sido más lento el crecimiento de árboles, especialmente en el Sur, donde los efectos han sido más drásticos.

Tuvimos una reunión con nuestros miembros en Mountain Enterprises para conversar acerca de asuntos contractuales a nivel de todo el sistema. Nuestras expectativas consisten en reunirnos con la Gerencia para atender todos los asuntos de paros forzosos, pago y progresión, y condiciones de trabajo.

Soccer captains prepare for tournament



Spring is right around the corner, and so is the 4th Annual IBEW 1245 Family Soccer Tournament! The 16 team captains came together for a bilingual meeting on March 6 at Weakley Hall to hash out the details for the increasingly popular event.

Nearly 400 tree trimmers and their families have already signed up to partic-

ipate in this year's tournament, which will take place April 12 in Merced and April 26 in Fairfield. In addition to the soccer games and kids' activities, this year's event will feature a "cook off" where members and their families can show off their best recipes. Please come and help us make this a fun family event that celebrates our unity and brotherhood!



Soccer captains prepare for the big tournament. Los capitanes de los equipos de fútbol se preparan para el torneo.

Los capitanes de los equipos de fútbol se preparan para el torneo

La primavera está a la vuelta de la esquina, ¡y también el 4o Torneo Anual Familiar de Fútbol IBEW 1245! Los capitanes de los 16 equipos participaron en una reunión bilingüe el 6 de marzo en Weakley Hall para conversar sobre los detalles de este popular evento.

Alrededor de 400 podadores de árboles y sus familias ya se han inscrito para participar en el torneo de este

año, el cual se llevará a cabo el 12 de abril en Merced y el 26 de abril en Fairfield. Además de los juegos de fútbol y de las actividades para los niños, el evento de este año incluirá un concurso de cocina donde los miembros y sus familias podrán demostrar sus mejores recetas. ¡Lo invitamos a venir para poder tener un evento familiar divertido que celebre nuestra unidad y hermandad!



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IBEW Line Clearance Tree Trimmers

Nothing routine about it

IBEW 1245 tree trimmers working for Wright Tree cleared growth away from PG&E power lines in Fortuna, CA a couple of days before the official start of spring.

Working from the bucket, Foreman Travis Guy used a pole pruner to remove branches from an assortment of trees—from alder, redwood and willow, to eucalyptus, acacia and cottonwood. James Wren worked on the branches after they hit the ground, cutting them down to size for the chipper.

Working around 12 KV distribution lines is something IBEW line clearance tree trimmers do all the time, but you can't really call the work "routine." Nothing is routine when you're working up in the air around energized power lines, or on the ground next to a high-

capacity chipper that will grind up anything you feed into it.

Tree trimmers have to be alert to pedestrians and cars approaching the work area. And they have to be continually alert to each other's actions. Communicating is key, said Guy, a nine-year IBEW member.

"I have to make sure I see him at all time and he knows what I'm doing at all times. If something doesn't look good to one another, we can't be shy about it, we have to let one another know."

The state, of course, needs rain. But it's hard to complain about the weather when spring brings brilliant blue skies.

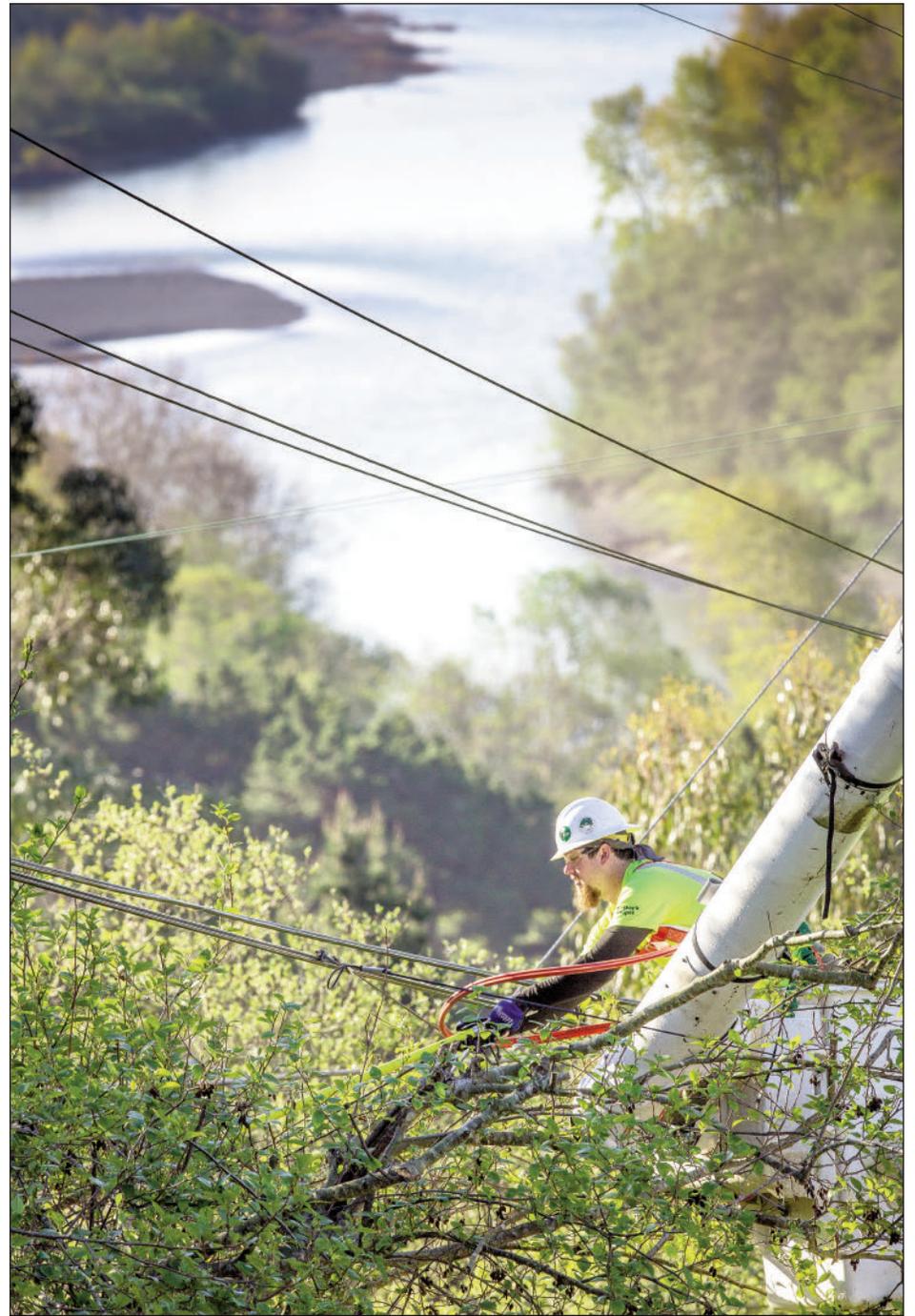
"A lot of times in the morning it will be really overcast and then it will clear off," said Guy. "Lately we've had just the most beautiful weather ever."



Travis Guy



James Wren



Travis Guy uses a pole pruner to clear branches away from energized 12 KV distribution line in Fortuna, CA. Photos by John Storey



Once the limbs are on the ground, James Wren goes to work on them with a pole pruner.



Annual bowling competition

Modesto Irrigation District versus Turlock Irrigation District MID trophies again

Photos by John Storey

The Modesto Irrigation District team of Brandon Hopkins, Sean Coulson, Mike Gomes and Tim Briscoe bowled their way to the championship in the annual competition with fellow IBEW 1245 members at the Turlock Irrigation District.

The tournament, held February 8 in Modesto, did not produce any perfect “300” games, but then, perfection wasn’t the point, was it?

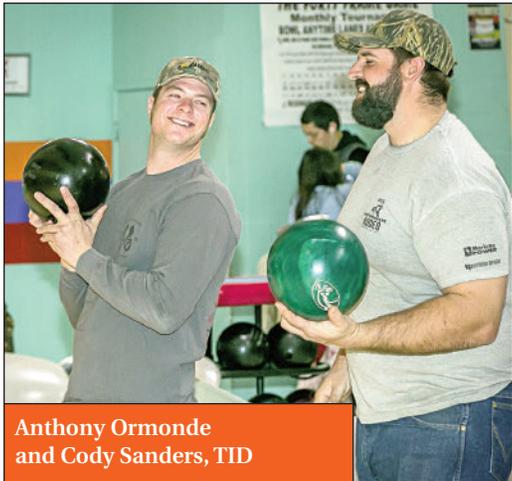
The trophy, a finely-crafted replica of a utility pole created by TID’s Mike Nixon, will be retained by MID, which won the tournament last year and in 2011. TID was victorious in 2012. Congratulations to both teams for a day well spent.



Mike Nixon, TID; Dustin Krieger, TID; and Robert Higgins, MID. Brother Nixon created the incredible trophy that goes to the winner of the bowling match each year.



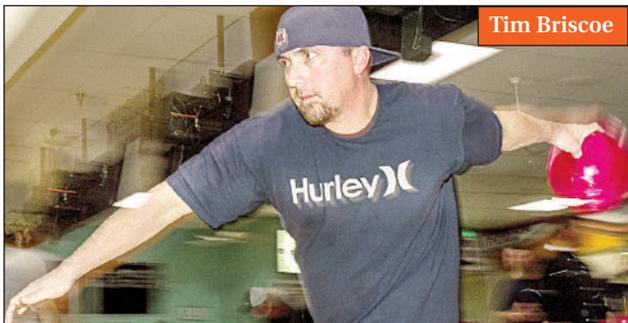
Taking home the trophy for Modesto Irrigation District were Brandon Hopkins, Sean Coulson, Mike Gomes and Tim Briscoe.



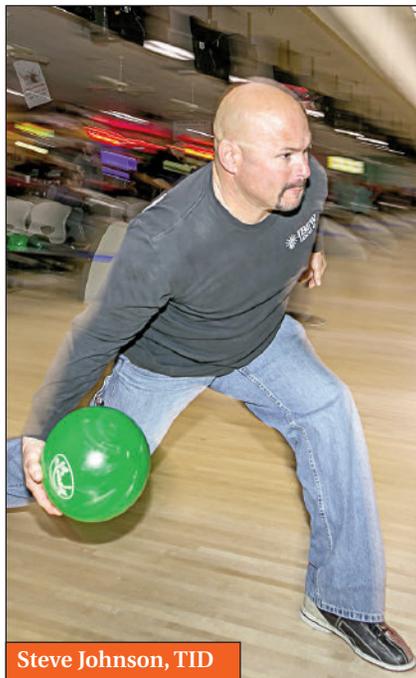
Anthony Ormonde and Cody Sanders, TID



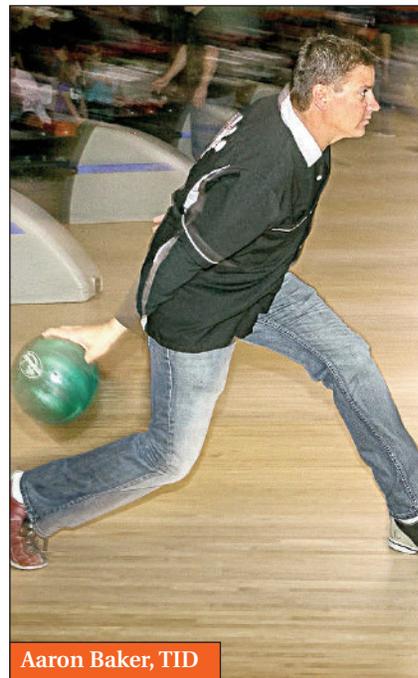
Two employers, one union



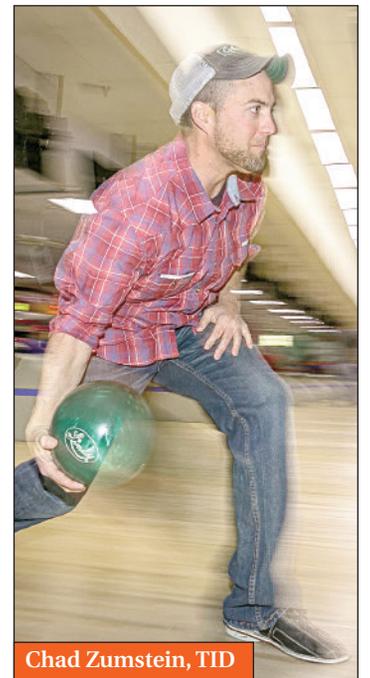
Tim Briscoe



Steve Johnson, TID



Aaron Baker, TID



Chad Zumstein, TID



Ken Gross, TID



Taking responsibility

Hold the Pull, IBEW 1245's peer safety program for lineworkers, has come of age.

The program began 4 years ago to encourage IBEW 1245 linemen to take more responsibility for keeping each other safe on the job. Today, the signs of success are unmistakable:

- The program has 50 people participating as safety stewards or advisory committee members.
- Its secure safety website is giving participants a way to share information, including the reporting of close calls.
- PG&E has begun requesting safety stewards to assist in accident investigations.

"We are getting those requests," said IBEW 1245 Business Rep Rich Lane, speaking at a Hold the Pull Summit at Weakley Hall in Vacaville on April 1. "We are trying to expand the steward base so we can respond."

John Kent, a recently-retired PG&E

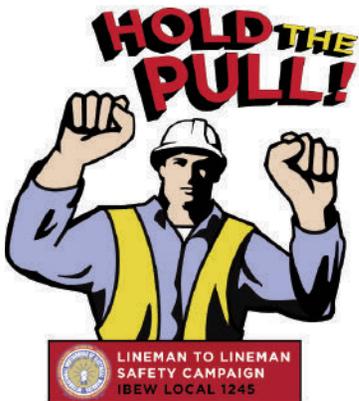
troubleman, said the program had evolved in unexpected directions in the four years since Business Manager Tom Dalzell launched the initiative. It turns out there are a lot of people who want to hear what Hold the Pull members have to say.

"We never thought we'd be at the Lineman's College (in Oroville), we never thought we'd be at PG&E's Livermore training center," said Kent.

The core message of the program shined through with every speaker: take responsibility.

"You guys have obviously made a commitment to yourself and the other guys to work safe," said Casey Kelly, an NV Energy lineman who chaired the summit. "The most important thing to remember is that no amount of company policies and procedures can make you safe, they can't make us work safe—only we can do that."

Safety policies by themselves can't keep you safe, but they are the essential



Several safety stewards loaded the new safety app during the meeting.

starting point.

"If you come up with a rule out there that makes the job less safe we'll be glad to take a look at it and try to get it changed. So far nobody's taken us up on that," said Kent.

Dalzell praised the safety stewards for taking the initiative to build this program from the ground up.

"This is a project we handed to you and you ran with it. You built this. The ideas have come from you," said Dalzell. "You are really making this local proud."

Lane reported that there is growing traffic on the secure safety website. During the summit stewards were given instructions for obtaining a safety app for I-phones and androids.

Other unions are taking notice. Business managers from other IBEW locals attended the Hold the Pull summit to find out how the initiative was working. Attending were Lonnie Ellis, IBEW 659 (Medford, OR), Travis Eri, IBEW 1245 (Portland), and Lou Walter, IBEW 77, Washington state.

What exactly is the attitude that Hold the Pull seeks to promote in order to prevent accidents on the job? Every safety steward has his own perspective. PG&E Troubleman Tim McCarthy put it this way:

"I assume everything's going to go wrong every time I do anything."

The combined efforts and perspectives of these safety stewards may already be making a difference. No IBEW 1245 member died in a jobsite accident in 2013, the first year without a fatality since 2007.

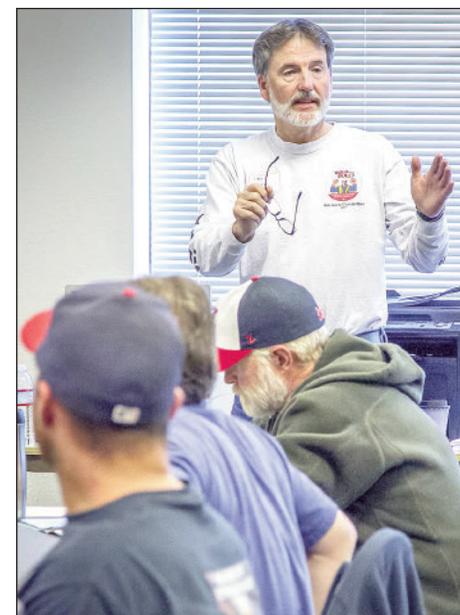
Kent expressed aloud the hope that keeps Hold the Pull members engaged in the safety mission:

"Maybe we can make a difference so we don't send a young man home in a box."



TID Lineman Mike Van Egmond:

"Secure safety reporting is one of the ways we want to keep this (peer safety) movement going."



PG&E Troubleman Dan Mayo discusses the importance of note-taking when investigating an incident.



John Kent discusses the program with visiting IBEW business representatives from Oregon and Washington state.



Safety stewards are increasingly viewed as a resource for accident investigations.

Photos by John Storey

Reno/Sparks retirees

Members of the Reno/Sparks Chapter of the IBEW 1245 Retirees Club are keeping a close eye on the new regime at their old employer.

Seventeen Nevada retirees met with

IBEW 1245 Business Rep Pat Waite and Organizers Fred Ross and Eileen Purcell on March 13 to get updates on the acquisition of NV Energy by Warren Buffett's MidAmerican Energy. IBEW 1245, they learned, is playing a leading

role in the newly-formed Council of IBEW locals who have contracts with MidAmerican.

Although IBEW 1245's contract with the former NV Energy doesn't expire for nearly four years, other IBEW locals in the new Council are facing negotiations with Buffett much sooner. The Council will provide all of the locals a way to

present a united front when any one of them is in bargaining.

The Reno/Sparks retirees also received an update on the IBEW 1245 organizing stewards program.



Members of Reno/Sparks Chapter of Retirees Club

Useful links for retirees

BLOG

**Reno/Sparks
IBEW 1245
retirees blog**

<http://renosparksibew1245retireesclub.blogspot.com/>

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: 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 each month, 9:00 a.m., Grandma Hattie's Restaurant, 2811 S. Carson St., Carson City, NV.

Winnemucca Chapter: 4th Wednesday each month, 11 a.m., Round Table Pizza, 1043 W. Fourth St., Winnemucca.

IBEW 1245 Retirees Club – Santa Rosa

Sonoma power switch examined by retirees

IBEW 1245 Business Rep Hunter Stern spoke to the Santa Rosa Chapter of the IBEW 1245 Retirees Club on March 4 about recent moves by Sonoma County to switch to a new power provider.

The Sonoma Clean Power Authority recently sent solicitation letters to many of the county's businesses and residents, trying to persuade them to drop PG&E service and get their power from another provider.

"The power will be coming from an energy trading company owned by Exelon," Stern said in an interview after the retirees meeting. "They say they're going to provide 33% renewable power."

But about half of that "renewable" power will come from purchasing Renewable Energy Certificates (RECs), Stern said.

The purchase of RECs does not affect how much renewable energy is actually generated—only how it is distributed. Some environmentalists now consider the use of RECs a form of "greenwashing" that creates an appearance of being "green" without actually putting any

additional renewable power into the grid.

New Sonoma, an organization of financial experts and citizens concerned about finances and governance in Sonoma County, has calculated that if you strip away the veneer of green that RECs provide, Sonoma Clean Power Authority will actually create close to double the greenhouse gas emissions of PG&E.

Stern said that Sonoma Clean Power Authority has broken its promises to its customers.

"They're not building renewable energy, not creating jobs, not creating any benefits to the local economy, and not creating any renewable power construction in the county," he said. "Instead, they're contracting for all their power through an out-of-state energy trading company."



Hunter Stern speaks to Santa Rosa retirees.

Photo by JV Macor

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

Raymond Aaron
40 years
Bakersfield, CA

Raul Alcalá
43 years
Sacramento, CA

Terry Anderson
21 years
Eureka, CA

Willis Baldrige
40 years
San Francisco, CA

Patrick Barker
30 years
Marysville, CA

Mary Bartels
25 years
Pacific Grove, CA

Robert Bell
36 years
Oroville, CA

Dante Borradori
41 years
Bakersfield, CA

Patrick Buckle
41 years
Pacifica, CA

Edward Budesilich
39 years
Oakley, CA

Catalino Calpito
30 years
Fresno, CA

Jennifer Cantrell
34 years
Sacramento, CA

Roy Carter
27 years
Grover Beach, CA

Michael Chavez
40 years
San Luis Obispo, CA

Betty Chee
30 years
Sunnyvale, CA

Alan Chestovich
33 years
Cloverdale, CA

Patrick Colip
30 years
Vacaville, CA

Gary Cook
26 years
Taft, CA

Stan Cordova
20 years
Windsor, CA

Craig Corella
37 years
Yuba City, CA

Felton Coston
39 years
Pittsburg, CA

Arthur Cruickshank
46 years
Redding, CA

Cesario Cruzat
31 years
Rancho Cordova, CA

Wade Cunningham
42 years
Clayton, CA

David Davies
30 years
San Bruno, CA

Donald De Pontee
26 years
Carmichael, CA

Quintin Deal
31 years
Gridley, CA

William Durinick
40 years
San Francisco, CA

Mark Feigal
29 years
Santa Rosa, CA

Jerome Fernandez
12 years
Stockton, CA

Brian Finlayson
38 years
Half Moon Bay, CA

Rochelle Flax
30 years
Redwood City, CA

Randy Galles
34 years
Mather, CA

Ralph Gerolamy
48 years
Lincoln, CA

Basilio Gines
36 years
Stockton, CA

Gene Gonzales
29 years
Raymond, CA

Sharon Gooch
30 years
Manteca, CA

Mark Hall
24 years
Grovetown, GA

Douglas Harp
37 years
Bakersfield, CA

continued on next page





Members begin gathering for the SRT Board meeting on Feb. 24.

Regional Transit negotiations

Members at RT stand strong

IBEW 1245 members put on a great show of solidarity at the Sacramento Regional Transit Board of Directors meeting on Feb. 24.

Employees representing each department—Bus and Rail Maintenance, Wayside, Facilities and Procurement—showed up in uniform “in an effort to show Board members who we are,” said

IBEW 1245 Business Representative Sheila Lawton.

Two long-time employees, Lauren Bartlett from Procurement and Ron Hoff from Wayside, addressed the Board, as did Lawton. They expressed to the Board the importance of giving serious consideration to the union’s position on bargaining. They also pointed

out the vital work that IBEW 1245 members perform every day to keep Regional Transit running.

A few days earlier, on Feb. 20, members turned out in record numbers to

reject management’s contract offer. The vote was 3 yes, 184 no.

“Out of 202 members, 187 marked their ballot—a 93% turn-out for this vote,” said Lawton. “This shows just how far we have come in recent years to be a more unified group. Thanks to everyone who made this happen.”

Lawton urged members to “Stand strong!” in the days ahead.

Retirees, from page 26

George Harrington
42 years
San Francisco, CA

Daryl Hathaway
22 years
Bakersfield, CA

Floyd Hathcoat
48 years
San Jose, CA

Gary Henley
5 years
Clovis, CA

George Hernandez
35 years
Atwater, CA

Thomas Hoex
31 years
Santa Rosa, CA

John Hoffman
1 year
Templeton, CA

John Hogg
41 years
Vacaville, CA

Renee Houston
11 years
Elk Grove, CA

Kyle Hughes
31 years
Scotts Valley, CA

Jonathan Hummel
41 years
Mariposa, CA

Susan Hunt
6 years
Stockton, CA

Albert Imperial
34 years
Pioneer, CA

Barbara Jeleti
18 years
Stockton, CA

Ronald Jenkins
29 years
Auburn, CA

Dwight Jennings
43 years
Bakersfield, CA

Michael Jensen
1 year
Clovis, CA

Joseph Johnson
43 years
San Luis Obispo, CA

Randy Kelsch
26 years
Quincy, CA

Christine Kennard
34 years
Stockton, CA

Derek Kim
39 years
Marina, CA

Daniel Koomjan
40 years
Clovis, CA

Thelma La Caze
44 years
Elk Grove, CA

James Lemmon
17 years
Kelseyville, CA

John Lewis
33 years
Paradise, CA

Daniel Lewis
31 years
Lake Kiowa, TX

Evelyn Lovett
34 years
Union City, CA

Pamela Manick
36 years
San Francisco, CA

Debra Marrone
41 years
Redwood City, CA

Lisa Martinetti
27 years
Sattley, CA

Jerry Martinez
32 years
Hayward, CA

Thomas Matthews
39 years
Auberry, CA

Arthur Mcgee
35 years
Antioch, CA

James Messenger
36 years
Oakley, CA

Edward Mishima
12 years
Honolulu, HI

Charles Mulock
35 years
Dutch Flat, CA

Angelo Ortiz
38 years
Fresno, CA

Thomas Payan
37 years
Stockton, CA

Reynaldo Perez
41 years
Davenport, CA

Judy Phillips
30 years
Fresno, CA

Stephen Prato
35 years
Stockton, CA

Arthur Proctor
27 years
San Francisco, CA

David Quesada
41 years
Arroyo Grande, CA

Lee Rice
33 years
Mountain View, CA

Samuel Rocha
42 years
Pinole, CA

Robert Rowley
38 years
Los Alamos, CA

John Saba
12 years
Placerville, CA

Gilberto Sanchez
30 years
Pleasanton, CA

Steven Scahill
41 years
Rohnert Park, CA

Donald Smith
24 years
Kerman, CA

Andy Snyder
39 years
Alta, CA

Steven Snyder
42 years
Aromas, CA

Randy Stanford
34 years
Santa Maria, CA

Sherry Stricker
27 years
Nipomo, CA

Kenneth Svozil
27 years
Millbrae, CA

Gerald Todd
44 years
Lakeport, CA

Jerome Totes
34 years
Soquel, CA

Susan Tso
39 years
San Bruno, CA

Robert Valderrama
41 years
Redding, CA

Jose Viray
39 years
Daly City, CA

Sharon Wallace
18 years
Grass Valley, CA

Bruce Weatherly
18 years
Fairfield, CA

Ronald Wells
44 years
Richmond, CA

Lloyd Wilfong
42 years
Sanger, CA

Charles Willis
25 years
French Camp, CA

Harry Yamashita
42 years
San Jose, CA

Congratulations Retirees! We want you to STAY CONNECTED



to IBEW 1245.



Members from the City of Lompoc at Advisory Council on Feb. 1 were, from left: Leo Ramirez, (Business Rep.) Pat Duffy, Jaime Tinoco, Gary Silbaugh, Dorine Fabing, Bobby Garcia, Shawn Wynne, Travis Kalin and Dave Paretto. Photo by John Storey

Advisory Council ceremony

Union honors members from City of Lompoc

Eight union activists from the City of Lompoc were honored at the IBEW 1245 Advisory Council on Feb. 1 for their long organizing drive to win union representation.

A large ovation greeted the eight members as they came to the front of the room at Weakley Hall, while Business Manager Tom Dalzell explained their extraordinary accomplishment to the Advisory Council.

“This drive didn’t come from 1245; it came from our membership at Lompoc. Like we saw at Turlock Irrigation District 10 years ago, it came from a strong desire to be represented by 1245.”

Dalzell singled out Jaime Tinoco for his unrelenting efforts to gain IBEW representation. “It was Jaime always pushing, never giving up,” said Dalzell.

No union victory, of course, is ever the work of just one person. Other

Lompoc activists taking their place at the front of the room during the Advisory Council ceremony were Leo Ramirez, Gary Silbaugh, Dorine Fabing, Bobby Garcia, Shawn Wynne, Travis Kalin and Dave Paretto.

Assistant Business Manager Ray Thomas hailed the incredible solidarity displayed by the Lompoc workforce. The vote for IBEW representation was nearly unanimous by both the Operations and Clerical units, and the December ratification of their first agreement, was in fact by a unanimous vote of 89-0.

“The outcome righted a very bad path they had been on for about six years,” said Thomas. “It’s great to have 150 new members, and it’s great to represent the City of Lompoc.”

Tinoco was sworn in by President Mike Davis to the newly-created City of Lompoc seat on the Advisory Council.

Looking to serve



With the 500 pounds of winter clothes they collected for veterans in need are Mike Grandmain, Kendra Barter (Veterans Resource Center of America), Joe Sanchez, John Daniels, Casey Salkauskas, Jaime Tinoco, Walter Carmier, Erick Varela, and Phil Alleman.

GOING THE EXTRA MILE

Phil Alleman and Mike Grandmain are going the extra mile for the IBEW 1245 Veterans Group.

In the four weeks since they became involved, these two military and union veterans have pushed the new group's agenda at veteran job fairs, a Veterans' Collaborative meeting, and the IBEW 1245 unit meeting in Redding. They met with the director of the Redding Veterans Resource Center of America and convinced him to send a representative to the IBEW 1245 Veterans' Group Steering Committee meeting on March 4 to tell about his group's work with homeless veterans and veterans seeking jobs.

But Alleman and Grandmain literally went the extra mile on March 4. They left Redding at 6:30 a.m., driving 160 miles to Vacaville to join their fellow IBEW vets in wrapping up the winter clothes drive for Eureka-area vets, and laying plans for a rodeo to benefit veterans in Reno and a "suit and tie" collection to help Fresno-area vets prepare for job interviews.

Call it a day? Not these two. After the meeting, they traveled back to Redding for their IBEW 1245 unit meeting, where they spoke about the work of the Veterans Group. They must have been convincing, because the unit decided unanimously to donate \$250 to the Redding Veterans Resource Centers of America, which will be matched by \$250 from the local union.

Now call it a day? Not quite.

"The hat was passed among those members present and another \$500 was personally donated by the unit members for a total donation of \$1,000," Alleman reported.

Veterans going the extra mile to help veterans.



Paul Snyder, chairman of City of Redding Unit 3217, IBEW Local 1245, makes a donation to the Redding Veterans' Resource Centers of America.

They come from different branches of the military. They've fought in different wars, they're from different generations and they've all had completely different experiences.

But there's one thing IBEW 1245's military veterans have in common: even though they are no longer active-duty, they all still utilize the lessons and skills they got from their years in the service. Organization, responsibility, volunteerism and the ability to adapt and overcome new challenges are just some of the attributes they picked up during their military tours of duty that continue to serve them in their daily lives.

Many of these vets credit their military experience as the first step on the path to a fulfilling career and a middle class life. But they also recognize that they're the fortunate ones, as far too many of their brothers and sisters in arms are being left behind. The number of homeless veterans continues to increase, many are disabled and unable to get the medical attention they need, almost half of all vets have no income and job prospects for them are few and far between.

Last fall, a handful of IBEW 1245 military veterans came together to try and make a change for these underserved vets, and the union's new Veterans Group was born. The "band of brothers and sisters" decided early on that they wanted to go above and beyond the sorts of things that other vet groups do and work one-on-one with vets to get them the resources and jobs they need and deserve.

Their first order of business was to reach out to other IBEW 1245 members who are veterans, and by any measure they are succeeding. Over 65 veterans have expressed interest in getting involved, and local activities are well underway.

In Eureka, the group's first official

project was a winter clothing drive for homeless vets. With support from across IBEW 1245 they collected more than 500 pounds of clean winter clothes, which they are donating to Veterans for Peace and the Veterans Resource Center of America in Eureka.

In Reno, IBEW 1245 and the United Way are sponsoring a rodeo on June 7 to benefit veterans. In Fresno, members of the Veterans Group are collecting ties and suits for veterans preparing for job interviews. And in Redding, members of the group made presentations at the monthly unit meeting, where a motion was made to contribute \$250 to a local veterans organization.

On March 4 the Veterans Group met at Weakley Hall to brainstorm additional ways to help less fortunate vets. They were joined by Kendra Barter from the Veterans Resource Center of America, who provided a number of resources and ideas for helping vets get assistance when and where they need it most.

One of the founding members of the Veterans Group, 1st Sargent Jordan Bean, is an active member of the Army National Guard in Nevada and works at NV Energy in Reno. In his free time, Jordan actively assists National Guard members who have been serving overseas and helps them transition back to their civilian lives.

"I see a lot of kids coming home from war, they don't have any jobs. But they're looking.... I just want to be a resource to them," Jordan said. "If we help even one vet find a job and get the resources they need, then we're already a success."

The group spent the afternoon developing an outreach plan to increase local engagement among other IBEW 1245 vets. The meeting concluded with a preview of the group's new website, which will serve as the central clearinghouse



IBEW 1245 veterans gather up the donated clothes in the lobby of Weakley Hall in Vacaville.

... again

for all things related to the Veterans Group.

"I'm so glad I got involved," Mike Grandmain, a 24-year IBEW member from the Bella Vista Water District and a newcomer to the Veterans Group, said

at the end of the meeting. "The potential for this group is just enormous."

Learn more and get involved by contacting a member of the Veterans Group. And watch for the unveiling of the group's website in the near future.



Walter Carmier, left, and Erick Varela, load the clothes for delivery.

Story by Rebecca Band

Photos by John Storey



The vets, from left: Mike Grandmain (Redding), Erick Varela (Eureka), Joe Sanchez (Fresno), Casey Salkauskas (Bakersfield), Jaime Tinoco (City of Lompoc), Phil Alleman (Redding), Walter Carmier (Frontier Communications), John Daniels (City of Lompoc), 1st Sargent Jordan Bean, (NV Energy).



The Veterans Group brainstorms additional ways to assist veterans.

Utility Reporter



IBEW 1245 member Erick Varela, a founding member of the union's Veterans Group, introduced President Obama at a White House event on Jan. 31.

IBEW 1245 VETERANS GROUP

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Lea Grundy, Groundworks Campaigns, discusses how to make a difference on election day.

Photos: John Storey

By Rebecca Band

“Every vote counts.” This old adage took on new meaning for the 65 organizing stewards and activists who attended IBEW 1245’s Campaign School at Weakley Hall on March 5. Assistant Business Manager Ray

Thomas kicked off the training with a real-world example of how elections (and especially local elections) directly impact our members when it comes to bread-and-butter issues. “During the last city council election in Redding, our best pro-worker City Council member lost to a Tea Party extremist by just eight votes,” Thomas said.

“And that electoral loss directly impacts our City of Redding members during bargaining; they no longer have that ally across the table on the City Council.” When races like the one at the City of Redding are being decided by a handful of votes, there’s no doubt that IBEW 1245’s 20,000 members can make a real difference in election outcomes. And

it’s not just public sector workers who have a stake in those outcomes. When extreme anti-worker politicians gain office, they are quick to attack workers’ rights in both the public and private sector. Union members have learned from bitter experience that anti-worker politicians can chip away at workplace protections, outsource jobs, slash funding for vital services and decimate the already-struggling middle class.

“These politicians are the people who ultimately make the decisions about laws that impact your working conditions, wages and benefits,” said IBEW 1245 Business Rep Hunter Stern as he underscored the importance of electing politicians who will stand up for working families.

“There are lots of places where it’s tough for labor-friendly candidates to get elected, and knocking on doors can be difficult and tiring. But we do it for the well-being of our members, our communities and the people we serve. We need these local boards, Irrigation Districts and City Councils to represent us and actually do the people’s work,” Stern said.

He detailed some of the most important political races for IBEW 1245 members this year, and encouraged those in attendance to actively seek out potential candidates for these key local contests.

The day-long campaign school, facilitated by Lea Grundy and Tracy Zeluff of Groundworks Campaigns, focused on providing activists with the skills they need to lead a volunteer army and make



Theresa Hernandez, City of Lompoc



Duarte Xavier, Turlock Irrigation District



Ron Baber and Ben Goehring, City of Redding - Electric Unit



Linda Letzer, PG&E Fresno

a difference on Election Day. Participants got a chance to practice important communications skills for “talking politics” with potential volunteers and voters. They also learned the nuts and bolts of voter targeting and contact, as well as best practices for volunteer recruitment and management.

Participants left with a newfound sense of political power, armed with tactics suitable for political campaigns as well as future organizing and solidarity efforts.

“I came to this training because it seemed like a good opportunity to sharpen my skills,” said Tina Jones, an IBEW 1245 member who works at PG&E in Hayward and has volunteered on campaigns in the past. “I’m looking forward to bringing the skills and message points I learned today back to other up-and-coming shop stewards who couldn’t be here, so that they can in turn pass it along to their co-workers, and family, and neighbors and everyone they talk to.”

Political action is one of the primary components of IBEW 1245’s organizing renaissance, which aims to foster a culture of volunteer organizing and develop future activists and leaders. In 2012, the union was recognized by the California Labor Federation for outstanding volunteer activism in the successful campaign to defeat Prop 32.

With a new election season on the horizon, IBEW 1245 members and organizing stewards will soon have another shot at shaping the future rather than just waiting for it.

Get involved with a political campaign in your area by contacting your Business Rep or an Organizing Steward.

Business Rep. Hunter Stern discusses the importance of electing politicians who will represent us.



“Our best pro-worker City Council member lost to a Tea Party extremist by just eight votes.”

—Assistant Business Manager Ray Thomas



Kristen Rasmussen and Rachel Ramirez-Hill, PG&E



Samson Wilson, NV Energy

When extreme anti-worker politicians gain office, they are quick to attack workers’ rights in both the public and private sector.



Steve Marcotte, left, and Rodrigo Flores sort through which issues are affected by politics, which by bargaining...and which issues are affected by both.



Luke Pearson, City of Redding – Maintenance Unit

THE TOKEN BEARERS

By Mike Cottrell

The next installment in the lineman's novel by Local 1245 Executive Board member Mike Cottrell.

Chapter 12

THE PASSING OF SKY ROCKET. HOBBS, NEW MEXICO 1947.

What brought us into this weird and non-profitable dilemma that acquaints us each time we do it to be lost to the hall again and out of a job. Some brand that rest upon our souls like the breath of the martyrs long past unto the place of rest like him perhaps, whose grave is cared for by the International Office.

Do we find amusement in staying and keeping them in a bind or dragging up and leaving them in one? Is it really closer to the hall than up that ninety foot pole on a cold morning when the whiskey so relished the night before tries to turn one into a coward at daybreak?

Maybe just the way of the tramp. The split second decision to quit a job and hit another one that pays more in a new place that will find us better equipped after we cleanse our souls on the open road aback the Harley or under the wheel of the diesel, that pulls the fifth wheel.

We do run chasing the heels of freedom to cleanse our souls. Addicting us to catch the wind and the next moment of excitement that calls us out from the flock of steady hands. Traveling and falling in love with the call of the road over and over again. Losing our wives and kids on the way and bound for the lows and highs of it all. Challenged but undaunted and beaten no more in one place, charging to the next with the new adrenaline promising change by a business rep wanting hands in a place where the money is better. So we pay our dobbie and crowd the books in a local not ours and take the calls they don't want to create the conditions and wages for the next generation. Undaunted and too proud over and over again in the ageless odyssey of the tramp linemen.

Beware you dogs; you can take us for a ride only as long as we want to ride. You have captivated those that crawl to your gate of hell every day to bend on knee to have your jobs. Those who have learned one way and yearn to be steady at your throne of labor's torment. But not all of us, not Henry, not Fancy, not Sky, not the head scratcher or ratchetjaw or Kenny or Three day Kelly or Pep or even Dirty Mac. Not yet anyway, not ever, probably. Through the dust and smoke of your barrage of elevated propaganda, we the tramps still stand in defiance to your conformity and you need us now more than ever and can't figure out how to tame us. Not yet anyway. And hopefully and probably never, for we are the only hope against your days of torment and management rage that has tried to cripple us for a century and a half.

All the while your greed is unsurpassed we walk away with your money to wait in the fields lying low to smash your hopes to destroy us. You compliment yourselves with large bonuses and promise bones to your sheep while we lie in wait with the weapons to destroy you. God bless the tramp linemen and wiremen, the only stumbling blocks left to trip you up and stop your offshore destruction of the brotherhood.

Who's sorry now, while you unveiled the net of destruction by de-regulating and caring no more for your own flock or even your customers and failed to keep training programs in place for apprenticeships? You had your way, now you must pay.

The tramps are the only thing left to hold off your greed and lack of responsible actions taken in the height of your determination to strip the working class of everything we set forth to have. Get ready you dogs of management riding your gold plated swivel back rockers. We're coming for you undaunted by your vile spit and rock throwing. We're coming, always coming to drag you down in your on putrid waste and greed.

And I dreamt of a circle and it had a red ring around it and inside that was a white rope in a circle and inside that a white circle and inside that a blue circle and inside that a gold background with a fist holding lightning bolts and in the gold back ground the words organized November 28, 1891. It was presented to you by that man in the grave in the nation's capital, and it stands for death benefits and retirement and overtime pay and weekends and holidays off or overtime if held hostage to your servitude. His name was Henry and he, like us, was a tramp linemen bounding from place to place to see what you would do when he made demands for labor that you did not and do not wish to concede and never will. We

still hold the banner on high and paste it to your trucks and stand defiant to your greed and destruction of labor. Lots of love, we are here to stay.

"Can't you just see the sunshine down on him Fancy?"

"Don't talk Sky, save your breath."

"For what Fancy, I'm dying. Go over and get Pep and the kid and their women and bring them over. Hurry up so I don't die before you get back. Gertrude darling, I love you and I need a drink of ice water now. I'm thirsty. Hurry up Fancy get the Pep and the kid and their women. Get Jean and Aileen and bring them here to me so I can tell them something for I die."

"Lie still darling Skyler and I'll fetch you some water. Go on Fancy and do what he says, please go get the rest of them up and have them come."

"Alright Girt, I'll go get um'. Damn it Sky, you should have stayed home in Texas to die and not come all the way out here to Hobbs to die and leave me the damn work of getting' you back to Houston to bury."

"Go on and get the rest of them Fancy before I will you to take me to that swamp I was born in down in Norlens."

"Damn you Sky Rocket, I'll be right back with Pep and them."

Fancy let the door go shut behind him and left Girt with her Husband holding his hand while he breathed hard. He took the stairs down to the hotel desk and told the clerk to get him a bottle of whisky and have it back in ten minutes. He ran out and got into the crème colored convertible Cad and speed out to the trailer park at the end of town. He went to Pep's trailer and got them started first and then walked down and hammered on Buddy and Aileen's Trailer door and Buddy opened it and said,

"Fancy what's the matter?"

"He's down and going and he's calling your name kid to come see him off. Yours and Aileen's now come get in the car and go with me up to the hotel before he dies and don't get to see you first. Come runnin' will ya'?"

"Aileen!" And they all ran for the car. Aileen holding her stomach that held her first born.

The cars got there at the same time and Pep jumped from his and helped Jean from her side and they entered with the head scratcher and Aileen right behind them and Fancy following behind, They went into the hotel and as the rest entered the stairs to the top Fancy stopped and got the bottle of whiskey from the clerk.

"Hope you don't plan on getting drunk up there and making too much noise. It's getting' late and these walls are pretty thin."

"There's a man a dying' up there, that otta' be quiet enough for ya' I figure. The whisky is for his pain in departin' and my mental anguish once he's passed the ghost over. We'll try to keep it as silent a death as we can neighbor."

"Good God man it's nineteen forty seven, we got a doctor or two in this town you know."

"He's already seen the good ones in Houston and he's known of this day a comin' for a good while. Just make a hole through that door over there so we can carry him down and get him started home when it happens if your still here on duty when he's gone."

Girt sat on the bed near him. The other five stood at the end of the bed and they all thought. Fancy of a time when he might have stayed in Hell's Kitchen before he knew this man. I might have been a respectable gangster by now, he was thinkin', a solid community leader, dealing' in good booze and nasty women. I had my opportunities before Sky came up there and started organizing and drug me along with him out of Hell to nurture my better talents taking me to all the places I might not have wanted and every one of them I could not wait to see. Uncle Quig would have started me out makin' collections and beatin' the wops out of our territory. I would have dedicated myself to it just like the rest of my brothers and family men have. I always wonder how many times I could have gone back and started over and been set up for life by now and how many times Uncle Quig told me to come back and he would have got me a tryout with the Yankees or the Giants and how I might have been a big leaguer. But now the hurtin' is on me and

God bless the tramp linemen and wiremen, the only stumbling blocks left to trip you up and stop your offshore destruction of the brotherhood.

I'll never know what I might have been if I had stayed in the Kitchen. But I took no vow with the family, just with Sky and his memories of Henry and the brotherhood and we went around the country gettin' our heads caved in and bustin' our knuckles on the heads of cops and Pinkerton's for the sake of a better wage and I guess I would have been a cheap hood in the joint serving a long stretch in Sing-Sing playin' on the prison team in the yard at exercise time.

Fancy squeezed the neck of the whiskey bottle and looked at his old friend and mentor through tired teary eyes.

Never again Sky, he whispered, and bowed his head to wait his friend's passing and think about the warm drink and the long drive to Houston to put him in the ground.

"Girt", Buddy said. "Let me straighten his head so he can breathe a little better." Buddy went over and Girt helped him restack the pillows and get him where he could draw better breath.

Pep was on a bomber in the skies over Germany in the bubble of the B-seventeen, cold, smoking a camel and latched in, his ass flying ten thousand feet over some target factories below and thinking about the men who came through his small west Texas town and brought him along on the tower line and turned him into a lineman before he went to war. And of that one that he idolized. Look up here and see me Sky I'm serving my country and you told me to give um' both barrels. Look up here and see me and know that I'm thinkin' of our craft and getting back in one piece so I can tool up again and climb them ole black diamonds and tramp around with you again. You can plan the day and lead the way and I will follow you and help organize if I can live through this flak and machine gun fire. Now the night went away and they left the slow dropping of the mission into the heart of Germany and the bombs hit the mark and they turned in the flak and the seventeen shook them all. When the starboard engine went engulfed in machine gun fire the smoke and smut covered the bubble and Pep was just firing into the early light of morning and not sure what the target was save he could see one coming now and he spun the bubble and tried to see as the fire and smoke of the engine still bellowed down upon him and he fired at the fighter and saw it turn away unharmed and saw another one. He fired without fear, and funny as he looked up with a tear in his eye at his idol lying there on the bed, that on the day in the air over Germany when another close call had pursued him he could only think of the day when he would return home not to a family or a wife, but to his craft that ole Sky had launched him in when they passed the poor dirt farm and stole him away forever to follow the trade and the brotherhood.

The head scratcher, Buddy, was still quite naive and gullible to the tricks that were summoned up from the rest of the good crew's imagination. They had played just about every dirty trick a man could play on another one in preparing him to stick out of the ground far enough to make a good hand. But he was thinking about the fascination of it all and how Sky had come up under the first president and how he saw him fall off the pole after he was shocked by the current and hit his head and was taken to the hotel across the street and lived a while and died. It left Buddy forever in wonder of the old man laying there a grunt from a barge to a legend of the trade about to die and go to his reward. So he thought about the time Sky let Pep get him up the eighty footer and then hammer his safety through with a sixteen penny nail and when he couldn't get it out they all laughed and watched him come off the pole without it. So he would learn to free climb the way he was supposed to and not hitch-hike and slow down getting to where the work was. But Sky never changed his way of treating all of them like men and if you could make a lineman you were an equal no matter what your job title. He thought how Sky taught him there was no good guys or no bad guys, just men who made mental decisions that tilted them toward labor or management and that was ok, because it took all kinds to create the atmosphere to accomplish the work. It averaged out he would always tell the kid. So it really shouldn't matter too much which way one would go as long as greed didn't enter his heart and ruin his ability to achieve the heights of success taking the brotherhood along with every hook in the pole and every turn in the road.

They all gathered up closer when he called them over and Girt laid her head on his shoulder and he told her he was going to the end of the line and she said she loved him and he returned the gesture with a kiss on the top of her head and his breathing grew weaker and there seemed to be no pain and Fancy wanted him to have a drink and he said no.

"I don't want a drink damn you Fancy" and he breathed slower and harder and the girls came over and rubbed his arms and patted Girt to let her know they were with her and the men just stood and waited and when he went unconscious but

was still barely breathing Pep said, "You don't have to hang around here anymore if you don't want to Sky we got it covered. We can cut it now you made us good and we can go on without you."

But Sky didn't seem to hear although one would never know and the old legend died and took the memory of being with Henry with him and the chapter turned to a better day for organized labor in America thanks to people like Skyler Rochet.

Pep helped the girls take Girt away and Fancy and Buddy made the body straight and proper on the bed and sat with him all night sipping on the whiskey and in the morning they called the sheriff and he filed a death certificate to the state of New Mexico.

They got the embalming done and loaded the body on the train and he made his last trip on the tracks of Bethlehem Steel in the belly of a box car and Fancy rode with him while the others started across Texas to arrive in Houston late the next night.

When they arrived at the rail works, they were met by hundreds of lineman and ground man who had come out from locals all over the south west. Men from every part of the country brought their families and when the door opened on the car Fancy came to the opening and looked out. A tear filled his eye when he saw them all and he was glad for Girt. He looked out in the crowd and recognized many of the faces.

The black hearse waited with the door opened and everyone stood quietly waiting.

"Some of you grunts get up here and get Sky's casket and load it up."

The charge for the door was tremendous and the ground man jumped in and slid the casket over to the door and handed it reverently down to others who carried the pine box to the hearse and slid it slowly inside.

The precession followed to Sky and Girt's home. The casket was placed in the living room and opened for viewing. Girt, Buddy, Pep, Jean, and Aileen were coming by car from Hobbs and Girt had given permission for this to be done so the friends and relatives in the area could view and visit while they were in route. They passed through the front door and looked upon him and visited and passed through the back door and out into the yard where the chickens could be heard cackling in the hen house. The tales told and laughter as Fancy and others relayed the stories of Sky's service to the brotherhood went on through the afternoon. In the evening hour as the sun set the others arrived by car and Girt was overwhelmed at the turnout. She was tired and helped from the car. She visited with some in the yard and then went inside to be with her Sky and everyone left them alone and she stood fatigued from the long journey from Hobbs to touch his folded hands.

"They are all here Skyler. All your friends and their families to see you to the end of the line."

Fancy stood in the doorway between the living and dining rooms and watched like a reverent hound to see she would not collapse. Buddy did the same from the front porch looking through the screen to see she was making it all right.

Girt left the casket open two more days and the visits continued. Lineman who had heard came and signed the guest book and when it filled up a new one was brought by the Pep and the pages continued to fill. Fresh greens and potato salad conditioned the air and donations were dropped into a box in the kitchen for food and drinks.

At four o'clock, the third day Girt decided to close the casket and make an end to it for the graveside service and burial the following morning.

She stepped over and Buddy and Pep held her by each elbow and walked her forward. Fancy, Aileen and Jean stood there just as they had stood together and comforted her when he died in Hobbs. A few women worked in the kitchen and some men still talked in the yard.

Just as she was about to say goodbye a knock came at the door and two men entered wearing fine suits and one carried a bouquet of roses and gave them to Girt. The older man dignified and walking feebly neared the casket and overlapped his hands. The years had drawn him small and frail. He talked slowly but could be heard well.

"Was me and Henry and Skyler that night in D.C. when he was hit by electricity and fell and hit his head. We carried him across the street and placed him on the lobby couch of a hotel. The power was out and candles were lit. He lay there so peacefully and Sky went to him and rubbed his head and said, 'Can you hear me Henry?' He did not answer and Sky kept on asking and finally Henry looked up at Skyler and I thought I heard him say, 'You know what to do Sky, and it's yours now' and he handed the token to Sky. And he didn't say no more and died a little while later and damn if Sky didn't spend the rest of his days making jobs and wages and conditions for others. He kept the promise."

"Yes he did do that", said Girt. Fancy and the others nodded confirmation and the casket was closed.

continued in next issue

Community fund aids many causes

By Bryan Carroll

FISHING, LITTLE LEAGUE, THEATER, DIABETES

Over the past three months, IBEW 1245 units have helped the following organizations with donations from the union's Community Fund.

Unit 1122, Merced, voted unanimously on Feb. 12 to request \$500 from the IBEW 1245 Community Fund for the 2014 Merced Fishing Derby.

Unit 1126, TID, in January voted unanimously on Aaron Baker's proposal to donate \$500 from the IBEW Community Fund to the Denair Gaslight Theatre. The money will help with the running of the Poker tournament fundraiser. This event will help keep this historical building hosting local performing arts and dance events all year long. An IBEW 1245 banner will be there too!

Unit 1511, San Jose, has voted to support separate causes with two donations of \$250 each. The Girls Scouts of Northern California and the American

Diabetes Association will each benefit from this generous donation. The money has gone to support Team Believe at the Guadalupe Park walkathon with 4,000 other participants also supporting the American Diabetes Association. The Girl Scouts donation will aid underprivileged girls participate in local Girl Scout events.

Unit 3217, Redding, for the 2nd year in a row has voted to support the Happy Valley Little League. This \$350 donation will pay to have a scrappy bunch of Tee-ballers sport "IBEW 1245" on the backs of their jerseys and the IBEW 1245 sign at the park will be getting a fresh coat of paint!

Unit 3218, Shasta-USBR, smelled spring in the air even in February. That was the month they voted to donate \$350 to sponsor a team in the Foothill Area Little League. This sponsorship will pay for IBEW 1245 on tee shirts as well as on a field banner. The field banner

will remind the community of IBEW 1245 members all year!

Unit 3417, Chico, takes safety as one of the few things more important than local Little League baseball. They found a way to support both of those things when a desperate request came from the Lake Oroville Little League. The league needed money to replace a dangerously dilapidated electrical panel. The Unit voted to request a \$500 donation. This donation will be rewarded with a 3' x 6' IBEW 1245 banner to hang at the field all season.

Let's go bowling! **Unit 3912, Fresh Pond SMUD**, has decided to donate \$100 from the IBEW Community Fund to Knotty Pines Lanes in Pollock Pines. This donation will support the 2014 winter season youth bowling league.

Sometimes it is hard to make choices between two loves. **Unit 4012, Susanville**, found a way to do it: they chose



both. They voted to donate \$250 each to the Lassen Youth Soccer League and the Susanville Little League. Both donations will be acknowledged through a banner, uniform shirts and a newspaper ad, all proudly displaying IBEW 1245.

Unit 4014, Frontier, made a choice during the Christmas season of 2013 to help the underprivileged in their community. They did so through a donation of \$500 to help the work that the Sacramento area Love Inc. does for the local community. This donation went towards getting furniture into homes and apartments of people who have done without beds, couches or tables.

Event honors former President (and biker) Howard Stiefer

IBEW 1245 Motorcycle Rally and Raffle: May 17

It's happening May 17th and it's going to be a fun event.

The "2nd Annual Howard Stiefer Memorial Rally," sponsored by IBEW Local 1245, will feature a motorcycle rally, poker run, raffle and mid-afternoon meal at Weakley Hall in Vacaville. The grand prize is a 2014 Harley-Davidson, or cash equivalent.

The event is named in honor of Howard Stiefer (1947-2010), the former president of IBEW 1245 and a long-time biker himself.

"Many of our members bike, and have a lot of fun doing it. The Howard Stiefer Memorial Rally is a chance to get together with a bunch of union brothers and sisters who share a passion for the open road," said Business Manager Tom Dalzell. "It's also a way to give back to the community."

The ride costs \$40 for single riders and \$75 for two-up riders or vehicles. The 650 raffle tickets will be sold for \$40 each, with all proceeds going to local area charities.

"A brand new Harley-Davidson is a pretty cool prize," said IBEW 1245 Business Representative Brian Kapaun, who is helping organize the rally. "And you don't have to ride to participate in the raffle and you don't have to be present to win. You can buy tickets from your business rep or out at the union hall. We'll sell them at the rally, too—if there are any left."

The May 17 rally starts at 9:00 in the morning at Weakley Hall, 30 Orange Tree Circle, in Vacaville and ends at the same location. T-shirts will be provided for all riders and will also be available for purchase at the hall. There will be pastries beforehand and a barbecue picnic after the ride.

So grab your skid lid and come on out to Vacaville to enjoy the action!

For your convenience, you can register on-line:

www.ibew1245.com/news-Local1245/motorcycle_rally_form_2014.html

To sign up by email or by phone, or if you have questions, please contact:

Brian Kapaun: 530-333-7667
BKF1@IBEW1245.com

Mike Grill: 209-404-4153
MFG6@IBEW1245.com

Or contact Gail Varner at the Hall: 707-452-2732



Second Annual Howard Stiefer Memorial Motorcycle Rally

Saturday, May 17, 2014 at 9:00 A.M.

Starting and ending at IBEW 1245 Weakley Hall, 30 Orange Tree Circle, Vacaville

\$40 fee for single riders — \$70 for two-up riders or vehicles

Poker Run & Prizes, food and family fun, union brotherhood and sisterhood

Tee Shirts and Rally Pins will be provided for all riders and also available for purchase at the Hall

All proceeds go to charity. Pastries and coffee in the morning, BBQ after the ride.



Sponsored by

IBEW Local 1245

RSVP on-line at www.ibew1245.com/news-Local1245/Motorcycle_Rally.html

Or by contacting **Brian Kapaun** (530) 333-7667 BKF1@IBEW1245.com

Mike Grill (209) 404-4153 MFG6@IBEW1245.com or **Gail Varner** (707) 452-2732

Raffle for a
2014 Harley-Davidson
or Cash Equivalent

Only 650 \$40 tickets to
be sold—need not be
present to win.

Purchase raffle tickets
from your IBEW 1245
Business Rep, at the
Hall, or at the Rally.



IBEW members are joined by some of the people who will live in the houses being built.

IBEW 1245 GIVES BACK TO THE COMMUNITY

IBEW Local 1245 members descended on Humanity Lane in Sacramento on March 1 to spend their Saturday off to help build houses at the Sacramento Habitat for Humanity's Indian Lane Project.

"It's a way to give back to the community that supports our IBEW members every day," said Steve Marcotti, an eight-year member and one of the union's organizing stewards.

The members hammered nails, cut siding and wrapped two homes with paper to help get them ready for a deserving family.

By becoming owners rather than renters, these families will be living in well-constructed, energy-efficient homes that will reduce their monthly living expenses

The homes are all LEED certified and have the following benefits for the new owners:

- Onsite solar power that can reduce electricity bills by as much as 50% to 60%
- Low-emissivity windows
- Attic insulation
- Tight duct upgrades to existing HVAC systems when possible, which will prevent

heat from escaping in the winter and from leaking in during the summer

- Compact fluorescent lighting packages
- Exhaust fans with timers in all bathrooms
- Ridge vent fresh air systems
- On-demand water heaters

"It's not a handout. It's a hand uplifting deserving families seeking the American Dream of owning their own home and I'm proud that the brothers and sisters of IBEW took time out today to help," said Marcotti, who works as a PG&E Service Representative in Sacramento.

The project features 14 two-bedroom and four-bedroom two-story single family homes.

Located directly across from the Florin Road Regional Transit Light Rail Station, the Indian Lane project is a Transit Oriented Development as well as a LEED certified home.



Here's what a helping hand can do.



Jesse Naranjo, IBEW 340



Walter Carmier



[LEFT] The IBEW team on the Habitat project are, standing from left: Sheila Lawton, IBEW 1245 Business Rep; Lauren Bartlett, Sacramento Regional Transit and IBEW 1245 Advisory Council member; Jesse Naranjo, IBEW 340; and Steve Marcotte, PG&E. Kneeling, from left: Walter Carmier, Frontier; and Eric Olsen, Sacramento Regional Transit.





SERVICE AWARDS

Petaluma

January 17, 2014



35 Years

Standing, from left: Pat Fryer and Bob Brower. Seated, from left: Jane Carpignano and Patrick Deignan

Photos by John Storey



40 Years

Business Manager Tom Dalzell presents 40-year awards to Ruben Galvez, left, and Larry Gibson, right.



30 Years

Thirty-year member Marvin Richards, with his wife Rhonda.

30 Years

Standing, from left: Jeff Wolford and Randy Burke. Seated, from left: Maureen Bird and Ron Horner.



30 Years

Standing, from left: Dave Maffei, Joe Herries and Tim Noyes. Seated, from left: Manuel Rosas, Robert Neri and George Turnbull

HONOREES

45 Years

Hinke Jr., Charles M
Pierce, Larry L
Williams, Mike

40 Years

Avilla, Barney
Boydston, Donald P
Cincera, Steve
Coit, Charles J
Da Luz, Carlos A
Fechter, Richard
Galvez, Ruben
Gibson, Larry
Joerger, Mark P
Macaluso, Richard T
Silva, Michael

35 Years

Borries, Thomas A
Boykin, Bruce O
Broadway, Stephen M
Brower, Robert A

Capwell, Dan
Carpignano, Jane A
Deignan, Patrick H
Fryer, Patrick J
Harmeyer, Robert M
Jensen, James N
Nardini Jr., Jack R
Southworth, Brian O
Thomas, Peter S
Tognozzi, Ronald R
Wood Jr., Harold S
Wu, Raymond Y

30 Years

Ako, Thomas L
Anderson, Steve M
Aronson, Robert J
Arvig, Ben L
Atoe, Tala A
Bird, Maureen D
Bradley, Daniel E
Burke, Randy A
Campagna, Charles L
Charlton, Dennis J

Chelini, Frank E
Clopton, William M
Creamer, Jeffrey B
Crider, William R
Davis, Shane D
Delatorre, William T
Dewlaney, Chris W
Fong, Ronald D
Frazier, Darren A
Gollan, Gordon S
Henning, Bruce L
Hernandez, David L
Herries, Joe N
Hock, Frank T
Hollisen Jr., Ward J
Horner, Ron A
Khiev, Saun
Khiev, Soeun
Licea, Javier M
Licea, Salvador
Maffei, Dave L
Mandel, Bruce A
Neri Jr., Robert
Nervo, Gregory E
Noyes, Tim J
Page, David M
Parsons, Stacy E

Pena, Steven D
Richards, David W
Richards, Marvin A
Richardson, Michael W
Ridling, Danyael A
Romelli, Michael A
Rosas, Manuel D
Rossini, David R
Santarini, Jonathan
Segale, Steven L
Terrill, Rich D
Turnbull, George F
Vierra, George F
Walpole, James H
Watson, Arlis L
Wolford, Jeffrey L

25 Years

Conley, Joseph P
Dekens, Mark E
Hanson, Scott C
Pena, Gerardo
Rittenhouse, Wrenn D
St Martin, John P

20 Years

Kuttler, Kyle A

Luce, John M
Miclette, Dueane J
Scott, Pamela D
Yoxall, David J

15 Years

Bigham, Billy D
Courts, Mike A
Diaz, Feliciano
Dunn, Suanne S
Hageman, Jason M
Hays, Sandra J
Martin, Mark E
Roseberry, Allen L
Toscano, Alfonso

10 Years

Baty, Kevin L
Bynum, Kiawa
Christianson, Christopher
Crownover, Christopher
Dillon, Todd A
Evansizer, Richard T
Flint, Craig M
Hessong, Erik R
Higgins, Ian M
Hines, George N

Ingram, John G
Jones, Jack E
Magnelli, John A
Mentink, Daniel B
O'Brien Iii, Thomas J
Orozco, Juan-Carlos
Pintane, Brandon L
Ponnay, Anthony V
Rowberry, Kristopher S
Saraceni, Joe
Solenio, Michael P
Tawney, Andrea D
Thomas, William J
Vaca, Jorge V
Valentin, Albino
Vasques, Antonio
Visintin, Victor

5 Years

Baldry, Mark
Barajas, Rafael
Barthman, Brian J
Battilocchi, Jeff D
Bell, Steven A
Burroughs, Chrisy K
Clegg, Mike
Conn, Timothy J

Cox, Ryan D
Doudna, Aquila J
Dragosljvich Iii, Michael R
Edwards-Moore, Timothy
Elliott, Clay K
Espinoza-Cardenas, Luis
Friedrich, Evan C
Guerrero, Adan
Henderson, Consuelo C
Jeffrey, Dwayne A
Juan, Francisco L
Kiernan, Craig
Lorenc, Jill M
Malnati, Anthony F
Mc Loughlin, Mike J
Mendez, Luis H
Myers, Troy J
Nix, Timothy J
Parks, Robert L
Perez, Felipe T
Phandanourong, Bounthavy
Ruiz, Reynaldo
Thorpe, Bodie F
Wood, Jacob T



25 Years

Wren Rittenhouse, right, with his wife Kathy Rittenhouse



15 Years

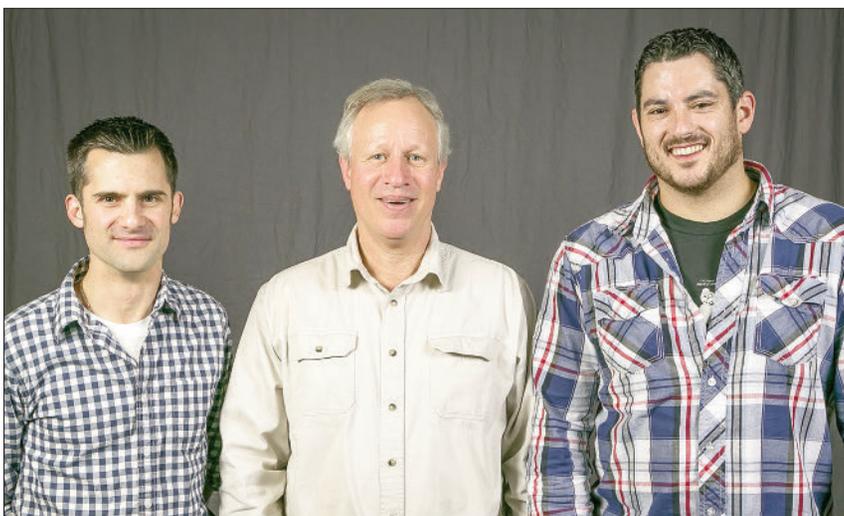
From left: Jason Hageman and Feliciano Diaz

Congratulations on your service!



15 Years

Pamela Scott is presented with 15-year award by Business Manager Tom Dalzell.



5 Years

From left: Tim Conn, Mike McLaughlin and Anthony Malnati
Utility Reporter

We Have Been Challenged!



Northern California IBEW Ocean Fishing Challenge

**July 12, 2014
Berkeley Marina**

Attention Anglers!

IBEW 340's Sportsman's Club has issued an **Ocean Fishing Challenge** to IBEW 1245 and other northern California IBEW locals.

IBEW 340 and other IBEW local unions in northern California will charter boats out of Berkeley Marina on July 12, 2014 and see who can land the biggest fish—and also see who can have the most fun doing it!

IBEW 1245 has chartered the New Easy Rider for this ocean adventure. The cost per person is \$65 and includes rod and tackle rentals. We can only accommodate 25 people so register early!

IBEW 340 has proposed a voluntary pool for biggest fish on each boat and also a pool for biggest fish overall.



If you are interested in joining the IBEW 1245 team for this Ocean Fishing Challenge, please contact Liz McInnis at ejmh@ibew1245.com or 925-788-6190

www.ibew1245.com



SERVICE AWARDS

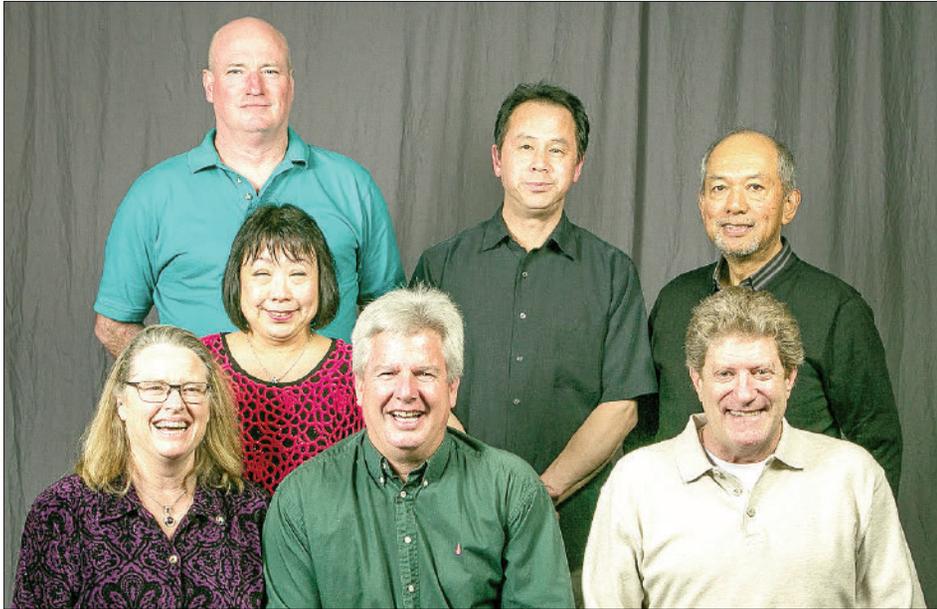
San Francisco January 24, 2014

Congratulations on your service!



40 Years
Front, from left: Will Durninick, Susan Tso and Renaldo Hafalia are congratulated for 40 years of service by Business Manager Tom Dalzell (in back).

Photos by John Storey



35 Years

Standing, from left: Mike Hickey, Jennifer Wong, Sueman Wong and Art Fontanilla. Seated, from left: Jamie Keesee, Mike McCarthy and Stephen Broadway



30 Years

Standing, from left: Phillip Cola, Dave Alley and Bob Hulgan. Seated, from left: Jose Luis Sanchez, Ed Morales and Mike Brazil



25 and 20 Years

Standing, from left: Vinh Lu and Kennard Lee. Seated, from left: Juventino Oseguera and Hunter Stern



10 and 5 Years

Standing, from left: Isaac Rodriguez, John Seeto, Ken Ward and Clint Austin. Seated: from left: Paul Noce, Dave Baird, Javier Avalos

HONOREES

40 Years

Durninick, William
Dy, Felipe R
Faustino, Julie
Hafalia, Renaldo H
Lew, Walter
Martin, Robert W
Ng, Stanley B
Nieve, Ronald
Owyong, Benjamin
Pratt, Kenneth
Smith, Cortez R
Tso, Susan Y
Wong, Gene N
Wong, Jack Jue
Yee, Calvin

35 Years

Arbues, Michael F

Bell, Paul
Fontanilla, Art B
Franco, Raul D
Gaw, Susan L
Hickey, Michael L
Joe, Nora
Keesee, Jamie J
Kern, Donald V
Lau, Russell
Lee, Dennis C
Lee, Peter B
Liao, Katheren P
Schade, Penelope
Sung, Theresa
Takeuchi, Jiro J
Tom, Philip C
Wenzel, Leslie J
Wong, Carlana L
Wong, Jennifer
Wong, Sueman B

Broadway, Stephen M
Wu, Raymond Y
Capwell, Dan
Mccarthy, Michael W

30 Years

Abueg, Almario Z
Alcala, Patricio
Alley, David M
Baur, Chris C
Brazil, Michael J
Ceballos, Richard M
Chan, Betty P
Colla, Philip V
Cruise, Danny A
Daniel, Eileen
Davies, David W
Early, Michael P
Favetti, Paul J
Forman, Scott A
Hulgan, Robert S
Kamariotis, James J
Kamiyama, Shelley

Kerrigan, Kevin M
Lee, Sue K
Macaluso, Philip J
Mahoma, Manuel J
Mangual, Juan A
Martinez, Daniel J
Mercado, Eduardo T
Miller, Ron M
Montalvo, Anthony
Morales, Edgardo
Pasion, Teodulo B
Sanchez, Jose Luis
Spinetti, Ron J
Street, Anthony
Trujillo, Daniel C
Wasiolek, Karen L
Yee, John

25 Years

Laucirica, Joseph L
Lee, Kennard
Lu, Vinh N
Oseguera, Juventino

Urbina, Diego M

20 Years

Stern, Hunter L
Williams, Marcus C

15 Years

Cantwell, Patrick W
Mergogey, David R
Padilla, Marciano
Ramirez, Steven R
Sadaya, Patricia A
Walsh, Jeanne A

10 Years

Austin, Clint E
Avalos, Javier C
Baird, David C
Barrientos, Tito J
Bonilla, Carlos Z
Buckland, Randy J
Castano, Javan D

Cecilia, Ben S
Chavez-Cardona, Jose
Alfredo
Cotter, William F
Gallagher, Terry A
Garbin, Richael C
Garcia, Jesus I
Guevarra, Hernanni F
Jay, Norman
Kirk, Michael D
Lazo, Edgar N
Loi, Tung C
Menor, Orlando Z
Nelson, Kacey E
Nguyen, Hope D
Nip, Cho Leung
Noce, Paul A
Pearce, Benjamin A
Rodriguez, Isaac O
Rolie, Adam C
Spanyol, Robert L
Ward, Kenneth M
Zheng, Peter S

5 Years

Abad, Manuel S
Bautista, Travis L
Card, Daniela E
Cortez, Carlito A
Cortez, Edgar E
Cuevas, David A
Demarty, Carlos A
Florio, Andrew
Gonzalez, Augustin
Goyhenetche, Joseph P
Guillen, Brandon M
Hope, Jenifer L
Kiewer, Eric S
Mercado, Teresa A
Ocegueda, Jaime
Purcell, Eileen M
Sandoval, Daisy E
Seeto, John
Signio, Fernando C



Monterey

March 21, 2014

Congratulations on your service!



40 Years
From left: John Benavides, Business Manager Tom Dalzell and Marcilino Contreras

Photos by John Storey



35 Years

From left: Business Manager Tom Dalzell with Rosendo Gonzales

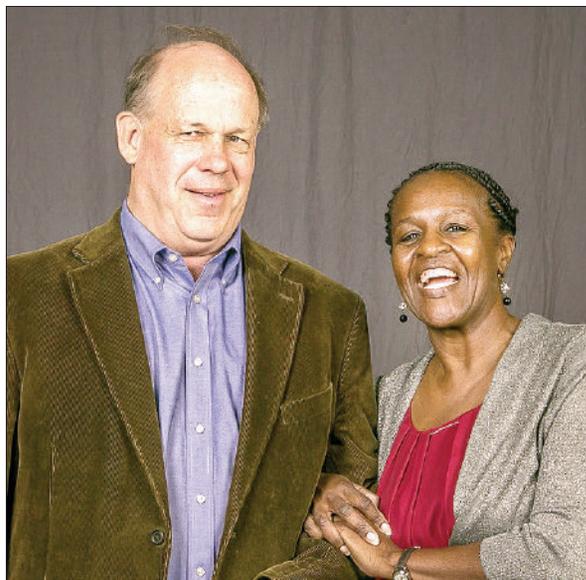


30 Years
Standing, from left: Kevin Hurley, and John Schlegel, Brian Cook. Seated, from left: Rhonda Ferguson and Anthony Urabe



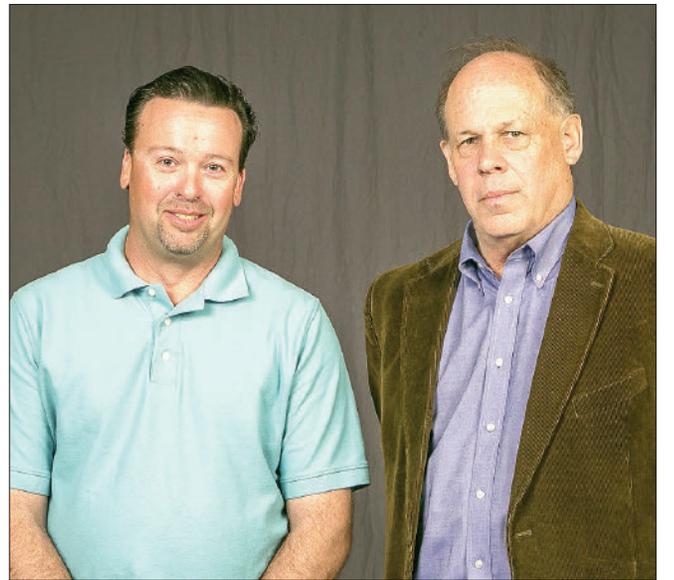
25 Years

From left: Mark Milich and Leisa Hardin



20 Years

From left: Business Manager Tom Dalzell with Joyce Wert



15 years

From left: Dwayne Kelley and Business Manager Tom Dalzell

HONOREES

45 Years

Gonzales, Alex L

40 Years

Benavides, John G
Burpo, Edward A
Clark, Dennis
Claus, Joseph A
Contreras, Marcilino
Diaz, Ricardo
Hamilton, Larry L
Muro, David A
Nydegger, Greg R
Robedeau, Kenneth A
Scheepe, Woulter

35 Years

Cummings, Curtis R

Garcia, Marie D
Gonzales, Rosendo
Kelly, William L
Kuhn, Gary Q
Mattson, Douglas
Sepulveda, Kelly L
Thomas, Richard
Vallejo, Craig A

30 Years

Brady, Douglas A
Brandt, Fred W
Cook, Brian J
Crivello, Mike R
Dacpano, John L
Ferguson, Rhonda K
Freitas, Arthur J
Gines, Brian L

Hurley, Kevin M
Jilich, Michael F
Linnenbrink, Frank W
Lopez, Roger E
Mettalia, Robert G
Newman, Mark E
Padilla Jr., Frank
Partida, Frank
Perucchi, Mario W
Rangel, Rufino S
Robinson, Donald
Schlegel, John D
Simkins, Steven L
Urabe, Anthony
Vaca, Gilbert P

25 Years

Barba, Alberto A

Cutler, Jeffery L
Hardin, Leisa A
Milich, Mark J
Whitten, John L

20 Years

Colman, Rodney A
Wert, Joyce A
Williams, John R

15 Years

Bates, Jennifer A
Kelley, Dwayne R
Ortiz, Antonio E

10 Years

Albano, Leslie C
Anderson, Jared R
Andrews Jr, James H
Bejar, Jaime
Bray, Tomas R

Byard, Ronald B
Calderon, Frank
Clavio, Anthony J
Farinsky Jr, Michael L
Harris, Craig R
Hill, Dennis R
Jimenez, Froilan F
Ortiz, Roberto M
Shergill, Randy S

5 Years

Alcantar, Leon
Avina, John M
Dequin, Benjamin G
Franco, Jr., Eduardo
Garcia, Bricio A
Martinez, Alberto M
Silva, Jonathan
Tansy, Kevin M



10 and 5 Years

From left: Leslie Albano, Frank Calderon and John Avina

KNOW YOUR SKELLY RIGHTS



IN ITS 1975 "SKELLY" DECISION, THE CALIFORNIA SUPREME COURT STATED THAT PERMANENTLY EMPLOYED PUBLIC WORKERS COULD NOT BE DEPRIVED OF INCOME WITHOUT DUE PROCESS.

AT THE UNION...



A SECOND LETTER IS SENT...



BOB DECIDED TO APPEAR IN PERSON, AS WAS HIS RIGHT. BUT WHEN HE GOT TO THE HEARING...

UNDER SKELLY, A WORKER HAS THE RIGHT TO EXPECT A REASONABLY IMPARTIAL SKELLY OFFICER. IT WAS OK FOR THE BOSS TO FILE A COMPLAINT, BUT NOT TO BE THE SKELLY OFFICER, TOO.



- DUE PROCESS REQUIRES:**
- * Notice of the proposed action
 - * Reasons for taking the proposed action
 - * Copy of the charges and
 - * Right to respond, either in writing or in person, to reasonably impartial Skelly Officer.

THE REMEDY FOR SKELLY VIOLATION IS BACK PAY UNTIL THE EMPLOYER CURES THE VIOLATION.

