

Inside:



# Utility Reporter



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UNITY IS STRENGTH

For up-to-the-minute news, see our website: [www.ibew1245.com](http://www.ibew1245.com)

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## They do it all: Lompoc employees keep city running

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Andre Friedrichsen, Apprentice Lineman, at work for the City of Lompoc



Tom Dalzell  
BUSINESS MANAGER

## Electoral Victories Make Us Better

As we have for the last several election cycles, Local 1245 dispatched a number of organizing stewards to work on elections affecting our members. There are two points to this work – to give 1245 activists a chance to learn the skills needed in ground campaigns, and to elect officials and lawmakers who are friendly to our cause. So, how did we do?

**IBEW 1245 endorsed candidates won an astounding 75% of local races and 81% of state-level races.**

**STATE OFFICE RESULTS:** One key victory at the state level was the election of California Labor Federation President and UFCW 1428 leader Connie Leyva to the State Senate in District 20 (San Bernardino). We also helped replace some unfriendly termed-out members of the State Assembly who were not always supportive of 1245 interests. Some of the newly-elected Assembly members who are known and friendly to 1245 include Bill Dodd in Assembly District 4 (Napa and Solano counties), who has helped us on energy issues and opposed CCA; Tony Thurmond in AD 15 (Berkeley/Emeryville/Richmond) who is a strong supporter on our energy issues as well as PLAs and will help with communication of CCA issues in Richmond; and David Chiu in AD 17 (San Francisco), who did not support the city's CCA program on the campaign trail, while his opponent made CCA a centerpiece of his campaign.

**LOCAL OFFICE RESULTS:** Winning 75% of local races is an amazing accomplishment. Many factors influence these campaigns: low turnout was a real prob-

lem throughout the state, candidates are hard to evaluate, local political consultants are sometimes of little value, and few candidates or their advisors understand how labor can help them get elected. Given these factors, winning anything more than 55% of these races is outstanding.

Among the most impressive results: Bob Lingl was elected Mayor in Lompoc; Gregg Fishman crushed his rival for SMUD Board; Abel Guillen defeated a much better-known and better-funded rival in the Oakland City Council District 2 race; Dennis Moreland kept his seat on the South Feather River Water and Power Board despite being challenged by a sitting Oroville City Council member; all three of our endorsed candidates won election to the Redding City Council; and we helped keep a labor-friendly seat on the Merced Irrigation District Board.

These results show that when our members communicate directly to voters about the City Council and Board positions that matter to our members and the community, we can directly influence these elections in our favor.

As you know, each race is different and each election cycle presents its own challenges. But the bottom line is when these newly elected officials are sworn in next month, we will be better off than we were on November 4.

2015 is an off-year in the election cycle and generally will be slower in terms of active political campaigns, but we do have several critical races, including Turlock Irrigation District Board (two seats are up, and they are the City of Turlock seats), Modesto Irrigation District (we want to re-elect two of our best friends to the board), City of Modesto and City of Ceres races, San Francisco Mayor (SF Politics is always a challenge with a faction of so-called "progressives" perpetually attacking 1245 members' interests), and a special election to replace Mark DeSaulnier in Senate District 7 (Assemblymember Susan Bonilla has announced she will run for the seat and has been good to us on a number of issues.)

Our organizers and organizing stewards gave us their skills and hard work this year, and the results show. I couldn't be prouder.

## Contract Ratified at Eaton-Cooper

The IBEW 1245 members employed at Eaton-Cooper Lighting voted to approve a new contract on Oct. 24, 2014. The terms of the new agreement went into effect on Nov. 1, 2014 and will remain active until Oct. 31, 2017.

Highlights include:

- A \$1,500.00 lump sum payment paid out one week after ratification
- A .50 cent per hour increase along with a \$250.00 lump sum on November 1, 2015
- Another .50 cent per hour increase on November 1, 2016
- An additional week of vacation (a total of 5 weeks) after 25 years of service
- An increase from \$70.00 to \$100.00 towards work shoes reimbursement on an annual basis
- An allowance of \$75.00 every other year in order to allow employees to purchase progressive lens safety glasses.

Under the new agreement, the members will keep their current medical plan until December 31, 2015. The company has agreed to pay the Employers Managed Health Care Trust of California from \$700.00 to \$800.00 for medical, dental, and vision coverage. Effective January 1, 2016 the company will pro-

vide the Eaton Corporation Flexible Benefits Program. The program includes medical, dental, vision, employee life insurance, health care reimbursement account plan and dependent care, reimbursement account plan, AD&D insurance and long term disability coverage. The savings in premiums with the Eaton Corp plan are significant and will reduce costs by as much as \$16,000.00 for family coverage.

"Overall, the membership is very pleased with the new CBA and it was ratified with a 95% "yes" vote," said IBEW 1245 Business Representative Cruz Serna. "They appreciate the fact that the union included everyone in the process by allowing the members to submit a proposals and questions, and they also appreciate the hard work their co-workers did during bargaining."

The negotiating committee included Assistant Business Manager Ray Thomas, Business Representative Cruz



95% of the workers at Eaton Cooper voted in favor of the new contract.

Serna, Shop Steward Darcelle Sattler, Shop Steward Norman O'Brian and employee Fred Linder.

## APPOINTMENTS

### ADVANCE CARBON PRODUCT INC.

2014 Negotiating Committee  
Dale Oliveria, Phuong Le

### CONFERENCES & CONVENTIONS

#### Electrical Workers Minority Caucus Convention

J. Lorenzo Arciniega  
Anna Bayless Martinez  
Harold Blackshire, Jr.

Monique Cherry, Manuel Cordeiro  
Tom Cornell, Michael Davis  
Todd Davis, Cecelia De La Torre  
Cloudele Douglas, Alfonso Estes  
Myralene Flake, Dorothy Fortier  
Arthur Freitas, Carrie Grace  
Christine Habecker, Kenny Lawson  
Arnaldo Lizarraga, Marcos Luna  
Jesse Morelos, Michael Musgrove  
Carl Olguin, Michael Patterson  
Carlos Rodriguez, Pedro Sandoval  
Anthony Seemster, John Seeto  
Jaime Tinoco, Ruben Villa  
Stan Zamora

#### Coalition Of Labor Union Women

Anna Bayless-Martinez  
Cecelia De La Torre  
Rachel Ramirez-Hill

#### 2014 Fall National Safety Council/IBEW Labor Caucus

Dan Boschee, Rich Lane  
Art Torres, Al White

#### AFL/CIO-APALA Organizing Institute

Ivan Pereda

#### AFL-CIO Organizing Institute

Rene Cruz-Martinez  
Guadalupe Flores  
Nilda Garcia, Miguel Pagan  
P. J. Saenz



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# Paradise Irrigation District Members Ratify New Contract

by Sheila Lawton, IBEW 1245 Business Rep

IBEW 1245 members at Paradise Irrigation District ratified a new three-year agreement by a vote of 16-11.

The agreement calls for a 1.5% wage increase upon ratification, and another increase on January 1, 2015 based on the Social Security Index, which is expected to be between 1.5%-1.7%. The agreement also includes wage increases in January 2016 and January 2017, based on the Social Security Index for those respective calendar years, for a total of four wage increases over the course of the contract.

The agreement also features a number of other improvements, including:

- An increase in bereavement leave from 3 days to 5 non-consecutive days

- Emergency call-out on holidays, paid at double time
- Double time for over 12 hours in a day
- Increase in sick leave accrual from 3/4 days per month to 1 day a month
- Simplified anti-discrimination language
- Probationary employees can be eligible for benefits immediately upon hire
- Increased number of vacation days for workers with fewer years of service
- The addition of prescription safety eyewear and safety toed boots to the MOU
- One new contractual holiday (Caesar Chavez Day)
- Holiday wage at 1.5 time for water treatment plant operators when they work on an actual Holiday
- An additional health plan option of a high deductible plan with a HSA. Employees also have the option of retaining either the Classic plan or the Advantage.

The bargaining committee was comprised of Jeremy Gentry, Laura Capra and Rick Stier, and the ratification vote took place on September 29.



Some members of the new Fresno Clerical Unit after a recent meeting.

## Fresno Clerical Unit reestablished

Over the summer, IBEW 1245 clerical members, with support from temporary Business Rep Rey Mendoza, took action to re-establish the union's clerical unit in Fresno. The newly re-established unit is already proving to be an active and successful unit.

"We worked hard to provide a relaxed setting for members to encourage participation," said Mendoza. "Thanks to our dedicated Unit Executive Committee, we have succeeded in increasing clerical membership participation and awareness. We continue to

increase participation at these meetings."

Clerical member PJ Saenz has been appointed to serve as the chair of the new unit. "My goal is for our members to have a venue where they can safely voice their concerns and come together in solidarity to discuss what's important to them," Saenz said.

## Former IBEW 1245 staffer sworn in as chief of Cal-OSHA

Juliann Sum, an Industrial Hygienist for IBEW 1245 during the 1980s, has been appointed by Gov. Jerry Brown to serve as Chief of the California Division of Occupational Safety and Health, more commonly known as Cal/OSHA.

Sum has served as acting chief of the agency since September 2013, during which time she initiated successful efforts to encourage more immediate correction of workplace safety hazards.



Juliann Sum

Her hiring by Local 1245 in 1979 won notice by the AFL-CIO at the time.

"You're a famous first," said George H. R. Taylor, then-director of the AFL-CIO Department of Occupational Safety and Health in Washington DC. "I congratulate Local 1245 on the hiring of an industrial hygienist."

In her capacity as industrial hygienist for the union, Sum monitored and investigated conditions in the workplaces where IBEW 1245 members worked, as well as providing the members with occupational health information.

### CALENDAR

- Jan 9 PG&E Gas Ops Safety Summit
- Jan 20 Shop Steward Conference, Stockton
- Jan 23 Service Awards, Stockton
- Jan 24 Advisory Council, Vacaville
- Jan 30 Shop Steward Conference, Chico
- Jan 30 Service Awards, Redding
- Jan 31 Service Awards, Chico/Marysville
- Feb 4 Shop Steward Conference, East Bay
- Feb 6 Service Awards, East Bay
- Feb 13 Shop Steward Conference, San Luis Obispo
- Feb 13 Service Awards, San Luis Obispo
- Feb 20 Service Awards, Eureka
- Feb 21 Service Awards, Ukiah
- Feb 26 Shop Steward Conference, San Jose
- Feb 27 Service Awards, San Jose
- March 6 Shop Steward Conference, Bakersfield
- March 6 Service Awards, Bakersfield
- March 11 Shop Steward Conference, San Francisco
- March 13 Service Awards, San Francisco
- March 20 Shop Steward Conference, Sacramento
- March 20 Service Awards, Sacramento
- March 27 Service Awards, North Bay
- April 1 "Hold the Pull" Safety Summit, Vacaville
- April 17 Service Awards, Reno
- May 1 Service Awards, Fresno
- May 1 Shop Steward Conference, Fresno
- May 6 Shop Steward Conference, North Bay
- May 15 Service Awards, Merced
- June 5 Service Awards, Monterey/Salinas

## Foster Wheeler pact ratified

IBEW 1245 members working at Foster Wheeler ratified a new agreement by a vote of 8-6 with all 14 members of the unit casting votes.

The agreement provides for:

- Three year term, 10/16/2014 through 10/15/2017.
- 7.5% wage increases over the term (2.75%, 2.25% and 2.5%) plus a 2.5% lump sum payment, based on straight time wages.
- Increase in the Shift differential to \$1.00 per hour over the term of the Agreement.
- Increase in Stand-By pay from \$25 to

\$35 over the term of the Agreement.

- Increase in Holiday pay to hours worked on a Holiday, increase in Severance Pay and increase in application of Kin Care.
- A future bonus program to become effective in 2015.
- Four new medical plans available to each of the employees.

The vote took place on Oct. 14. The negotiating committee was comprised of members Bryan Hewins, Devin Mun and Chris Watson, along with IBEW 1245 Business Representative Hunter Stern.

## IBEW 1245 offers scholarship

Applications for the 2015 Al Sandoval Memorial Scholarship and for the IBEW 1245 Trade and Vocational School Grant will be available by the end of December 2014! Children of IBEW 1245 members who have graduated from high school or will graduate in 2015. The Sandoval Scholarship is a competitive essay contest. The Trade and Vocational School Grant is awarded by random drawing from among those who apply. Applications can be obtained from the IBEW 1245 website at [www.ibew1245.com](http://www.ibew1245.com), or by calling the union office at 707-452-2700, or by writing to: Recording Secretary, IBEW 1245, PO Box 2547, Vacaville, CA 95696. If your kid is eligible, have them apply!



**IBEW  
1245**

**Logo Design  
Contest**

**Calling all aspiring artists/designers.  
We need YOU to create a new IBEW 1245 logo.**

**Winner will receive a prize of \$1,000.**

Submission deadline: March 1, 2015.

Contest is open to all IBEW 1245 retired members and members in good standing.

For a full list of requirements, please visit [www.ibew1245.com/2015/1/2/ibew-1245-logo-contest/](http://www.ibew1245.com/2015/1/2/ibew-1245-logo-contest/)

# 1st PLACE RODEO

## IBEW 1245 Crew Wins 1st Place at International Lineman's Rodeo



Adam Beene, Anthony Albright and J.P. Richard, PG&E, celebrate their first place finish.



... and show what it takes to finish first.

Photos by John Storey

By Bob Gerstle

The 31st International Lineman's Rodeo in Kansas City proved to be a very big night for IBEW 1245. Teams and apprentices from PG&E, SMUD and Turlock Irrigation District (TID) made trips to the podium to receive numerous awards, and by the end of the evening, one team from Local 1245 would be walking away with the first place overall prize.

The Kansas City rodeo has become the Granddaddy of the many lineman rodeos that take place each year. This year's event had a record number of participants, with 255 apprentices and 205 crews competing. The international rodeo is as much about competition as it is a celebration of the trade and the brotherhood that linemen share with each other. It's also a unique opportunity for teams from all over the world to measure their skills against their peers.

Without a doubt, the biggest stars of the weekend were JP Richard, Anthony Albright and Adam Beene, the IBEW 1245 crew representing PG&E from Grass Valley. The trio made several trips up to the stage during the course of the awards ceremony to receive awards for various events. As the banquet at the Overland Park Convention Center drew to a close, the PG&E and IBEW tables were buzzing with excitement. Could the crew capture one of the top five overall awards?

As the overall awards began, it became obvious who the top team would be. Sure enough, the boys from Grass Valley came in first place overall, taking home the big hardware.

Even Richard, Albright and Beene were surprised at their success. The experienced team has competed at rodeos in Hawaii, Portland and Los Angeles, as well as the PG&E/IBEW rodeo in Livermore. This was the 3rd

straight year the team competed in Kansas City, and they were certainly aiming to get an award or two, but they didn't expect to come in first.

All three are unassuming and don't necessarily exude the ego or bravado often associated with the stereotypical lineman. In fact, their happiest moment may have been when two of their co-workers from Grass Valley, Steve Bentley and Jim Moon, were called up to the stage to accept 2nd place in the senior division (George McNeil, an instructor in Livermore, was the 3rd member of the crew).

All in all, a very impressive accomplishment for the tiny Grass Valley yard where half the electric department competed in Kansas City. Looks like the yard will need to build a new trophy case!

Other 1245 award winners included PG&E apprentice Mike Moreno, who came in 3rd place in both the hurtman rescue and CPR events. Tanner Boren placed 11th in the overall apprentice division. TID's crew finished 5th overall in the municipality division, and a team from SMUD placed 4th in the crew hurtman rescue event. In addition to the Grass Valley PG&E crew placing 2nd in the senior division, a crew from Bakersfield GC PG&E placed 3rd in the same category. Members from Nevada Energy and Liberty Energy also competed in Kansas City and made an impressive showing.

Congratulations to all the competitors from Local 1245. The real honor was to be there competing. We look forward to another successful and victorious rodeo next year!

*Bob Gerstle is Assistant Business Manager, IBEW 1245*

**More Rodeo photos,  
pages 5-6.**



The Liberty Energy team of Justin Pinochi, Dave Coscarart and Nicholas Rains.



George McNeill, Steven Bentley and Jim Moon, PG&E, took 2nd place in the Senior Division.



2nd place winners in the Senior Division competing in the Hurt Man Rescue.



Apprentice Michael Anderson, Outside Construction



(Right and below) IBEW 1245 rodeo competitors



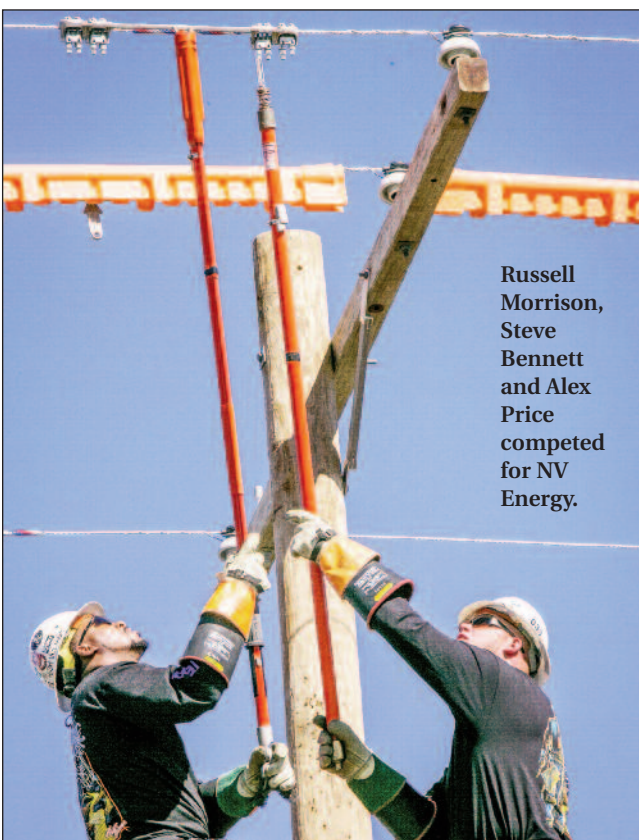


(Above and at right) Josh Klikna, Dustin Krieger and Steve Johnson, Turlock Irrigation District.



(Right and below) Jud VanMatre, Marco Acosta and Joshua Turner, PG&E.

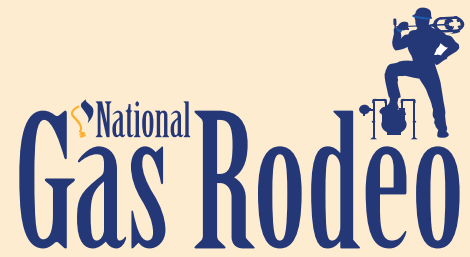
(Left) Apprentice Blake McCoy, NV Energy



Russell Morrison, Steve Bennett and Alex Price competed for NV Energy.



# Two IBEW 1245 Teams Compete in Gas Rodeo



Two teams from IBEW 1245/PG&E participated in this year's Gas Rodeo in Colorado Springs. The two-man team from San Francisco and the four-man team from Merced participated in four separate events: build a meter set from parts in a bucket; cut a six inch pipe with four wheel cutters; tap and run a service 50 feet and install a meter sweep; and hand dig a pit.

This was the second year IBEW 1245 members participated in this rodeo, and the competitors showed marked improvement in their individual events, but did not make it into the top tier.

"In order to compete on the same level as the other teams we need to practice together as a team, often, and we need to get all of the tricks allowed, especially the specialty tools that teams made and brought," said IBEW 1245 Business Rep Lou Mennel. "We also need to develop a real competition within PG&E for a chance to compete in the national event, and start working on this as a team at least 6 months prior. The Merced team only had a few months. The San Francisco team only had a few weeks. I look forward to doing better next year and many years to come."

**The team members from San Francisco:**  
Junior Umaleava  
Marcus Pineda  
Ramon Juarez

**The team members from Merced:**  
Beau Daneli  
Doug Lopes  
Tommy Victor  
Mike Shepard  
Jose Olivares

(Right) The four-man team from Merced competing at the 2014 Gas Rodeo



Gas Rodeo competitors from IBEW 1245



# IBEW Local 1245

# IBEW 1245 Soccer Tournament in Fairfield Friendship, Unity, Solidarity

**M**ore than 150 IBEW 1245 members, families and friends gathered for a day of soccer, piñatas, a cook-off and a delectable BBQ in Fairfield on October 4. (The tournament was originally scheduled for April, but had to be postponed due to rain).

Five teams of twelve players from Placerville, Sacramento, Santa Rosa, Sebastopol and Concord braved the 94-degree heat to play in the 4th annual soccer tournament at Alan Witt Community Park. There were originally eight teams on the roster, but three of the teams were unable to participate due to the high demand for tree trimming crews in Yosemite in the aftermath of the recent fires. Even so, spirits were high as teams gathered and took the field.

After an exciting day of competitive play, the Santa Rosa team faced off against their neighbors from Sebastopol in the championship game. In the end, the Santa Rosa team prevailed, but with so much talent and enthusiasm for the game, there were certainly no losers. The players truly embodied the theme of Amistad, Unidad y Solidaridad (Friendship, Unity and Solidarity).

The event, as always, was a family affair, with many players bringing along their spouses, children and family members to watch and join the fun. As their fathers and uncles streaked across the fields in brightly-colored jerseys, boys and girls of all ages played soccer on a side field, enjoyed the playground swings, and broke two decorative piñatas filled with candies. The players and their families also enjoyed a lunch of barbecued chicken, rice, beans, corn tortillas and home-made salsa.

Four years ago, IBEW 1245 estab-



1st place: Santa Rosa team

lished the soccer tournaments to recognize our tree trimmer members and build camaraderie among the members from the various tree employers. What began as an eight-team tournament has grown to include 16 teams who meet annually — half in the southern part of the union’s jurisdiction, and half in the north. Team captains play an important leadership role by signing up players and preserving the spirit of the day.

“I think [the soccer tournament] is really fun,” said Antonio Jaramillo, captain of the Sacramento team. “It’s a chance to get to know our co-workers who work in different areas. We get to spend time together with our families and make some new friends.”

Thanks to all who made the day a great success, especially our team captains, staff and volunteers.



Placerville (in teal) vs Concord (in orange)



The Sacramento team in action



Good game



The kids gather goodies from the piñata



Kids playing on the sidelines

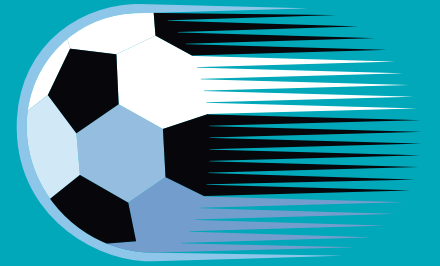


Below: Piñata fun



Torneo de fútbol  
IBEW 1245 en  
Fairfield

# La amistad, la unidad y la solidaridad se imponen



Más de 150 miembros, familiares y amigos del IBEW 1245 se reunieron el 4 de octubre en Fairfield para disfrutar un día de fútbol, piñatas, un concurso de cocina y una deliciosa parrillada. (Originalmente el torneo se había planificado para el mes de abril, pero tuvo que ser pospuesto debido a la lluvia).

Cinco equipos de doce jugadores cada uno, de Placerville, Sacramento, Santa Rosa, Sebastopol y Concord desafiaron la temperatura de 34 C (94 F) para participar en el 4º torneo anual de fútbol en el parque comunitario Alan Witt. Originalmente iban a jugar ocho equipos, pero tres de ellos no pudieron participar debido a la alta demanda de cuadrillas de podadores de árboles en Yosemite debido a los recientes incendios. De todas maneras hubo un gran entusiasmo cuando los equipos se presentaron en el campo.

Después de un emocionante día de juegos competitivos, el equipo de Santa Rosa se enfrentó a sus vecinos de Sebastopol en el juego por el campeonato. Al final, el equipo de Santa Rosa resultó vencedor, pero la cantidad de talento y entusiasmo durante el juego demostró que no hubo perdedores. Los jugadores fueron fieles representantes del tema de *Amistad, Unidad y Solidaridad*.

Como siempre, el evento fue una ocasión familiar. Muchos de los jugadores invitaron a sus cónyuges, hijos y familiares a presenciar el evento y unirse a la diversión. Mientras sus padres y tíos recorrían el campo en camisetas coloridas, los niños y niñas de todas las edades jugaron fútbol en otro campo lateral, disfrutaron los columpios y rompieron dos hermosas piñatas llenas de caramelos. Los jugadores y sus familias también disfrutaron un almuerzo de pollo a la parrilla, arroz, frijoles, tortillas de maíz y salsa casera.



2nd place: Sebastopol team

Hace cuatro años el IBEW 1245 estableció los torneos de fútbol para reconocer a nuestros miembros podadores de árboles y desarrollar el compañerismo entre los miembros de los diferentes contratistas de árboles. Lo que comenzó siendo un torneo de ocho equipos se ha convertido en un torneo anual de 16 equipos, la mitad de los cuales pertenecen a la parte sur de la jurisdicción del sindicato y la otra mitad a la parte norte. Los capitanes de los equipos juegan un papel muy importante de líderes al reclutar a los jugadores y mantener en alto los ánimos durante el día.

“Yo pienso que [el torneo de fútbol] es algo realmente divertido,” dijo Antonio Jaramillo, capitán del equipo de Sacramento. “Es una buena oportunidad para conocer a nuestros compañeros de trabajo que trabajan en diferentes áreas. Compartimos un rato junto a nuestras familias y hacemos nuevas amistades.”

Gracias a todos los que contribuyeron al éxito en este día, especialmente nuestros capitanes, personal y voluntarios.

#### Team Captains / Capitanes de los equipos

Miguel Gonzalez, Concord, Davey Tree  
Juan Rosas, Placerville, Davey Tree  
Antonio Jaramillo, Sacramento, SMUD/Utility Tree  
Chhan Ban, Santa Rosa/Sebastopol, Davey Tree  
Jaime Garcia, Santa Rosa, Davey Tree

#### Volunteers / Voluntarios

Jose Artiga, Ron Cochran

#### Staff/ Personal

Ralph Armstrong, Carl Lamers  
Landis Martilla, Liz McInnis  
Lou Mennel, Junior Ornelas  
Eileen Purcell, Abel Sanchez  
Mike Saner, Hunter Stern  
John Storey



Chicken on the grill



Enjoying the BBQ



The players pose for a group photo

See Line Clearance Tree  
Trimmer Report, page 34



IBEW organizing stewards with Business Manager Tom Dalzell at Weakley Hall as they prepared to hit the campaign trail for the fall election.

IBEW 1245 organizing stewards helped carry several candidates across the finish line in the Nov. 4 General Election, demonstrating that strategic political action can defend working families even in an election where corporate candidates won most of the battles nationally.

Successful negotiations in the public sector can get ugly fast when the wrong people sit across the table. Reaching out to union households in the weeks leading up to the Nov. 4 election, IBEW 1245 campaigners rang doorbells and made phone calls to get the right people elected, scoring several important victories where members' interests were on the line.

- Gregg Fishman won a seat on the Board of Directors of the Sacramento Municipal Utility District, where IBEW 1245 represents about 500 members.
- Bob Lingl won election as Mayor of the City of Lompoc, where IBEW 1245 represents 163 members.
- Jeff Marchini was elected to the Board of Directors of the Merced Irrigation District, where IBEW 1245 represents 74 members.
- Alan Nakanishi and Wendel Kiser won election, with the union's help, to the City Council in Lodi, where IBEW 1245 represents 29 members.
- Joel Young and Mark Williams were elected to the Board of Directors of AC Transit, where IBEW 1245 represents 24 members. The union-backed candidate for a third seat fell short of victory.
- Abel Guillen and Anne Campbell Washington won election to the City Council for the City of Oakland, where IBEW 1245 represents 14 members.
- Jim Oddie was elected to the City Council for Alameda, where IBEW 1245 represents 31 members. A union-backed candidate for a second seat on the

Council made a good showing but fell short of victory.

- Kristin Shrader, Francie Sullivan and Brent Weaver all won election to the City of Redding, where IBEW 1245 has faced significant obstacles at the bargaining table in past years. The union represents 225 members at Redding.
- Dennis Moreland was re-elected to the South Feather Water and Power Board in Division 3. Moreland was challenged by a former Oroville City Council member, but maintained his seat with support from Local 1245 members. They also worked to elect John Starr to the South Feather Water and Power Board in Division 5. Starr defeated an anti-union candidate. In the California legislature, which has significant influence over workers' wages and safety, IBEW 1245 campaigners helped propel candidates to victory in two key races. Connie Leyva appears to be the winner in the race for the State Senate in District 20 and Adam Gray was re-elected to the State Assembly from District 21. Luis Chavez, candidate for State Senator in the Fresno area, was defeated despite backing from IBEW 1245.

In Nevada, candidates for Lt. Governor, State Treasurer and Secretary of State were swept away by the Republican wave, despite on-the-ground assistance from IBEW 1245 reaching out to union households. The union-backed candidate for Attorney General also lost, although that race was very close.

### Honing Our Skills

It would be a great world if workers didn't have to constantly fight to protect themselves against powerful economic interests that are ripping apart the middle class. But that's not the world we live in, and IBEW 1245 continued to hone the skills and expand the pool of our organizing stewards by dispatching them to help with key races in several "battle-ground" states. In three states those efforts paid off with important victories.

In Colorado, IBEW 1245 campaigners helped make the difference in the re-election campaign of Gov. John Hickenlooper, who squeaked out a victory against challenger Bob Beauprez. A bill to terminate collective bargaining rights for state employees has made progress recently in the Colorado Legislature and

unions feared it might become law if Beauprez won the election. IBEW 1245 campaigners also reached out to union households in an effort to help re-elect Senator Mark Udall, but it was not enough to rescue Udall's troubled campaign.

In Pennsylvania, IBEW 1245 campaigners worked hard on labor's campaign to elect Tom Wolf, who was ultimately successful in his bid to oust Gov. Tom Corbett. Corbett was the first Pennsylvania governor in modern history to be defeated in a re-election bid.

In Alaska, IBEW 1245 campaigners helped the successful effort to repeal Ordinance 37 in Anchorage. This dreadful ordinance, aimed at city workers, imposed strict limits on negotiated wage hikes, outlawed the right to strike, eliminated binding arbitration, and allowed the city to outsource city work to private contractors. Voters rejected Ballot Measure 1 by a 54-46 margin, effectively repealing Ordinance 37.

IBEW 1245's Alaska team enjoyed another success: they helped pass a measure to hike the state's minimum wage to \$9.75 by 2016, further stoking a national movement to boost wages for the nation's most impoverished workers.

They also reveled in a narrow victory for Bill Walker, the independent candidate for Alaska governor. IBEW 1245 campaigners also reached out to union households to re-elect US Senator Mark Begich, but they could not turn the tide. Begich lost.

IBEW 1245 campaigners were also on the ground in Kansas. Unfortunately gubernatorial hopeful Paul Davis lost in his bid to unseat Gov. Sam Brownback, who has made it a priority to strip teachers of their collective bargaining rights. Similarly, in Wisconsin IBEW 1245 campaigners fell short in their effort to unseat Gov. Scott Walker, who has been a national leader in the effort to take away collective bargaining rights for public employees.

If you want to measure



After the City of Redding forced concessions in the union contract, IBEW 1245 members decided some changes were needed in the city's leadership. Among those working in the successful campaign to elect three IBEW-endorsed candidates were IBEW 1245 volunteers Paul Snyder, Tom March (back row) with daughter Meagan and son Tony, Business Rep. Sheila Lawton, Stefani Garcia, Carl Olguin, Tatyana Garcia, Mariah Garcia, Nilda Garcia, Steve Marcotte and daughter Nichole.

success by how many battles you win, IBEW 1245 members were big winners in many local races—victories that will likely help their fellow union members in future collective bargaining. But if you want to measure success more broadly—by how well you build solidarity and prepare for future campaigns in defense of workers’ rights—IBEW 1245 members were winners everywhere they went.

## The IBEW 1245 Campaigners

The following IBEW 1245 members assisted with campaigns in the following areas, with support from IBEW 1245 Organizers Fred Ross Jr. and Eileen Purcell.

### Sacramento:

- Eric Sunderland
- Ivan Pereda
- Jason Preston
- Harold Blackshire Jr.
- Walter Carmier

### East Bay:

- Mike Patterson
- Rachel Ramirez-Hill

### Merced:

- Rodrigo Flores

### Central Valley:

- Lloyd Cargo
- Rosario Garcia

### Fresno:

- Georgette Carrillo
- Linda Letzer

### Solano/Napa County:

- Tanny Hurtado

### Lompoc:

- Jaime Tinoco

### Redding:

- Mark Larsen (and various 1245 staff members)

### Reno:

- Chip Chadwick
- Veronica Rivera
- Dorine Shaner

### San Bernardino:

- Nilda Garcia

### Alaska:

- Kevin Krummes
- Craig Tatum

### Kansas:

- Kristen Rasmussen
- Eric Wolfe

### Colorado:

- PJ Saenz
- Lupe Flores
- Anthony Seemster
- Melissa Becerril

### Pennsylvania:

- Jammi Juarez
- Mike Musgrove
- Miguel Pagan

### Wisconsin:

- Donchele Soper
- Steve Marcotte
- Rene Cruz-Martinez

### Maine:

- Mike Grimm
- Carl Olguin
- Logan Jonas

By Eric Wolfe

Photos by IBEW 1245 campaigners

In an election where endless political attack ads were selling cynicism and fear, IBEW 1245 members were on the ground offering something even more important than victory.

They were pitching hope.

Hope that ordinary citizens can make a difference, hope that politics can save the middle class, hope that democracy still survives in an era of secret super-PACs funded by billionaires. Hope that plain talk between ordinary people can still be heard over the brute volume of the modern political campaign.

During the just-concluded November elections, three dozen IBEW 1245 members—mostly organizing stewards—did democracy the old-fashioned way. They picked up the phone, they knocked on doors, they attended rallies, they met with voters one-on-one and discussed real issues. Like health care, like wages, like education, like tax fairness, and what it will take to end the big hurt that’s being put on the American middle class.

By their presence on thousands of doorsteps, these IBEW 1245 members demonstrated how it is done, how to pitch hope to working people who could use a little.

### “Burgers and Ballots”

What does a campaign based on hope look like, you might want to know. For starters, you have to know who you’re talking to and what you’re talking about.

IBEW 1245 campaigners on the ground in Colorado quickly learned that connecting to voters means “learning about the people, the wages and jobs, the cost of living, the lifestyles, and the attitudes in Colorado.” The Colorado team—PJ. Saenz, Lupe Flores and Melissa Becerril—said that focusing on such details can help campaigners figure out “What drives the voters in Colorado?”

The IBEW 1245 team in Pennsylvania pitched their message to the younger generation with a “Burgers and Ballots Tour” that focused on college campuses. “We lured them in with loud music and the smell of grilled burgers. Free food

always gets a starving student’s attention,” said IBEW 1245 Organizer Jammi Juarez. Drawn in by the food, the students were given a quick course in how funding cuts would lead to unwelcome hikes in tuition.

Juarez served as co-director, along with Fred Ross Jr., of the union’s seven-state campaign, while Business Representative Hunter Stern coordinated the multi-city campaign in California.

In several locations, weather complicated the task of “pitching hope.”

“Canvassing in the snow/slush was a bit challenging to a pair of Californians,” noted the Alaska team of Kevin Krummes and Craig Tatum, “but we muddled through.” They knew they weren’t in California anymore when they encountered a moose one evening, “eagerly and enthusiastically eating a pumpkin pinched from someone’s front yard.” IBEW 1245’s Alaska campaigners could claim partial credit in two



Moose munching on pumpkin

important victories: they helped repeal an Anchorage city ordinance that had stripped city workers of their bargaining rights. They also helped win passage of a hike in the state’s minimum wage, one of five states where such hikes were enacted on Nov. 4.

### “Cheese, beer and rain”

Inclement weather also challenged the stamina of IBEW 1245 canvassers in Wisconsin and Maine.

“The rain continues,” reported Organizing Steward Steve Marcotti, who figured out what “drives” Wisconsin voter in just five words: “Packers, Badgers,

cheese, beer and rain.”

But Donchele Soper, another member of the Wisconsin campaign team, found this strategic silver lining in the weather:

“Today Steve, Missy and I canvassed the entire day. Weather conditions were



Carl Olguin with AFL-CIO Secretary-Treasurer Liz Shuler.

not ideal for outdoor activities, which meant good news for us—people would be home!”

“We’re expecting a nor’easter on Thursday,” Carl Olguin reported from Maine. “Not gonna stop us, won’t stop us, we will get it done no matter what.” He and the rest of the IBEW 1245 team in Maine vowed to “Kick ass for the working class.” A bigger challenge than the weather were the voters themselves. Some wouldn’t answer the door. Some who opened the door immediately slammed it shut again. And then there was the voter encountered by Mike Grimm in Maine:

“One of the few who declined to speak with me was a nearly naked older lady, fresh out of the shower who did not hear my knock as she wandered past her open front door,” said Grimm. “She allowed that she was not in a position to be receiving company!”

### Getting Creative

Even though IBEW campaigners were able to plug into pre-existing campaign structures, they often found there was a need to get creative. Sometimes hope has to be a hands-on enterprise.

Campaigning with the Alameda Labor Council, Advisory Council member and Organizing Steward Rachel Ramirez-Hill worked the phone bank, walked pre-

*continued on next page*



The “Burgers and Ballots” truck served up food and voter education.



Rachel Ramirez-Hill and the team working in the East Bay/Central Valley

incts, worked up packets—and even prepared food trays for the delegates’ meeting!

At the United Teachers of Wichita union hall the automated phone-calling program went blooey just as teachers were showing up to phone bank for gubernatorial hopeful Paul Davis. IBEW 1245 campaigner Kristen Rasmussen didn’t wait for someone else to fix the problem—she just hunted down some paper lists that she’d pulled together earlier, typed out a simple script, printed several copies and before you could say “Damn computer” she had the volunteers busy making phone calls.

Later she also diagnosed the problem with the auto-dial software and advised



Kristen Rasmussen gives a “thumbs down” at the entrance to the Koch Industries compound in Wichita, KS.

the programmer on how to fix it.

Rasmussen performed these low-tech miracles just a few miles from the world headquarters of the billionaire Koch brothers, who spent a jaw-dropping \$77 million this election cycle on bilious TV ads that played to voters’ fears rather than their hopes.

But the practical value of hope was on full display in southern California, where IBEW 1245 Organizing Steward and Advisory Council member Jaime Tinoco seemed to be everywhere in the campaign to elect Bob Lingl as mayor in the City of Lompoc. Utilizing his own extensive network in the city, Tinoco determined that Lingl was the candidate most deserving IBEW’s support. He then recruited volunteers at work to distribute 3,000 flyers door-to-door. He also distributed yard signs at unit meetings, arranged for newspaper ads (with support from the IBEW 1245 Executive Board), organized a forum where the two mayoral candidates discussed the issues directly with IBEW 1245 members, and recruited eight volunteers to spend election day getting union voters out to the polls.

Organizing stewards weren’t the only asset IBEW 1245 put into the field. Members, staff and retirees also jumped into key races at various locations. In Redding, IBEW 1245 staff members Ray Thomas, Sheila Lawton and Jennifer



Nevada campaigners, from left: Abbie Curl, Chip Chadwick, Lucy Flores (Dem candidate for Lt. Governor) Ron Borst, Vickie Borst, Jesse Hoch and Ben Weisshaar.

Edwards spent their October weekends trying to change the make-up of the City Council, with considerable success. In Nevada, Abbie Curl, Chip Chadwick, Vickie Borst, Jesse Hoch and Ben Weisshaar worked through the Central Labor Council in Reno, putting in 40-hour weeks for a month and a half to support labor-backed candidates.

### Pros and Cons

Wherever they were, IBEW 1245 campaigners went about their work like old pros.

In Colorado, for example, they had to deal creatively with two different sorts of gated communities. At one affluent gated community, according to Organizing Steward Lupe Flores, they simply parked their car, grabbed their leaflets, figured out a way to get inside the gate, and went about doing what they had come there to do. Later they had to get flexible with their work hours when a convict managed to escape a different sort of “gated community” and was loose in the area!

In California, Organizing Steward Ro-



Linda Letzer, Georgette Carrillo and Rey Mendoza working GOTV in Fresno.



Rodrigo Flores with other canvassers in Merced.



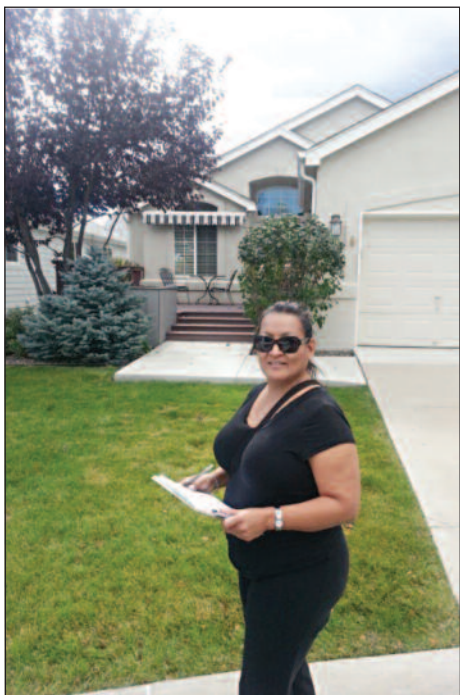
Successful SMUD Board candidate Gregg Fishman, second from left, with IBEW 1245 supporters Ivan Pereda and Eric Sunderland.

sario Garcia ran into a couple of ex-convicts who had turned their lives around but were uncertain if they had a right to vote after serving time. Garcia wasn't about to let the opportunity pass—he convinced them to share campaign literature with family members who were registered voters.

The IBEW 1245 team of Rey Mendoza, Georgette Carrillo and Linda Letzer made efficient use of their time at PG&E's Fresno Call Center. They set up a table in a break room with campaign materials, put together packets to hand out, and then Mendoza and Carrillo headed to different floors to hand out flyers while Letzer remained in the break room to talk with members about voting.

Campaigner and Advisory Council member Mike Patterson multiplied his impact by passing on his skills to others.

"For the last two weeks I've been training phone bankers (and) setting up precinct walks," Patterson reported midway through the campaign. When he wasn't training others, he walked precincts himself and shared with voters his first-hand knowledge of the union-backed candidate for Oakland City Council District 4, Anne Campbell Washington. She won.



Lupe Flores canvassing in Littleton, CO.

Utility Reporter

*"With all the nonsense that comes on TV, we give voters that one-on-one conversation that could lead them to having other conversations, which will hopefully get more people interested and involved."*

—Anthony Seemster

Organizing Steward Rodrigo Flores was active in the Central Valley, working on state assembly campaigns and the race for a seat on Merced Irrigation District.

"My focus has been knocking on IBEW members' doors," Flores reported from the field in October. "My favorite part? Talking to people who are supportive or who ask questions ... and who offered me a glass of water in the 96-degree heat!"

### Walkin', knockin' and talkin'

In Sacramento, with important races for SMUD and the US Congress on the line, IBEW 1245's team made up walk packets, canvassed extensively, made hundreds of calls to union members, and attended every unit meeting in the region in their quest to recruit additional



102-year-old voter Marie Nader with IBEW 1245 campaigners Melissa Becerril and P.J. Saenz.

*"Little by little, we're climbing the hill, and we won't stop till we hit the top. 1245 never quits."*

—Carl Olguin



IBEW Local 98 in Pennsylvania joins forces with IBEW Local 1245's Mike Musgrove and Jammi Juarez.

volunteers. "We're walkin', knockin' and talkin' and having great results," reported the team, consisting of Eric Sunderland, Ivan Pereda, Jason Preston, Harold Blackshire Jr. and Walter Carmier.

One obstacle emerged in late October that was not anticipated earlier in the fall: the San Francisco Giants! Who knew they would parlay their wild card spot in the National League playoffs into the World Series spotlight in prime time?

"Tonight was a hard night for phone banking—people were fast to not want to talk," confessed organizing stewards working in Stockton. One irate Giants fan even yelled at them, saying "What are you doing calling me during the Series?"

In Colorado, where baseball wasn't such a big distraction, IBEW 1245 canvasser Anthony Seemster found some people "very engaging, pro-union, and knew who we needed in office to further labor."

"There were also some who just weren't interested in talking and also some who had no idea who the candidates were," Seemster said. "This is why getting out there and talking to people makes all the difference. With all the nonsense that comes on TV, we give voters that one-on-one conversation that could lead them to having other conversations, which will hopefully get more people interested and involved."

Seemster reported talking to people as young as 20 and "more seasoned people in their 70s." But that was nothing compared to a voter reached at her home by Colorado campaigners P.J. Saenz and Melissa Becerril: they were invited inside to meet 102-year-old Marie Nader—still voting after all these years!

### "What Organizers Do"

These and many other accounts from the campaign trail leave you with the certain knowledge that IBEW 1245 members had a lasting impact on the voters they met, on union campaigners in far-away states, and on each other.

"I hope volunteers working on campaigns ... know those few minutes shared with strangers ultimately affects

lifetimes for generations to come," observed Donchele Soper, working in Wisconsin.

"The people we meet on these trips become family and sometimes the hardest thing is to say goodbye," said Mike Musgrove, campaigning in Pennsylvania. "I am so privileged to have the opportunities that my local allows me to experience. I do not see a better way to learn and develop as an organizer and a leader."

In Maine, IBEW 1245 campaigners found ways to keep things fresh when making that thousandth call during phone banking. "To motivate us we have a friendly competition who can make the most phone calls," they reported from the field. "The countdown begins to election and IBEW will not slow down, working tough hours but that's what organizers do."

That sounds a lot like one of the slogans that IBEW 1245 Organizers Fred Ross Jr. and Eileen Purcell emailed to the campaigners every day, culled from the Axioms for Organizers by the legendary organizer Fred Ross Sr.

Axioms like this one:

"There are never enough resources or enough troops, but you can't wait and you can't admit the possibility of defeat because the opposition is probably going through the same thing. The loser is the first one to say it can't be done."

Perhaps IBEW 1245 campaigner Carl Olguin captured it best when he reported from Maine:

"It's a very tough race, and we are short-handed, (but) everyone on this team gives it 100%. Even though it's only a few of us, we all take on extra tasks to try and get as much work done as possible. Little by little, we're climbing the hill, and we won't stop till we hit the top. 1245 never quits."

You can find additional photos from the campaign trail at [www.ibew1245.com/2014/11/07/pitching-hope-doing-democracy-the-old-fashioned-way/](http://www.ibew1245.com/2014/11/07/pitching-hope-doing-democracy-the-old-fashioned-way/)



# Celebrating Veterans



IBEW 1245 Vets Walter Carmier and Pam Pendleton led the contingent in Sacramento

Veterans Day isn't supposed to be a somber occasion; it's a celebration honoring the brave service men and women who risk it all to defend our freedom and keep us safe. This year, the IBEW 1245 Veterans Committee participated in Veterans Day parades in Sacramento, Fresno and Redding to reinforce our union's commitment to current and former military personnel and honor all who have served our nation.

In Sacramento, more than 30 IBEW 1245 veterans, members, family and friends joined the marching contingent at the city's 4th annual Veterans Day Parade. The marchers held an IBEW 1245 Veterans Committee banner and donned matching tee shirts, and were accompanied by an IBEW 1245-themed pickup truck, decorated with flags, banners and signs. Veterans Committee members Walter Carmier and Pamela

Pendleton organized and led the contingent, while IBEW organizers Jammi Juarez and Jennifer Gray drove along in the truck.

"Right before march time we lost the sun; the morning chill was back," said Carmier, a US Army Vet and 1245 member who works at Frontier Communications. "But when we marched onto the Sacramento Capitol Mall, we were honored by hundreds of Sacramentans standing and cheering, and fellow veterans saluting... we were all warmed and honored [to be a part of it]."

At the Fresno Veterans Day Parade, approximately 35 people joined the Local 1245 contingent, including veterans, members and their families. The Fresno event is widely known to be the biggest Veterans Day Parade on the West Coast, and the IBEW 1245 marchers noticed many friends and co-workers in the crowd that lined every inch of the mile-long parade route. IBEW 1245 Veterans Committee members Joe Sanchez and Vicki Bunag worked to coordinate the contingent, and Sanchez was pleased to have the opportunity to have his daughter marching by his side during the parade.

"Honoring our veterans and supporting our Union is going to be a lasting memory for my daughter because of this parade," said Sanchez, a Marine Corps veteran and Local 1245 Shop Steward from PG&E. "I believe that we will have a stronger presence in next year's parade, along with a float to ride along in. It's going to all come down to planning. As this was my first time ever planning an event like this, I now understand all that is needed to have a successful event."

In the Redding area, the IBEW Veterans group did in fact enter a float in the Shasta Lake Veterans Parade, which they decorated with two dozen American flags, patriotic streamers and two IBEW Local 1245 Veterans Committee banners. IBEW 1245 member Dave Vandermeer drove a City of Shasta Lake line truck behind the float with a banner that read "Supported by IBEW Local 1245" while Assistant Business Manager Ray Thomas navigated the parade route in the IBEW 1245 van. IBEW Veterans Committee members Phil Alleman and Mike Grandmain coordinated the Shasta Lake contingent, which included Local 1245 members as well as several honored guests from the Redding Veteran's Resource Center.

"It was a proud day for all of the float riders because none of them had ever been on a float in a Veteran's Parade before, and were thankful to be honored by IBEW Local 1245 for their military service," according to Alleman, a Local 1245 retiree and Army Veteran



Local 1245 members, veterans and family at the Fresno Veterans Day Parade



IBEW 1245 vets, members and family at the Sacramento Veterans Day Parade

Photos via IBEW 1245 members

## IBEW 1245 Joins Parades in Sacramento, Shasta Lake and Fresno

who served in Vietnam. "To all our fellow Veterans, thank you for service and sacrifices to make this country a 'land of the free because of the brave.' We salute you."



IBEW 1245 members Dave Vandermee, Mike Grandmain and Phil Alleman at the Shasta Lake Parade



The IBEW vets and honored guests on board the float in Shasta Lake.

Photo by Phil Alleman



The IBEW 1245 contingent preparing to march at the Fresno Veterans Day Parade



**'land of the free because of the brave'**

# On a mission

By Rebecca Band

Even though the IBEW 1245 Veterans Committee has only been in existence for less than a year, the committee of “brothers and sisters in arms” has wasted no time growing and expanding their new program, which is focused on helping vets (both within and outside the union) find quality jobs and get help if they need it.

In September, the committee added three new veterans to their group: Vicki Bunag from Fresno, Alycia Brown from Bakersfield and Chip Chadwick from Reno. The committee came together on September 24 at the union hall to welcome their new members, plan upcoming activities and engage in a unique dialogue with PG&E CEO Tony Earley.

“There is no more natural constituency within IBEW 1245 than veterans,” said IBEW 1245 Business Manager Tom Dalzell as he opened up the veterans meeting. “There is no group within 1245 that is more motivated and service-oriented than veterans. And there is no cause that’s more

noble than helping veterans.”

Word about the new veterans committee has been spreading, and when Dalzell told PG&E’s Tony Earley about the group, Earley requested the opportunity to come and engage in an open dialogue with the veterans on ways that the company and the union can work together to further the committee’s primary goal – more quality jobs for vets.

Earley himself is a veteran who served as an officer in the United States Navy nuclear submarine program. He recognizes that vets have many unique skills, coupled with outstanding discipline and commitment, which make them an asset to any workplace. He’s a big advocate when it comes to hiring veterans, both at PG&E as well as at other companies. At the veterans committee meeting, Earley discussed a number of initiatives PG&E has undertaken to help vets in recent years, including PG&E’s Veterans Employee Resource Group and the PowerPathways training program, which has a number of veteran-



Veterans Committee member Alycia Brown gives PG&E CEO Tony Earley an IBEW Veterans Committee shirt as a token of appreciation

specific classes to give those job candidates a competitive edge.

“We’ve done a huge amount of veteran hiring over the past three to four years,” Earley told the committee. “I think we owe it to the veterans; they volunteer and serve and we need to make sure that when veterans come out they have a good career so they can support their families. They deserve it.”

Earley and the veterans engaged in a candid and interactive Q&A session, with members of the committee asking

specific questions about ways they can help increase the number of veterans hired out of the PowerPathways program, as well as improving opportunities to recruit and hire vets into both physical and clerical jobs at PG&E.

“I’ve been spending a fair amount of time working with organizations that focus on veterans hiring,” Earley said. “One of the big problems is trying to link up veterans with companies like ours that have positions for them.” He went on to note, “We’ve been working with the Department of Defense to encourage them to allow recruiters like ours to get on the bases and get access to people before they get out [of active duty] as part of their career development.”

The vets and Earley also had a lengthy discussion about what the union and company can do as partners to spread the message about hiring vets to other employers as well (something Earley has already been doing through the United Way in the Bay Area). By the end of the discussion, Earley agreed to consider setting a new goal for the number of vets hired at PG&E. He also said he would look at the possibility of giving the IBEW a seat at the table in the PowerPathways training and hiring process and expanding PowerPathways to provide opportunities for clerical workers. Earley also said he would consider how to encourage other employers to establish or improve hiring preferences for veterans.

The committee agreed that the conversation was incredibly productive and will greatly improve opportunities for vets looking for work at PG&E and in the utility industry as a whole. They also took advantage of the opportunity to directly hand Earley the resume of a vet who is currently looking for work. “We helped a veteran out today,” said committee member Phil Alleman.

In addition to working directly to help vets, the committee is also seeking new ways to make their presence known within their communities. The group organized “marching contingents” from IBEW 1245 for this year’s Veterans Day Parades in Shasta Lake, Sacramento and Fresno. (See Pages 14-15)



IBEW 1245 Business Manager Tom Dalzell kicks off the Veterans Committee meeting



PG&E CEO Tony Earley answers questions at the IBEW Veterans Committee meeting



The IBEW 1245 Veterans Committee with PG&E’s Tony Earley and Steve Rayburn



## Advisory Council



The IBEW 1245 Executive Board honors outgoing International Vice President Mike Mowrey (center) and incoming IVP John O'Rourke (to the right of Mowrey). Also present, at front far left, is International Representative Charlie Randall.

# Changing of the Guard

IBEW 1245 honors Mowrey, O'Rourke

It's the changing of the guard at the IBEW Ninth District, with the retirement of International Vice President Mike Mowrey and the hiring of John O'Rourke as his replacement.

Both men were honored at the IBEW 1245 Advisory Council meeting in October, when Business Manager Tom Dalzell presented Mowrey with a plaque that read, "To Mike, who led with zeal

and grace, determination and pride ... We're all better because of your work."

Mowrey addressed the Council with warm words of appreciation.

"1245 is such a pivotal local in the 9th District. I can sincerely tell you we're very proud of what you do, what you've done, and what you're going to do in the future," Mowrey said. "It's been a privilege and honor to be able to serve as

your International Vice President ... Stay strong brothers and sisters. I'm proud to have represented you."

Under Mowrey's leadership, the 9th District has grown to be the largest district in the IBEW, consisting of 129,000 members in six western states.

Dalzell introduced Mowrey's replacement, John O'Rourke, the former leader of IBEW Local 6 in San Francisco and a

longtime friend of Local 1245.

"Mike has led with conviction, and never asked anyone to do anything he wouldn't do himself. I look forward to continuing that legacy," O'Rourke told the Advisory Council. "You are a flagship local of the IBEW and of our district. You inspire other locals to get after it! I'll always be there for this local and all locals in our district."



Business Manager Tom Dalzell presents outgoing International Vice President Mike Mowrey with a plaque to commemorate his service to the IBEW Ninth District.



IBEW 1245 member Dwight Johnson, shown here with his family, was presented the IBEW Life-Saving Award at the Advisory Council meeting in October. The Life Saving Award is the IBEW's highest honor. Joining them for the photo were Business Manager Tom Dalzell and Business Rep. Sam Glero.



IBEW 1245 Treasurer Cecelia De La Torre signs the Mickey tribute poster as Executive Board members Stan Zamora, left, and Mike Cottrell and President Mike Davis, right, wait their turns.



Harrington's daughter, Sue Dawn Ward, thanked the Local 1245 Advisory Council for honoring her father's memory

# Tribute to Mickey



**W**hen former IBEW 1245 Business Rep and Executive Board member Mickey Harrington passed away earlier this year, he left behind a 40-year legacy of tenacity and dedication to doing what's right.

Harrington retired from the union staff in 1999, but stayed active for years after, attending Advisory Council meetings and serving many terms as President of the Butte-Glenn Central Labor Council.

He also ran for State Assembly several times, demonstrating that even after his retirement from the union, he was still fighting to make a difference for working families.

IBEW 1245 celebrated Harrington's contributions to the union at the Advisory Council meeting on Oct. 25. Mickey's daughter, Sue Dawn Ward, was in attendance, along with his grandson.

"If you cut his finger, he bled union. I never knew a greater unionist than Mickey,"



The top-performing rodeo line crew in the world (see Page 4) celebrate their victory with Business Manager Tom Dalzell and Senior Assistant Business Manager Bob Dean at the October Advisory Council meeting.

Business Manager Tom Dalzell said at the Advisory Council meeting. "He did not go gently into that night, he

fought like he fought everything. He was a force in 1245 and the IBEW, and a force in the labor movement. It's

with a heavy but joyful heart that we remember Mickey and honor him and all that he gave us."

# Brotherhood Across Borders

## IBEW Member Teaches Linemen in Suriname About Workplace Safety

By Rebecca Band

Climbing equipment. Health and safety laws. Apprenticeship training programs. These are just a few of the reasons why IBEW linemen no longer have the 50% fatality rate they had 100 years ago, and as a result, we have one of the most stable and secure electrical systems in the world.

Even though we all benefit from these advancements, some American linemen take these things for granted. But not Brady Hansen. The IBEW Local 77 member from Idaho recently travelled to South America to help train a group of linemen in the third-world country of Suriname, and what he saw when he got there shocked him to his core and made him realize just how lucky he is to be a lineman in the United States.

The Surinamese linemen he met were covered in scars, both physical and emotional, and on-the-job deaths are incredibly common. They barely earn enough money to live on, and they had no safety mechanisms in place to protect themselves from the everyday hazards of electrical linework. Hansen confessed that he wept for hours after seeing the scars these men carry with them.

“They’re so far behind because they haven’t had the same sustainable, ever-building and ever-growing force we call the IBEW,” Hansen said as he recounted his experience in Suriname to the IBEW 1245 Advisory Council. “When our union started a century ago, we were where they are now, with lots of accidents and fatalities. I’m one of world’s best linemen not because of who I am, but because IBEW made me this way.”

IBEW 1245 Business Manager Tom Dalzell invited Hansen to speak to the Advisory Council after seeing him give an inspirational presentation in Las

Vegas. “I see the work that he is doing as critically important,” Dalzell said. “I hope that by having our staff and Advisory Council hear him speak, we might see our members step forward and help with Brady’s project and start a similar project.”

Hansen, an instructor at the Spokane Lineman School, made the decision to travel to Suriname after a group of electrical engineers from the tiny South American country came to visit his classroom. As he demonstrated a simple safety technique on front of the Surinamese visitors, he registered the shocked looks on their faces and realized just how much he could help to improve the entire electrical industry of a foreign country, simply by providing the type of training that’s considered standard in the United States.

So he gathered up a few of his fellow linemen and some used climbing equipment and booked a flight to Suriname. When he arrived, he knew right away this would be an unusual experience. Right off the bat, the Surinamese linemen were blown away at the fact that Hansen and his colleagues would be willing to donate their time and supplies and expect nothing in return.

“When they found out we came not to take anything but to give to them, they were amazed. People have been coming to take from them for far too long,” Hansen explained, noting the country’s long history of corruption, foreign invaders, slavery and indentured servitude.

Hansen and his team immediately got to work, providing the same type of instruction they give first-year apprentices – teaching them simple skills like knots and rigging, along with theoretical lessons on the way electricity works.

“We introduced them to lineman



Suriname linemen

climbing tools, belts and hooks – equipment they had never seen before. They had been using 30-foot ladders because they were told their wood was too hard to climb,” Hansen said, underscoring his story with a photo slideshow that depicted the dangerous and antiquated way the Surinamese linemen performed their work.

### “Hungry to Learn”

Hansen said that as soon as the lessons began, the Surinamese linemen crowded around him, pulled out their smartphones and started recording videos and snapping photos. They deluged him with question after question, trying to get as much out of the lesson as they possibly could.

“I’ve never been in a room of people who want to learn so desperately,” Hansen remarked to the Advisory Council. “Sessions that were supposed to be two hours long were still going after 2 hours and 45 minutes. If you didn’t walk out of the room you couldn’t end the session. They were that hungry to learn.”

The men didn’t have much, but they utilized whatever was at hand. They drew diagrams in dirt and tied knots on each other’s arms and legs. They only had a few harnesses, so they all waited patiently and took turns learning to climb the American way.

Hansen also taught them some of the standard words and phrases that trained linemen use to ensure their safety and protect their crew members. When he introduced them to the term “Hold the Pull,” he dimmed the lights and showed them the video on YouTube that the IBEW 1245 Hold the Pull committee put together.

“That was the first time they’d seen a lot of equipment we take for granted, the first time they’d even seen linemen on YouTube like that,” Hansen said, noting that while the Surinamese love YouTube, they use different words to describe what linemen do, making it nearly impossible for them to find videos of American lineworkers online. “At the end of the video, the lights came back on and the room was full of tears. It was at that point that we connected in an amazing way. They realized what we were about, that we were there to make a difference. I’ve never been moved like that.”

Hansen also had the opportunity to see the Surinamese linemen at work. He went out with a small crew that maintains the power lines in the dense, wet rainforest. The challenges they face in their unique environment are unlike

anything Hansen had seen in the U.S. Many of the utility poles are simply tree trunks stripped of branches and bark, and the humidity is so intense that plants actually grow out of the power lines.

“The only equipment they have is a boat and a four-wheeler, and they maintain miles and miles of feeder along a river,” Hansen said. “They have to drag a 30-foot ladder around through the jungle; it’s no wonder so many of them have back problems.” Hansen emphasized that helping these linemen work better and safer doesn’t just benefit the men doing the work – it has the capacity to help lift up the entire country. When lineworkers toil in hazardous conditions for paltry pay, they simply cannot do their best work, and that makes the electrical system unreliable.

### “Birth of a JATC”

Hansen and his team managed to convince the employers that keeping their workers alive and healthy is good for business. “Investing in worker safety means a quality product and more reliable electricity,” he told them – and they listened. The employers quickly formed a coalition and brought Hansen in to help them develop a first-of-its-kind training program and practice facility.

“It felt like we were watching the birth of a JATC, and we were the experts in the room. It was amazing,” he recounted.

Now, the Surinamese have a rudimentary training facility to learn and practice, and thanks to Hansen’s “Recycling for Linemen” program, they have some climbing belts, harnesses and hooks donated by American linemen who no longer need or can use them. He also gave them PPE shirts from his IBEW brothers, which they wear every single day.

Hansen is back in the U.S. now after two trips to Suriname, but his work is far from finished. He stays connected to his Surinamese brothers through social media, and uses Facebook and YouTube to provide things like CPR training to them even when he’s not in the country.

Hansen hopes to take another team to Suriname in next 6-8 months, and says he will continue to take linemen down there until the Surinamese linemen are on par with US linemen. After that, he’ll take his mission to another third-world nation.

To learn more and join an upcoming trip to Suriname, visit the Suriname American Brotherhood Initiative on Facebook or email [brady.hansen@avis-tacorp.com](mailto:brady.hansen@avis-tacorp.com).



Brady Hansen tells the IBEW 1245 Advisory Council about severe safety issues facing linemen in Suriname.

Photo by John Storey



Shawn Wynne, Senior Water Plant Tech at the municipal water plant.

Photos by John Storey

# They do it all: Lompoc employees



Juan Moreno and Ernesto Lemus, Jr. work in Safety and Traffic

You can tell when people are proud of their work. At the City of Lompoc, you can see it in their faces, hear it in their voices.

“It’s commitment to our community. We live here, so we want our community to work as well as possible,” says Jaime Tinoco, a Lineman for the city.

This isn’t some theoretical proposition. The employees represented by IBEW 1245 are responsible for electric service, line clearance tree trimming, water, waste water, gardening, police and fire service, sanitation, landfill, building maintenance, fleet maintenance, airport maintenance—just about everything it takes to make the city run.

At the water treatment plant you’ll find Lead Operators Robert O’Brien and Joe Torres filling tanks, washing filters, or checking the quality of the water from each of the city’s 10 water wells. “We’re on our toes for the whole eight-hour shift,” says Torres.

In the repair shop you’ll find Radio Repairman Mike Keasler equipping a new police car. In case you think this cop car rolled off the assembly line ready to go, it didn’t. It’s not going to be catching

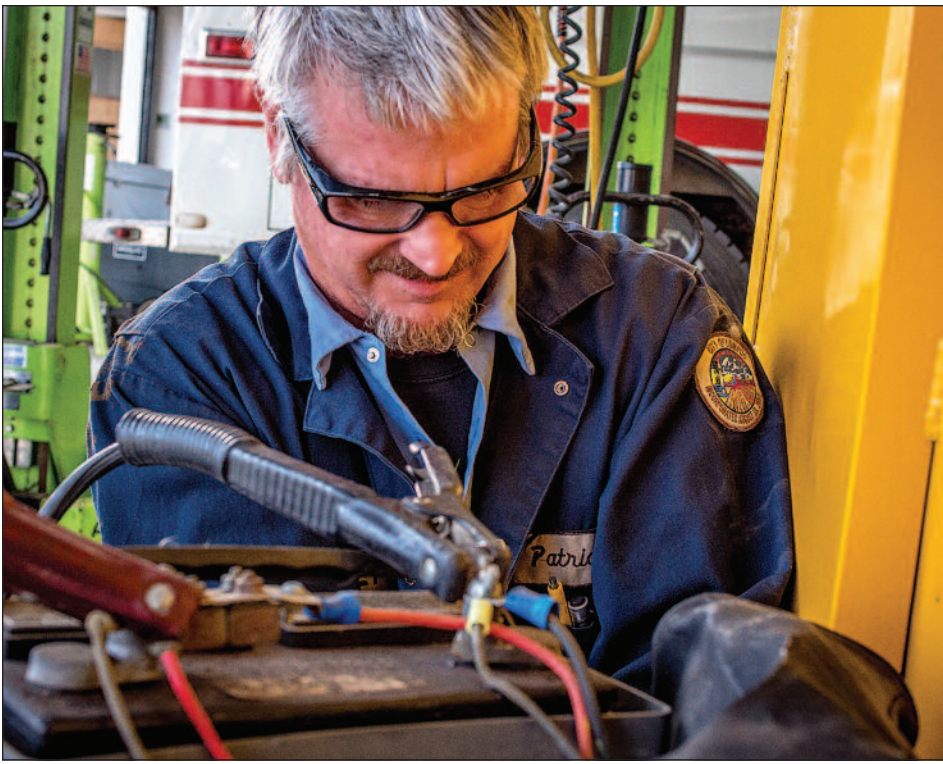
any criminals until Keasler hooks up the lights, siren and spotlights, mounts the radio in the back of the vehicle and runs specialty wiring that gives control of everything to the cops sitting up in front. Keasler may use new components, or may salvage and refurbish parts from old vehicles, sometimes getting deep into sheet metal work to fabricate the needed assemblies.

“You don’t just take it out of the box and bolt it into place,” he points out.

Hop in that car and cruise around town (please don’t use the siren), and you’ll find Lompoc employees literally holding the place together.

Heavy Equipment Mechanic Pat Whitham is rewiring a wench for a trailer. Fellow mechanic Seth Cannaday is troubleshooting a tree trimming truck that came in with its “check engine” light flashing. Building Maintenance Worker Angelito Tabin does everything from plumbing, carpentry to HVAC, but at the moment he’s changing an outdoor light bulb that burned out.

Over at the Wastewater plant you’ll find Operator Brian Stevens checking the DO probes. You have to keep the dissolved



Pat Whitham, Heavy Equipment Mechanic, is rewiring the wench for the trailer.



Shawn O'Neil, left, and Alfredo Garcia are tree trimmers in Urban Forestry.



Dorine Fabing is a Payroll Tech at City Hall.



Alvin Allen, Substation Tech, installs metering equipment.

# keep city running

oxygen within a specific narrow range, he says, in order for the “right range” of bugs to survive and break down the, well, you know what they break down.

Drop by city hall and you’ll find billing and accounting clerks keeping track of the flow of money that is the lifeblood of the City.

At a large local church you’ll find an electric crew “ringing out” some secondary cable installed by a contractor to increase power for a local church. Down the road at the land fill you’ll find Lompoc residents dropping off stuff they don’t want to deal with anymore—and they don’t have to because City employees are there to take care of it for them.

Lompoc employees want what every employee wants—decent pay and working conditions, and a chance to have a say in the workplace. They voted for IBEW representation in 2013, ratified a one-year agreement which is about to term out, and are in the process of bargaining a new one. Union Steward William Kalin, a member of the bargaining committee, is one of the people who will have to balance the interests of the City’s many different work groups.

“You’re never going to get everybody everything,” Kalin says, but “if you can help the greater number of people that’s what you want to do.”

Kalin says IBEW 1245 has brought Lompoc employees something that was lacking when a different union represented them some years back: “A stronger voice, more transparency, more working together with the union.” With every little step in negotiations, he says, “we’re getting closer to where we want to be.”

Another negotiating committee member is Theresa Ann Ramos Hernandez, a purchasing assistant you’ll find working over at the warehouse. On the way there, you might pass under Lineman Tony Vickery, up in a bucket replacing a 150 HPS (high pressure sodium) light with a new 73 watt LED. Over the past six months, Vickery notes with pride, city crews have converted all 2200 street lights.

But anyone can see that the work of a city is never done, and Lompoc is fortunate to have City workers who serve their community with pride, and let that pride show through in everything they do.

*more photos on next page*



Sean O'Neil, Senior Tree Trimmer, clears branches away from a power line.



Xitlali Taporco works at City Hall in billing.



Ben Segura, Landfill Coordinator, at the landfill.



Gus Vargas, Heavy Equipment Mechanic, performs a safety inspection on a fire truck.



Tony Vickery, Lineman, installs a new LED light.



Rudy Zazueta is a Senior Water Distribution Operator.



Sue Carrillo is a Development Services Assistant.

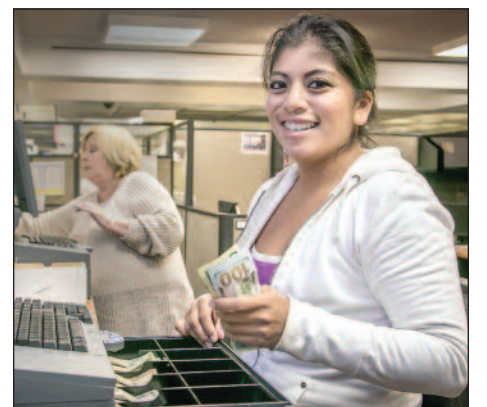
Joe Torres, Lead Water Treatment Operator, says: "We look to (IBEW) for assistance in areas where we can better the employees...I go to the meetings. I want to be there and I appreciate the union."



[BELOW] Brian Stevens, Wastewater Operator II, checks dissolved oxygen levels in the water.



[ABOVE] William Kalin, a member of the negotiating committee, checks a provision of the labor agreement.



Marisa Cousins, Treasury Clerk, takes in a customer payment at the front window at City Hall.

There are many more photos of City of Lompoc employees on the IBEW 1245 website. Go to [www.ibew1245.com](http://www.ibew1245.com) and check out the Public Sector section.



IBEW 1245 members (from left) Shawn Wynne, Jaime Tinoco, John Daniel and Bobby Garcia present the donation to Fallen Warrior Project committee member Laurie Lane (center).

# Lompoc Unit sets the pace

## IBEW's Community Service Powerhouse

**I**BEW 1245 members at the City of Lompoc are setting the pace for union engagement in the community, and getting recognition in their local newspaper for their efforts.

For starters, the Lompoc Unit donated \$500 from their Community Fund to the Lompoc Valley Fallen Warriors Memorial Project. The funds will go towards construction of a new Veterans Memorial in Lompoc to honor veterans who died in the line of duty.

IBEW 1245 member and veteran John Daniel said he hopes the IBEW 1245 donation will spur other local groups and organizations to pitch in and make the memorial a reality. "It's a worthy cause," Daniel said in an interview with the Lompoc Record.

IBEW 1245 members in Lompoc are also engaged in the fight against cancer. Along with members of the IBEW 1245 Veterans Group they contributed more than \$200 to support the Lom-

poc-Cabrillo Tie Dye Volleyball game in late September to benefit the American Cancer Society.

The game was organized by Cabrillo High Volleyball Team Captain Fallon Wynne, the daughter of IBEW 1245 members Shawn and Angela Wynne, as part of Wynne's senior project. Previously known as the Pink Game benefitting breast cancer research, Wynne decided to expand the project and make it more inclusive.

"I always knew my senior project was going to be the game for cancer. As captain, I inherited the project, but I thought, why not incorporate all the cancers so it's not biased toward one? Tie Dye, benefiting all cancer research,

means more to the community than pink," Wynne told the Lompoc Record.

This year's game raised more than \$1,300 for the American Cancer Society, surpassing the amount previous years.

### Make A Difference

Lompoc Unit members, along with members of the IBEW 1245 Veterans Group, continued to exemplify the spirit of community involvement when they participated in the community's annual "Make a Difference Day," planting trees, cleaning up public spaces and performing maintenance work to make their community a little brighter.

The IBEW members from Lompoc *continued on next page*



The Cabrillo High team at the Tie Dye Volleyball game. The event was organized by Fallon Wynne (far left, in the pink headband) the daughter of IBEW 1245 member Shawn and Angela Wynne.



The Lompoc Fusion Under-14 AllStar girls softball team.



IBEW members step forward to “Make a Difference.”

contributed money out of their own pockets to host a BBQ for all 80 community volunteers participating in “Make a Difference Day.”

“Members Tony Vickery, Jose Valdez, Bobby Garcia, Leo Ramirez and John Daniel did the BBQing. Other members of the unit, including Gus Lopes, Stacy Trip, Sherrill Wood, Dorine Fabing and Maria Villareal also donated their time and food for this event,” reported Jaime Tinoco, chair of the Lompoc Unit and member of the IBEW 1245 Advisory Council and Veterans Group.

The Lompoc Unit, with Tinoco’s encouragement, also stepped up to the plate and raised about \$800 to support Lompoc’s Fusion Under-14 AllStar girls’ softball team in their quest to participate in the Western National Championship games in Medford, Oregon. Tinoco had a special reason to go to bat for this fundraising effort: his daughter is a member of the Fusion team.

When the team qualified for the championship in Medford by placing second at the California Regional games, Tinoco worked tirelessly to help them raise the funds needed to get to Medford. Thanks to generous support from City of Lompoc employees, the IBEW 1245 Advisory Council and union staff, the team reached their fundraising goal and went to the championship games in Oregon, placing 16th out of 30 teams in the tournament.

“The team is very grateful for all the monetary contributions given by members and staff of IBEW Local 1245,” Tinoco said.



## Units reach out to community

All of the following unit donations to various charitable organizations from September through November were approved by the IBEW 1245 Executive Board.



Kids admire the catch from last June’s Power Pines Fishing Derby, which was supported by IBEW 1245’s SMUD/Fresh Pond unit.



Kids caught some fish nearly as big as themselves at the 13th Annual South Lake Tahoe Moose Lodge Kids’ Fishing Derby on Sept. 21 at Tahoe Paradise Park’s Lake Baron. The event was co-sponsored by IBEW Unit 5231, South Lake Tahoe.

**Unit 1110, Fresno**, donated \$500 to the Muscular Dystrophy Association.

**Unit 1111, Fresno**, donated \$500 to the Kingsburg Lions Mighty Might Football Team.

**Unit 1223, Dynergy**, donate \$500 to the Aromas Youth Soccer Club. The money will be used for uniforms, equipment and portable restroom facilities.

**Unit 1513, Santa Cruz**, donated \$500 to the Santa Cruz Walk to End Alzheimer’s.

**Unit 3311, Reno**, donated the following money to sponsor two Sparks Nevada Pop Warner Teams: \$125 to the MM Steelers and \$125 to the JPW Steelers.

**Unit 3317, Winnemucca**, donated \$500 to the Lowry High School Joshua Rose Memorial Scholarship.

**Unit 3717, Fort Bragg**, donated \$500 to the Friends of Hospice on the North Mendocino Coast.

**Unit 3801, Sacramento Clerical**, donated \$500 to the Roseville Reign Softball Team to assist with equipment and tournament costs.

**Unit 3811, Sacramento**, donated \$500 to the AlphaK9 program that trains PTSD (Post Traumatic Stress Disorder) dogs for disabled veterans.

**Unit 4714, Davey Tree/Placerville**, donated \$500 to purchase a full page ad in the Union Mine High School 2014 Yearbook.

**Unit 4727, Paso Robles**, donated \$500 to the Legacy United Soccer Club.

**Reno/Sparks Retirees Chapter** donated \$500 plus the additional \$500 in their Community Fund to the following organizations: \$250 to the Veteran’s Guest House in Reno, NV; \$250 to the Washoe County Seniors Meals on Wheels program in Reno, NV; \$250 to the Northern Nevada Children’s Cancer Foundation; \$250 to the Ronald McDonald House in Reno, NV.

**Yerington Retirees Chapter** donated \$250 to the Yerington American Legion Post 9. The American Legion serves veterans, their spouses and children during times of emergencies or disasters.

**Yerington Retirees Chapter** donated \$250 to Yerington Community Angel Tree Project. The Yerington retirees held a garage sale on Oct. 18 and raised the \$250 to be matched by the union with an additional \$250.

**Unit 1511, San Jose**, donated \$500 to the SPCA in memory of Debbie Mazzanti.

**Unit 3011, Sacramento Regional Transit**, donated \$500 to the following organizations: \$125 to Mary House, a shelter for homeless women and children in Sacramento; \$125 to the Habitat for Humanity in Sacramento; \$250 to the “Susan Komen for the Cure.”

**Unit 4012, Susanville**, donated \$500 to the following organizations: \$250 to the Janesville School Music Program; \$250 to the Toys for Tots of Lassen County.

**Unit 3511, Auburn**, donated \$500 to the Hospice of the Foothills in Grass Valley.

**Unit 3715, Lakeport**, donated \$500 to the Upper Lake High School FFA (Future Farmers of America) to make wreaths and lay them on the headstones of the veterans.

**Unit 4419, Redding Davey & Utility Tree**, donated \$250 each to the following organizations: Good News Rescue Mission of Redding for feeding the homeless on Thanksgiving, and \$250 to the Western Service Workers to defray cost of gas while distributing food during the holiday season to 60 families and distributing 20 cords of firewood.

**Unit 4418, Eureka Trees**, donated \$500 to the Triple Crown Dynasty, a youth group competing in the National Cheer Competition in Las Vegas.

**Unit 2518, Modesto**, donated \$500 to the Brice Fabing Bike’s 4 Kids Bike and Helmet Drive. Bicycles are donated to children impacted by domestic violence and living in women’s shelters.



Thirty-four members of IBEW 1245 from the PG&E San Jose Contact Center, marching in memory of the late Debbie Mazzanti, raised \$2,500 in the American Heart Association’s 5k Heart and Stroke Walk in San Jose on October 11.



# Stronger than ever

The Reno-Sparks Chapter of the IBEW 1245 Retirees Club was forged in the fight to defend retirement medical benefits when NV Energy was trying to take them away.

Today, five years after that epic struggle, the Reno-Sparks Chapter is stronger than ever and finding new ways to stay engaged in building the union and serving their community.

Having qualified for \$1,000 under the Executive Board's Community Fund program, the Reno-Sparks retirees recently donated \$250 each to four groups serving their community: the Veteran's Guest House, the Washoe County Seniors Meals on Wheels, the Northern Nevada Children's Cancer Foundation, and the Ronald McDonald House.

Not about to rest on their laurels, these retirees have used a raffle at their monthly meetings to build up a charitable war chest. In November they used that account

to donate \$600 to the Washo County Seniors Meals on Wheels and \$250 to the Evelyn Mount food program in

Reno. Still not content, they passed the hat at that same November meeting and raised another \$250 for Evelyn Mount—\$500 in all.

Why all this interest in helping others? "That's what we do," said Chapter President Ron Borst. He credits the IBEW 1245 Executive Board for providing units a pathway to do good in their local communities. "It's a good role model and we've been able to sweeten the ante even more out of our own finances," he said.

Their gifts to the community are made possible by small contributions made by the large number of people who attend the chapter's monthly meetings—about 30 attended in November.

Occasionally, though, a larger donation will materialize anonymously.

"We have someone who will hand us a hundred dollars at the meeting and say 'You'll forget who gave this to you,'" says Borst.

Chapter members are proud of the role many of them played in battling to preserve their retirement benefits five years ago, but they are equally proud that they've remained engaged in their union.

"Everyone in the IBEW was watching us during our battle with NV Energy to see what we were going to do and if we were going to prevail," said Borst. "We did, and we're moving on. Even though we got that



Grady Tarbutton, left, director Washoe Co Senior Services, accepts a check for Meals on Wheels from IBEW 1245 Reno-Sparks Retiree Club members, from left: Vice President Rita Weisshaar, Vickie Borst, Jim Lappin, Rod Thomas, Jesse Hoch, and President Ron Borst.

battle won we're still active and we're still around—we haven't disappeared!"

Borst says the IBEW provides the "foundation for all that we do in our club" and it's clear that the retirees are not going to turn their backs on the

union principle of solidarity.

"We are the lucky ones and we can help the less fortunate than we are," said Borst. "Not everyone had the chance to work under a good union contract."

## Retiree Club Meeting Schedule

You can find the specific dates for each month at <http://www.ibew1245.com/unit-meetings>

**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.

**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:** Meets 2nd Tuesday each month, 10:30 a.m. breakfast, 11 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, NV.



## 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, 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!

Sharee Abbott 30 years Chico, CA	Patricia Bunts 25 years Atwater, CA	Dennis Devlin 36 years Placerville, CA	Bert Fulwider 37 years W Sacramento, CA	Bruce Henning 30 years Petaluma, CA
Wayne Abundis 35 years Vacaville, CA	Emiliano Burl 28 years Salinas, CA	John Dianos 33 years Millbrae, CA	David Fusi 29 years Selma, CA	Linda Henry 40 years Livermore, CA
Jay Alberico 42 years San Mateo, CA	Roger Bustos 19 years Vacaville, CA	John Donahue 17 years Willow Creek, CA	Michael Gazay 35 years Gilroy, CA	John Henry 29 years Livermore, CA
Sherri Barton 30 years Shafter, CA	Allen Cash 29 years Paso Robles, CA	Keith Doty 34 years Ridgecrest, CA	Kimberly Geer 30 years Pismo Beach, CA	Nehemiah Hopes 27 years Richmond, CA
Glade Beaudrow 35 years Manteca, CA	Robert Chapman 39 years Antioch, CA	Robert Echeveria 41 years Fortuna, CA	Joseph Glueckert 36 years San Leandro, CA	Raymond Horlacher 17 years Bolivar, MO
Larry Beene 42 years Auburn, CA	Cynthia Cisneros 31 years Sacramento, CA	Gloria Eisan 20 years Trinity Center, CA	Arthur Good 35 years Grass Valley, CA	Mark Imperial 31 years Stockton, CA
Ivan Bocanegra 17 years San Bruno, CA	Keith Cohl 16 years Smyrna, TN	Melody Elledge 30 years Roseville, CA	Carl Hagenah 9 years Santa Rosa, CA	Daniel Jones 34 years Lodi, CA
Kenneth Boutte 15 years Daly City, CA	William Colvin 36 years Shingletown, CA	Martin Ericson 16 years Sonoma, CA	Marsha Hagler 37 years Greenville, CA	Jerry Jordan 36 years Stockton, CA
William Bouzek 38 years Pacifica, CA	Steven Cortez 36 years Palm Springs, CA	Richard Fechter 40 years Calistoga, CA	Dennis Hammer 36 years Santa Rosa, CA	Charles Kahler 34 years Alameda, CA
Kathy Braaten 25 years Grass Valley, CA	Ella Dalagan 36 years Pleasant Hill, CA	Daniel Frazier 16 years Arroyo Grande, CA	Robert Harmeyer 35 years Grass Valley, CA	John Kelly 34 years Kingsburg, CA
Philip Britton 19 years Yuba City, CA	Johnny Davis 42 years Fresno, CA	John Frey 30 years Clovis, CA	Robert Hart 30 years Napa, CA	Ronald Kenneally 28 years Cobb, GA
Dwayne Brown 29 years Oakland, CA	Colleen Dempsey 30 years Oakhurst, CA	Robin Friesen 34 years Plymouth, CA	Darryl Hartley 18 years Santa Rosa, CA	

Robert Kidwell 29 years Vacaville, CA	Valerie McClurg 15 years Sandia Park, NM	Benjamin Owyong 40 years So San Francisco, CA	David Sands 11 years Paso Robles, CA	Bruce Summers 11 years Middletown, CA
Rickey Kimes 43 years Hollister, CA	Marco Mojica 37 years Salida, CA	Jim Pacheco 40 years Stockton, CA	Wayne Sarcona 24 years Durham, CA	Karen Treat 34 years Vacaville, CA
Mark Knaup 21 years Hidden VI Lk, CA	Sharyn Montalvo 23 years San Jose, CA	Michael Parsons 23 years Merced, CA	Michael Scott 40 years Gold Canyon, AZ	Tom Underhill 33 years Bakersfield, CA
Frantisek Kolesnikov 29 years Castro Valley, CA	Kevin Moore 36 years Quincy, CA	James Poe 35 years North Fork, CA	Larry Shannon 31 years Montague, CA	Nellie Ureta 18 years Stockton, CA
Donald Krupens 35 years Fresno, CA	Jack Nardini 35 years Rohnert Park, CA	Gary Powell 29 years Sonora, CA	Robert Smith 20 years Clovis, CA	Mark Vela 31 years Salida, CA
Anthony Kuebler 30 years San Jose, CA	Paul Nelson 16 years Conneaut, OH	David Quesada 41 years Antioch, CA	Tamara Smith 24 years Salinas, CA	Donna Verbeckmoes 28 years Arroyo Grande, CA
Keith Lamport 31 years Discovery Bay, CA	Rosalie Nevarez 39 years Daly City, CA	Michael Rajanen 7 years Red Bluff, CA	Lisa Snelling 32 years Boise, ID	Lou Williams 29 years North Fork, CA
Barbara Lavering 30 years Antioch, CA	Michael Newsome 30 years Clement, CA	Ronald Robertson 49 years San Lorenzo, CA	John Sobelman 42 years Napa, CA	Michael Williams 45 years Gualala, CA
Terry Lawson 36 years Clovis, CA	Stella Ng 34 years Hercules, CA	Guy Robison 34 years Atwater, CA	Socorro Sorensen 30 years San Jose, CA	Belinda Williams 39 years Goodyear, AZ
Gary Leopold 41 years Aptos, CA	Frank Oclassen 39 years San Jose, CA	Randall Rochester 34 years Healdsburg, CA	Brent Stetler 29 years Captain Cook, HI	
Richard Long 10 years Vacaville, CA	Mark Olkowski 6 years Ocean Shores, WA	James Rodriguez 33 years King City, CA		
Keith Lusk 29 years Lincoln, CA	Alan Opp 22 years Concord, CA	Terrance Ross 30 years Lakeport, CA		
Birdie Lyons 35 years Fairfield, CA	Keith Ormerod 42 years Santa Cruz, CA	James Rowe 41 years Paso Robles, CA		
Brett Massey 29 years Lincoln, CA	Loyd Owens 36 years Pine Grove, CA	Martin Sanders 30 years Morro Bay, CA		

**Congratulations Retirees!**  
**We want you to STAY CONNECTED**

**to IBEW 1245.**

# She did it her way

DEBBIE MAZZANTI 1952-2014



Debbie

When she belted out “I Did It My Way” at a retirement dinner for an IBEW colleague a couple of years ago, she owned the moment and owned the song. If anybody ever lived their life “My Way” it was Debbie Mazzanti.

She was a feisty champion of workers’ rights, a 40-year member of IBEW 1245, and a 17-year fixture on the union’s staff until her sudden death on Oct. 1 at the age of 62.

Her union colleagues were stunned by the news, perhaps in part because Sister Mazzanti was usually the most animated person in the room—whether she was staking out a position, asking an uncomfortable question, expressing her allegiance to the union cause, or simply making a wisecrack to the person sitting next to her. So powerful was her voice she was invited to sing the national anthem at the IBEW’s International Convention in 2001; her passing leaves a

great silence.

Mazzanti’s life and career were celebrated on Nov. 12 at a memorial service at IBEW 1245’s Weakley Hall in Vacaville. Some 450 people crowded into the hall to listen to music that she loved, and tributes from friends, family and colleagues who loved her.

“She was loud, funny, and was not shy about sharing her opinions, which were many,” said Business Manager Tom Dalzell. “She had a strong sense of justice, which was informed by the collective bargaining agreement, but not limited to it. She knew where the line was in what she could or could not do, and she was never far from that line, one side or the other.”

Mazzanti was originally initiated into the union in July of 1974, while employed as a Customer Service Representative at PG&E. She became a shop steward the following year. She was never shy about expressing her strong loyalty to both the company and the union,

and felt equally comfortable criticizing these two institutions that were central to her professional life.

“She was tough, funny, loyal and reliable,” said retired Senior Assistant Business Manager Dorothy Fortier, who worked closely with Mazzanti on PG&E Clerical issues for decades. “She was also a dedicated worker advocate, activist, volunteer and organizer known for her straight-talking personality. Her sword was her tongue, and she did not let it rest.”

Fundamentally, Mazzanti believed in the founding principle of unionism: unity among the individual workers. She was fond of saying that the first three letters in the word “union” are “you an’ I.” When she ran for a seat on the IBEW 1245 Executive Board in 1995, she said one of her goals was “to try and break down the walls between physical and clerical, Division and General Construction” and “to work on bringing all of the workforces together so we can work on unity as a whole.”

“She was truly dedicated to the union and its members, and worked insane hours trying to accommodate their issues,” said Business Rep Arlene Edwards. “During (PG&E) Clerical negotiations she fought hard for her members, especially those from the Call Centers.”

Mazzanti’s deep commitment could inspire the same in others. One of the members she moved to action was Gracie Clark, who became a shop steward in 2007 when Mazzanti was her rep, served on the PG&E Bargaining Committee a couple of years later, and was hired onto the IBEW 1245 staff in 2012.

“Debbie is the reason I fell in love with union work. She taught me everything I know. Her dedication, commitment and love for the union is unlike any other,” Clark said.

Former Business Manager Jack McNally, who hired Mazzanti onto the union staff in 1996, said that she was nurtured early in her career as a shop steward by the late Shirley Storey, who was the union’s first female business representative and whose assignment at that time included PG&E’s General Office workers.

“Shirley was challenged by management as well as her peers, and her toughness and approach rubbed off on Debbie,” McNally said. “Debbie worked hard for the rights of members. That is why I hired her.”

Toughness, of course, can offend—and sharp tongues can wound. But Mazzanti was not cut out to live life as a shrinking violet, but as a woman who spoke her mind.

“I know her aggressive personality rubbed some people the wrong way, but for those who *know* Debbie, that hard exterior was just a front for the soft, kind-hearted, emotional, very sensitive person she was on the inside,” said Clark. “IBEW Local Union 1245 will be greatly crippled by her loss.”

Sister Debbie Mazzanti’s final week was spent in a Castro Valley hospital, where a legion of friends and colleagues streamed in to say goodbye. Fittingly, they came from both IBEW and from PG&E, two institutions that defined her professional life and were shaped by her unique spirit.

She is survived by her son Josh, 30, and grandson Brayden, 2. Contributions in her memory can be made to the animal shelter of your choice.

*“She was loud, funny, and was not shy about sharing her opinions, which were many.”*

—Business Manager Tom Dalzell



Mazzanti sings “I Did It My Way” at a colleague’s retirement party.



The L.L. Mitchell meeting room at Weakley Hall was filled to capacity.



Lorenzo Arciniega waits to give his eulogy for Debbie.

*Memorial Service*  
November 12, 2014



There was the traditional music that Debbie loved.



Business Manager Tom Dalzell eulogizes Mazzanti at the Weakley Hall memorial service.



There were smiles as well as tears in the crowd as family members recounted life with Debbie.



Debbie's son Josh and her grandson Brayden.

Photos by John Storey

# Sisters in Solidarity



The IBEW 1245 delegation



President Ed Hill



Elizabeth Rounds, PG&E, takes the floor.



Amber Cordeiro, left, and Rachel Ramirez-Hill, both PG&E

By Rebecca Band

As recently as 50 years ago, female members of the IBEW were few and far between, and women leaders were even rarer. But as the union has branched out into different sectors and more women have entered the construction and utility industries, the “brotherhood” has evolved to include thousands of sisters as well, with an increasing number stepping into leadership roles.

This changing dynamic is what prompted the IBEW to launch a biennial Women’s Conference 14 years ago, and over the years, the unique event has grown in leaps and bounds. At this year’s conference in San Antonio, more than 460 women (and some men as well) came out to what is widely referred to as “the best conference that IBEW has to offer.”

Attendees came from dozens of locals across the US and Canada, but local 1245 boasted the largest delegation, comprised of 23 rank-and-file members, stewards, leaders, retirees and staff. The

delegates from 1245 represented both physical and clerical units and came from all different employers — utility, public sector and manufacturing. Each brought along a distinctive set of experiences, ranging from the seasoned activists and leaders to younger, rank-and-file union newcomers.

## “I want to do what they do”

For new 1245 member Carrie Grace, the conference was a unique experience to truly be immersed in her new union. Grace, who has worked as a machine operator at Sunoptics for almost three years, became an IBEW 1245 member in 2013 and just secured her first ever union contract last fall. She’s never been to an IBEW conference before — in fact, she hasn’t even had the opportunity to travel out of state as an adult, so she

## IBEW Women’s Conference

jumped at the chance to come to Texas and discover all the opportunities that the union has to offer.

“I didn’t even know the union did all these things,” Grace said. “If not for the IBEW, I probably never would have the chance to come to San Antonio, Texas. I got to experience a new culture and meet so many different types of people with amazing stories. It’s been really inspiring.”

During the conference, Grace had the remarkable experience of being sworn into the union by 9th District Vice President Mike Mowery, but for her, the most memorable part of the week was the member-to-member training session that focused on organizing, activating and engaging other members at work. She’s looking forward to bringing the skills she learned back with her, and aspires to take on additional leadership responsibilities after seeing what her new

union sisters have been able to contribute to their own locals and units.

“Coming to this conference, it excites you and it definitely makes you want to get more involved. Hearing from all the great speakers here made me realize, I haven’t really done anything, and I want to do what they do! I want to be on their level! And I want to keep the union strong for the next generation by reaching out to other young minorities and spreading the word about what the union is all about.”

## “Know who blazed the trails before you”

While Carrie Grace came to the conference with a newcomer’s perspective, many other delegates came with decades of experience with the union. Lauren Bartlett has 23 years with IBEW 1245, has been a shop steward at Sacramento Regional Transit (SRT) for 12 years, and has served on the IBEW 1245 Advisory Council for six years. Dur-



International President Ed Hill with members of the IBEW 1245 delegation.



The IBEW 1245 Women's Conference delegation working together to assemble a puzzle as part of a team-building exercise.



IBEW 1245 Staff Attorney Jenny Marston addressing the Local 1245 delegates during a "family dinner" on the San Antonio Riverwalk.



IBEW 1245 staffers Jammi Juarez and Rebecca Band celebrate the successful completion of a puzzle during the team-building exercise.



Donchele Soper, PG&E



IBEW 1245 Organizer Jammi Juarez and Logan Jonas, PG&E



Marie Fitting, PG&E; Business Rep Arlene Edwards; Lori Mobley, PG&E



Carrie Grace, Sunoptics



Theresa Hernandez, City of Lompoc

ing that time, she's attended all sorts of union conferences and functions, but as the only female working in her department at SRT, the Women's Conference is particularly relevant and meaningful to her. Her favorite session was the "Dangerous and Unladylike: Working Women Who Made History" workshop, which provided an insightful history lesson on female union activists who don't frequently show up in high school or college history courses.

"I'm fortunate enough to have been a Women's Studies minor in college, but even then I didn't really learn a lot of that stuff about the women who helped build the Labor Movement. The history lesson is something that every woman here can walk away from having learned something they didn't know before," Bartlett said, noting that understanding the past is essential to empowering more women to become leaders in the future. "You have to know who blazed the trails before you, and that gives you encouragement, especially because you

Utility Reporter

might not have that sort of example in your everyday life."

## Conference Highlights

The four-day conference featured a wide variety of workshops that focused on some tough issues, including gender discrimination and sexual harassment, balancing work and family life, and finding pathways to leadership in an organization that's still largely dominated by men. Political action, member empowerment, planning for the future and engaging the younger generation were also key themes in several workshops.

Additionally, the conference attendees had the chance to hear from many inspirational female leaders, including A. Phillip Randolph Institute President Clayola Brown, Georgia State Representative Stacey Abrams, retired Labor Leader Linda Chavez Johnson and Texas Gubernatorial Candidate Wendy Davis. IBEW President Ed Hill and Secretary/Treasurer Sam Chilia also addressed the

delegates, along with the 19 female International Reps and Program Directors from the IBEW who led the sessions and worked tirelessly to make the conference a success.

Although the agenda was jam-packed, there was plenty of time for entertainment as well; a poignant film festival, an upbeat reception, a lively raffle and a fun-filled team-building activity were just some of the opportunities the attendees had to smile, laugh, hug and bond with one another. The 1245 delegates had their own "family dinner" on the last night of the conference as well.

The conference was so impactful that many sisters remarked that they wished it would never end, or that it could take place more often. At the end of the day, the delegates walked away with a renewed sense of belonging, a deeper understanding of the importance of the union and the Labor Movement and a call to action to increase their leadership roles in their locals, districts and on the international level.

### IBEW 1245 Delegates to the Women's Conference:

Donna Ambreau, PG&E  
 Elisa Arteaga, City of Gridley  
 Rebecca Band, 1245 Staff  
 Lauren Bartlett, Sacramento Reg. Transit  
 Anna Bayless-Martinez, 1245 Exec. Board  
 Amber Cordeiro, PG&E  
 Cecelia De La Torre, 1245 Treasurer  
 Arlene Edwards, 1245 Staff  
 Marie Fitting, PG&E  
 Dorothy Fortier, Retired 1245 Staff  
 Carrie Grace, Sunoptics  
 Chris Habecker, 1245 Executive Board  
 Theresa Hernandez, City of Lompoc  
 Keri Hughes, PG&E  
 Logan Jonas, PG&E  
 Jammi Juarez, 1245 Staff  
 Jenny Marston, 1245 Staff  
 Lori Mobley, PG&E  
 Rachel Ramirez-Hill, PG&E  
 Kristen Rasmussen, PG&E  
 Elane Robbins, PG&E  
 Elizabeth Rounds, PG&E  
 Donchele Soper, PG&E

# Preparing for the road ahead

By Rebecca Band

Shop stewards are a critical part of every union. They are the first line of defense for union members, and it's not always a walk in the park. It's a major responsibility that can be tough and complicated. When there's a termination, disciplinary action or other sort of issue at a worksite, the steward becomes a pivotal part of a multi-step process that can actually help save a fellow worker's job. The precedent-setting work these stewards do can effect lasting change that has the potential to improve the job for other members in the future.

IBEW 1245 knows that our shop stewards provide an absolutely essential function, and serve as the fabric that keeps the union functioning as it should. Without quality stewards, the union wouldn't be able to perform its core job – representing, protecting and defending its members. That's why Local 1245 works hard to provide shop stewards with the training and resources they need to ensure they're ready and able to jump into action when the time comes.

This year, Local 1245 took a new approach to steward training by providing a series of "Steward 101" classes that are specifically designed for new shop stewards. By giving these less experienced stewards extra time and additional details about policies, processes and procedures, the union can ensure that even the newest stewards have all the tools and skills they need to perform their steward duties as well as those with decades of grievance-filing experience.

The union hosted six "Steward 101"

trainings this fall, giving nearly 100 novice stewards who attended the sessions a chance to learn, ask questions, and acquire all the skills and know-how they'll need to be the best stewards they can be. The trainings were led by Assistant Business Manager Ken Ball, a former PG&E gas fitter and shop steward who has been on staff at Local 1245 since 1981.

"Back when I was a shop steward, things were pretty tumultuous," Ball told the group, referencing the old grievance process that was far less effective and resulted in a major backlog. Ball has seen the evolution of the process and recognizes that it works best when stewards understand their role and know how it works. "I volunteered to lead these trainings because I enjoy doing this stuff. I've done it before for the other stewards, and I wanted to make sure we get all the new stewards trained up too."

About two dozen PG&E shop stewards were in attendance at the final "Steward 101" session on November 6, with representatives from gas, electric and clerical. They came with varying levels of experience; some of the more seasoned stewards in the room have served for a few years and participated in various Local Investigating Committees, while others were brand-new to the process, having only been stewards for just a few weeks. They came from different worksites, divisions, backgrounds and experiences, but they all have one thing in common – they made the decision to step up and become stewards in order to provide help and support for their co-workers.

Ball kicked off the training by review-

ing the all-important steps of the grievance procedure. He detailed all of the best practices for stewards, including things like credibility, timeliness, note-taking and duties of fair representation. In the afternoon, Ball discussed Weingarten Rights, sharing experiences and anecdotes where Weingarten has made a huge difference for members and their jobs. He also went over the Positive Discipline Agreement between

the union and PG&E. Additionally, Ball mentioned different resources for stewards that are available online, and reviewed policies on workplace drug testing for the different departments, divisions and classifications at PG&E.

Ball looks forward to holding additional "Steward 101" classes as more new stewards come on board. To sign up for a future "Steward 101" class, email kmki@ibw1245.com.



Assistant Business Manager Ken Ball explains the steps of the PG&E grievance procedure.



Deep in study, but having some fun.

Photos by John Storey



Assistant Business  
Manager  
Mike Haentjens

# IBEW 1245 'Poet Laureate' retires

After four years of college Mike Haentjens dropped out and became a ditch digger for PG&E.

"I wasn't much in school," he explains. "I liked eating and drinking and having some money rather than being a poor starving college student all the time."

Nearly 40 years later Haentjens is retiring as an IBEW 1245 Assistant Business Manager, journeyman electrician, working class philosopher, poet laureate, and wisecracker-in-chief. He may not have been much in school but they're going to remember him at the union for a long time—for his work and for his, well, his personality.

"He was a great rep," said Assistant Business Manager Ken Ball, whose position on the Fact Finding Committee allowed him to see Haentjens' use of the grievance procedure up close. "He had that very dry sense of humor. It was a gift of gab—he was very sharp, good on his feet. He could always come up with an argument."

It was a quality, Ball acknowledges, that occasionally "drove the company crazy."

Business Manager Tom Dalzell said Haentjens had "pretty close to an encyclopedic understanding of the collective bargaining agreement," coupled with a keen understanding of how people operate.

"He had a tremendous eye for what the real issue was in any situation," Dalzell said. "He could figure out, 'This is what people are saying but this is what they are really worrying about.'"

Haentjens, 62, also had an enduring talent for, well, being Haentjens. No matter what the situation, you were unlikely to persuade him to be or act like anyone else. Smart people were

reluctant to even try.

For example. In early 1995, when the union was protesting layoffs at PG&E, Haentjens wore his PG&E raingear during an IBEW march in downtown San Luis Obispo. A supervisor spotted the gear and went to the PG&E industrial relations rep and said, "What's he doing marching in that rain gear? Tell him to take it off!"

The industrial relations rep, who knew Haentjens better than the supervisor did, replied, "*You* tell him to take it off."

Or so the story goes. And there are others from which to pick, bearing in mind of course that this is a family newspaper.

*"He had a tremendous eye for what the real issue was in any situation."*

Business Manager Tom Dalzell

Later in 1995, after the IBEW had forced PG&E to cancel the ill-conceived layoffs, a large retreat was held in Santa Nella, where the union and PG&E management attempted to heal the rift and forge a

new "partnership." After some successful meetings and congenial meals during the day, Haentjens commandeered the floor at an evening meeting to rail against PG&E for its recent sins. The predominant color of the language he used was blue. To be there was to know how the porcelain felt when the bull was raging through the china shop.

Ken Ball had to hustle him out of that meeting. Twice.

## Unique Understanding

Haentjens made journeyman electrician around 1980, became a shop steward in General Construction and then at Diablo Canyon Power Plant, and was elected to the Advisory Council in 1986. When his business rep came down with a medical issue in 1987, Haentjens says, "I volunteered to do his job for six months and that was 27 years ago."

His first assignment included PG&E Los Padres Division, including General Construction, Morro Bay Power Plant, Sonic Cable TV and Arbor Tree. But he will mostly be remembered as the union's representative at Diablo Canyon Power Plant. Dalzell said Haentjens "had a unique understanding of the demands and challenges coming out of Diablo Canyon Power Plant" and knew everyone there.

"He didn't need to look up a name on a computer. If they were in his assignment he knew it," Dalzell said.

Three of the people who served as shop stewards for Haentjens at Diablo Canyon went on to become business representatives at the plant themselves: the late Dan Lockwood, Mark Taylor, and most recently Pat Duffy.

## Poet and Philosopher

At staff meetings Haentjens was the consummate wisecracker, the balding guy with the ponytail who could dismember your long-winded remarks with a single quip. But he had another talent that he kept mostly hidden. If IBEW 1245 had a poet laureate, Haentjens would be it.

His poetic fire was first lit in the 1960s by listening to Bob Dylan singing about "Masters of War" and "Blowin' in the Wind." At first he just wrote down Dylan's words. But in time he started to write his own.

One poem won him a lunch date with John Wooden, famed head coach of the UCLA basketball team. Other poems incorporated union themes, including a poetic farewell when he quit the Advisory Council, a poem on drug testing, and a poem on the threat posed by Proposition 32 in 2012.

Haentjens jokes that whiskey fuels his poetry. But there's a serious side to Haentjens that comes out when he



writes verse. He becomes a political philosopher writing about the rich attacking the poor, about the struggle of unions to set things right. In his poetry you can see a guy who really believes in something.

Stripped of rhyme, this is how he puts it: "Unencumbered capitalism breeds greed, and greed breeds hate and discontent. The only way to counteract unencumbered capitalism is the union movement."

"He was a character no matter who he was talking to—one of a dwindling number of baby boomers who have worked for and then led the union over the past 30 years," said Dalzell.

As of Dec. 31, Haentjens will be IBEW 1245 history. But it's been a colorful history, and most likely they'll be telling stories about Haentjens at the union hall for some time to come. Like the one where Ken Ball and Kit Stice couldn't get him into a cab, so they had to—well, maybe not that one.

"There's one where he woke up without his pony tail one morning, but I wasn't part of that one," said Ball.



Mike Haentjens tells a Channel 12 news reporter in San Luis Obispo in 1995 that not enough workers were available to respond effectively to storm-related outages because of recent PG&E downsizing. IBEW protests eventually persuaded PG&E to cancel plans to lay off a thousand additional workers.

## Making worker justice rhyme

A sampling of Mike Haentjens' poetic turn of phrase over the years:

### On a funeral leave grievance:

When the arrangements are such that you're totally involved  
Is a day enough to get the issues resolved?  
It's a time for the family, a time of many friends,  
Not a time to be hassled by market-driven trends

### On employee drug-testing:

Let's drug test everybody and not just a few,  
Let's drug test the House, the Senate and President Bush too!

### On IBEW 1245 members:

Through earthquakes, floods and fires they keep the turbines turning  
All over this great state of ours they keep the lights burning

# TEE TIME

## IBEW 1245 Hosts 27th Annual Golf Tournament October 11, 2014

by Rebecca Band

The sun was just peeking over the horizon as 73 golfers teed off at the 27th Annual Perry Zimmerman Golf Tournament, hosted by IBEW 1245 Business Manager Tom Dalzell. The easy-play, 18-hole event is an activity that both experienced and novice golfers can enjoy, and the flawless weather and great company ensured it was a fun-filled day for all.

"It's just beautiful. We love golf, and we love coming out here," said PG&E System Operator Matthew Wolesslagle, who participated in the event for the third year in a row with some of his colleagues from work. "It's time for us to get away from the concrete jungle and have fun, relax and spend some time together."

For many IBEW 1245 members, the occasion was also a chance to spend

quality time with not just their union family, but also their actual family. IBEW 1245 retirees April and Richard Carlson got to spend the day on the course with their two sons, Todd and Travis, both of whom are also 1245 members and currently work at PG&E. Mrs. Carlson said the event was "wonderful," and there was no doubt she enjoyed herself, laughing as her sons and husband got a little silly on the 1st hole.

PG&E Gas Service Rep Matt Andreoli played with his brother-in-law and a friend from work. "You get to enjoy the day with a bunch of other IBEW members. It's really nice to get out here and see that we're all just one union," Andreoli said.

The "best ball" format of the event allowed each of the 21 teams to play a non-competitive round of golf so each

player left feeling like a winner. To add to the uplifting spirit of the day, the course included five "prize holes" with gifts ranging from bottles of wine to golf clubs to gift cards and extra raffle tickets.

Those raffle tickets ended up being some of the most coveted giveaways on the course. The raffle featured some top-notch prizes, and a handful of lucky participants walked away with some exciting gifts including a flat screen TV, an iPad, a turkey deep-fryer and a customized IBEW golf bag.

The raffle, along with a Texas-style BBQ and awards ceremony all took place at Weakley Hall immediately following the tournament. After the scores were tabulated, the winners were announced. The first place team was Andy Tow, Ian Robinson, Chris Hess and Doug King. The second place team was Ezzard Carney, Terry Carney, Eric Wright, and Pernall Wilson, and third place team was Art Estrada, Dave Tucker, Marshall Snow and Terry Estrada.

### Photos

Photos by John Storey.

More photos on-line at [www.ibew1245.com/2014/10/14/tee-time-ibew-1245-hosts-27th-annual-golf-tournament/](http://www.ibew1245.com/2014/10/14/tee-time-ibew-1245-hosts-27th-annual-golf-tournament/)

*If you would like to receive a high-resolution electronic version of your photo, email [rgb1@ibew1245.com](mailto:rgb1@ibew1245.com).*







The first place team of (left to right), Andy Tow, Ian Robinson, Chris Hess and Doug King.



The second place team of, (left to right), Ezzard Carney, Terry Carney, Eric Wright, and Pernal Wilson.



The third place team, (left to right), Art Estrada, Dave Tucker, Marshall Snow and Terry Estrada.

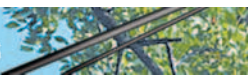


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- IBEW 1245 Business Rep Mike Saner
- Black & Veatch
- A2Z Printing
- Tormey's Catering
- Tom Dalzell and the IBEW 1245 Executive Board





## Line clearance tree trimming: year-end crunch

As in past years all of the tree trimming companies are behind with their trimming schedules as the year nears its end. A few areas are on schedule but most are behind. In those areas that are behind, workers are being offered work seven days a week.

We have had to deal with low level managers telling our members that the Saturday work is mandatory and those not working six days a week would be disciplined. Our tree agreement only allows mandatory overtime for emergency situations; prearranged overtime is contractually voluntary. We were able to come to an agreement with Trees Inc., whereby the company is offering a meal allowance, \$13, and ½ hour pay as a premium to get more volunteers for the Saturday and Sunday work. This agreement has dramatically increased the number of volunteers. We offered the same arrangement to the other companies but so far they have not taken advantage of it.

We continue to get reports about the poor quality or lack of equipment: worn out chainsaws, worn ropes, excessively worn tires and many issues with regard to trucks. We have expressed our feelings to management that better and more reliable equipment would make our members far more productive. The response we get is that the equipment is in good shape and that there is a lot of new equipment. We also have heard equipment complaints from field managers.

**Davey Tree Surgery** – Crews in the Mission and East Bay continue to work 10 hours with voluntary Saturdays, and Sierra is expected to work 7 days per

week. The Central Coast is on schedule and some crews from there are being sent to Fremont and Colfax, and a couple of crews are being sent to Nevada. They are working 6 days a week/10-hour days to help stay in compliance with the work schedule.

The NV Energy contract is still out for bid; we are expecting news regarding who was awarded the contract soon. Davey has done a good job in trying to secure the bid state-wide. We have several union contractors bidding.

The next Grievance Review Committee meeting is scheduled for Nov. 25 in Vacaville. The main grievance is the vacation allotment, and the change in company seniority dates for all employees system-wide. The company has continued to stonewall showing all earned vacation from year to year. The members are fed up, and think the company is trying to steal their earned vacation time. The company totals are inaccurate. There may be audits of all vacations for 2013 and 2014.

**Mario's Tree Service** is helping Utility Tree in the Yosemite Division and Yuba City to get back in compliance.

**Mountain Fire Enterprise** employees have been calling the union about issues regarding raises and step promotions and are saying that the company is having them work mandatory 6/10s. We spoke to the owner who stated that Saturdays are voluntary.

**Osmose** has been working in Los Padres Division and the San Joaquin area. There are no major issues at this time.

**Synergy** is helping Utility Tree in San  
continued on page 37

## Non-union tree trimmer injured in fall: no harness

A serious injury of a tree trimmer in Las Vegas pointed out serious repercussions associated with unsafe work practices.

On May 9, a tree trimmer for West Coast Arborists, a non-union company contracted to NV Energy, was thrown approximately 30 feet to the ground after a furniture truck struck the boom of the aerial lift he was operating. The fall probably would have been prevented except that the operator was not

wearing a safety harness or work positioning belt as required by law.

A news article published by the Las Vegas Review-Journal with photos of the accident that were taken moments later, show a man lying on the road and the aerial lift truck had a NV Energy sign on the side. This story went national via internet and West Coast Arborists was subsequently suspended from working on NVE property.

## Tree trimmer falls in Santa Rosa

A tree trimmer working in the Santa Rosa area fell approximately 50 feet when a branch that was supporting his climbing line broke.

The trimmer impacted the forest floor on his side and rolled down a culvert, suffering bruises and a compression fracture in his back. A 50' fall usually results in a fatality but conditions

were different since the forest floor was blanketed with brush and soft material.

Business Representative Carl Lamers visited the tree worker in the hospital the next day after the mishap and reported that the prognosis for full recovery was good but it is expected that he will be in a back brace for 3-4 months.

The company is investigating the cause of the accident.

## Poda de árboles para el despeje de líneas: acumulación de trabajo de fin de año

A l igual que en años anteriores, todas las compañías de poda de árboles están retrasadas en el cumplimiento de su programa de poda a medida que nos acercamos al fin de año. Algunas pocas áreas están dentro de lo programado pero la mayoría tienen retrasos. En las áreas con retrasos se les está ofreciendo a los trabajadores trabajo siete días a la semana.

Hemos tenido que resolver problemas con gerentes de niveles bajos quienes les han dicho a nuestros miembros que es obligatorio trabajar los sábados y que los que no trabajen seis días a la semana recibirán acciones disciplinarias. Nuestro acuerdo solamente permite que el sobretiempo sea obligatorio en situaciones de emergencia; según el contrato, el sobretiempo previamente acordado es voluntario. Logramos llegar a un acuerdo con Trees Inc., donde la compañía está ofreciendo un subsidio de comida de \$13, y una prima de ½ hora de pago para reclutar más voluntarios para trabajar los sábados y domingos. Este acuerdo ha resultado en un aumento notable en el número de voluntarios. Hemos ofrecido a las otras compañías el mismo acuerdo pero hasta ahora ninguna lo ha aprovechado.

Continuamos recibiendo informes

sobre la mala calidad de los equipos o la falta de ellos: motosierras desgastadas, sogas desgastadas, llantas excesivamente desgastadas y muchos problemas relacionados con los camiones. Le explicamos a la gerencia que creemos que tener equipos mejores y más confiables aumentaría la productividad de nuestros miembros. La respuesta que hemos recibido es que el equipo está en buena forma y que hay muchos equipos nuevos. También hemos recibido quejas sobre los equipos por parte de los gerentes de campo.

**Davey Tree Surgery** – Las cuadrillas en Mission y en East Bay continúan trabajando 10 horas y como voluntarios los sábados, y se espera que en Sierra se trabaje 7 días por semana. La zona de Central Coast está en cumplimiento del cronograma y algunas de las cuadrillas de esa zona se están enviando a Fremont y a Colfax, y una cuantas cuadrillas a Nevada. Están trabajando 6 días por semana / 10 horas por día para ayudar a cumplir el cronograma de trabajos.

El contrato de NV Energy aún está en licitación; esperamos saber pronto a cuál compañía se le otorgará el contrato. Davey ha hecho un buen trabajo para tratar de asegurar la licitación a

continúa en la página 36

## Un podador de árboles, que no es miembro del sindicato, sufre una lesión en una caída: no tenía un arnés

La grave lesión que sufrió un podador de árboles en Las Vegas recientemente nos recuerda las graves consecuencias asociadas con unas condiciones de trabajo inseguras.

El 9 de mayo, un podador de West Coast Arborists, una compañía contratada por NV Energy y que no pertenece al sindicato, cayó desde una altura de aproximadamente 9 metros (30 pies), cuando un camión de muebles chocó contra el elevador aéreo operado por el podador. La caída se hubiera podido prevenir, pero el oper-

ador no estaba usando un arnés de seguridad ni un cinturón de posicionamiento, exigidos por ley.

En un artículo publicado en Las Vegas Review se muestran fotos del accidente tomadas minutos después de que ocurrió. Las fotos muestran a un hombre tendido en la calle y el camión del elevador aéreo con el símbolo de NV Energy al lado. Este suceso se difundió en todo el país a través de internet, y posteriormente la compañía West Coast Arborists fue suspendida de trabajar en las instalaciones de NVE.

## Un podador de árboles sufre una caída en Santa Rosa

Un podador de árboles que ejecutaba un trabajo en Santa Rosa, cayó desde una altura de aproximadamente 15 metros (50 pies) al romperse la rama donde estaba atada su cuerda para escalar.

El podador cayó de lado en el suelo del bosque y rodó hacia una alcantarilla. Como resultado de la caída sufrió moretones y una fractura por compresión de la espalda. Generalmente una caída de 15 metros ocasiona la muerte pero en este

caso las condiciones eran diferentes ya que el suelo del bosque estaba cubierto de vegetación y materiales suaves.

El Representante de Negocios Carl Lamers visitó al podador de árboles en el hospital al día siguiente del accidente e informó que el pronóstico de una recuperación total era bueno pero que tendría que usar un soporte para la espalda durante 3 o 4 meses.

La compañía está investigando las causas del accidente.



## Safety Stewards practice their pitch

For many members and stewards on the physical side of IBEW 1245, writing, practicing and delivering speeches isn't something they do every day.... And there's usually a reason for that.

"I used to be scared to death of public speaking. Just the idea of it was horrific to me," said Dan Mayo, a seasoned Hold the Pull Committee member who has delivered numerous safety presentations since joining the committee. "But I also have a real fear of getting hurt and dying on the job. The safety committee for me was the bridge – it helped me get over my fear of public speaking and learn to deliver a message about being safe at work."

Mayo's public speaking phobia isn't unique, which is why the IBEW 1245 Peer Safety Committees decided to host a new kind of training, to help other safety stewards practice and improve their communications and public speaking skills. The training aims to prepare the stewards to lead peer safety presentations at different worksites across IBEW 1245's jurisdiction.

"It's not a natural thing for most of us. It's a skill we need to develop," IBEW 1245 Safety Rep Rich Lane told the 15 safety stewards who came to the preliminary training on October 9th at Weakley Hall. "This peer communication training is something new that we've never done before, and it's the result of some changes in the program."

And by changes, Lane really means extraordinary growth. Last year, the Hold the Pull, Keep the Clearance and Control the Pressure peer safety committees did 25 worksite safety presentations. They expect to double that number in the coming year, because word is getting around and more and more employers are inviting the committees to come out and do presentations. There simply aren't enough committee members to cover them all, which is why they've enlisted the safety stewards to get involved and take on some of these presentations themselves.

"This peer safety program is run and operated by you — the peers — so now we're asking you to step up and help get our safety message out there," Lane told the stewards. "We know it's not easy. Thanks for responding and stepping up to this. We really appreciate what you

guys do."

Retired troubleman John Kent partnered with Lane to facilitate the training, which focused on keeping the message simple, and providing tools and tactics that can work in any presentation—from a small group conversation to a large-scale pitch in front of hundreds.

To kick off the training, the facilitators asked the stewards to come up to the front of the room, explain why they got involved in the peer safety program and share their experience (if any) with public speaking. For some attendees, this self-introduction was their first experience speaking in front of a group. It helped them shake off a bit of the initial fear and understand that nervousness is natural.

Lane was surprised and impressed with how well the stewards did given their lack of preparation and experience, but explained that it's always easiest to tell your own personal story.

The self-introductions served as an appropriate segue into the first exercise of the day — developing a personal safety message. Most of the stewards

had thought about their message in an informal way, but by taking the time to write it out on paper, they could organize their thoughts and focus on the most important and meaningful elements of their own stories.

Kent emphasized that sharing firsthand, personal experience is the most powerful way to get others to take a fresh look at their own safety. Old habits, short cuts and tunnel-vision can be dangerous. By taking the time to compose and present a structured narrative, the stewards were able to polish their stories. They also got a chance to listen and learn from one another.

Kent and Lane then demonstrated the emotionally-charged presentation that the Hold the Pull committee members have crafted and refined over the years. Although the presentation has proven effective, the facilitators encouraged the stewards to view it as a starting point. The power of their own pitches will depend on their success in delivering their personal stories with passion and commitment.

After lunch, the stewards worked to develop an "elevator pitch" — a brief but



impactful speech that can be delivered in just one minute (the time it takes to ride with someone in an elevator) and hits all the key points about their specific peer safety programs. Lane prompted some of the stewards to engage in a brief role-play to share their elevator pitches with the whole group.

The stewards also had a chance to learn from the successes of the experienced committee members — as well as the failures that helped the committee re-focus and reframe the presentation to make it more effective.

Another peer safety communications training will be coming up in the near future, said Lane. He hopes that the feedback from this initial session will help to streamline and improve future trainings. To get involved in the peer safety program, email Rich Lane at RVL5@ibew1245.com.

## Peer safety programs continue to expand

IBEW 1245's peer-to-peer safety programs for electric, gas and trees are preparing for 2015 to be their biggest year yet.

In October, a communications class was conducted to prepare peer committee members and safety stewards to lead and participate in future peer presentations (see story on this page). A second class is planned for the near future, after which 32 peer members will be available to make peer presentations. The number of peer presentations is expected to double in 2015.

### Hold the Pull

The Hold the Pull (HTP) committee met on Nov. 18 to plan their 2015 schedule for line safety presentations. PG&E is increasing requests for HTP to visit safety kick-offs. Peer consultant John Kent has been given access to six safety kick-offs in the Northern Region. There are plans in the making to visit non-PG&E yards that have requested visits by Hold the Pull.

Liberty Utilities Crew Foreman Casey Kelley will be HTP chairman for the 2015. PG&E Troubleman Dan Mayo is the acting recorder and has been in his position for over 2 years. The HTP Committee is seeking to replace Bob Springer, a founding member of the initiative. His leadership and determination helped HTP move from a fledgling effort to one with direction and purpose.

The HTP safety summit is scheduled for April 1, 2015. Brady Hansen, the lineman at IBEW Local 77 who gave an impassioned presentation at the October Advisory Council meeting, has been invited to repeat his story to the safety stewards and appeal for help to supply the Surinamese brothers with tools and safety devices that are no longer in use here.

### Control the Pressure

The Control the Pressure (CTP) peer safety initiative for gas workers is embarking on a busy presentation schedule in 2015, starting with the Jan.

9 safety summit for PG&E Gas Ops. This event will be an opportunity for CTP members to present the union's new gas safety video along with personal safety messages from the committee members.

Long time CTP member Ernie Pena has been selected to be the committee chair for the year 2015. Pena, a PG&E Lead GSR, has served as the recorder since the beginning of the initiative. He is a proponent of the emergency notification system for GSRs, designed to warn employees of dangerous customers, customer threats and risks in the field.

### Keep the Clearance

The Keep the Clearance (KTC) peer safety program for line clearance tree trimmers continues to promote the reporting of close calls. To date, the program has collected 62 reports from tree trimmers, and 27 have been placed on the union's website. Close call reports

continued on page 36



The work picture looks strong through the end of the year. We continue to run open calls in most classifications; however, they generally get picked up by the end of the week.

Open calls tend to affect all classifications with the exception of Groundman, which we have been getting into Book 3 on a regular basis and Sub Tech, due to the



Ralph Armstrong

fact we have several inside wiremen waiting on Book 3 (out of class) for those calls.

Work has been good in both California and Nevada, despite the fact that it usually slows down this time of year. This has been true of all covered work, including distribution, transmission, substation and underground. We have several members working in Southern California due to PG&E's new policy on background checks and pre-approval process prior to starting work. Not many issues have arisen to date with the background checks, but the pre-approval process has had its issues. We are working with the company on a case-by-case basis when a member gets denied approval to work for a contractor on PG&E property. To date, we have not received any information related to the denied applicants, as the appeals process is time consuming.

Business Rep Richard Ingle visited approximately 50 jobsites, with 5,500

### Peer safety, from page 35

have also been the catalyst for a monthly newsletter sent to tree supervision at various companies.

IBEW 1245 business representatives developed a contact list of supervisors at the companies whose employees they service. The hope is to use the newsletter to get close call reports to tree trimmers and open a dialogue between tree companies, the union and PG&E regarding safety issues and challenges. The goal is to increase communication and improve safety awareness for tree trimmers.

KTC committee members and safety stewards are preparing a presentation schedule for 2015. The union's tree safety video will continue to be used at company safety meetings and unit meetings in 2015.

The death of tree trimmer Chanthavy Chanthapasueth was reported to the Keep the Clearance committee at the Nov. 6 meeting. Details are few but he was reported to have been killed on Oct. 19 while working on a private job in which he was topping a tree near Marysville. He was 40 years old. Chanthapasueth was an employee of Utility Tree Service.

miles being logged in the past month. As usual, we have found some contractors not following the agreement to use only signatory subcontractors. We continue to deal with this issue as we are made aware it.

Mike Cottrell has given 2,380 safety orientations since we started this policy in January 2014 for our members and travelers. These orientations seem to be having some positive impact in regard to awareness of on-the-job safety and professional behavior. Most who understand and work in this industry overwhelmingly agree that the surge in deaths nationwide due to shortcuts and inexperience have hampered our legacy of safe on-the-job conditions and work practices. 99% of the journeymen who sit down for these trainings are in complete agreement that we have to correct our compass and get back to the basics of training properly, and to move away from a culture of poor leadership and the "hurry up and get-er-done" attitude that can lead to burns and fatalities. We are telling these folks to stand up for safety and that we'd rather see them quit or be fired over safety issues rather than burned or buried.

### ORGANIZING

In the month of November we organized

- Newkirk Electric to the CA Outside Line Construction Agreement
- Western Land Renovators, Master Tree Agreement

### INJURED WORKERS FUND

The balance of the fund as of Oct. 31, 2014 was \$732,376.00. No disability claims were submitted this past month.

**Acumulación de trabajo de fin de año**, viene de la página 34 nivel de todo el estado. Varios contratistas que pertenecen al sindicato han presentado sus ofertas.

La siguiente reunión del Comité de Revisión de Quejas está programada para el 25 de noviembre en Vacaville. La queja principal es la asignación de vacaciones y el cambio en las fechas de antigüedad de la compañía para todos los empleados a lo largo del sistema. La compañía continúa evadiendo el publicar todas las vacaciones acumuladas de año a año. Los miembros están cansados de esto y piensan que la compañía está tratando de robarles las vacaciones acumuladas. Los montos totales de vacaciones que tiene la compañía son incorrectos. Es posible que se realice una auditoría de todas las vacaciones de 2013 y 2014.

**Mario's Tree Service** está ayudando a Utility Tree en la división Yosemite y en Yuba City para estar de nuevo al día en el cumplimiento de sus obligaciones.

**Mountain Fire Enterprise.** Los empleados han estado llamando al sindicato para asuntos relacionados con los aumentos y los ascensos escalonados, y dicen que la compañía los está obligando a trabajar 6 días/10 horas. Hablamos con el dueño quien nos indicó que los sábados son voluntarios.

**Osmose** ha estado trabajando en la división Los Padres y en el área de San

### COMPLIANCE

We are currently running compliance to verify through certified payrolls for tree work for Trinity County PUD and City of Redding for a line clearance tree company, A-Cut Above. A-Cut Above was recently awarded the line clearance tree trimming contract from the City of Redding, unseating the union contractor (Utility Tree Service). The same issue occurred last year in Trinity County, where we continue to verify the correct wages are being paid to these workers.

We routinely run compliance on projects that are covered under prevailing wage and are awarded to a non-union contractor. This keeps them honest on the pay and makes sure the jobs aren't awarded to a non-union contractor that fails to pay its employees the correct rate.

### CONTRACTS

We have a handful of contracts we have entered into discussions on that expire at the end of the year. We fully anticipate these agreements to be finalized and ratified by mid-December, since the work groups are very small.

### AC RECYCLING PILOT

IBEW 1245 will be attending a meeting with one of our AC Recycling contractors in San Rafael and Marin Clean Energy to discuss a pilot program that would involve approximately 80 homes

in their service area. The meeting is to discuss the details of the program and the use of IBEW workers to perform the work. The meeting will take place on Dec. 5.

### JATC

We currently have 338 outside line apprentices registered in our JATC program.

- We have 9 traveling apprentice in our jurisdiction.
- 62 apprentices are working out of Local 1245
- 258 are working out of Local 47
- 3 – working out of Local 396
- 24 are unemployed (5 are eligible to work)
- We have graduated 49 apprentices to journeyman linemen
- We have indentured 58 outside line apprentices in 2014

We have an orientation/climbing class that began recently, with 21 individuals attending. We are hopeful that all 21 will pass the class and become indentured apprentices.

### 2014 TRAINING SCHEDULE & SPECIAL EVENTS

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

*Ralph Armstrong is Senior Assistant Business Manager for Outside Construction.*

## Dues Increase for "A" Members

Beginning January 2015, the membership dues for "A" members will increase \$1.00, from 33.00 to 34.00. Employers are already being notified of this change.

trabajando sobretiempo, incluido sobretiempo voluntario los sábados. Todas las áreas tienen muchísimo trabajo y el día no tiene suficientes horas para poder completar todo el trabajo de PG&E. SMUD está nuevamente trabajando 8 horas diarias. Las cuadrillas habían estado trabajando sobretiempo voluntario de dos horas diarias durante varios meses.

**Utility Tree** – Las cuadrillas de San Jose y Merced han sido enviadas a Bakersfield a ayudar a ponerse al día con un pronóstico que aumentó. Actualmente están trabajando 6 días/10 horas (sábados voluntarios).

**Wright's Tree** continúa trabajando en transmisión en Central Valley.

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Web 08

# Fred Ross Sr. Inducted Into California Hall of Fame

**R**enowned union organizer and activist Fred Ross Sr. was posthumously inducted into the California Hall of Fame on October 1. The Hall of Fame honors “legendary people who embody California’s innovative spirit and have made their mark on history.” Ross was just one of the many notable Californians inducted that evening, along with Kareem Abdul-Jabar, Charlotta Bass, Francis Ford Coppola, Joan Didion, Jimmy Iovine, Stephen Schneider, Mimi Silbert and Andre “Dr. Dre” Young.

Considered one of the trailblazers of the modern American Labor Movement, Ross began his storied career organizing “Dust Bowl” refugees in California’s migratory worker camps in the 1930s. During World War II, Ross worked to combat prejudice against Japanese Americans and help them find jobs and housing upon their release from the internment camps. After the war, in the face of Ku Klux Klan activity, Ross organized eight Civic Unity Leagues in California’s Citrus Belt, bringing Mexican Americans and African Americans together to battle segregation in schools, skating rinks and movie theaters. One of the most dramatic outcomes of his work in Orange County occurred when parents sued the School Districts and prevailed. (*Mendez et al vs. Westminster School District, et al.*), creating the legal precedent and laying the foundation for the landmark *Brown vs. the Board of Education* decision.

In the 1950s, Ross met César Chávez, Dolores Huerta and Gilbert Padilla and recruited them to the Community Service Organization (CSO). Together with other CSO leaders across California and Arizona, they successfully overcame voter suppression efforts and passed landmark legislation on behalf of immigrants, notwithstanding the pervasive climate of fear characteristic of the McCarthy era.

In 1966, Chávez tapped Ross to become the full-time organizing director for the United Farmworkers, where he trained and mentored thousands of union organizers and future leaders,

From left: Fred Ross Jr with sister Julia Ross, labor leader Dolores Huerta and brother Bob Ross, in front of the Fred Ross Sr exhibit at the California Museum.

Photo by Peter A. Williams. Used with permission from The California Museum.



Fred Ross Jr. speaks to guests at a Nov. 7 party in Sacramento to celebrate Fred Ross Sr.’s induction into the California Hall of Fame.

Photo by John Storey



including his son, Fred Ross Jr. He also worked closely with IBEW 1245 Business Manager Tom Dalzell.

“In my eight years with the UFW legal department, I observed Fred Ross Sr’s leadership on the front lines of strikes and during the historic grape boycott,” said Dalzell. “Perhaps his most lasting impact from the farm worker days is still being felt here at Local 1245 and across the labor movement through the work of the organizers he trained.”

At the Hall of Fame ceremony, IBEW

1245 Organizer Fred Ross Jr, accepted the *Spirit of California* medal on his father’s behalf from Governor Jerry Brown and First Lady Anne Gust Brown.

Emerson Wilkens, nephew of posthumous inductee and pioneering African American civil rights activist Charlotta Bass, introduced Ross at the ceremony and had this to say about his legacy:

*It’s a strange measure of success to remain anonymous, but for Fred Ross, being in the background was proof of his great accomplishments. Fred once said: “An organizer is a leader who does not lead but gets behind the people and pushes.” He was so effective at pushing other people out in front of him, that he*

*pushed himself right out of most history books. But where we see a better, more equal, more compassionate society, we see Fred’s work.*

*He spent his life grappling with the most important issues of the day. He sang songs with Woody Guthrie and strategized with Saul Alinsky, tossed out racist politicians and helped build the most powerful Mexican American organization in the country. Fred was also an early gender progressive who cultivated and trained a generation of female leaders and activists. He was clearly among the most influential American organizers of the 20th century, and his legacy of social justice continues to grow.*

## Line clearance, from page 34

Jose and Yuba City, doing reliability work and a little unit work. They are working 6/10s.

**Trees Inc.** – Members in San Joaquin Division, covering Stockton, Angels Camp and Pine Grove, are still working 10-hour shifts on PG&E and SMUD, and working overtime on Fridays and Saturdays. The company is 9% behind forecast and rushing to hit the target numbers to get back on track.

We held a Grievance Review Committee meeting & Labor Management meeting on Nov. 7 in Sacramento to discuss and review all open matters, with the majority of the issues being settled. A few others we will continue to work on. We look forward to working with Tony Carlos as the new Operations Manager. We have a recent

Utility Reporter

termination matter in Stockton regarding a secondary outage. The CLA was terminated, and the FMA was demoted; we are grieving all discipline.

**Utility Tree Service** – All headquarters are continuing to work overtime system-wide, including voluntary overtime on Saturdays. All areas have been swamped with work and not enough hours in the day to complete all the work on PG&E. SMUD is back working eight hours per day. Crews had been working voluntary overtime two hours a day for several months.

**Utility Tree** crews from San Jose and Merced have been sent to Bakersfield to help catch up with a forecast that went up. They are currently working 6/10s (Saturdays voluntary).

**Wright’s Tree** continues to work on transmission in the Central Valley.



Fred Ross Jr. (center) accepts the award on his father’s behalf from Gov. Jerry Brown and his wife, Anne Gust Brown. Photo by Peter A. Williams. Used with permission from The California Museum.

# THE TOKEN BEARERS

By Mike Cottrell

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

## Chapter 15

A CONFESSION. MEDFORD OREGON, 1948

The linemen who had brought their trailers and families were accommodated at the Armory. The trailers were situated in rows and the locals promised to see the butane bottles would be filled and credit established for all. The linemen sure of their families safety kissed and hugged their wives and children and went off to repair broken lines and power poles.

Aileen and Hazel were sitting at Aileen's kitchen table having coffee, looking out at the make shift trailer park. The snow had been plowed away and the army trucks moved to an opposite side of the lot. They had fretted all the way through the snow and fretted still about why they would leave a warm place like Oceanside to come here to worry about them for hours on end and sit and freeze.

Aileen was reading the editorial from the local paper to Hazel, trying to get caught up on the condition of the storm. Seems the editor was trying to put some easy touches to the situation.

**Winter blew her chilling winds and raged her war upon us with sleet, snow, and icicles hanging from slanted roofs and hurried those lucky enough to have a wood pile, arms loaded, back into the comfortable and glowing room. Kids are missing school due to the storm's vengeance gnawing at the roads on which we travel and hurling us into primitive submission. She has isolated us and humbled us not to attend church or school or tend to anything other than the absolute necessities attainable for over a week. Linemen are arriving from all over the country to help the now fatigued local linemen continue to restore power throughout our great state of Oregon.**

**Phone and power lines down and broken, power poles snapped and shattered into the size of kindling, the remnants attacked by men in high black boots covered in mink oil, climbing and cussing, then laughing and joking all in the same breath pierced our lives and my wife made them coffee and gave them warm bread. They warmed their hands by our stove and I reminded them to watch their language. They smelled raw and rough, breath passing in laughter the smell of whiskey and rum upon us and then they were gone, our lights on again after a week.**

**I watched them disappear; the leg irons upon which they mount the poles jingling as they rattled like spurs on cowboys, climbing belts hanging on their shoulders. Confident and fearless, laughing and carefree, making money at the expense of Mother Nature off to light another home or business in need and we are glad they are here and more are coming.**

**My daughter sat at the dining table piling dominoes into houses and putting them into rows and pushed the first one and watched the tumbling effect she had created and was pleased with the result. I heard the dominoes fall on the hard oak table and watched through the blurred icicles hanging from the eaves these brave and daring men walking away and back to their trucks and prayed for their safety in the mission that surely makes even God tremble at what dangers lie out in front of them.**

"Hazel. Does Kenny drink on the job?"

"No! They shouldn't put that in the paper. They don't all do it! Wonder who they were? He said they smelled like rum and whisky. Does not matter if they took a little drink to help them stay warm anyway when they're out there working around the clock to get the power back on. Does it?"

"Fancy drinks all day anyway, but Kenny said you'd never know he was drunk until you see him sober. It was a nice article, but he calls the storm a she. You ever notice how hurricanes and tornadoes are all named after us?"

"That's cause women are such bad asses when they are pushed too far."

Aileen poured more coffee.

"You know Hazel, we were down in Oceanside a couple days ago having the time of our lives with the kids on the beach and next thing you know we're in Oregon chasing a snow plow in the dark just to get over here so they can go out and try to tame her and make all that money."

"Most hers take men's money; at least in this case Buddy and Kenny and all

the other guys are making money off her. I hope they're getting some naps."

Hazel was looking out the front window now and was studying one of the trailers.

"Jesse must have come up here too. He left the other day remember and was going to go to Reno and start his business, but I think that's his trailer house over there."

"I don't think so Hazel unless he picked up a woman between here and Oceanside and he wouldn't of had time to do that as fast as we all had to go to get up here."

"It's his trailer."

"I don't think so."

"I do."

"I don't."

"Well go over and ask her, she's just sitting' there in the window and I know that's Jesse's trailer house."

"Did you see Jesse in Klamath Falls the other night?"

"I didn't see anybody but Ratchet Jaw and Rose. But you know how he is, out talkin' to everybody."

"Did you?"

"No."

The snow was coming down hard now again and her image disappeared engulfed in the white blanket.

"Now's the perfect time to sneak up on her. She won't see you coming."

"Real funny Hazel."

"Can't stand it, can ya'?"

Aileen put on her red and black Mackinaw and went out the door closing it behind her quietly not to wake the girls and she heard Hazel giggle before she closed it.

"Hussy," she giggled back and went around to Jesse's trailer door. She saw her coming and answered the door before she had time to knock.

"Hi, I'm Aileen. My friend and I were wondering if this is Jesse's trailer. We were just working with him in Oceanside and he left before us to go to Reno and start his contracting business. Then everybody and their brother that's a lineman headed up here for the overtime to work storm, so we were just wondering if this is Jesse's trailer."

"Yeah it is", she said and put out her hand and they shook and each of them rubbed their hands onto their sides and blushed as if some great sin had been committed by the acknowledgement of all the information just confirmed.

"Shannon is my name but all my friends call me Shan. You can too if you want."

"Nice to meet you Shan" and they shook hands again and then rubbed their hands down their respective sides again as if to get rid of some form of agitating virus.

"Jes', well yeah this is his trailer. He came into a café on fourth street in Reno where I was working and started talkin' about comin' up here on storm so I ask if I could come along because I was getting ready to head this way on a bus and visit my family in Seattle, so he said he was tired and I could come if I would start out driving so I quit my job, which I was about to do anyway and drove us all the way from Reno to almost Weed."

"NO! Don't tell me you pulled this thing by yourself!"

"Well, yeah, but he was in the car with me but he was asleep."

"God, I would never pull ours, unless Buddy taught me how first, I wouldn't know how to start."

"It wasn't that hard. Jesse is a good man isn't he? I didn't do a bad thing coming with him did I? I mean he won't hurt me? Cause I don't have anywhere to go for now."

"Oh, he would never hurt you, not Jesse. He's about as good a man as you can find so far as single lineman go."

“So he’s not married.”

“No. Didn’t he tell you that?”

“I didn’t ask him. Besides we were taking turns sleeping most of the way. I lied to him already though.” Shan looked down and a tear fell off her ocean blue eyeball and hit Aileen’s shoe and drifted out into a ragged stain.

“Oh, well honey it’s okay. Don’t cry! No great harm has been done, now has it? You come on over to my trailer and have coffee with me and Hazel. There’s no telling when those men will be off storm, might be days.”

They hurried together back over and Hazel saw them coming and opened the door.

“I told you so; I knew it was Jesse’s trailer.”

“Yeah, well Hazel—Shan, Shan this my very good friend, Hazel.”

“Hello.”

“Hello to you, too.”

“I was telling your friend how I lied to Jesse about having family here in Seattle and catching a ride with him after we met in the café I was working in Reno.”

They all sat and hot coffee was made and poured. Shan kept going on about it while the percolator kept time and rattled defiantly until Aileen got up and shut off the burner.

“I don’t have family in Seattle, or anywhere else. I was left on a door step when I was an infant and I been in Reno all my life. I just wanted to get out of there and see the country. I hope he will understand. I’ll tell him about it when I see him again and then I’ll move on.”

“Well you must have some friends or parents that adopted you at the step or mission or church. Don’t you Shan?”

“Well you see I do and I love them so, but I’ve always been afraid to talk about it too much, because—well you see—shoot I’m tired of hiding it, only a few people know. I’ll tell you two because I’m tired of lying about it and hiding from it.”

“What sweetheart, you can tell us. We don’t care. What is it baby?” Aileen petted her arm and Hazel put her hand in the warmth of hers and rubbed her like one of her own.

“Well here goes.”

“Go ahead baby we don’t care.” Hazel rubbing her hand and Aileen now standing over her rubbing her head and patting her back sympathetically.

“You can tell us.”

“Well here goes. Those steps I was left on, were the steps of a whore house outside of Reno.”

Hazel withdrew her hands and pulled them into her chest and Aileen turned away quickly and pulled the coffee back on to the burner and started the fire. It was a real shock to them both and they hunted a response. Shannon went on without waiting.

“My adopted mother was the Madam of the house and all thirteen of my adopted sisters were working girls.”

They needed something to say so Hazel said it.

“Being a working girl’s not that bad a thing. I was thinking of being one myself before I met Kenny.”

Aileen almost fainted and Hazel looked at her for support waving her hand under the table.

Aileen thought quickly.

“Me too! Almost, one time, it’s the oldest profession in the world you know.”

“Why didn’t you get into it honey?”

“Hazel!” Aileen scolded.

“They didn’t want me to be a whore. They all refused to hear of it after taking turns changing my diapers and sending me through school and all. They were going to send me to college to BYU and then they found out who was sponsoring me and wouldn’t let me go, so I was working in the café and casino’s dealing when Jesse came along the other morning and I just got a wild hair, that’s all.”

It was a tough four days, sleeping in the trucks two or three hours at a time, food being brought out to them as needed. It all ran together, but they were never off the payroll so the money was piling up fast and everybody knew to keep track of the time so it would be settled at the end of it. The bird dogs that went with each crew from the power company would line out the work and know where to go by being local and staying in touch with the dispatchers. The men worked hard for the money, but most had the understanding of their calling and how badly they were needed.

Pep came out of the woods and got back to the clothes. He had just taken enough layers off to get out there and shit and have a little privacy.

“I got to get to town and take a shower and get in that ole’ pout sack for a little rest before I turn into galloping bag a shit. Hell I got a skid mark on my long johns that Jeanne ain’t ever going to scrub out. This ole’ cat had to shit.”

The bird dog heard him and said it was a good idea to go in and catch a good night’s sleep and get some clean clothes and baths and others were already doing that very thing.

*continued in next issue*

## IBEW 1245 Wins Top Labor Journalism Awards

IBEW 1245 won four top awards in the 2014 labor journalism competition sponsored by the International Labor Communications Association, including the organization’s coveted Steinbock Award — the highest single award for journalistic excellence — for the story “Brother’s Keeper,” written by Communications Director Eric Wolfe.

“Brothers Keeper,” which appeared in the third quarter 2013 issue of the Utility Reporter, looks at the union’s attempt to reduce job site injuries and fatalities through peer-to-peer engagement, a program led by Business Representative Rich Lane.

Other first-place awards were:

- Best newspaper design, for the Utility Reporter
- Best informational graphic, for the comic-poster “Weingarten Rights”
- Best Labor history story, for “Brotherhood and Betrayal: The 1913 IBEW Strike at PG&E”

IBEW 1245 won second place in the

Best Internet Content category for its website, [www.IBEW1245.com](http://www.IBEW1245.com).

The Utility Reporter won a third place award in General Excellence. The

Utility Reporter also won a Saul Miller award, third place in the Political Action category, for “Fresno Measure G Defeated.”

Business Manager Tom Dalzell is Executive Editor of the Utility Reporter. Communications Director Eric Wolfe is Managing Editor.



Members of the Hold the Pull Committee join Communications Director Eric Wolfe, center, to celebrate winning the Max Steinbock award for Wolfe’s story on the union’s peer-to-peer safety program.



MY SUPERVISOR IS STILL PICKING ON ME!

# WHAT IS A SHOP STEWARD?

Hmmm... LET'S SEE WHAT HAPPENS...

WHY DON'T YOU TELL OUR SHOP STEWARD?

HER? WHAT CAN SHE DO?

**NEW CONTRACT**  
THEODORE J. BROWN  
 THOMAS J. JISOM  
 ELIZABETH...



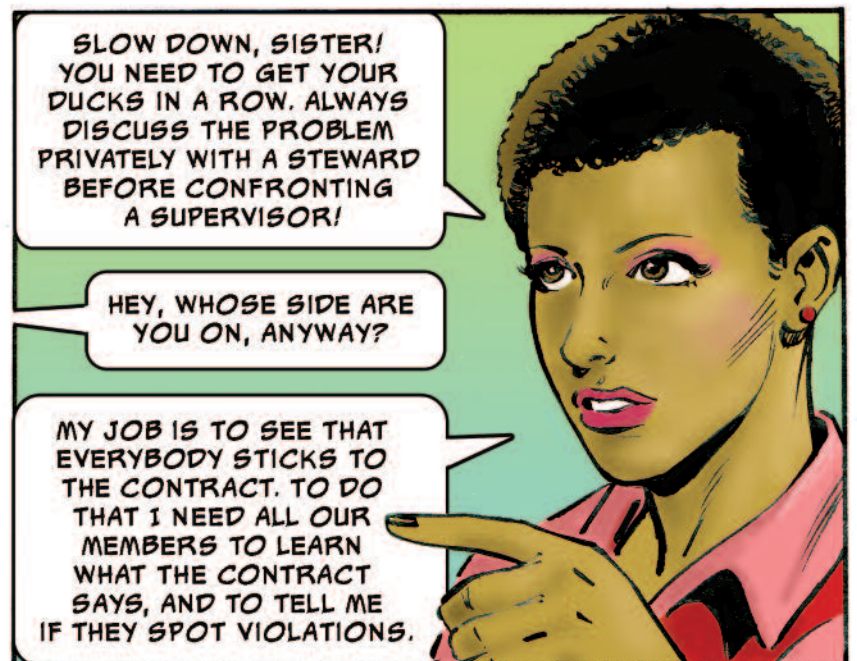
FOR ONE THING, I CAN LISTEN. WHETHER I CAN DO ANYTHING MORE DEPENDS ON IF THE CONTRACT HAS BEEN VIOLATED.

!!!



OK.

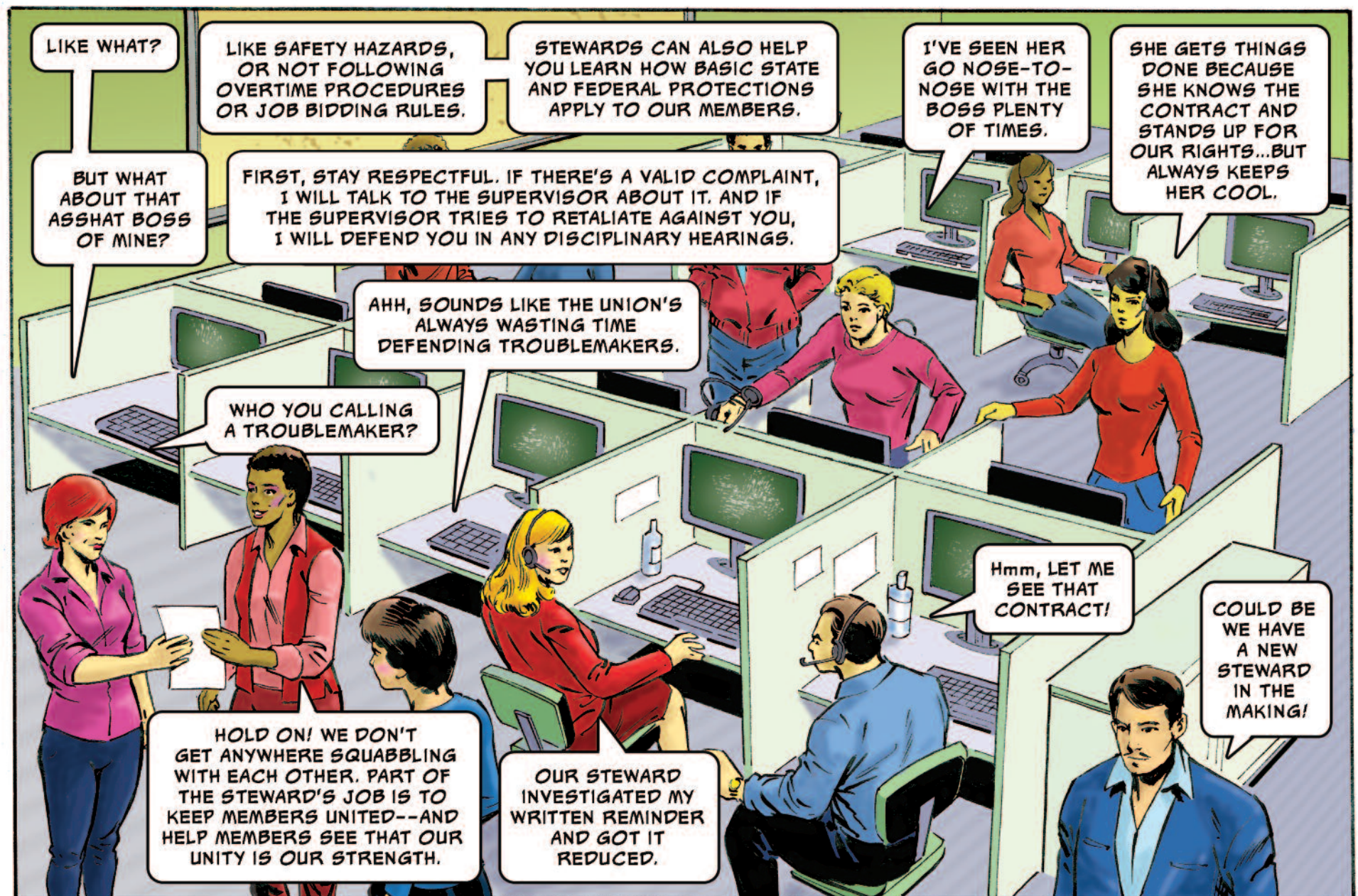
YOU CAN LISTEN TO ME GIVE THAT SUPERVISOR A PIECE OF MY MIND!



SLOW DOWN, SISTER! YOU NEED TO GET YOUR DUCKS IN A ROW. ALWAYS DISCUSS THE PROBLEM PRIVATELY WITH A STEWARD BEFORE CONFRONTING A SUPERVISOR!

HEY, WHOSE SIDE ARE YOU ON, ANYWAY?

MY JOB IS TO SEE THAT EVERYBODY STICKS TO THE CONTRACT. TO DO THAT I NEED ALL OUR MEMBERS TO LEARN WHAT THE CONTRACT SAYS, AND TO TELL ME IF THEY SPOT VIOLATIONS.



LIKE WHAT?

LIKE SAFETY HAZARDS, OR NOT FOLLOWING OVERTIME PROCEDURES OR JOB BIDDING RULES.

STEWARDS CAN ALSO HELP YOU LEARN HOW BASIC STATE AND FEDERAL PROTECTIONS APPLY TO OUR MEMBERS.

I'VE SEEN HER GO NOSE-TO-NOSE WITH THE BOSS PLENTY OF TIMES.

SHE GETS THINGS DONE BECAUSE SHE KNOWS THE CONTRACT AND STANDS UP FOR OUR RIGHTS...BUT ALWAYS KEEPS HER COOL.

BUT WHAT ABOUT THAT ASSHAT BOSS OF MINE?

FIRST, STAY RESPECTFUL. IF THERE'S A VALID COMPLAINT, I WILL TALK TO THE SUPERVISOR ABOUT IT. AND IF THE SUPERVISOR TRIES TO RETALIATE AGAINST YOU, I WILL DEFEND YOU IN ANY DISCIPLINARY HEARINGS.

AHH, SOUNDS LIKE THE UNION'S ALWAYS WASTING TIME DEFENDING TROUBLEMAKERS.

WHO YOU CALLING A TROUBLEMAKER?

HOLD ON! WE DON'T GET ANYWHERE SQUABBLING WITH EACH OTHER. PART OF THE STEWARD'S JOB IS TO KEEP MEMBERS UNITED--AND HELP MEMBERS SEE THAT OUR UNITY IS OUR STRENGTH.

OUR STEWARD INVESTIGATED MY WRITTEN REMINDER AND GOT IT REDUCED.

Hmm, LET ME SEE THAT CONTRACT!

COULD BE WE HAVE A NEW STEWARD IN THE MAKING!