

Inside:



Utility Reporter

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UNITY IS STRENGTH

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

Linemen Jake Ellis and Brady Morris from Par Electric work to restore power after a snowstorm in Squaw Valley, CA. Story on page 12.



Go with the Flow at Helms **18**

Dalzell on Trump **2**

Organizing Stewards **4**

Victory at BGE **6**

Juntos en la Lucha **8**

Outside Construction **11**

PG&E Contract Ratification **14**

Tree Trimmers **16**

Nevada **20**

Advisory Council **22**

Scholarship Applications **24**

Community Fund **28**

Token Bearers **30**

Retirees **34**



Tom Dalzell
BUSINESS MANAGER

What Does Trump's Presidency Mean For Us?

Whatever your opinion of recent political events, I think we can all agree on one thing: we live in interesting times. Volatility, in both the economic and political spheres, is the new norm. Economic spikes and shocks have led to crippling recession and all-time highs on the stock market. And we've gone from Barack Obama to Donald Trump – two individuals with extremely different value sets and life experiences, who exist on opposite ends of the ideological spectrum.

I personally believe that economic uncertainty is what has led to the volatility we're seeing in the political space – and I am sorry to say that for right now, and perhaps for the next four years, that volatility is going to negatively impact our members.

The early days of Trump's presidency have been telling: he may have campaigned as a populist, but he is governing like a hard-right billionaire. His presidency is shaping up to be the most virulently anti-union in modern times, and there is no check on his power – he will meet little resistance in the legislative branch, and is close to having the judicial branch sewn up as well.

Here is what we must prepare for:

1. **National right-to-work legislation.** Anti-union forces have been pushing so-called "right-to-work" policies for decades, and, not surprisingly, the

new U.S. Congress wasted no time re-introducing a national right-to-work bill, knowing that Trump has voiced support for right-to-work. Currently, 27 states, including Nevada, already have right-to-work laws, and not coincidentally, those states also have lower median wages, higher poverty rates, more workplace fatalities and fewer workers with key benefits like health insurance and defined benefit retirement plans. There's no question that a nationwide right-to-work policy would severely weaken the U.S. Labor Movement, and could have dire consequences for our members and our contracts.

2. **An anti-worker Supreme Court.** Just before U.S. Supreme Court Justice Antonin Scalia died, the Court was set to rule on *Friedrichs vs. California Teachers Association*, a case that would have mandated a constitutional right-to-work rule in the public sector. Our hope was that Scalia's replacement would appreciate the value that unions and their members contribute to the government and to society – but there is almost no chance of that now. Trump recently nominated Neil Gorsuch, a far right judge whose record indicates that he is more conservative than Justice Samuel Alito. A case similar to *Friedrichs* is now moving through the lower courts – and Gorsuch's ruling on it could be devastating to our union and others. And that's just one example of how the courts could

impact our rights and wages.

3. **An unfriendly Labor Secretary.** Andrew Puzder, Trump's nominee for Labor Secretary, was a chief executive at Hardee's and Carl's Jr. He came down hard against the fight for a \$15-per-hour minimum wage, which we were proud to support. A Labor Secretary should, at the very least, understand the value and experiences of American workers and advocate on their behalf. But workers at his companies have said they often struggle with low wages, face rampant discrimination and are routinely asked to work through breaks or take

- on extra hours without being paid overtime. When given an opportunity, Mr. Puzder put profits before people.
4. **A hostile NLRB.** The National Labor Relations Board sets policy and mitigates disputes between employers and workers. President Trump can immediately appoint two new members, tilting the balance from pro-worker to pro-employer from the get-go. The new NLRB will have its choice of regulations to rescind, and can even repeal decisions that allow workers to organize in the first place. For example, last year the NLRB ruled to give researchers at private universities such as Harvard and Stanford the right to join a union – a right they had not had before. The repeal of that ruling appears to be imminent.

continued on page 3

Casey Kelley Joins Local 1245 Staff

Eighteen-year IBEW member Casey Kelley has joined the Local 1245 staff as a Business Representative. He will be working with members in Outside Line as well as staffing the Local's peer safety programs.

Brother Kelley's career started in 1999 as an Outside Line apprentice. He topped out in 2002 and worked as a lineman and line crew foreman until 2008, when he went to work for Sierra Pacific Power (now NV Energy) as a lineman and line crew foreman in the North Lake Tahoe yard. In 2011, Sierra Pacific sold the California part of the company to Liberty Utilities, and Brother Kelley worked as a line crew foreman and general foreman for Liberty from 2011 through 2016.

During his time in outside line, Brother Kelley served as a Shop Steward and Unit Chair, and was also a Shop Steward, Unit Chair and Negotiating Committee member during his tenure at Liberty. He served as a member of Local 1245's Hold The Pull peer safety committee from 2012-2014, and chaired the Committee from 2014-2016.

Welcome aboard Brother Kelley!



Casey Kelley

Unit meeting changes

Unit #3801, Sacramento Clerical, has changed its unit meeting date from the first Tuesday of each month to the first Wednesday of each month. The meetings will remain at 4pm at Mountain Mike's Pizza, 2069 Arena Blvd. Sacramento, CA.

—Jennifer Gray,
IBEW 1245 Business Rep

UNION STRONG

Learn what's happening.
Speak your mind.
Build our unity.

Go to
ibew1245.com/unit-meetings/
to find your local meeting.



Attend your unit meeting!

Use the search function at ibew1245.com/unit-meetings/ to find the meeting schedule for your unit. **Please Note:** All Local 1245 unit meetings are open to all Local 1245 members, regardless of employer.

Find by location

or find by unit number

or Enter your zip code to find the meeting closest to you

or Find by the location of your phone or computer.

(Make sure Location/GPS setting is 'on' for your mobile device, or click 'allow/accept' in your browser window to enable the Find Me function.)

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IBEW

Local 1245

See you there!



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We are in an industry with accelerating technological and competitive challenges. Change is coming fast and furious – we are managing it where we can, and taking a hard line in other areas. For example, when the economics of sustaining the San Onofre Nuclear Generator ceased to make sense for the state, we negotiated a deal that kept our members on the job for years longer than was thought possible, and improved pay. And as Community Choice Aggregation spreads to municipalities across our service territory, we are introducing and passing ballot measures that shape the policies to our members' advantage.

In other areas we are taking a hard line. To fight back against load loss, we are opposing net energy metering and standing up to anti-worker employers. But when you add a hostile political environment to our long list of challenges, it becomes clear that we are facing an existential crisis.

So what do we do?
Prepare. Organize. Fight like hell and don't give up. We are at a disadvantage in the current climate, but we have a couple things on our side. First of all – you. This union has higher engagement, a more knowledgeable membership and a bigger financial reserve than almost any other. We know how to stand up for ourselves, and when we fight, we win.

After all, we are the people who unionized PG&E, who fought back against overwhelming odds to seize control our own future. No one gave us our power – we had to take it. And we have held on to it for 120 years. If I know you, I know you won't let go of it now.

Second, we have spent years – decades, really – cultivating relationships in Sacramento, Carson City, and other state capitols. Because of your willingness to support the union, politicians know what a lineman is, why it's important to have trained and experienced gas workers, the difference a good clerk can make to someone in trouble. They know 1245 workers are the best in the business, and their doors are open to us. We can and will activate these leaders to fight back against the federal government when they try to weaken us.

In many ways, unions are an antidote to the volatility of the modern era. We exist to provide stability – to ensure predictable wage increases and benefits, to fight against job loss as the economy ebbs and flows, to create a strong middle class that supports communities. And we act as a check on corporate power. For the good of our members and for the good of the country, we cannot cede our power to Donald Trump, to our employers, or to anyone. We must remain in control of our own future.

So we're going to anticipate federal attacks on our right to exist, and plan for them. We're going to embrace new technologies and use them to our advantage. And we'll fight for our lives when it comes to keeping the work. This may be a time of dizzying change, but one thing is assured – we will not give up.



SATURDAY, APRIL 8, 2017

Northern California IBEW Locals would like to invite you to enjoy a day of brotherhood with fellow IBEW Union Members, Families, Friends and other Trade Unions. This year due to the growing popularity of the annual shoot, arrangements have been made at two (2) locations to run simultaneously! Both locations have overnight RV parking available and plenty of local hotels to choose from. So, mark your calendar for a Saturday of fun!

Locations: Raahuagee's Pheasant, Chucker & Sporting Clays **OR** Rooster Ranch Wings & Clays
25835 County Road 8
Dunnigan, CA 95937
www.lincraahauges.com
26166 Kelley Road
Hilmar, CA 95324
www.roosterranchonline.com

Time: 08:00 – 09:00 Registration (donuts and coffee will be served)
09:00 – 09:25 Tailboard and safety briefing
09:30 – Shotgun Start
NOONISH
Luncheon following shoot
Awards & Raffle: to follow luncheon

INCLUDED (per shooter)
• One Raffle Ticket
• Shotgun Shells
• One Hat
• Eye & Ear Protection
• Lunch & Beverages

SPACE IS LIMITED. FIRST COME, FIRST SERVE, BASIS. REGISTER TODAY!
PROCEEDS WILL BE DONATED TO CHARITY

SPONSORSHIPS/REGISTRATION FORM for IBEW Nor-Cal Sporting Clay Shoot

EVENT DATE: Saturday, April 8, 2017

Please select your sponsorship level and fill in the names of your shooters below:

Yes, I would like to sponsor:

- | | |
|---|--|
| <input type="checkbox"/> Host \$5,000 – Includes 8 shooter registrations | <input type="checkbox"/> Shooting Station - \$750 |
| <input type="checkbox"/> Co-Host \$2,500 – Includes 4 shooter registrations | <input type="checkbox"/> Raffle prizes - \$500 |
| <input type="checkbox"/> Shotgun Shell - \$2,500 Includes 4 shooter registrations | <input type="checkbox"/> Individual ADULT shooter \$100 |
| <input type="checkbox"/> Gold - \$1,250 -Includes 2 shooter registrations | <input type="checkbox"/> Individual YOUTH shooter - \$75 (15 years or younger) |
| <input type="checkbox"/> Silver - \$1,000 | |

Deadline for sponsorships and submission of shooter names is: March 24, 2017.
Onsite registrations will NOT be accepted.

(Make checks payable to: IBEW Local 1245 (in the memo line add: Nor-Cal Sporting Clay Shoot))

☐ Raahuagee's Pheasant, Chucker & Sporting Clays
25835 County Road 8
Dunnigan, CA 95937

☐ Rooster Ranch Wings & Clays
26166 Kelley Road
Hilmar, CA 95324

Please check only one location per registration form. Fill out a separate form if you plan to have shooters at both locations.

Team Leader:

Affiliation: _____
Address: _____
Phone: _____
Email: _____

Shooters: (Teams are made up of 4 shooters; individual shooters will be paired with teams of less than 4)

Name: _____	Cell# _____	____Adult	____Youth
Name: _____	Cell# _____	____Adult	____Youth
Name: _____	Cell# _____	____Adult	____Youth
Name: _____	Cell# _____	____Adult	____Youth

Mail payment to: IBEW Local 1245, 30 Orange Tree Circle, Vacaville, CA 95687
Questions: Call or email: Liz McInnis, 707-452-2720 or ejmh@ibew1245.com

Ready to Fight

Organizing Stewards gear up for 2017

Eight years ago, the Organizing Steward program was little more than a cutting-edge concept in the mind of Local 1245 Business Manager Tom Dalzell. But thanks to a whole lot of hard work and a healthy dose of solidarity, the program has blossomed into a full-blown army of 85 experienced and dedicated organizers who are ready and willing to hit the ground running.

The class of 2017 is the largest Organizing Steward group to date, which is entirely due to the power of the Stewards themselves, who have committed to recruiting others and growing their ranks year after year. On January 27, 2017, the Organizing Stewards gathered together at Weakley Hall for their annual orientation, where they got the chance to get to know one another and prepare for the year ahead.

The day kicked off with a fun sing-a-long, led by Staff Organizer Eileen Purcell on the accordion and retiree Jim Lappin on banjo. Business Manager Tom Dalzell welcomed the Stewards with words of inspiration and gratitude, calling the group “a powerful force” and commending them for their hard work and dedication.

Many of the Organizing Stewards report that the highlight of the day was getting to meet and hear from a group of union leaders visiting from El Salvador (see “Juntos en la Lucha,” page 8-10). Staff Organizer Fred Ross introduced the Salvadoran delegation by

sharing his own personal experience organizing against the hostile right-wing regime that trampled all over El Salvadoran workers’ rights several decades ago. Staff Organizer Eileen Purcell then invited each of the five Salvadoran union leaders to say a few words. They spoke extremely highly of Local 1245, and were all impressed and inspired by the number of young people in the room.

The day-long training also included a number of breakout sessions, where the Stewards had the opportunity to learn more about one another, share highlights from the previous year, and begin planning organizing activities for the coming year.

The group also discussed the threats and opportunities that Local 1245 and the Labor Movement will face under the new administration. California Labor Federation lobbyist Michael Young outlined a number of potential policy changes, and explained how they could impact health care, immigration, infrastructure and unions. He emphasized that these threats also present new opportunities to organize, both within and beyond our union, in order to combat attacks on workers’ rights, wages and benefits.

“My experiences as an Organizing Steward have taught me the importance of solidarity, sacrifice and struggle in defending and building our Labor Movement,” said Organizing Steward Samson Wilson, a lineman who works at

NV Energy. “There is a strong sense of excitement in seeing how many new Organizing Stewards have joined us in this critical time.”

The orientation concluded with a screening of a documentary entitled “Brothers on the Line,” which tells the powerful story of the Reuther brothers

and the intimidation, hostility and violence they encountered as they fought to establish the United Auto Workers union.

The Stewards returned to the union hall the following morning, where they were officially sworn in in front of the Local 1245 Advisory Council and honored guests. See page 22 for more.

2017 Organizing Stewards

Shannon Akhbari	Steve Gallow	Leo Ramirez
Alvin Allen	Nilda Garcia	Rachel Ramirez-Hill
Angelica Altamirano	Kevin Garduno	Kristen Rasmussen
Tracey Amaro	Julie Gonzalez	Ellen Richardson
Lorenzo Arciniega	Mark Goodwin	Veronica Rivera
Elisa Arteaga	Nicole Gross	Alicia Rodriguez
Miko Banks	LaDrena Gunn-Swagin	Audrey Ruf
Harold Blackshire Jr.	Ruben Hernandez	PJ Saenz
Ron Borst	Ricardo Hernandez	Pete Sandoval
Vickie Borst	Jay Hoch	Brittney Santana
Candice Brace	Roger Jesinghaus	Anthony Seemster
Sandi Busse	Rocio Jimenez	Dorine Shaner
Kim Camatti	Lupe Johnson	Jeremy Smith
Walter Carmier	Logan Jonas	Jermaine Smith
Georgette Carrillo	Kevin Krummes	Jesus Solis
Juan Cervantes	Jim Lappin	Donchele Soper
Chip Chadwick	Arnaldo Lizarraga	Luis Sotomayor
Raymond Cook	Steve Marcotte	Charlotte Stevens
Mary Corrente	Nancy Martinez	Joseph Stewart
Tina Covington	Josue Mendoza	Bob Vieira
Rene Cruz-Martinez	Serena Moss	Terrell Wagner
Laquania “Q” Davis	Ashley Nelson Finley	Rita Weisshaar
Alvin Dayoan	Felicia Norton	Jasmine Williams
Cristina De La Fuente	Miguel Pagan	Gerald Williams
Melissa Echeverria	Mike Patterson	Samson Wilson
Katie Esquivel	Pamela Pendleton	John Wilson
Alyssa Fernandez	Ivan Pereda	Stan Zamora
Rodrigo Flores	Jason Preston	Aileen Zuehlke
	Kathie Preston	



The 2017 class of Organizing Stewards

Photo by John Storey

January – March 2017



Highlights from the 2017 EWMC Conference

Building a Better World Together

The Electrical Workers Minority Caucus (EWMC) Leadership Conference is a unique annual event with a focus on minority members of the IBEW. Through this conference, members are transformed into strong, active leaders in their locals. I was first invited to attend in 2012, and have made it a priority to attend for the last five years. At the 2017 conference, which took place on MLK weekend in Anaheim, I was joined by a large and diverse delegation from Local 1245, including both newcomers and long-time EWMC participants.

"The EWMC Conference is a call to duty. Attending is both an honor and a privilege," said former Local 1245 Senior Assistant Business Manager Dorothy Fortier. "I joined the EWMC in 1978. President Emeritus Robbie Sparks established the Leadership Conference in 1991, and I have attended every annual conference since then. I always return home inspired and energized."

"Being a 'newbie,' I had no idea what to expect, but the moment I stepped into the RENEW opening ceremony, and heard Ms. Robbie Sparks speak with such power and grace on how us young workers have the power to make change in our communities, I was immediately inspired," said Local 1245 Organizing Steward Jasmine Williams. "An overwhelming feeling to get out and make a difference in the world filled my body."

Community Service

The annual conference traditionally kicks off with a community service event, something I personally look forward to every year. There were two projects this year; some participants volunteered at a local food bank in Anaheim, while others helped renovate three veterans' homes in the area.

Between the three volunteer shifts — two at the food bank and one at the veterans' homes — there were over 300 volunteers donating over 1,400 hours of service! Our good work was even fea-

tured on the local CBS news station, which reported on the EWMC volunteers who worked on the veterans' home renovation project.

Working the Workshops

This year's conference workshops touched on a wide variety of topics, ranging from race and inclusion to retirement planning to parliamentary procedure and the union's Code of Excellence.

This year, I facilitated a workshop on the structure of the IBEW, to give members a good foundation of how the Brotherhood was created and how it functions as a Democratic organization. There were also several other workshops that were designed to help members better understand the inner workings of the union.

"The first workshop I attended was 'Understanding Parliamentary Procedure,' which was facilitated by our sister, Dorothy Fortier," said Local 1245 Recording Secretary Rachel Ramirez Hill. "This workshop covered how to effectively run and participate in meetings. I feel like the information provided will be really useful, since we don't always know all of the rules going into conferences or meetings."

"My favorite workshop was the one regarding 'Leadership Styles' and the speaker's name was Dr. Krystal Walker," said EWMC Solano County Chapter President Donchele Soper. "She spoke about knowing your purpose in life, and that touched me deeply. Just because you're content and good at what you do, doesn't mean that's your purpose. She had us do an exercise to try and help us identify what our purpose might be, which she said took her weeks to figure out."

Since the EWMC is specifically for minority groups within the IBEW, there were also a number of sessions that focused on the often-difficult but always-important subjects that effect minorities the most.

"My favorite part of the conference was the 'Race, Inclusion and Labor' workshop," said Local 1245 Organizing Steward Logan Jonas. Anyone in that workshop could no longer claim to not understand and empathize with the human condition of the oppressed. Using clips from "A Class Divided" opened conversation and thought in a provocative and inspiring way like I've never been a part of at any other conference. It gave all of us an opportunity to exchange ideas, inspire and assist each other with action plans to effect real change."

Panels and Plenaries

The action-packed conference also featured a dynamic array of speakers and panel discussions that were both informative and engaging.

"The plenary session special guest speakers had us out of our seats, ready to take on the fight for the movement," said Local 1245 Organizing Steward Charlotte Stevens. "Trade Unionist Bill Fletcher explained the challenge ahead with the new administration. Kent Wong of the UCLA Labor Center motivated us to action, letting us know that now is not the time to get tired. Congresswoman Linda Sanchez (District 38) and CA State Treasurer John Chiang described the political opposition taking place in government. Each of these speakers armed us with information and determination to take back to our locals."

"Every single speaker had a message for those who wanted to listen," said Local 1245 member Maria Salazar. "From the two young members of the Sierra Club striving for environmental justice and encouraging union support for sustainable energy sources for our future, to the three young undocumented immigrants fighting for rights in a world where they are considered criminals for actions they were not responsible for — the struggles these people have endured were heartbreaking to listen to, while at the same time

inspiring in the knowledge that these people survived and overcame these injustices."

I particularly enjoyed the workshop and plenary session panel regarding mass incarceration, "Reaching Back & Lifting Up." I agree with Sister Isis Harris, a second-year apprentice with Local 48, who said, "Being locked up was something that happened to me, not who I am." It was emotional to hear the stories of our sisters and brothers that have traveled this road. In the workshop, we were asked to create an action item we could accomplish as a group. Sixty of us have agreed to mentor an at-risk youth in our area.

"A Total Life-Changer"

Nearly all the attendees left the conference feeling motivated and prepared to take action.

"EWMC President Keith Edwards issued a call to action for every delegate at this year's conference: Political Action. It is up to us to hold our elected officials accountable," said Local 1245 staffer Tonya Alston, who also serves as EWMC National Recording Secretary. "I am answering President Edwards call to action by increasing calls to my Senators and House Representative, and urging my sphere of influence to do the same."

"The conference ended with everyone joining hands and singing 'We Shall Overcome,' led by sister Robbie Sparks. It was an empowering moment ... we WILL overcome any new obstacles that are put in our way!" said Local 1245 Organizing Steward Laquania "Q" Davis. "Returning from the conference, I feel rejuvenated and equipped with the right tools to take charge. This conference is a total life-changer. I recommend it to anyone needing leadership skills or just an energizer, and I am looking forward to attending next year."

— Jammi Juarez,
IBEW 1245 Staff Organizer

Membership in the EWMC is open to all IBEW members who are in good standing with their Local Union and who have satisfied the dues requirements of the EWMC. To join the EWMC Solano County Chapter, please email ewmcsolanocountychapter@gmail.com for further information.

Local 1245 Helps Workers at Baltimore Gas & Electric Secure Union Representation

The workers at Baltimore Gas & Electric (BGE) have been fighting for union representation for decades. But despite being met with aggressive hostility and union-busting from their employer, these workers refused to give up. In fact, they decided to double down.

In March of 2016, BGE's parent company, Exelon, merged with Pepco Holdings, and the workers at BGE took advantage of this structural change to once again launch a new organizing drive with IBEW. This time, they pulled out all the stops, including reaching out to the IBEW International Office for assistance.

The IO asked several utility locals, including Local 1245, to dispatch organizers to help the BGE team with their union organizing campaign. Local 1245 quickly heeded the call, and sent two groups of Organizing Stewards and one Business Representative out to Baltimore to support the campaign.

One Step Closer

The first group from 1245 – comprised of Organizing Stewards Nilda Garcia, Charlotte Stevens, Ricardo Hernandez, Alvin Dayoan and Laquania Davis, along with Business Rep Lloyd Cargo – arrived in Baltimore on December 6 and hit the ground running. They were up before dawn nearly every day, braving sub-freezing temperatures while passing out union flyers and hosting “Honk and Wave” actions as the workers arrived at their jobsites in the morning. It was clear that many of the workers were fearful of talking to the union representatives in front of the BGE bosses, so the IBEW organizers spent their evenings visiting the workers at their homes, where they could more openly discuss the union and its many

benefits.

“Every conversation we had with the employees of BGE was very valuable. Even though Baltimore is far away from home, the issues and concerns the BGE workers have are very relatable to me,” said 1245 Organizing Steward Ricardo Hernandez. “The only difference right now is that I’m a part of IBEW and they are not. It makes me appreciate the union that much more, and it helps me stay motivated to help them become IBEW also!”

“I learned that listening is essential, especially when it comes to one-on-one conversations with BGE employees,” said Organizing Steward Alvin Dayoan. “I also learned the value of rapport. It builds trust with the individual, and it helps you find the underlying issue that they have against the company. Finding a resolution – with support from IBEW – can lead an employee to sign the authorization card, which brings the campaign a step closer to their goal of filing a petition, conducting an election, and negotiating a fair contract.”

Building a Strong Union

And indeed, the work they put into building those relationships paid off. The IBEW organizing team succeeded in collecting nearly 900 authorization cards. The BGE Volunteer Organizing Committee (VOC), which is comprised of dozens of BGE workers, voted to file for an NLRB union election, and the union submitted the paperwork the following day.

“It was exciting to see the BGE VOC get so involved,” noted seasoned Organizing Steward Nilda Garcia. “I encouraged them to continue their involvement after they vote Union, by running for Executive Board, change to becoming a Steward, running for other offices, and just

staying active. That is the key to building a strong union!”

“My experience in Baltimore was memorable and fulfilling. The days were long, but the work was meaningful,” said Organizing Steward Charlotte Stevens. “It was an amazing journey filled with training, empowerment, team-building and purpose, doing righteous work. I am so grateful for the opportunity to serve my brothers and sisters in IBEW. I look forward to continuing the fight for workers.”

The NLRB election was scheduled for January 11 and 12, and Local 1245 sent a second group of Organizing Stewards to Baltimore just after the new year in order to help get out the vote at BGE. The second group, comprised of Ashley Nelson, Nicole Gross, Walter Carmier, Joe Stewart, Anthony Seemster, Miguel Pagan and Business Rep Lloyd Cargo, spent each and every day garnering support for the union. They waved signs, passed out flyers, visited workers at their homes and called them on the phone. They also participated in a rally outside of Exelon's corporate office, in response to the overt anti-union tactics that the Company was employing in an attempt to dissuade the workers from voting for IBEW representation. Two members from the Baltimore City Council also attended the rally and voiced their support for the union, and the event was covered by the local news.

It was clear that the Company was committed to fighting the union organizing effort every step of the way.

“Every day, [the Management] holds a two-hour captive audience meeting at our location,” Local 1245 Business Rep Lloyd Cargo reported in the week prior to the vote. “Feedback from the workgroup is that it’s pushing more people to vote Yes.”



It Was All Worth It

Voting began on January 11, and concluded the following day. Turnout was remarkably high; almost every worker who was eligible to vote participated in the union election. In the end, the campaign succeeded, with 55% of the workers voting Yes. The final vote tally was 741 in favor of the union, and 610 against.

“All the work that went into this campaign, the long hours, the loss of sleep, the freezing cold temperatures, the hard work; it was all worth it,” said Organizing Steward Ashley Nelson. “As we come home, we are not only looking forward to reuniting with our families, but we are also so excited for BGE. They now have a voice at the table, and it would not have been given to them had it not been for the employees standing together, demanding a voice, and the greatest union of all banding together to make this possible.”

— Rebecca Band, IBEW 1245 Communications Director

Local 1245 with International President Lonnie Stephenson in Baltimore



Bundled up and out before dawn in sub-freezing temperatures

Photos by Nilda Garcia and Ashley Nelson

The second group of Organizing Stewards from 1245



The first wave of organizers from 1245, from left: Alvin Dayoan, Charlotte Stevens, Lloyd Cargo, Laquania Davis, Ricardo Hernandez. (Not pictured - Nilda Garcia)

Local 1245 Organizing Stewards Alvin Dayoan, Candice Brace, Ashley Nelson and Charlotte Stevens joined more than 1,500 IBEW members from all across the U.S. and Canada at the 2016 IBEW Membership Development Conference in Las Vegas in November.

“It was a powerful experience to be a part of, and made me realize that we really are part of something bigger than ourselves, and we’re all working towards the same goal,” said Organizing Steward Candice Brace. “I’m grateful to have had the opportunity to attend. I learned so much that I will be able to use in the future as an organizer.”

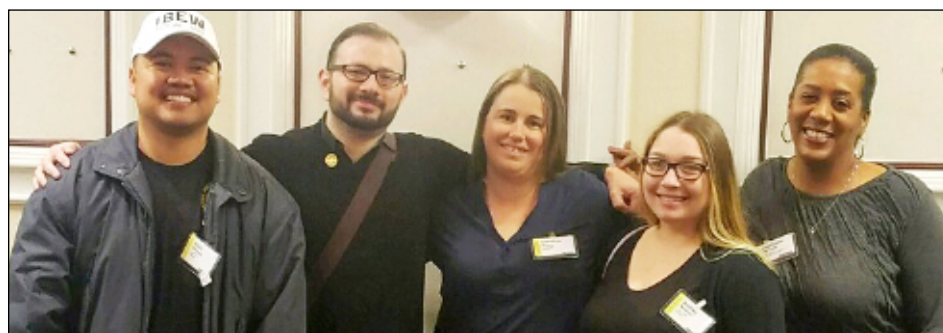
The conference featured several notable speakers, including IBEW International President Lonnie Stephenson, who underscored the importance of organizing as the lifeblood of the union movement. They also heard from a variety of thought leaders who shared words of inspiration and insights on several organizing-related topics.

“The one that stuck out to me the most was Jon Gordon, the author of the book *The Energy Bus*,” said Brace. “He spoke about how positive energy is the single most powerful tool you can use to transform your life and those around you.”

The members also participated in several practical, skills-building workshops, including one that focused on step-by-step planning for real-life organizing scenarios. The Local 1245 contingent enjoyed meeting and learn-

ing from other IBEW activists, and walked away feeling more equipped to engage in successful organizing campaigns in the future.

“The conference showed me the importance of organizing and how heavily the life of the union depends on it, and it provided me with the tools needed to become a better Organizing Steward,” said Ashley Nelson. “I gained valuable knowledge ... to prepare me for the journey to grow our great union.”



The Local 1245 delegation, from left: Alvin Dayoan, International Organizer Rick Thompson, Candice Brace, Ashley Nelson and Charlotte Stevens

IMPORTANT!

Update your contact info online

The times, they are a-changing, and the way we communicate is changing as well. Email, cell phones and text messages are quickly replacing land lines and paper mail, and in order to ensure that the union is able to reach you in the quickest and most effective way possible, we need to have your current, personal email address and personal cell phone number on file.

We are urging each and every member to log on to our secure web portal right away to make sure that the union has all your current personal contact info – particularly your personal email address and cell phone number – correct in our files. **It only takes a few minutes, and can be done from any computer, tablet or smart phone with internet access.**

If you prefer to update your info over the phone, you can call the front desk at 707 452 2700 during regular business hours and our staff will be happy to help you. You can also contact your Business Rep to request a contact info update card.



Log on at
www.ibew1245.com/update-contact-info

Your username is your Union card number, and if you’ve never logged in before, your initial password is your last name and the last four digits of your SSN (you’ll be prompted to change your password upon logging in for the first time).

Highlights from the 2016 CLUW Women’s Leadership Conference

Using the Skills We’ve Learned to Defend and Keep the Rights We’ve Earned

IBEW Local 1245 sent a delegation to an exciting and very informative Women’s Leadership Conference in Las Vegas, NV, hosted by the Coalition of Labor Union Women (CLUW). The 1245 delegation consisted of myself, LaQuania Davis, Janelle Bucci and Jennifer Threlfall.

The title of this conference was “Where Do We Go From Here? The Path Continues,” and focused heavily on next steps that we can take now that the election is over. We have a struggle ahead of us, and we will need

to use the skills we have learned to defend and keep the rights that we have earned.

It was a jam packed conference, with four in-depth educational tracks to educate and push us ahead:

- Are You Thinking About Running For Office? Now Is The Time!
- Organizing For Change
- Public Speaking... Yes I Can!
- Skills For Emerging Leaders

And several workshops:

- Strengthening U.S. Policies to Reflect Working Families Lives
- Safety At Work: A Fight Worth Having
- Breaking the Stereotype
- Workplace Bullying and the Duty to Represent
- Using Digital Strategy to Win
- How Women Changed the Course of History
- ...and more!

We also had motivating and informative speakers, including Rusty McAllister (IAFF) Executive Secretary-Treasurer, Nevada State AFL-CIO; Elizabeth



From left: Cecelia De La Torre, LaQuania Davis, Janelle Bucci, Jennifer Threlfall

McElroy, Deputy Director, Political Department, AFL-CIO; Rachel Lyons, Senior Government Affairs Manager, Workplace Programs, National Partnership for Women & Families; and Terry O’Neill, President National Organization for Women (NOW).

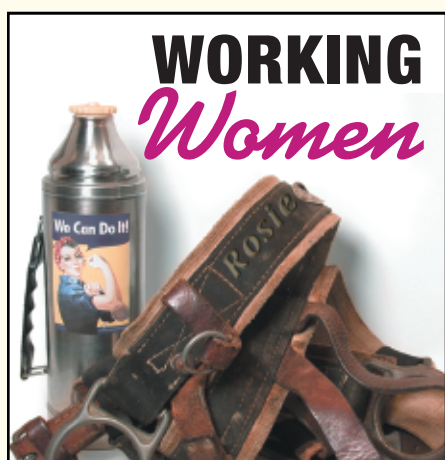
CLUW President Connie Leak closed the conference by reminding us that the struggle is real. Her message:

There are important issues that we can not be complacent about. We’ve got

to speak up when you see injustices being done. When you get back home don’t let all this training go to waste. Write an article, talk about the education, run for office. We need more women to run for office, and we need more Labor people in offices.

The skills we learned at this conference are invaluable. I can’t wait to return to our local and start using them.

— Cecelia De La Torre,
IBEW 1245 Treasurer



Juntos en la Lucha — Local 1245 Welcomes Union Leaders from El Salvador



The STESEC delegation and Local 1245 staffers with Business Manager Tom Dalzell

Flanked by eighty-three newly minted Organizing Stewards, the IBEW 1245 Advisory Council and Executive Board, a delegation of Salvadoran Electrical Workers Union (STESEC) joined together with a room filled with Local 1245 members to cement a newly launched sister relationship between IBEW 1245 and STESEC.

STESEC is the utility union in El Salvador that represents 1,600 electrical workers in generation and transmission, including one of the largest geothermal plants in the region, known as *LaGeo*. IBEW 1245 Business Manager Tom Dalzell extolled the five-person STESEC delegation, which included a lineman, three system operators and a warehouse/materials worker, all of whom are elected members of the STESEC Executive Board.

"This union has built its base and won excellent contracts under extraordinary circumstances," said Dalzell. "In El Salvador, under right-wing governments, to be a labor leader was to risk your life. This was the land where death squads killed an Archbishop while he was celebrating Mass in 1980, and blew up the headquarters of the national labor federation in 1989."

Fredy Lopez, the spokesman of the delegation from STESEC, stated that the labor struggle in El Salvador correlates with the legacy of the struggle in the early days of the IBEW and U.S. Labor Movement.

"Your Labor Movement fought for and won the eight-hour day, the minimum wage, safety standards, an end to child labor, and the right to organize," said

Lopez. "Your struggle is our struggle! We are building bridges, not walls!"

La Lucha: The Struggle Makes Us Strong

During their week-long visit, members of the STESEC delegation shared a number of stories about *la lucha*, which in Spanish means "the struggle" or, more literally, "the fight."

Lopez detailed how the union fought back against an extreme ring-wing anti-worker regime.

"Between the years 2000 and 2002, 18 transmission workers and 57 hydro-electric workers were fired for fighting against corruption and the right wing government's efforts to privatize the power industry," said Lopez. "But we drew on our shared heritage. We fasted for 22 days, went on strike for another 22 days. The struggle took years, but we stuck together, and with the change to a progressive government led by the FMLN [a more progressive political party] in 2014, we prevailed. Those of us who could still work got our jobs back."

Four out of the five STESEC leaders who came on the trip were among those fired. During that time, some of the union's leaders were thrown in jail, and later exiled from the country. But now, there's a new government in El Salvador, and the workers are finally able to freely advocate for better wages, benefits and working conditions without fear. They have negotiated a

strong contract, and have outstanding levels of participation, with 100% of union members voting in union elections.

They have also made notable legislative progress, including the first federal minimum wage increase in 20 years to benefit low-wage workers, who they refer to as "those without voice in our country." Additionally, STESEC has been actively supporting and promoting the role of women in the trade union movement.

"In many instances, we [women] have to be even stronger than the men because we are running our households, holding down our jobs, and building the union," said Carla Silva, the Secretary-Treasurer of STESEC. "We have opened the political space for women alongside our union brothers."

From Suriname to El Salvador

In 2014, IBEW 1245 launched its first sister relationship with the electrical workers of Suriname (see video at <https://ibew1245.com/2016/03/25/video-linemen-without-borders-ibew-1245-sabi-mission-to-suriname/>). Spearheaded by Brady Hansen, a lineman out of IBEW 77 in Washington State, IBEW 1245 sent teams of linemen, tree trimmers and safety experts to work with our counterparts to teach them basic skills.

The sister relationship between IBEW 1245 and STESEC was initiated in July of 2016. Our first contact was made through Jose Artiga, Executive Director of the SHARE Foundation, who introduced me to STESEC leaders in December of 2015.

In July of 2016, IBEW 1245 Assistant Business Manager Bob Gerstle and I met with the STESEC Executive Board, General Secretary Rene Giron, and rank-and-file members in El Salvador. We visited power plants in Soyapango, Nejapa and Ahuachapan, and learned that, unlike in Suriname, the Salvadorans electrical workers' skill sets are comparable to those in the US power industry. The big difference centers around access to training and resources.

STESEC expressed a strong interest in learning more



STESEC spokesperson Fredy Lopez raised his fist in solidarity as he addressed the Local 1245 leaders and members.



Carla Silva (front row, center) and women of IBEW 1245's staff



First Meeting with STESEC. Seated: Jose Artiga, SHARE Foundation, STESEC Secretary General Rene Giron, IBEW 1245 Organizer Eileen Purcell, STESEC Secretary Treasurer Carla Silva and members of the STESEC Executive Board in El Salvador, December 2015



The delegation received an award when they visited the State Capitol.

about IBEW 1245's training programs and union-building projects, including the Organizing Steward program. They introduced us to Architect David Antonio Lopez, the President of the Hydro-Electric Commission of the Rio Lempa of El Salvador, and the CEL Group, which is an amalgamation of public and private power companies regulated by the government. Lopez expressed great desire in working together with STESEC and IBEW to find ways to advance best practices and enhance training, and we began to make plans for STESEC leaders to come for a visit to the United States.

Crossing Borders

The STESEC delegation arrived in the Bay Area on Saturday, January 21, 2017. Lopez and Silva were joined by their union brothers, System Operators Julio Santos and Felipe Hernandez, and a veteran lineman of 34 years, Pedro Ramos. (STESEC General Secretary Rene Giron had also planned to join the delegation, but was unable to acquire a visa, due to the fact that the old regime had him arrested and thrown in jail for his union activism.)

During their week-long stay in the United States, the Salvadorans visited PG&E control centers and training centers in Vacaville, Livermore, San Ramon and Con-



Lineman Pedro Ramos experiencing snow for the first time at NCPA

cord, as well as the NCPA geothermal plant at the Geysers in Lake County.

"I was most impressed by the five-year training course for linemen," said lineman Pedro Ramos. "I can only dream of achieving such standards in my country, even if we start with a shorter program."

At the NCPA, Local 1245 members and plant managers provided an overview of the geothermal industry.

The Geysers represent the largest geothermal plant in the world.

"The size of the plant, the usages of byproduct, such as sulfur, for agricultural fertilizer, and the similarities in technology were striking," said Operator Felipe Hernandez.

It was also the delegation's first experience seeing snow!

Political Action: From Sacramento to San Francisco

The delegation also had the opportunity to learn more about our political process. They visited the State Capitol in Sacramento, where IBEW 1245 and STESEC were honored by the State Assembly for pioneering a sister relationship that seeks to "advance worker to worker ties, safety, mutual understanding and solidarity."

They met with Senator Skinner and Assemblymembers Thurmond, Medina, Salas, and Gonzalez, as well as with Senate Pro Tem Kevin De Leon, who had recently returned from an official visit to El Salvador himself.

In San Francisco, the delegation met with newly elected Supervisor Hillary Ronen, and were presented with a Certificate of Honor. They also met with the Staff of Congresswoman Nancy Pelosi.

The Union Hall – Power and Solidarity

But for the STESEC delegates, the greatest highlight of the visit was spending time at the Local 1245 union hall, where they got to experience both the place and the people.

"The walls were filled with the history, the faces, the campaigns and the passion of IBEW 1245's members," declared Julio Santos. "And the rooms were bustling with union activity."

STESEC does not have a physical union hall of their own. The union has negotiated with the employers for a specified number of days per month for union activity, but most of their union work is conducted on their own time. Several members of the STESEC Executive Board work the night shift so they can spend the day doing union business. Meeting the Local 1245 staff and leaders left a lasting impression on them.

"The warm reception by the Busi-

continued on next page



The delegation visited PG&E's lineman training facility in Livermore. Pictured here with trainers, IBEW 1245 Assistant Business Manager Bob Gerstle and Organizer Eileen Purcell



Business Manager Tom Dalzell shares the history of Local 1245 with the STESEC delegates



Organizing Steward Nilda Garcia (left) gave Carla Silva her pin of Rosie the Riveter which states "A Woman's Place is In Her Union!" In exchange, Carla gifted Nilda her satchel with the STESEC insignia embroidered on the flap.

El Salvador *continued from previous page*

ness Representatives and everyone we met was humbling," said Hernandez. "And the overwhelming number of young Organizing Stewards committed to organizing and political action was inspirational."

"1245's investment in training younger members is vital to creating a dynamic team of organizers and growing the labor movement," Santos added.

IBEW 1245 President Art Freitas welcomed the delegation on behalf of the Executive Board, and the delegates reiterated their gratitude to Tom Dalzell, the Executive Board and IBEW 1245 as a whole for initiating the sister relationship and building solidarity, which both unions view as a core value of the Labor Movement.

The delegation also appreciated the opportunity to join the Organizing Steward orientation, where they heard about the recent union organizing victory at BGE, and were inspired by their successes and dedication. Organizing Steward Nilda Garcia gave Carla Silva her pin of Rosie the Riveter which states "A Woman's Place is In Her Union!" In exchange, Carla gifted Nilda her satchel with the STESEC insignia embroidered on the flap.

Veteran IBEW 1245 Organizer Fred Ross drew the ties between the struggle in El Salvador and the struggle in the United States stating, "Our Salvadoran brothers and sisters teach us by their example the power of an engaged membership and a strong labor movement, lessons that are particularly timely."

Organizing Steward Steve Marcotte added, "We are all amazed by the strength and true spirit of solidarity they display, not only by their words, but by courageous action. No wall will ever separate the love and solidarity we all share as human beings."

"A Struggle and a Sacrifice"

The culminating event was the Advisory Council meeting. The Local 1245 Executive Board, Advisory Council, staff and Organizing Stewards listened to the powerful story of struggle, solidarity, and victory. Fredy Lopez reiterated his call for unity and solidarity, with a special message for the dozens of young stewards who stood behind him.

"You are the future, you are the hope, never give up on the struggle, there is nothing we cannot do if we are together. Si se puede!" he said.

"Solidarity is the heart of the labor movement," Senior Assistant Business Manager Bob Dean told the STESEC delegates. "You have given us far more than we have given you."

Dalzell closed by saying, "The struggle is one. Though ours was born decades before STESEC, our hopes and

aspirations are the same. Our founder, Ron Weakley, was successful in organizing 1245 because he brought the same spirit of sacrifice, solidarity and struggle against all odds that we see from our Salvadoran sisters and brothers."

That message really resonated with the Salvadorans.

"One of the most important lessons of this exchange was when Tom Dalzell reminded us the union is not a business. It is struggle and sacrifice," said Felipe Hernandez.

In the coming months and years, our relationship with STESEC will continue to grow. The next step will be a visit to El Salvador in July with a group of IBEW 1245 leaders.

— Eileen Purcell,
IBEW 1245 Staff Organizer

Photos by John Storey

**Quotes from the delegates have been translated from Spanish by Eileen Purcell.*



The STESEC leaders and Local 1245 Executive Board cemented the sister relationship.



The STESEC leaders with Local 1245 Organizing Stewards



As usual, work slowed just a little as we closed out the previous year, with most of the membership and contractors taking a little time off after a busy 2016. The series of storms



Ralph Armstrong

that swept through in January of 2017 changed that a bit, although we didn't really see a big increase in man-hours, which are tied to the number of dispatches, due to the National Emergency Response agreement that's been in place since 2009. This agreement was intended to speed up the process of getting "boots on the ground" after a storm hits for faster repair times for customers, and allows the contractor to bring in resources from outside the jurisdiction with the contractor only needing to provide names and socials of those coming in for reporting purposes. Wage rates and working conditions are those of the area where the work is being performed and our members need to be aware of that. A copy of this agreement can be found at ibew1245.com/wp-content/uploads/2014/02/2009_Storm_Agreement_Final1.pdf.

There were many successes in 2016, and we anticipate another strong year for contracting. We also realize there are a lot of challenges for us in the future to maintain this work. These challenges are both external and internal. Distributive generation, net metering and CCAs are some of the external challenges that will continue to drain revenue from the customers that most of our members rely on for work. Drains on revenue for our customers can be directly linked to many of the projects that our members would perform. It also has our customers looking at more ways to shave their costs, and we can read between the lines here.

The internal challenges we are seeing include keeping our members focused and making sure they understand the importance of the principles that the IBEW Code of Excellence was founded on. This is good quality work performed in a safe manner. We have made great strides here over the last several years, but we have still seen several incidences where unsafe work has been displayed. We have also utilized the safety dispatch policy that everyone receives when they sign our books, to suspend, and in some cases (depending on the unsafe work practice) require additional training to a handful of our members as well as travelers working in our jurisdiction.

As of Dec 31, 2016, the Local 1245 Construction Dispatch Office closed the year with 2,411 calls off of the books and another 391 dispatches that were related to Portability, organizing, trans-

fers from Local 47 and separate street light agreements. That brings the total to 2,802 total dispatches.

On January 1, 2017, the Local 1245 outside construction team welcomed Casey Kelley as our newest Business Rep, joining our two other reps, Ralph Kenyon and Richard Ingle. Local 1245's outside construction jurisdiction encompasses 256,000 square miles and covers all of Northern California and Northern Nevada. Although all of the reps will cross over and assist each other in all OSL needs, Casey's primary responsibility will be Northern Nevada and the Sierras. He will also be assisting with several safety initiatives that have been established by Local 1245 over the last couple of years. The addition of Casey to the staff will allow Local 1245 to better serve our OSL membership and has given us an opportunity to explore some options to help our work group.

Social Media at Work

The CalNev JATC has taken a stance on social media at work and will be implementing a new policy on this soon. There have been instances where members or travelers have thought it was a good idea to post something negative, derogatory or unsafe on their Twitter, Instagram and Facebook accounts only to have it come back to haunt them.

During this recent storm event, we saw such an experience first-hand. A crew member who was here working under the storm agreement posted a negative and somewhat derogatory post to his Instagram account, only to have that post end up in the hands of the customer. This particular crew was asked to leave the job, and the person who did the posting was asked to never come back.

We ask that all our members and travelers who work in our jurisdiction act in a professional manner while at work, which includes keeping themselves focused on the job, and avoiding the social media at work. Please keep in mind that anything posted on social media can be captured and circulated, even if it's quickly deleted from the user's account.

January 2017 Storm Work

During the storms, we were able to make quite a few visits to the Guerneville, Santa Rosa, Napa and Angwin areas. Wilson and Intren had the majority of the crews in that area. We also did crew visits in Arnold and the surrounding area, where crews had to deal with large limbs from trees that were breaking off all around them, making restoration tough. The snow was between six and eight feet deep, and snow shoes were a necessity. One crew used a sled to move a transformer into a remote area to restore service to customers.

January was also a busy month for our contractors in the Reno/Tahoe area. At the peak, there were 10 line crews in North Lake Tahoe and an additional two in South Lake Tahoe, from Par Electric, Titan of Reno and Summit Line. Some of the crews spent as many as 12 days trying to restore power to Liberty Utilities' 56,000 customers. At one point, all 35,000 customers in North Lake Tahoe

were out of power for 22 hours when the feeds into NV Energy's substation that feeds Liberty were all down.

Rosedin is trying to start a job in Sparks, NV for Apple, but has been getting rained/snowed out for a couple of weeks now. They plan on doing some work soon with the foreman and an operator, but for now they are just shaking out materials and such. They are waiting on Q&D to do the foundations for the new switch gear. It sounds like they are going to sub out the buss work and buss welding to PAR. The foreman thinks the job will take approximately three to four weeks.

PAR is working on a back yard 4KV cutover job in Reno, and Titan is keeping busy with miscellaneous work that NV Energy is providing to them. Wasatch has broken their dock crews up into dock hands on NV Energy property until the work picks back up in the spring. They have one crew that we are trying to locate doing a re-conductor somewhere outside of Yerington.

Cutting Deals

Every member who works in this jurisdiction should be familiar with the working rules and conditions. We are finding more and more that individuals are attempting to cut their own deals or threatening to walk if they are not paid above what's in the contract. This really comes to the surface during storm work. Members need to understand that the customer knows what's in that agreement, and will deny the charges to the contractor. Threatening to walk or strand those contractors without adequate manpower hurts everyone; the customer, the contractor, the union, the co-workers and the people without power that are relying on us for restoration. During these storms there is plenty of work and overtime, but if you don't want to be there, please be professional and work with the contractor to get a replacement before leaving. We work hard to ensure we have this work for our members, and this behavior is a black eye to all of us.

Contractor Safety

Contractor safety has been and will continue to be a hot topic with our members or travelers who work in our jurisdiction, and is something everyone will need to get used to. Our largest utility, PG&E, has been directed as part of a CPUC settlement to have stronger contractor oversight as it relates to safety. As part of this settlement agreement, the CPUC expects PG&E to apply the same level of safety on its contractors as they would on their own employees. We are seeing the customer actively performing jobsite crew safety audits as well as actively participate in accident investigations. The CPUC is closely monitoring this. We recently received a call from the CPUC related to an accident that took place in 2015 (before this mandate), wanting to know more about the accident as it related to violation of PG&E rules. From an electrical and OSHA standpoint, had an error in choosing the right piece of hardware not occurred, there would have not been an issue. However, the customer has a separate

rule in their rule book that, if used, would have prevented the injury, and the CPUC was wanting to know why it wasn't used at the time. The answer was simple, as the CPUC requirements on the utility had not been required at the time (although that has since changed). Everyone who works on this property must be aware that these requirements are here, and they are being checked at every turn.

Grievances

We don't have any active grievances right now, and this is in part due to the ability to quickly resolve issues as they come up. We are still having issues with contractors using Fab Techs to do Operator and Groundman work (we can only address issues that are brought to our attention). We did recently participate in a Labor Management meeting in Southern California, as they do the same when Local 1245 has issues that that go that far in the grievance process.

JATC

We currently have 341 outside line apprentices registered in our JATC program and one traveling apprentice in our jurisdiction:

- 66 Apprentices are working out of local 1245
- 187 are working out of 47
- 6 are working out of 396
- 60 are unemployed (82 are technically unemployed-but 22 can't work)

We graduated a total of 68 apprentices to journeyman lineman and indentured 91 outside line apprentices in 2016.

Events

- First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento.
- April 8 – IBEW Annual Clay Shoot: Dunnigan and Hilmar.
- April 29 – Line Clearance Soccer Tournament, Ripon

Organizing

The following contractors have been organized in the last two months:

California Outside Line Agreement

- Hickman Utility
- Source Power Services, Inc.
- Utility Construction Services, LLC

Injured Workers Fund

The balance of the fund as of 12/31/16 was \$1,038,174.35. In December one disability claim was issued.

Dispatch

Please call the Hotline after hours for daily counts related to actual numbers on the Books.

All 1245 OSL members are encouraged to sign up and register your own personal account through the Local 1245 website. Once registered you will be able to check your books status, make changes to personal information, pay union dues and even check on available jobs without having to call the dispatch office for this information. This is a very useful tool for our OSL members.

Braving the Blizzard

Local 1245 linemen restore power after massive snowstorms sweep through Tahoe



An IBEW 1245 crew from Par Electric fixes a broken cross arm caused by a snow storm in Squaw Valley, California.



Groundman Ron Hairell, left, and Line Crew Foreman Russ Nolen



Linemen Jake Ellis and Brady Morris



Line Crew Foreman Russ Nolen

From its picturesque snow-covered vistas to its epic ski slopes, Lake Tahoe is the quintessential winter-time tourist destination.

A big blizzard is generally a celebrated event in the Tahoe area, especially given the fact that the past few years have brought little snow to the mountains. But this winter, the extreme drought finally ended, and Tahoe got walloped with a series of massive snowstorms. Many of the area's most popular resorts reported record-setting snowfall, with more than 23 feet during the first few weeks of January.

But heavy snowfall meant a significantly higher-than-average number of outages across the region. The utility company that services the area, Liberty Energy, needed reinforcements, so they called in a dozen Local 1245 line crews from Par Electric, Titan and Summit Line to get the power back on.

What We're Up Against

A lineman's job is never easy, but the monumental blizzard conditions made

the restoration work in Tahoe particularly difficult.

"Just getting here was a challenge," said Par Electric Line Crew Foreman Russell Nolen. "We had to chain up all four tires on every vehicle. Getting through traffic when there's only one lane open was tough, but people have been really good about getting out of our way because they know what we're up against."

The *Utility Reporter* caught up with Nolen and his crew as they were working in a residential area of Squaw Valley. In addition to the challenges on the roads, the linemen also had to contend with blowing snow that resulted in decreased visibility, as well as freezing, wet and sometimes slippery conditions. But the skilled and seasoned crew took it all in stride, and set out to complete their task safely and quickly.

"First, we're making sure everything's de-energized and grounded before we do anything," said Nolen. "Right now what we have is a secondary arm that's split out, secondary wire pulled apart, and probably about six to eight houses that are out of power. So we're fixing the wire, splicing it, and changing out the crossarms [so we can bring the power back on]."



Lineman Tim Holsey



Line foreman Dan Michael



Lineman Brooks McCracken



Apprentice Reige Mize

Snowshoes and Snowcats

On the other side of Mount Watson, another Par Electric crew was assigned to a larger outage, impacting about 100 people in a residential area just outside Carnelian Bay.

“This is probably the worst snowstorm I’ve seen in a long while,” said Par Electric Crew Foreman Dan Michael. “The biggest challenge here is definitely access. We’re on snowshoes and using snowcats [specialized trucks designed to move on snow], and they’re bringing in some helicopters for some of the poles we need to set.”

Michael and his crew were faced with trees in the line and a downed primary, and had to reframe the poles and change out several transformers before re-energizing that particular part of the circuit.

Second to None

Despite the freezing, wet, windy conditions, the crews from Par didn’t complain.

Utility Reporter

It’s clear that they love what they do and appreciate being able to bring power back to the residents and tourists who were affected by the outages.

They were also happy and grateful to know that, even when the wind is blowing snow in their faces, the IBEW has their backs.

“I love the camaraderie we get with the union; the brotherhood is second to none,” said Nolen. “The communication is awesome, and the representation from the hall, [with the Business Rep] coming out here and making sure everybody’s safe and doing good, I really appreciate that.”

“I’m a third generation lineman, so I’m a pretty strong IBEW member,” said Michael. “My grandfather was in the union back in the late 1890s. My dad retired with over 40 years of service. I’m at 30 years myself. The retirement, the benefits and the quality of life are what I like most about [the union].”

— Rebecca Band, IBEW 1245 Communications Director

Photos by John Storey



Members of the Ballot Committee sort and count votes at Weakley Hall on Dec. 13, 2016.

Local 1245 Members Ratify New Contract at PG&E



The IBEW Local 1245 Ballot Committee reports that the new PG&E Agreement has been ratified. 6,572 ballots were received, with a total of 5,241 YES votes and 1,279 NO votes.

Contract Ratification Vote Results:

Physical Agreement

YES: 3,847 (77.6%)
NO: 1,096 (22.1%)
Blank: 16 (0.3%)

Clerical Agreement

YES: 1,484 (92%)
NO: 118 (7.3%)
Blank: 11 (0.7%)

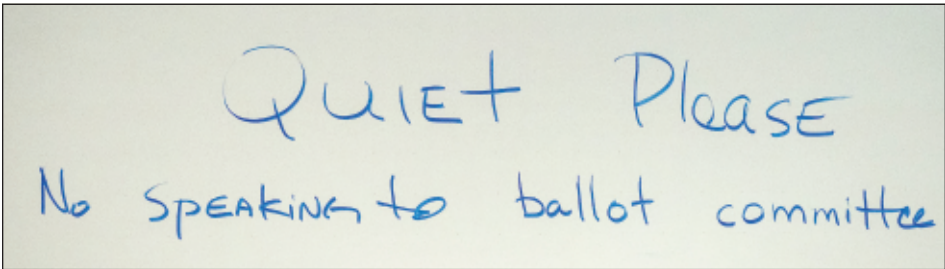
Benefits Agreement

YES: 5,241 (79.7%)
NO: 1,279 (19.5%)
Blank: 51 (0.8%)



View the signed report from the Ballot Committee at:
ibew1245.com/wp-content/uploads/2016/12/2016-PGE-Ballot-Count.pdf

View the official print-out at:
ibew1245.com/wp-content/uploads/2016/12/pge-official-vote-tally.jpg



Local 1245 Members and Staff Attend IBEW Nuclear Conference in Phoenix

On Nov. 28 and 29, 2016, IBEW 1245 members Niko Cimbura, William Garris, Jim Hayes, and Jeremy Winn, as well as staff members Bob Dean, Pat Duffy and Doug Girouard, attended the 2016 IBEW Nuclear Conference in Phoenix, Az. This annual event draws IBEW-represented nuclear plant workers and their Local Union leaders from throughout the US and

Canada.

Approximately 110 attendees from 30 Locals attended the conference, which was hosted and run by IBEW International Representative Anna Jerry. A broad range of topics were covered including: an update on the state of the Nuclear Industry from Jim Hunter, Utility Director for IBEW International; perspectives on the potential NRC rule-



The delegation from Local 1245 at the 2016 IBEW Nuclear Conference



IBEW Local 1245 Senior Assistant Business Manager Bob Dean discussed the retention agreement that Local 1245 secured for nuclear workers at Diablo Canyon.

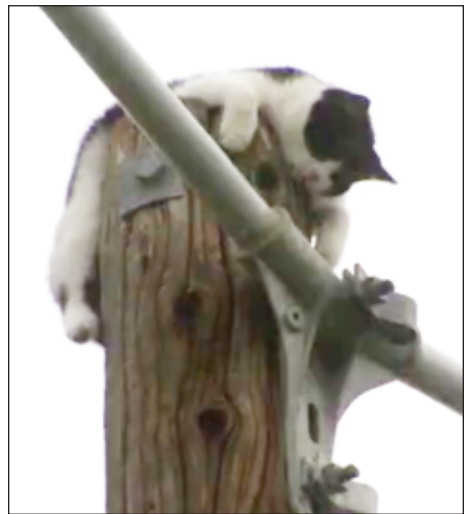
making on the ability to arbitrate Access issues from NRC Commissioner Jeff Baran and IBEW Attorney Robert Kurnick; NLRB updates; "Delivering the Nuclear Promise" updates; and other topics as well.

Of particular interest were discussions surrounding the continual threat and closures of nuclear power plants throughout the country; specifically, the saving of the Fitzpatrick plant in New York and the retention agreement in place for the closure of Diablo Canyon in 2024-2025. Senior Assistant Business Manager Bob Dean of Local 1245

and PG&E Vice President of Human Resources Mary King led a panel discussion on Diablo Canyon and the retention agreement.

"The conference gave our members and staff a chance to understand where the industry is headed and all the obstacles and challenges that are yet to come," said Senior Assistant Business Manager Bob Dean. "It was an excellent opportunity to exchange information with other nuclear-specific IBEW local members from around the nation, and to bring this information back home to share with our members."

Fresno Linemen Rescue Cat from Utility Pole



When a two-man line crew out of PG&E's Fresno yard got a call about a cat named 'Fat Boy' who had been stuck on the top of a utility pole for over a week, they weren't sure what to expect. But knowing that cats can be finicky creatures, they assumed that the feline might not be too excited to see a couple of linemen encroaching on his space.

"In all the videos I've ever seen online where there's a cat up a pole, they always bolt before anyone gets a chance to grab them," said Lineman Porter Caradine, a five-year member of Local 1245. "They'll see someone coming, and then launch off the pole from 40 feet up, hit the ground and just run away. So we figured that might happen."

But their actual experience with Fat Boy the cat was nothing like what they had anticipated.

On the Scene

According to local news reports, after their cat was scared up the pole by a neighbor's dog, Fat Boy's family con-

tacted numerous agencies to help them retrieve their beloved pet. But since the animal had chosen an energized, high-voltage pole as his hiding spot, ensuring his safe return required a skilled crew from PG&E.

"We were actually about to go out to a routine job when we got the call about this cat stuck on a pole," said Caradine. "So we had to change course and head over to where the cat was."

When Caradine and his colleague, Electric Crew Foreman Dave Alvarez, arrived on the scene, a crowd had already gathered, comprised of Fat Boy's family, neighbors and others who had heard about the poor feline. Local news reporters were there as well, along with a member of the Fresno City Council, who had come by to witness the cat rescue. Apparently, during his protracted stay up on the pole, Fat Boy had become something of a local celebrity.

Initially, Caradine intended to climb up by himself, but he was a bit nervous about physically handling the feline, due to his limited experience with cats. However, Alvarez is a cat owner himself, so the two decided that Alvarez would be the one to serve as 'cat wrangler.'

The linemen rigged up a cat carrier with some rope, so they would have a place to put the cat in order to get him down. They de-energized the pole, Caradine grounded the line, and then Alvarez went up to grab Fat Boy, who was perched at the very top.

At that point, most cats would have jumped. But since poor Fat Boy had been trapped at the top of the pole for nine days, it appeared that he simply didn't have the energy to even attempt his own escape.

"I think if he had only been up there a day or two, it might have been a different story," said Caradine. "But he had been up there for so long, and we could tell he was exhausted. Just wiped out. So tired."

Better Than Expected

Everyone was worried that the cat might try to claw or fight his rescuer, but Fat Boy actually seemed relieved to see help arrive. He didn't struggle at all, and Alvarez was able to easily grab the cat by the scruff and put him in the carrier. As they used the rope to lower Fat Boy to the ground, the whole neighborhood erupted in cheers and applause.

"It went way better than we thought it

would," said Caradine. "I'm really happy it worked out the way it did. People were yelling, 'You guys are awesome!' It was a really nice moment."

Once he reached the ground, Fat Boy was immediately given some wet food and an injection to help him recover from dehydration. His family was thrilled to have their cat back, and the linemen were happy to have the chance to do a good deed for a grateful family and their beloved house pet.

Videos via KRON4 and *The Telegraph* can be seen at ibew1245.com/2016/12/05/fresno-linemen-rescue-cat-from-utility-pole/.

— Rebecca Band,

IBEW 1245 Communications Director



“Firing Season” for Tree Trimmers

For line clearance tree trimmers, it's been feeling like “firing season” since the start of year, with a definite increase in discipline and terminations in 2017 compared to the prior year.

This past year — as with every year as far back as memory serves — PG&E gave huge numbers of tree trimming assignments to all the prime contractors during the last quarter of year. Admittedly, the drought was a factor, with all the dead and dying trees in the system. This pattern of heavy fourth-quarter trimming and removing is particularly burdensome for line clearance tree trimmers who strive for work-life balance (particularly those who have family outside the country and wanted to see them for the holidays). Some were convinced to schedule vacations after the holidays, and if they returned late, they were disciplined up to termination. Those that were able to schedule their vacations before the end of year and got back late still got an earful, but there was little discipline, and terminations were rare. This appeared to be a situation of more demand for line clearance tree trimmers than supply could provide, and with the New Year upon us, demand has diminished somewhat.

Arbor Works

Abel Sanchez is still on the S.I.F. Investigation committee with PG&E. We are still in the process of making a draft and reporting the facts on the workplace death of tree trimmer Nash Mayer. The Company is trying hard to implement and train their employees on safety and other Company policies.

Asplundh Tree Experts (NV Energy)

The majority of the crews have returned to Northern Nevada, in and around Carson City. The Nevada Tree Unit had to reschedule its meeting due to snowy weather conditions over the passes.

Davey Tree

No reports of accidents or near-misses have been reported by members in the areas of Paso, Atascadero or Santa Maria. Membership attendance at unit meetings has been very good. The crews have been working a four ten-hour day work schedule for a while now. The company sent two crews to the Placerville area to help there. Most members did not sign up for the AD&D insurance benefit during the open enrollment period. In the Central Coast, crews are working a lot of storm work on a four 10-hour day work schedule, and eight hours on Friday on overtime. We have issues with the Company not paying their meals on time when working storm emergencies and subsistence pay when they are out of town.

Davey Tree – Pole Test & Treatment

We continue to gather names of individuals that have not been progressed

Line Clearance Tree Trimmers

to the Top Climber Classification. All employees being held-up should contact their Business Rep to address the matter. Crews are still working 10-hour shifts system-wide. We don't expect that to change. We have a few open grievances at this time. The Committee' working on resolving these matters soon. We have a large group of crews from all other areas working in Sierra Division. The weather has been drastic with snowy conditions hitting the 2,000 ft. level. The crews expect to be working out of town until February.

Mario's Tree Service

The Company is subcontracting work from Utility Tree, and members are working five ten-hour days. No issues are being reported.

Mowbray – SMUD/PG&E

All employees working in our jurisdiction at SMUD and PG&E are required to sign up for membership. The utilities have also been informed of the issues. We've started to get complaints of wages being off and not per the prevailing wage. We are continuing to follow up on these matters.

Pacific Tree

The crews are still working 10-hour days. They are subcontracting work from Utility Tree in the Yosemite Division.

Synergy Tree Service

We are following up with medical coverage and wage issues in Grass Valley.

Trees Inc.

Fresno crews still working five 10-hour days. The Company is implementing another critical violation: not filling out a job briefing properly can result in discipline up to termination. The Union does not agree with the policy, and we believe there should be better training with employees on how to fill the form out properly. We need to address this with management.

Utility Tree

All crews are working five eight-hour days, however, there has been lots of overtime on storm emergencies. In Bakersfield, there are no reports of accidents or near misses. Crews are back from Ukiah and they are up to speed with their work in the area.

An employee was disciplined for talking on the phone while driving. Employees have complained that the company does not provide cell phones and they have to use their personal phone.

Wright Tree – SMUD/ PG&E Transmission

The GRC meeting we had scheduled was cancelled due to a conflict with the Company acquiring a contract in Oregon. The next GRC will be in February 2017.

“Temporada de despidos” para los podadores de árboles

Esta temporada se ha sentido como una “temporada de despidos” desde el comienzo del año para los podadores de árboles, con un claro aumento en las medidas disciplinarias y en los despidos en 2017, comparado con el año anterior.

El año pasado, al igual que todos los años anteriores si no nos falla la memoria, PG&E le dio un enorme número de asignaciones de poda de árboles a todos los contratistas principales durante el último trimestre del año. Es cierto que la sequía fue un factor importante debido a los árboles muertos y moribundos en el sistema. Este patrón de un elevado número de asignaciones de poda y remoción en el último trimestre del año es especialmente oneroso para los podadores de árboles para el despeje de líneas que se esfuerzan en mantener un equilibrio entre el trabajo y su vida familiar (especialmente aquellos cuya familia está en otro país y los quieren visitar durante los días festivos). A algunos los convencieron de que tomaran las vacaciones después de los días festivos, y si regresaban tarde recibían medidas disciplinarias, incluido el despido. Aquellos que pudieron programar sus vacaciones antes de fin de año y regresaron tarde, también fueron amonestados, pero no recibieron medidas disciplinarias, y hubo muy pocos despidos. Esto parecía ser una situación donde la demanda por podadores de árboles para el despeje de líneas era mayor que los podadores disponibles, pero con el nuevo año, la demanda ha disminuido un poco.

Arbor Works

Abel Sanchez continua en el comité de investigación S.I.F. con PG&E. Todavía estamos en proceso de preparar un borrador y presentar un informe sobre los hechos relacionados con la muerte en el sitio de trabajo del podador de árboles Nash Mayer. La Compañía está haciendo todos los esfuerzos para capacitar a sus empleados en seguridad y otras políticas de la Compañía, y ponerlas en práctica.

Asplundh Tree Experts (NV Energy)

La mayoría de las cuadrillas han regresado al norte de Nevada, en Carson City y sus alrededores. La unidad de Nevada Tree tuvo que reprogramar su reunión debido a las condiciones de nieve en los pasos de las montañas.

Davey Tree

No se han recibido informes de accidentes o accidentes potenciales de los miembros en las zonas de Paso, Atascadero o Santa Maria. La asistencia a las reuniones de la unidad ha sido muy buena. Las cuadrillas están trabajando en un horario de cuatro días de diez horas desde hace algún tiempo. La compañía envió dos cuadrillas a la zona de Placerville para prestar ayuda. La may-

oría de los miembros no se registró para el beneficio de seguro AD&D durante el periodo de inscripción abierta. En Central Coast, las cuadrillas han estado realizando trabajos relacionados con las tormentas en un horario de cuatro días de diez horas, y ocho horas de sobretiempo los viernes. Tenemos problemas con la Compañía por no pagar a tiempo por las comidas durante las emergencias relacionadas con las tormentas ni los pagos de subsistencia cuando se trabaja fuera de la ciudad.

Davey Tree – Pole Test & Treatment

Continuamos recopilando nombres de las personas que no han recibido ascensos a la clasificación de Escalador Mayor. Todos los empleados con ascensos atrasados deberán contactar a su Representante de Negocios para abordar el asunto. Las cuadrillas continúan trabajando en turnos de 10 horas a lo largo de todo el sistema. No esperamos que eso cambie. Tenemos algunas quejas pendientes actualmente. El Comité está trabajando para resolver dichos asuntos pronto. Tenemos un gran grupo de cuadrillas de otras áreas trabajando en la División Sierra. El clima ha estado inclemente con nieve a 600 m (2000 pies) de elevación. Las cuadrillas esperan estar trabajando fuera de la ciudad hasta febrero.

Mario's Tree Service

La compañía está haciendo trabajos como subcontratista de Utility Tree, y los miembros están trabajando cinco días de diez horas. No se han recibido informes sobre problemas.

Mowbray – SMUD/PG&E

Todos los empleados que trabajan en nuestra jurisdicción en SMUD y PG&E deben inscribirse como miembros. Las empresas de servicios públicos también han sido informadas sobre los problemas. Comenzamos a recibir quejas de que los salarios pagados no corresponden con los salarios vigentes. Continuamos haciéndole seguimiento a estos asuntos.

Pacific Tree

Las cuadrillas continúan trabajando días de 10 horas. La compañía está haciendo trabajos como subcontratista de Utility Tree en la División Yosemite.

Synergy Tree Service

Le estamos haciendo seguimiento a los asuntos de cobertura médica y los asuntos de salarios en Grass Valley.

Trees Inc.

Las cuadrillas de Fresno continúan trabajando cinco días de 10 horas. La Compañía está implementando otra infracción crítica: no completar correc-

continúa en la página 17

Tree Supervision Roundtable Focuses on Tree Trimmer Safety

Three years ago, IBEW Local 1245 hosted the first convening of the Tree Supervision Roundtable — a coalition of line clearance tree trimmer contractors, representatives from utilities, and rank-and-file members of Local 1245's "Keep the Clearance" (KTC) peer safety committee — with the goal of improving communication and safety for IBEW 1245 tree trimmers.

Early during its formation, IBEW 1245's "Keep the Clearance" (KTC) peer safety committee noted that tree trimmer supervision knew little about the union's peer safety program, and often balked at giving members time off to attend program functions. The Roundtable was formed to better explain to tree companies and utilities what KTC peer action was, and how that action translated into safer workplaces.

Davey Tree managers Alan Finocchio and Larry Abernathy, as well as Abinash Prasad of Trees Inc., were early proponents and participants of the Roundtable, bringing several attendees to each meeting. Over time, the Roundtable has taken a more mature form, with the active participation from utilities such as PG&E, SMUD and recently Modesto Irrigation District veg-

etation management. Utilities have been quick to step up when invited to attend Roundtable meetings, and their attendance has greatly improved the quality of the safety dialogue. PG&E vegetation managers Bob Bell, Pete Dominguez, Joel Smith and Eric Craft, along with SMUD manager Kurt Keller, are regular attendees who work to improve safety awareness and offer options from the utility perspective.

On January 31, 2017, the Roundtable held its first convening of the year at Weakley Hall. The KTC committee members in attendance were JP Paredes from Davey Tree and Nick King with Family Tree Service. Tree contractor participants included representatives from both large and small tree companies, including Davey Tree and Trees Inc. on the large side, and Family Tree, Mowbrays, Pacific Coast and Arbor Works on the smaller side. The variety of contractor attendees enables the group to review safety procedures, compare incidents and brainstorm solutions.

Local 1245 KTC committee attendees take the minutes for the meeting, provide Close Call (Near Miss) reports, identify field safety or equipment issues, and offer feedback to the com-



The Tree Supervision Roundtable met at Weakley Hall on Jan. 31.

panies that they may not hear directly from their own employees. As the host of the Roundtable event, KTC provides the agenda and a portion of the subject matter on the agenda.

The January 31 meeting featured special guest speaker Gary McIver of the Cal/OSHA consultation service, who spoke to the group about the tree crew inspection program and answered questions from the Roundtable participants.



From left: Gary McIver, Cal/OSHA Consultation Service; Local 1245 Business Rep. Abel Sanchez

The Roundtable also reviewed the nine serious injuries that occurred in 2016, seven of which were struck-by incidents, with one resulting in a fatality. As a result of that report, and at the suggestion of the union, a task group is being formed by Roundtable members in order to review the incidents and suggest actions to be taken by utilities and tree companies.

For additional information about the Roundtable or Keep the Clearance peer program, contact IBEW Business Representative Rich Lane at 209-202-9492 or rvl5@ibew1245.com



From left: Larry Foxworth, Arbor Works; Pete Dominguez, PG&E; Robert Ruiz, Trees Inc.



From left: Gerald Hernandez and Robert Minott, both from Pacific Coast Tree

Photos by John Storey

Árboles, de la página 16

tamente el formulario del trabajo puede dar lugar a medidas disciplinarias, incluido el despido. El sindicato no está de acuerdo con esta política y creemos que los empleados deben recibir una mejor capacitación sobre cómo llenar el formulario correctamente. Necesitamos abordar este asunto con la gerencia.

Utility Tree

Todas las cuadrillas están trabajando cinco días de ocho horas. Sin embargo, ha habido mucho sobretiempo relacionado con emergencias por las tormentas. En Bakersfield no hay informes sobre accidentes ni accidentes potenciales. Las cuadrillas han regresado de Ukiah y están

al día con su trabajo en la zona.

Un empleado recibió medidas disciplinarias por hablar por teléfono mientras conducía el vehículo. Los empleados se han quejado que la compañía no les suministra teléfonos móviles y que tienen que usar sus teléfonos personales.

Wright Tree – SMUD/ PG&E Transmission

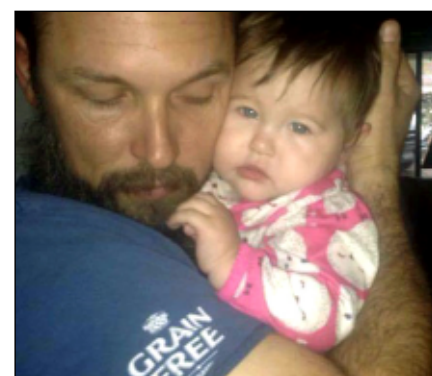
La reunión del Comité de Revisión de Quejas que habíamos programado tuvo que ser cancelado debido a un conflicto con la Compañía que estaba recibiendo la asignación de un contrato en Oregon. La próxima reunión del Comité de Revisión de Quejas será en febrero de 2017.

Local 1245 Tree Trimmer Dies in Work Accident

It is with great sadness that we announce the death of IBEW Local 1245 member Nash Mayer. Brother Mayer was a line clearance tree trimmer employed by ArborWorks. He was working on a job for PG&E when he suffered fatal injuries while doing drought-related vegetation work in Mariposa County on Dec. 1.

Brother Mayer was a long-time employee of ArborWorks, which recently became signatory to Local 1245 in the spring of 2016. ArborWorks was operating as a sub-contractor for Utility Tree at the time of the accident. Cal-OSHA, PG&E, Utility Tree and ArborWorks are working together on the investigation to identify what happened that resulted in this tragic loss of life.

Brother Mayer leaves behind a wife and ten children, ranging in age from 20 years to just four months old.



Nash Mayer. Photo via GoFundMe

Friends of the family have set up an online fundraising page to help the family during this holiday season. To contribute, please visit gofundme.com/helping-hands-for-the-mayers



A large crowd gathered for a safety stand-down in Brother Mayer's honor on Dec. 5

GO WITH THE FLOW



Water flows out to Lake Wishon after flowing through the generators, and is pumped back up to Courtright Reservoir at night.

Photos by John Storey

Turning water into power at Helms Pumped Storage Plant

Hydroelectric power is something that most people have heard about, but few are truly familiar with precisely how it works. To better understand this unique process, the *Utility Reporter* took a trip out to Helms Pumped Storage Plant to learn about hydro first-hand from the Local 1245 members who keep the plant running.

So how, exactly, does Helms work to generate hydroelectric power? Twenty-year IBEW member and GC Subforeman James McLaran provided a simplified explanation in layman's terms.

"There's a big mountain up here, with a big pool of water at the top, and gravity makes the water go downhill," he said. "That water comes through a tunnel

and spins these big turbines, and that's what makes the power. And then it flows out into another body of water."

Of course, the actual process is a bit more complex in nature, but McLaran's description of the plant's operation helps to provide a bit of context for the dynamic power generation process that takes place at Helms.

From Courtright to Wishon

Helms is considered to be one of the most exceptional hydroelectric facilities ever built, and is a key part of PG&E's hydro network, which is the largest privately owned hydroelectric generation system in the country. The Plant, located about 1,000ft underground, is capable of generating 1,212 MW from its three 404 MW reversible Francis pump turbine-generators, which create enough electricity to power 900,000 homes.

During periods of peak energy demand, the water comes down from the Courtright Reservoir, which is located atop the mountain, over 8,000 ft above sea level. It flows at a rate of 9,900 cubic feet per second, down through a 15,854-foot-long tunnel, and then splits into three pipes that each feed into one of the three turbine-generators. During this trip, the elevation drops over 1,700 feet, and the gravitational force of the water makes the turbines spin at a rate



Inside the Helms Powerhouse

of 360 revolutions per minute.

Once it passes through the generators, the water continues to travel another 3,800 ft, and is deposited out into Lake Wishon. At night, when the energy demand is low, the generators shift into reverse in order to pump the water from Wishon back up to Courtright, so that the whole process can start over again. Helms relies on energy from Diablo Canyon to power the pumps during the reverse cycle at night, but the amount of power generated when the water flows down during the day more than com-

pensates for the power used at night, making the plant both environmentally friendly and economical.

Working and Living at Helms

Helms is located deep in the Sierra Nevada, about 50 miles east of Fresno. The area is remote and difficult to get to, particularly during the winter months, when the snow covers the access roads and they become precarious to traverse. For this reason, the majority of the work-



GC Subforeman James McLaran



Technical Crew Lead David Lipe

ers sleep, eat and reside at Helms Headquarters, which is located just down the road from the powerhouse. At HQ, the workers have access to offices, residences, a cafeteria, a rec room, meeting rooms and just about everything that they might need.

Only a couple dozen employees work at the plant full-time, and a handful of other crews will come in as needed to handle special projects and maintenance. Since the team at Helms is small, most of the workers find themselves doing a wide variety of different work tasks on any given day, depending on what needs to get done.

"I do everything," Utility Worker Robert Sharette, who has been working at Helms for 33 years, said when asked about what his job entails. "We work on the units, we work on the houses, we work on the dams, whatever they need us to do. Today, we're running down to Fresno to get some materials and pick up some trucks that broke down and needed to be repaired."

There's no question that working at Helms means wearing many different hats.

"There are days when we all need to be helpers, and there are days when we all need to be technicians," said Technical Crew Lead David Lipe, who has been working at Helms for 24 years. "It's always a group effort, and that's one of the nice things about being here. We're very dependent on one another, and we all have to perform. It's a good experience."

Always a Challenge

Like most generating stations, maintenance is a large part of the work that goes on each day. From repairs to the turbines, to patching up periodic leaks and ensuring that everything is running as it should, the team at Helms stays quite busy, and they never quite know what each day will bring, but they have the expertise and confidence to handle every task with relative ease.

"The blessing is, there's always a challenge. But the curse is, there's always a challenge!" said Lipe. "Most of the time, there's more to do than there's time to do it, though I think we see that everywhere nowadays. But it's a great job. I like our remote location, and I like that we've got a really small crew. It's like a family."

— Rebecca Band,

IBEW 1245 Communications Director

Utility Reporter



Relief Hydro Operator Jeff Meyers



The view from the breakroom

New Agreement Ratified at Wells REC

The IBEW 1245 members at Wells Rural Electric Co. (REC) unanimously ratified a new four-year agreement by a vote of 11-0, and the agreement has been accepted by the Cooperative's Board.

The agreement includes a 3% wage increase on the first of the year during each of the four years that the contract will be in effect (2017, 2018, 2019 and 2020). Rest periods have been increased from 8 hours to 9.5 hours, and compensation for working during a rest period

has been increased from 1.5x to 2x. An ad hoc committee has been established for four ten-hour shifts, and the agreement also provides clarification of Long Term Disability. Additionally, the new agreement establishes a Meter Tech Apprenticeship at the same wage as the Lineworker Apprenticeship.

The bargaining committee was comprised of Lineman Willis Bland and Line Foreman Jacob Manning.

— Randy Osborn,
IBEW 1245 Business Rep



Our Storied History: Sierra Pacific Power Co. personnel in Reno, Nevada in the late 1950s.



NV Energy Lineman Jeremy Parks making repairs on lines that were brought down by trees weighed down with snow.
Photo by Samson Wilson

Local 1245/NV Energy Food Drive Provides Holiday Dinners to 200 Families

IBEW 1245 member John Wilson organized a food drive at NV Energy to help needy families in the Reno/Sparks area. With the help of NV Energy volunteers, Wilson collected enough donations from Local 1245, NV Energy and his fellow employees to provide Christmas turkeys and dinners for over 200 families!

— Pat Waite, IBEW 1245 Business Rep





North Bay Petaluma

February 3, 2017



45 Years
Thomas O'Brien
with Tom Dalzell



40 Years From left: Steven Frediani, Tom Beckman and (Dalzell)



35 Years From left: Scott Silva and (Dalzell)



25 Years From left: Michael McKenna and Mark Hubbard



20 Years
Front row, from left: Frank Hlebacos, Melinda Moeller, Todd Hearn, Andrew Contreras. Back row, from left: Lington Gordon Sr., JV Macor, and Robert Contreras



15 Years Front row, from left: Ehbrahim Modan, Kristi Brelsford, Patty Culver. Back row, from left: Rudy Maldonado, Justin Valentine, Dusty Doeding, and Jason Culver



5 Years
Front row, from left: Martha Villarreal, Jennifer Threlfall. Back row, from left: Paul McQuaid, Audrey Ibach, and Jared Winslow

Congratulations on your service!



10 Years
Front row, from left: Andrew Young, Surreah Haley, Valeria Macor. Back row, from left: Hashim Modan, Brian Mariette, and David Hambly

HONOREES

45 Years
O'Brien Jr., Thomas

40 Years
Beckman, Tom
Farris, Kenneth
Frediani, Steven
Jacka, Chris
Lathrop, Gary
Mauchley, Josh
Payne, Thomas
Rosensteel, Richard

35 Years
Hoogendoorn, Karel
McLeod, Bruce

Silva, Scott
30 Years
Burnett, Michael
Garrett, Lesley
Johnson, Jr., Kenneth
Kem, Pheap
Ritchie, Timothy
Soulliere, Ron

25 Years
Garcia, Samuel
Hubbard, Mark
Lujan, Raymond
McKenna, Michael
Nevalasca, Errol
Reece, Scott
Rugg, Lori
Santo, Theresa

Verducci, Audie
Wilson, Mark
20 Years
Carlson, Teresa
Carrington, Johnny
Contreras, Andrew
Contreras, Robert
Dalby, Cody
Decoite, Frank
Donnelly, Carolyn
Gordon Sr., Lington
Griffith, Frank
Harris, Steven
Hearn, Todd
Hlebacos, Frank
Macor, Janval
Madera, Jesse

Mick, Patrick
Moeller, Melinda
Obenchain, John
Olson, Leonard
Pfeifer, Donna
Rowe, Nathan
Selsor, Daniel

15 Years
Baldwin, Chad
Barrington, Sorrel
Bird, Damien
Brelsford, Kristi
Brooks (Boyd), Nichole
Capell, James
Cole, Branden
Crowder, James
Culver, Jason
Culver, Patty
Dion, Michael
Doeding, Dusty
Dongallo, Anthony

Dougherty, Michael
Esqueda, Victor
Fenzel, Tim
Flores, Summer
Galletti, Tim
Goodwin, Robert
Jones, Michael
Krueger, Dean
Lieu, Willie
Maldonado, Rudy
Modan, Michael
Pedlar, Robert
Piedra, Michael
Portlock, Pete
Prinze, Joshua
Ryan, Shawn
Sanderson, Andrew
Santos, Rocky
Scherer, Mark
Stone, Jared
Sutton, Jerame

Taylor, Jerry
Teagarden, Bryan
Modan, Hashim
Valentine, Justin
Vargas, Jennifer
10 Years
Burgess, Markus
Cena, David
Curtis, Darrell
De Los Cabos, Ricardo
Dias, Luis
Dremann, Garritt
Garibay, Michael
Guerrero, Alejandro
Haley, Surreah
Holguin, Anthony
Hunt, Danielle
Kraft, Jessica
Kunimune, Noah
Lameyse, Victor

Long, Anita
Mariette, Brian
Modan, Hashim
Morrison, Daniel
Mullins, Michael
Oglesby, Travis
Palu, Michael
Pearson, Christopher
Perry, Russell
Rasonsky, Daniel
Smithers, Nicholas
Viray, Angelito
Young, Andrew
5 Years
Arreola, Oliver
Barvitz, William
Bordessa, Ryan
Boydston, Jacob
Bricker, James
Campos, Kayla
Carlyle, Linda

Chelini, Daniel
Danuser, Paul
Devilbiss, Jason
Eaton, Joshua
Enochs, Dylan
Garcia, Samuel
Gates, Zachary
Goble, Aaron
Henderson, Mark
Holguin, Michael
Hudson Jr, Leslie
Hug Iv, Joseph
Ibach, Michael
Martin, Paul
Martinez, Jessica
Mills, Ashley
Musielak, Michael
Osivwemu, Jonathan
Outland, Kristi
Parmeter, Coleman
Parmeter, Jeffrey

Parmeter, Mari
Parmeter, Michael
Parmeter, Todd
Radtkey, Charles
Ramer, Shane
Revelo Jr, Jose
Rodriguez, Michael
Rogers, Edward
Rorabaugh, Pamela
Salgado Jr, Jose
Shields, Roger
Simon, Tibor
Stephens, Chris
Stuart, Megan
Stuart, Michael
Vargas, Jorge
Villarreal, Martha
Wilson, Andrea
Wing, Tyanna
Winslow, Jared

New Class of Organizing Stewards Sworn In

The day after the 2017 class of Organizing Stewards attended their orientation (see page 4), the enthusiastic group of 85 activists returned to Weakley Hall to be sworn in at the first Advisory Council meeting of the year.

The class of 2017 is the largest to date, comprised of 85 active and retired members. The Stewards, clad in matching blue shirts and jackets, filled the room with energy and exuberance, eagerly awaiting their chance to take the oath.

“Through hard work, our Organizing Stewards have been incrementally increasing in numbers, and we now have a small army,” Local 1245 Business Manager Tom Dalzell told the Advisory Council. “Because we believe that struggle is not something you can learn in a classroom, we are always looking for campaigns for our Organizing Stewards to go work on, so that they have the skills that have been needed, and will be needed again.”

Dalzell began by recognizing the Organizing Stewards who recently participated in the successful union organizing drive at BGE (see page 6 for more), and then proceeded to call up the rest of the Stewards as well.

Longtime Organizing Steward Rene Cruz Martinez was selected to speak on behalf of the group, and delivered a stirring and inspirational address about what it means to be an Organizing Steward.

“When other locals make the call for help, we show up. When we work on

campaigns, we are the first ones in and the last ones out. We volunteer our personal time on the weekends because we believe in the fight, and we love what we do,” Cruz Martinez told the Advisory Council. “We are fighters, and we don’t give up. We are the voice of our union, and we welcome all new members to

join us, because together we can strengthen our union and protect our contracts. We can do so much more in unity.”

Cruz Martinez concluded by thanking the staff and leadership of Local 1245 for their ongoing support of the Organizing Steward program, and leading the group in a “Si Se Puede!” chant before President Art Freitas administered the oath.



Local 1245 President Art Freitas administering the oath to the 2017 class of Organizing Stewards

Living History: New Showcase Features Memorabilia from Jack McNally's Tenure



McNally shared some of the highlights from his 21-year term as Local 1245 Business Manager.

Photos by John Storey

Jack McNally served as the Business Manager of IBEW Local 1245 for 21 action-packed years. To honor and commemorate McNally's numerous contributions to the union, Local 1245 recently unveiled a new showcase at Weakley Hall, featuring a wealth of union memorabilia from McNally's tenure, including photos, pins, plaques and awards.

Local 1245's Executive Board invited McNally to the January Advisory Council meeting to see the new exhibit and share some of his memories from his time with the union. McNally recounted the many challenges he faced during the 80s and 90s, including regulatory changes, attempts to shutter power plants, and the Asplundh tree trimmers strike. Through it all, he credits his staff for his many successes.

McNally was clearly touched by the fact that the union chose to dedicate a

showcase to him.

“It is a great honor for me, and I want to thank Tom and the E-Board very much,” he said.



The new McNally showcase at Weakley Hall



Local 1245 President Art Freitas swears in Advisory Council members (from left) Michael Patterson, Renelle Hayes and Marcus Adams.

ADVISORY COUNCIL

Vallejo Bargaining Unit member Oni Brown thanked Local 1245 staff and leaders for supporting the Vallejo members during difficult contract negotiations.



Advisory Council Celebrates Contract Victory at City of Vallejo

After nearly a year of bargaining, including 25 often-contentious sessions, the IBEW members at the City of Vallejo celebrated a momentous contract victory in late 2016 when they finally secured a new agreement that included their first general wage increase in more than eight years (details on page 26).

At the January Advisory Council meeting, IBEW 1245 Business Manager Tom Dalzell commended the Vallejo bargaining committee for their hard-fought victory.

"With tremendous perseverance and refusal to give up, we showed what a union can do when we all stick together!" Dalzell said during the Advisory Council meeting, while flanked by members of the committee.

Dalzell also recognized the excep-

tional bargaining skills that Senior Assistant Business Manager Ray Thomas brought to the table, calling him "the best negotiator that 1245 has ever had."

Bargaining Committee member Oni Brown remarked on how pleased he and the other members at the City of Vallejo were with the final agreement, given the unique circumstances they faced following the City's bankruptcy in 2008, and the subsequent wage freezes and concessions they've endured ever since.

"We're not yet back to where we were before the City filed for bankruptcy, but this [contract] is more than just a step forward; it's a leap forward," Brown told the Advisory Council. "I just want to thank everyone at 1245 for all the support. We hope to continue to push forward, because we still have a long way to go."

New IBEW 1245 History Video Premieres at Advisory Council

In 2016, IBEW Local 1245 released a comprehensive history book, entitled *Fist Full of Lightning*. As a companion to that book, the Local is also producing a series of short videos that highlight the unique and storied history of the local union from its earliest days.

The first installment of the "Fist Full of Lightning" video series premiered at the January Advisory Council meeting, and can also be viewed online at <http://ibew1245.com/historyvideos/>. Future installments will be posted online in the near future.



Utility Reporter

Celebrating the Life of "Dad"

More than a dozen retired Business Reps and former PG&E executives came together to celebrate the memory of Frank "Dad" Saxsenmeier, a longtime Local 1245 staffer who passed away in 2016. They were joined by Frank's widow, Sondra, and son, Gary.

"Frank was one of a kind," Business Manager Tom Dalzell said. "He really believed in the membership, and he believed in unions. He gave everything, and left 1245 a much better union than when he came."

"He was the kind of guy that if we had something going on – be it a demonstration, or a protest or something like that – he was always the first one to volunteer and help out," recalled former Business Manager Jack McNally. "He was a very good Rep."

"He was called 'dad' because he was the grand old wizard. His execution was mindful, and he enjoyed mentoring reps and members," said former staffer Joel Ellioff. "He wasn't a know-it-all ... but if you needed some advice, he was your man. He was a good guy who loved the union."

Dalzell concluded the memorial by presenting the Saxsenmeier family with a framed photo collage, featuring a number of meaningful images of Dad.

"He worked so hard during the years he was here, and you put up with it," Dalzell told Saxsenmeier's wife. "But he made this a better union, and the sacrifice you made helping him do that is greatly appreciated."



Business Manager Tom Dalzell presented a photo collage to Saxsenmeier's wife Sondra and son Gary.

Photos by John Storey



Advisory Council Welcomes Special Guests from El Salvador Utility Union

After spending five busy days visiting work sites and training centers all across Local 1245's jurisdiction, the delegation from El Salvador's Utility Union, STESEC, capped the week off with a moving presentation at the Local 1245 Advisory Council meeting.

"The struggle for them is real, and it's every day," Local 1245 Business Manager Tom Dalzell said, speaking in both English and Spanish. "In their country, when the government was taken over by the right wing, there were death squads that weren't afraid to go into a church and kill the archbishop, or kill 50 people at his funeral, or kill nuns. Every one of the men here with us was fired under that regime, simply for being unionists, and it took them 10 years to get their jobs back."

Alfredo "Fredy" Lopez of STESEC recounted how, under the right-wing regime, the military stormed into the union's headquarters, arrested the union leaders, and sent them to jail, where they sat without trial for four years. Thanks to international pressure from the US and other countries, the leaders were eventually freed from jail, but were not permitted to return home, and were instead exiled to different countries. The members had to fight for years to bring them back into the coun-

try. Thanks to their union activism, El Salvador now has a more progressive, pro-worker government, and they recently succeeded in increasing the country's minimum wage from \$150 per month to \$250 per month in the rural areas, and from \$200 per month up to \$300 per month in the cities. However, the companies are resisting the change,

and their fight is far from over.

"Our struggle goes beyond our reach as electrical workers," Lopez said in Spanish, while staff organizer Eileen Purcell translated. "We are struggling for women and men who have a longing to be union but simply don't have the conditions. We've succeeded in awakening the enthusiasm and sparking the inter-

est in getting organized. To conclude, the million-dollar question – is it possible to struggle for all? Yes! *Si se puede!*"

All in attendance were given special pins featuring the flags of both countries, as well as the emblems of both unions, to signify the new sister-union relationship. The delegates proceeded to shake hands with the Advisory Council members and guests, stopping to take photos and share in some bilingual well wishes.

See page 8 for more highlights from the STESEC visit.



Local 1245 Business Manager Tom Dalzell presented the El Salvador delegation with a "Worker to Worker Solidarity" award to commemorate their visit.

Photo by John Storey

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:

Twenty-five hundred dollars (\$2,500.00) per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.

2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in (the year of the contest). A copy of your diploma or a letter from your high school stating that you will graduate in 2017 must be attached to your scholarship application.

3. The Scholarship Grant will be made only to that candidate who intends to enroll full-time in any college certified by their State Department of Education and accredited by the Local Accrediting Association.

Responsibility of Scholarship Recipient: Scholarship winner must begin their studies in their next term or, at the very latest, in January of the following year.

4. Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed in the Utility Reporter or down-

loaded from the Local's website (www.ibew1245.com).

5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.

6. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.

7. Essays should be submitted on 8 1/2" x 11" paper, on one side, preferably typed and doubled spaced with applicant's written signature at the conclusion of the essay.

8. **Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 2547, Vacaville, California 95696, by REGISTERED CERTIFIED MAIL ONLY, and be post-marked no later than the first Monday in March of each year.**

9. Each year the scholarship shall be presented at the Advisory Council meeting in April; the Judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the Scholarship Award.

10. A suitable trophy or plaque shall be purchased by the Local Union to be presented to the scholarship recipient.

NOTE: The topic for the 2017 Al Sandoval Memorial Competitive Scholarship essay is: "How do Presidential Executive Orders effect labor both nationally and internationally?"

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by

LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 2547 • Vacaville, CA 95696 • Telephone: (707) 452-2700

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

Name _____ Date of Birth _____
(Last) (First) (Initial)

Address _____ Telephone (____) _____
(Street) (City) (State) (Zip)

Name of Parent _____

Company _____

Work Location _____

I graduated or will graduate from _____ High School

Which is located at _____

I expect to attend _____ College or School

Location _____

Candidate's Signature _____ Date _____

This is to certify that the above named candidate is currently enrolled as a student at:

_____ and has or will be graduating _____, 2017.
(School Name) (Month and Year)

(Official's signature and position)

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____

and has or will graduate during the term ending _____, 2017.

(Parent's Signature and Card No.)

IBEW 1245 Scholarship Application 2017

Which IBEW 1245 Scholarship are you applying for? (please check one)

☐ Ron T. Weakley (Trade/vocational/line school) Scholarship ☐ Roger Stalcup (Community College) Scholarship ☐ Survivor’s Scholarship ☐ Veteran’s Scholarship

Applicant’s Personal Information

First Name:	
Middle Name:	
Last Name:	
Street Address:	
City, State, Zip Code:	
Country:	Gender:
Home Phone Number:	Applicant’s Cell Phone Number:
Applicant’s Email Address:	
How did you (or a family member) hear about the IBEW 1245 Scholarship?:	

Union Membership Information

Name of current IBEW 1245 member
Relationship to current IBEW 1245 member (son, daughter, grandson, etc.)
Current IBEW 1245 member card number
If you are the surviving family member of a deceased member, please list the IBEW 1245 member’s name and approximate dates of their membership in IBEW 1245 and your relationship to that member.

Veteran’s Information

List information of your service in the Armed Forces of the United States. (include branch, dates of service, any locations of deployment etc.)
Were you honorably discharged? (Please submit copy of your DD214)

Educational Background

Name of High School from which you graduated or will graduate:
Location of High School (City, State):
Attendance dates at High School (from Month/Year to Month/Year):
Date (Month/Year) you received or will receive a degree/diploma from High School:
High School GPA (if it’s been many years since you graduated you may just enter “Not Applicable”):
Have you or will you have attended College for at least one year as of December 2016?:
Name of College you have or will have attended at least one year as of December 2016. If more than one, list the one you have most recently attended:
Location of College (City, State):
Attendance dates at College (from Month/Year to Month/Year):
Major/Field at College:
Date (Month/Year) you received your degree/ diploma at this College (skip if not applicable):
If you have attended more than one College, add additional explanation with College names, dates, degrees here:
College Grade Point Average – Average/Scale (skip if not applicable):
If you will be entering Graduate school in the Spring of 2017, please provide us with additional information about your college degrees, certifications and work experience (as applicable):

College Test Scores. I have taken the SAT, ACT or another college test:
SAT, total score:_____ ACT, total score:_____ GRE, total score:_____

Certification and Signature

Utility Reporter

College and Career Information

In 2017, I plan to attend:
Intended major:
1.) First Choice School. List the Name of the School and Location (City and State):
Have you been accepted at this school?:
2.) Second Choice School. List the Name of the School and Location (City and State):
Have you been accepted at this school?:
What is your anticipated graduation date? (enter month/year):
Briefly outline your career goals, while addressing the following: Explain why you want to pursue a college education. How will this education contribute towards your immediate and/or long term career plans?

Employment, Awards & Activities

EMPLOYMENT. Provide information on up to three jobs you have held (include name of employer, your job/title, dates of employment). Describe why these jobs are most important to you. If you do not have any employment to list, enter “Not Applicable” in the Employment #1 section below.
Employment #1:
Employment #2:
Employment #3:
COMMUNITY SERVICE. provide information on up to three Community Service projects you have been involved with. Please include a brief description of the project, dates of your involvement and why the project was meaningful to you.
Community Service #1
Community Service #2
Community Service #3
AWARDS. Provide information on up to three special honors, awards or certificates you have received (include dates). Describe and explain why each award is especially meaningful to you. If you do not have any awards to list, enter “Not Applicable” in the Award #1 section below.
Awards #1:
Awards #2:
Awards #3:
ACTIVITIES. Provide information on up to 5 extracurricular activities (internships, sports, clubs) in which you have participated on a consistent basis. Highlight any leadership positions you have held. (Include dates).
Activity #1:
Activity #2:
Activity #3:
Activity #4:
Activity #5:

Letters of Reference

We encourage applicants obtain and submit this letter or reference on their own. However, if your reference requires that the letter remain confidential, you may nominate a reference and have them confidentially submit a letter. **Submit letters to IBEW 1245 Scholarship Committee, 30 Orange Tree Circle, Vacaville, CA 95687**
☐ By checking this box you certify that the letter was written by a teacher or other adult familiar with your achievements and abilities.

Scholarship Essay

Please submit an essay of approximately 500 words describing your relationship with the union and the labor movement.In what ways has it personally affected your life and your family’s life? Explain why you believe you are a good choice for this **IBEW 1245** scholarship.

Estimated Financial Need

List the total anticipated dollar amount you will need for the year. Include the cost of tuition and expenses such as books, transportation and housing:
Enter your total household income (estimate)
Enter total number of people in your household
Provide any additional information that you believe would be helpful to the Scholarship Committee in assessing your personal or financial need.

New Agreement Ratified at the City of Vallejo

On Wednesday, December 14, 2016, IBEW 1245 members at the City of Vallejo overwhelmingly ratified a 30-month agreement by a vote of 145-2. The agreement will be in effect from January 1, 2016 through June 30, 2018 and contains a 2% General Wage Increase (GWI) effective the first payroll period of January 2017; 2% GWI effective the first payroll period of July 2017; a \$3,000 lump sum payment; increased safety shoe allowance; and a minimum 5% salary increase for promotions.

The City of Vallejo workers, who were formerly represented by IBEW Local 2376, voted to merge with IBEW 1245 in December 2015, and this is IBEW 1245's first negotiated successor agreement in Vallejo since the merger. Local 1245 began negotiations with the City in January 2016, and in total, 25 bargaining sessions were held over the course of almost a year. Throughout the negotiations, the membership demonstrated unity in a number of ways, including a Solidarity Rally at City Council Chambers, where over 100 members and staff addressed the Council to advocate for a fair agreement.

The IBEW members at the City of Vallejo had previously gone nearly nine years without a general wage increase and endured many concessions after the City's bankruptcy of 2008, including 10% wage reductions and furloughs totaling 5%. After all of the concessions

over the years, the City of Vallejo membership sees this new agreement as a positive step in the right direction, and after the vote, they celebrated with a holiday party.

On Tuesday, December 20, 2016, the Vallejo City Council unanimously approved the new agreement by a vote of 7-0. Mayor Osby Davis shared that the agreement was a big step in the right direction and that he appreciated all the efforts made by IBEW, and Mayor-Elect (and current Councilmember) Bob Sampayan thanked IBEW for working with the City. Councilmember Jesus "Jess" Malgapo expressed his appreciation to the City and IBEW bargaining committees, while Councilmember Rozzana Verder-Aliga thanked and acknowledged IBEW members and staff that were in attendance at last night's council meeting.

IBEW City of Vallejo Bargaining Committee:

- Ray Thomas, IBEW 1245 Senior Assistant Business Manager
- Jennifer Gray, IBEW 1245 Business Representative
- Eleanor Brown, Former Business Manager of IBEW 2376
- Frank Caballaro
- Oni Brown
- Allan Panganiban
- Marcus Adams
- Bill Stockman

— Jennifer Gray,
IBEW 1245 Business Rep



IBEW 1245 Senior Assistant Business Manager Ray Thomas (left) and the City's hired Chief Negotiator Austris Rungis signed the successor agreement.



IBEW 1245 City of Vallejo workers celebrated the season with a holiday party after the contract vote.



Harold Cabral votes on the new agreement.
Photos by Jennifer Gray and John Storey



Local 1245 member Vivian Sanderson cast her vote on the new agreement.



Senior Assistant Business Manager Ray Thomas explained the details of the agreement to the members.



From left: Tom Rogers, Dan Hiteshew, SABM Dennis Seyfer, SABM Ray Thomas, Jen Gray, Eleanor Brown



New Agreement Ratified at AC Transit

On January 5, 2017, IBEW 1245 members working at AC Transit ratified a Tentative Agreement reached with the District for a successor agreement by a vote of 15-11. The ratified agreement was unanimously approved by the Board on January 11.

The three-year agreement includes wage increase of 5.25% in the first year, 4.25% in the second year and 3.25% in the third year. The agreement also includes:

- The return of Veterans Day as a holiday
- Paid meals (20 min. lunch) will now count toward overtime
- Increased standby from 8hrs/wk to 16hrs/wk
- Annual shift sign-up
- Increased transparency in lead/working foreperson appointments

- Increased in-lieu attendance incentive to 457 deferred comp from \$1000 to \$1200 annually
- Specified use of leave benefits for FML, and updated other leave benefits

- Increased weekend shifts up from 6 to 8

The Negotiating Committee was comprised of Dale Brewer, Kevin Auer and James Fisher.



The AC Transit Negotiating Committee

New MOU Extension at City of Lompoc

After a few months of ad hoc negotiations regarding health insurance costs, IBEW Local 1245 members at the City of Lompoc ratified a two-year extension to the current MOU on December 19, 2016. The final vote tally was 110 “yes” and 25 “no.” The new MOU extension is slated to be approved when the Lompoc City Council goes back in session in January.

With this agreement, the City and the Union took a different approach to normal salary compensation. Instead of a wage increase based on percentage of each member’s pay, the City and the Union agreed on a .72-per-hour (\$125/month) across-the-board wage increase for 2017 and 2018, which means that members at the bottom of the salary scale will receive a higher percentage, relative to salary, than those at the top. The two-year agreement will be in effect from 2017-2019, but the Union also secured a six-month inclusion prior to the end of the current MOU. This means that members will start receiving their salary adjustments on December 24, 2016 — six months before the current MOU ends on June 24, 2017 — adding more compensation to the current MOU.

The City will meet with the Union in order to address salary compactions in two IBEW classifications, as well as salary inequities for the Line Clarence Crew in Urban Forestry Division and the Water Treatment Operators. The City will also meet and confer with the

Union in case the health insurance premium goes up more than \$125 per month in the family plan during 2018.

Members of the negotiation team were members Gary Silbaugh and

Bobby Garcia, along with IBEW 1245 Business Rep Jaime Tinoco and Senior Assistant Business Manager Ray Thomas.

— *Jaime Tinoco, IBEW 1245 Business Rep*



From left: Shop Steward Angela Wynne and tellers John Daniel and Gustavo Lopes tally votes.



Lompoc Unit Chair Gary Silbaugh and Treasurer Isaac Rodriguez

New Agreement Ratified at Sunoptics

IBEW Local 1245 members at Sunoptics voted to ratify a new three-year agreement on October 21, 2016. The official vote tally was 50 Yes, 20 No.

Sunoptics employees were organized in the winter of 2013 and secured their first union agreement with the Company on Sept 10, 2014. During the 2014 negotiations, a wage structure was created in order to bring all members up to contracted wages during the two-year term. However, when we started preparing for 2016 negotiations, we found 17 members who were still under contract wages. We came to an agreement to bring all 17 members up to contract rate. Additionally, all employees would receive a lump sum the first year, a 3% wage increase in year two, and 3% in year three. In addition to the wage increases, two new lead positions were created, and grow in pay for new hires changed from 24 months to 12 months. The new agreement also includes updated vacation/bank hour language, and Veterans Day will now be replacing the floating holiday.

The bargaining committee was comprised of Shop Stewards Todd Davis, Chris Hann, Richard Potter and Rodney Vargas, along with Local 1245 Senior Assistant Business Manager Ray Thomas and myself.

— *Cruz Serna, IBEW 1245 Business Rep*

City of Healdsburg Electric Crews on Mutual Assistance Duty with PG&E

In the wake of the major storms that swept through northern California in early January, City of Healdsburg line crews were called upon to provide mutual assistance to PG&E in Sonoma county, under the California Utilities Emergency Association Mutual Assistance Agreement (CUEA MAA).

Photos by JV Macor



From left: Healdsburg Apprentice Lineman Chayton Osmon, PG&E Lineman Victor Torino out of Santa Rosa, Healdsburg Electric Crew Foreman Mike Courts and Healdsburg Lineman Jason Hageman preparing to replace blown fault tamer fuses



Healdsburg Lineman Brent Sullivan energizing a single phase tap line

At left: Healdsburg Lineman Brent Sullivan preparing to re-energize a single phase tap line after a tree trimmer crew from Davey Tree removed a fallen tree and the crew repaired the conductors



A crew of line clearance tree trimmers from Davey Tree worked with the Healdsburg line crew. From left: Supervisor Dave Beagle with Local 1245 members Agustin Oscurio and Jesus Colin

Local 1245 Joins Sacramento Veterans Day Parade

For the third year in a row, IBEW 1245's Veterans Group organized a contingent at the Sacramento Veterans Day Parade, which took place on Nov. 11, 2016. The 1245 contingent joined more than a thousand veterans and supporters for the annual march down Capitol Avenue in downtown Sacramento.

The 16 members of the Local 1245 group waved, saluted and handed out miniature flags to the veterans and children along the parade route. Organizing

Steward Ivan Pareda served as the in-house DJ, entertaining marchers and spectators alike with patriotic songs and live IBEW 1245 announcements. Special guests included current Marine/Power Pathway training student Carlos Hernandez and Business Rep JV Macor.

"What an amazing day!" said IBEW 1245 Organizing Steward and military veteran Walter Carmier, who lead the contingent. "I'm honored and proud not just to be a veteran, but a union veteran. Thank you 1245!"



Units lend a helping hand

All of the following unit donations to various charitable organizations from November 2016 through Jan 2017 were approved by the IBEW 1245 Executive Board.

Fresno Clerical Unit #1110 donated \$250 to the Feed Our Future Organization.

City of Lompoc Unit #1218 donated \$500 to the Employees Association Community Fund.

Diablo Canyon Unit #1220 donated \$250 to the Land Conservancy of San Luis Obispo.

Hayward/Fremont Unit #2314 donated \$500 to the 2016 Toys for Tots program.

Concord Unit #2316 donated \$500 to the College Park High School Athletic Boosters in Pleasant Hill.

Lodi Unit #2516 donated \$500 to the Lodi-Adopt-A-Child program.

Reno/NV Energy Unit #3311 donated \$500 to the Evelyn Mount Community Outreach Program in Reno.

Redding/Davey Tree Unit #4419 donated \$250 to Western Services Workers and \$250 to Good New Rescue Mission.

Carson City Retirees Club donated \$250 to NAMI (matching funds) and \$250 to Back Pack Buddies of Douglas County.

Stockton Unit #2511 donated \$175 to the San Joaquin Hospice Tree of Lights.

Novato/Marin Unit #3711 donated \$250 to the GoFundMe account for deceased IBEW Local 1245 Member Nash Mayer, and \$250 to John B. Riebli Elementary School PTA in Santa Rosa.

Frontier Unit #4011 donated \$500 to the Palo Cedro Community Action Team dba Palo Cedro Park.

Hollister Unit #1219 donated \$500 to the Chamberlain's Children's Home in Hollister.

Hayward/Fremont Unit# 2314 donated \$500 to the John F. Kennedy High School in Fremont.

Sacramento Regional Transit Unit #3011 donated \$250 to Mary House in Sacramento and \$250 to Habitat for Humanity in Sacramento.

Chico Unit #3417 donated \$500 to the Chico 4H Club.

Susanville Unit #4012 donated \$250 to the Abby Dunn fund and \$250 to Blue Star Moms.

Rocklin Unit #3515 donated \$500 from the Community Fund of along with \$350 in Matching Funds to the Child Advocates of Placer County.

Local 1245 Joins Electrical Workers Minority Caucus International Day of Service

Dozens of Local 1245 members took part in this year's International Day of Service on Saturday November 19, sponsored by the Electrical Workers Minority Caucus.

The volunteers donned tee-shirts with a powerful message: "Service to others is the rent you pay for your room here on earth," and participated in activities all across Local 1245's jurisdiction.

In **Sacramento**, IBEW 1245 members and families volunteered at Loaves and Fishes, a facility that provides meals for families in need. Nine volunteers arrived bright and early at 7am, and were tasked with preparing raw defrosted turkeys, including chopping them up, marinating them, and putting them on baking trays so they're ready to go into the oven.

"It was a great event where we got to work together as a team and make a difference in our community," said Local 1245 Organizing Steward Rene Cruz Martinez. "We as members of this great union are making a difference in our communities. Hoping we can get a big-

ger and better turnout with more members next year."

In **Ceres**, a small but dedicated team of four Local 1245 members spent the day picking up garbage at a local sports field, leaving it as clean as the day that it opened.

"Luckily we beat the rain, so we were able to get all our hours in," said Local 1245 member Carl Olguin.

In **Lompoc**, Local 1245 and the Central Coast EWMC chapter pitched in at the Lompoc Food Pantry, helping to stock the shelves in advance of the busy Thanksgiving rush. The team also trimmed the hedges and did some general clean-up and maintenance work.

"The food pantry has been hit with massive staffing cutbacks lately, and they were appreciative of the IBEW group coming in to lend them a hand," said Local 1245 Business Rep Jaime Tinoco.

In **Vallejo**, the EWMC partnered with Rebuilding Together Solano County to help fix up the Veterans Hall in Vallejo, and in Vacaville, volunteers joined with #HashtagLunchbag to pack up and

donate hundreds of bag lunches for those in need. They even took extra time to decorate the bags and write inspiring messages on them.

Many of the union members brought family and friends along to support the effort, and at the end of the day, they were proud of the work that they did to support veterans and others who are in need of assistance.



Picking up trash at a park in Ceres



In Lompoc, stocking shelves at the food pantry



In Vallejo, working at the VFW with Rebuilding Together



In Sacramento, preparing turkeys at Loaves and Fishes



In Vacaville, preparing sandwiches for #HashtagLunchbag

THE TOKEN BEARERS

By Mike Cottrell

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

Chapter 23

FANCY'S FALL. 1960. BLACK ROCK, CALIFORNIA

None of us wanted to hear it. But it spread all the same over the country and even the enemies of labor were sorry to some degree. His was a more universal passing, not in the night like Henry in a storm to be a martyr for the future, nor a quiet and placid passing like Sky's in Hobbs, but a sudden crush to the many he touched while being the token bearer. It grasped out at all linemen snapping their pride for a moment in time suggesting it could now happen to any of them at any moment. The grim reaper tugging on the reins of the cash cow who had spread the word after Sky, yes passing the tales of the strikes and mobs, the cops and Pinkertons. Caving in to it as he was expected when all the while he could have been a prominent man in the kitchen. A man of considerable fame to the calling Uncle Quig had offered. A baseball pitcher perhaps as he had once dreamed of before going on the road from the city with Sky. Skipping about the country on trains with the tramp bag full of climbing tools and Carharts all packed around the good whisky he sipped and shared with the girls of the night never hurting one at all and only wanting to dance and have fun. Paid well they were with money, jokes or hope of tying him down, but he never led them on, not Fancy, not that silver tongued devil with the matching hair. Conceived and delivered on the streets unclaimed except by the old gangster and brought up to be nurtured by the trade. He held it all in him but God knows he tried to express it in some family way but only knew the harsh call of the whistler of glee. The road claims us all in some good or bad way someday before death, grabbing us and chaining one down to the white lines and sounds of the roaring train until it drags you down to the valley of helplessness or pulls one to the heights of sublime mountains that shows the sun to you like you have never seen before and it is realized that you are a part of the road, a particle of the asphalt and tar never to be moved or replaced or even remembered except as a smooth ride down a long irreversible odyssey not to be repeated by any other in the same fashion.

He left the room that morning after he gave the token to the head scratcher and went off wondering what it would be like to have a back porch to sit on and swing in a carefree fashion with children of his own playing in the grass by the step leading to a beautiful rose garden with trestles of the exotic other plants he had seen in his travels along the tracks. He thought of the waitress in Houston who had loved him after he got a job and if he would still find her there if he were to go back. The school teacher in Medford was a good one, he thought, she really loved me too and would have made a fine one to have for a wife but she was so busy helping Shan and Pep make their come backs that he lost interest and moved on himself back to the trade. That goddamn teller in Fowler was of no value at all. Her predictions had haunted him ever since. He didn't know and never would that the bar in Fowler was a place to hear a slightly drunk man telling his life story all conveyed by runner to the Madam and a couple's fight on the street about a home wrecking woman was just a front for them all to make a buck. Poor old Fancy never knew he was a sitting duck for that scam. So why go out quietly after all, she said a fall or a burn, she even talked about a

man from the Sky. "Shit, she had my number. How did she figure all that out about me? I'll go back and see her again and see did any of them notions she had about me go away after all this time. Still bothers me something like that might just up and happen."

He looked pretty rough and worn but was still strong as a bull for the work but not as many hours in a day anymore, not all the overtime or chasing the big money. Felt like a rented mule everyday now after working a stupid eight hour shift. "God bless us for getting that condition, keeps old bastards like me from getting run off from fatigue if there weren't any days that short I'd never be able to work again."

But he did own the Milky Way and the moon on eclipse, the morning sun and the stars were his too by god.

He knew every damn crack in the road between Chicago and Los Angeles and half the drunken alley Indians in Gallup lying in the dirt and debris of hopelessness. He could jump a freighter better than the best hobo that ever shit between a pair of boots and wipe ass on a fistful of leaves. Nobody could tell a tale or start a rumor better either. If a good one wasn't going by noon on any given day, Fancy would have one brewing he could make anybody believe.

How 'bout the time he kept stealing the goodie out of the Pep's lunch box when he was staying with him and Jeanie in their trailer on the Kansas City cutover and she would put a nice piece of apple pie in each of their lunches or fudge. Fancy would steal the Pep's out and eat it before lunch and then sit and eat his in delight of knowing the Pep was wondering where his was and too proud or concerned to bring it up. Why that damn Fancy would sit under a tree and just act as if nothing were any different in his lunch and enjoy the goodie and laugh inside while Pep looked on in amazement of a woman who would do that for a house guest. What else was she giving him that the Pep didn't know about? No she wouldn't do that, would she? Then it came to a head at the bar one Saturday night when they were all drunk and dancing. The Pep and Jeanie got into a argument and then it kept getting hotter and Pep said, "and by the way how come you put a goodie in that old Son a bitch's lunch box and don't put one in mine?"

"Why you devil, I put the exact same thing in both your boxes every day. Same sandwich, same goodie, same everything."

"The hell you do!"

"The hell I don't!"

"You don't!!!"

Fancy just sat there at the bar quietly and eased down a chair or two as slippery as he could while they raged on and he tried to separate himself from the two intoxicated combatants and pronounced he needed to get going and Pep said the hell he would before he explained to him what was going on between him and his Jeanie that made her stop putting a goodie in his box while Fancy enjoyed one every day while he looked on wondering what else she was giving him.

Jeanie started to cry and cuss Pep for thinking she would be putting out to his friend and what kind of man she had married that would think of



her as a cheap whore giving it up to his friend in the same trailer that they all called home.

Finally after others began to see the developing mess turning more sour and the girls coming to Jeanie's aid and the men starting to try and calm the Pep, Fancy caved in and told them all that he had been stealing Pep's goodie first thing in the morning out of his box and sometimes before they ever left the house and he sat with his head down and grinned as the others all found it to be hilarious, all but the Pep and even Jeanie cleared her eyes and blew her nose called him an idiot for thinking such a thing of her and she got tickled and Pep turned to one of his heros proclaiming him an old Son of a bitch and started laughing too and was really down deep inside glad that was all there was to it and it ended weeks of wonder for him as to what might have been going on between Fancy and his wife over a fucking goodie that he was not getting in his lunch box and was never sharp enough to figure it out.

Near Thanksgiving one year in Hollywood the crew was up against a tight one in the alley and the old pole butt didn't want to budge after they had cut and kicked the pole off on a peg leg and tied it off. The grunts were attacking the road around it with digging bars and shovels and the linemen stood around chipping in a little bit and Fancy was busy with the sporting green of the local paper reading all about the standings in the Pacific Coast League resting his feet in his leg irons when old Bendo decided he'd light up the paper from the bottom and when he put the lighter to it the thing engulfed right through the cress and burned into a quick ash while Fancy was caught holding the edges and trying to get the fire out of his chest and underarm hair. He looked down toward the pavement to see Bendo laughing and hollering up to him "Pretty hot news you got there ain't it Fancy?" And the crew roared.

It was the way Fancy went off to start one that everybody who knew him seemed to be understanding that it was coming and to be aware, but he had that way, that conviction of the con that separated him from all disbelief and soon enough he would suck them all in, even the ones who knew better deep inside where still strapped by him, caught in the web of his skillful New York back alley shenanigans. So it would be this time as he caught them coming up over the crest of the hill later in the month and he had sat the truck up perfectly so the wind would creep the echoes of his soft voice back down into their virgin ears to take the rod of his mischief. He was on the company radio seeming to be in conversation with one of the big shots and they all stopped in their tracks carrying the tools of the trade all draped about their shoulders and in their hands back toward the trucks and stopped to hear what was being said and Bendo as a ripe peach always ready for the taking was first to stop in his tracks and hush the others so they could eaves drop righteously while he saw them in the rear view mirror on the old truck and started in.

"Well I don't believe in it myself but if that's what you want to do then there is nothing in the union agreement that keeps your company from offering it as a gesture of good nature on the start of the holiday season. I'll get it started right away and give you account in the morning or by early afternoon. Over and out." The button had not been depressed on the old Motorola and he peeked again in the rear view and started to get out acting as if he had just noticed them and yelled out, "All done already I didn't even see you fellas coming up from the canyon. Did you get the dirty old arm changed out so soon?" They concurred all nodding and saying hell yes and began loading the tools and waiting to be told something good from the sounds of it and of course, Fancy said nothing to them about it the rest of the day.

In the morning Fancy showed up with the order form he had begged from the butcher at the local market. He laid it on the hood of the truck along with the paychecks the bookkeeper had brought out and called the men over. The gullible Bendo seeing the order form from the market began questioning the worth of it and why Fancy had it which quickly brought the others over to get their checks and be curious about the order form as well.

"Well it's, it's something the company wants to do and I told them I didn't believe in it but that would be up to you fellas since it has no bearing on the union agreement and it's just a gesture of all the good work you've been doing is what the man told me so they want to buy all us a turkey or ham for Thanksgiving' if you all want one. Then I'm to get your name down on this here form and get it over to the market so the butcher can get the thing of your choice ready for you and yours for the holiday."

Bendo immediately wanted to know what size ham it would be in comparison to the size of the turkey and it was then that Fancy knew he had them all.

"Well hell Bendo you ain't goin' to look a gift horse in the mouth—"

"Well now Fancy but if I'm going to get to choose I just wondered how it would come down. Will it be a big ole' smoked ham with a bone in it or should

I go with the turkey depending on how big a one that would be, you know what I mean brother?"

"Oh yeah, I know what you mean brother. Well let me get him on the radio and see what size we can have during the day, he won't be in until later and then I'll find out and know more details and get back to ya', but I do have to get this order in to the butcher no later than in the morning so we better get all this squared away ASAP brother."

"Oh by all means. I'm really leanin' toward the ham if it's going to be big enough to tend to all the people I got coming on the Thanksgiving and it'll be the first time any outfit ever gave me a damn thang other than a paycheck or an ass chewin'."

"Oh I know it Bendo, for sure, me too."

They never got the hams and turkeys and Fancy caught a ragged one out of San Berdoo and it rattled its way up the valley and shook like hell he did in the belly of it from the laughter and the tremble. The mother rail fondled him all the while running from a bunch of pissed off guys who were out late trying their best to beg borrow or steal a main course for tomorrow's meal. They were hot enough to glow when they found out he had drug up and there was no order form and years later it took a bit of diplomacy to fend off Bendo until he finally laughed and bought old Fancy a cold one and told him he sure sucked him and the rest of them in.

But the gaff marks he left on poles across the country many would wonder when they were shoving their first hook into the ornery butt covered with staples from campaign posters and garage sales notices, to be those perhaps of his or Henry's or Sky's and the curious comedic nature of the lineman seemed to follow his steps as gravity was defied and heights reached in order to play with high voltage wires in the sky. The pranks and jokes never to end in this or the next century by hands devoured in the love of the trade.

They were down in the canyon dragging arms and insulators through with them and using the brace and bit to drill in a new hole on the underside of the weather beaten top. Then hang a new arm, transfer the wire and get rid of the old arm. Over and over again day after day. The road wound around and the ride would be caught and up to the top and drag enough material down again and do the same re-arm and re-insulate until Fancy was so tired of running the brace and bit he began to hold it off crooked and started the hole way out of line until the Pep or the head scratcher would scold, "Your drilling the fuckin' thing out of line, give it here. I'll do it!" And the old man would relent and be indignant and demand it was straight and the Pep or the head scratcher, whoever it was would scold him again,

"Odd damn it Fancy, It's out of line. What's wrong with you?"

"Well it's hard for me to tell off down in this canyon like this."

"The hell it is, you can see the wires a runnin' to the next one."

"Well I want to take my turn and I think I'm a drillin' 'em straight in line. Don't tell the Pep on me kid," (if it was the Pep and the same if it was the Scratcher). So when they would catch up with the other ones at the end of the day and trade off working together because everybody wanted the privilege of working with the great Fancy Kirkantile, so they wondered about his eye and how untrue it suddenly had become but promised him all the same the secret would be kept. So they climbed the blasted things all summer, cussing the every step made through the Manzanita and buck brush and every time Fancy begged a turn to drill the hole he'd get right after it and start turning the bit well off the path of a straight hole which would never allow the arm to be square with the line and the pole buddy be it the Pep or the head scratcher would take the brace and bit away disgustedly starting a nice straight hole. They promising the old man they would tell no one he was not able to drill it straight. Fancy would lean back in his tools from the height of the pole and enjoy the view and relax while the other man, his pole buddy, would struggle to drill the hole and sweat and cuss the bit until the hole was punched and the ground man sent up the arm on the hand line.

"Let me do the next one and you rest Pep. I can drill it straight this time."

"The hell you can. Just let me do it so it'll be right and forget about it."

"Yeah but your havin' to do all the work and I'm just hangin' here watchin' you."

"You ain't doin' it right Fancy". Pep was almost sorry to have to put it to him like that.

"Don't tell the rest of 'em I can't drill a straight hole anymore. It'll be the end of me when it gets out Fancy can't even drill a damn hole for a straight line arm in a canyon no more."

"Don't you worry Fancy, all you done for me and Buddy? Hell we ain't goin' to tell nobody and that grunt down there knows not to tell it too or I'll hang him

with his own hand line.” Fancy came near crying or so it seemed to the Pep and he hung the brace on the hook and hollered for the arm and took a step right under Fancy’s foot and gaffed in and swung over on his side of the pole a little bit. He patted him on the knee and soothed him and assured him again it would never get out. He and the scratcher would make sure of it.

Toward the end of the job in what seemed a never ending, hot summer, the work started to slow and the job near done Fancy began to drill a little straighter. Pep and Buddy urged him on and the last week of the job after endless worn down bits and cramping arms in the night soothed by rub downs from Aileen and Jeanie, the news of the lay off came for Friday and since the work was slow and the overtime good on this one they all decided to stick it out to the end. Fancy would drill one and let the other drill one and soon Fancy was back at his old self with the brace and bit. He and the Pep were up the pole that would be their next to last to have to use the brace and bit. Pep told him to drill this one straight and he’d let him drill the last one.

“Don’t want to,” said Fancy

“Sure?” cried Pep as they started their descent.

“Hell,” cried Fancy as he splintered wood off to the ground while coming off the thing like a kid, “Why would I work so hard all summer not to drill those blasted hard things when I had you kids to do it for me for the last four months? I had to show you this last week that you didn’t hurt me and I was just holding back to get the rest while you done all the work.” And Fancy watched the Pep on his way to the ground right behind him.

“Why you old son bitch you been holdin’ out on that hard ass drillin’ and lettin’ us do all the work all summer?”

“Why, I was not going to wear myself out up there when I knew I had a couple of suckers like you and Buddy I could take advantage of, you know that Pep. My sight has never been better and I want to show my appreciation to you boys by buyin’ you a cold beer down at the bar. If there are no hard feelings and all, cause you see Pep all that energy I preserved while you was a drillin’ left me plenty of time for lovin’ the girls and dancin’ that I would not have had if I was using all that time up turning that blasted brace and bit.”

“And here me and the scratcher was braggin’ on ya’ in the bar last night how you had made a big come back this last week and it was all a bunch of shit, the whole goddamn summer, a bunch a bogus bullshit!”

“Now don’t be too mad at old Fancy, Pep, you’re liable to bust a gut or something.” The grunt did up the hand line. They all got laid off to go to the hall and sign the books and Fancy bought the beer and laughed it up until they got tickled and swore they should have known they were being had.

At the substation under the shade when old Dick was having the face drawn on his bald head was just shortly before Fancy pulled a good one on the scratcher at Dick’s expense and the very life of the scratcher put into jeopardy. The two men were working together in the air building with the rest of the crew a steel structure for high voltage switches. It was extremely hot and the canvas water bags hung in the shade with the cool water of the North Fork of the Kings River seeping through its skin. Every time they needed replenishment, one of the ground men would go down and fill them and bring them back and put them in the shade. Dick had just returned with the bags of icy water and Fancy called for it on the hand line. Buddy was busy bolting steel as Dick drew the hand line hook down to the bottom of the tower and loaded the water bag to send it up. He went hand over hand with it until it reached Fancy and as soon as Fancy hollered down, “My water bag,” Dick turned the line loose and went back to prepping the steel for a lift on the small crane and was bending over a lot picking things up in a crab like manner and being a man of tremendous size and weight every time he bent over the crack of his ass stretched out of his Levi’s and past his belt a good four inches and he’d cuss under his breath a little bit, being a Mormon not too awful vulgar though and then wrestle his pants back up quickly and bend over again and do another quick chore from the ground and repeat the procedure over and over all day every day. Pep was running the crane and made some pretty interesting remarks regarding the exposure of the crack and continued on this day to advance himself as far as he could before Dick would become hot enough to whip his ass and then the Pep would talk his way out of it and get him calmed back down again until the next time he felt the urge to heckle the poor man concerning the crack.

“Damn Dick that’s good lookin’. I’ve been so horny before the crack of dawn looked good to me, but ooh wee that takes the cake.”

“Why don’t you shut up you little weasel and run the crane. You’re nothing better anymore anyway than a cab lizard with those broken feet of yours.” This hurt the Pep a little bit, but he was putting out so he knew he would have to take it too.

Then it dawned on Fancy what it was he was about to do to the crack of Dick’s ass. He took a sip of the water and thought about it and considered the consequences and looked over at the industrious head scratcher hard at work not paying any attention to the crane struggling to run below him or the speed in which the tongue of the Pep was moving to gouge tasteless remarks at Dick. He did not notice the water bag was in the air and all he remembered was the offer Fancy made for a cold drink and he stopped his work and his mouth pleased indeed for the cool water and he replied yes he would love a cool drink and Fancy handed the bag to the scratcher and as soon as it went into his hand Fancy took to work quickly and the cold water hit the crack of Dick’s ass. He came up from his bending over with hatred in his eyes. There they were, Fancy working away, Pep laughing from the crane knowing what had just occurred, Dick mad enough to kill the scratcher and the scratcher unaware the water expelled from the bag by Fancy had just landed right on the target bringing up the infuriated Mormon.

“I’ll kill ya Buddy! When you come down off that steel, I’ll be right here and I’m going to kill ya!” Dick shouted up the tower.

“What’d you do that to old Dick for Buddy? He’s the best grunt I’ve had for a good while. Why did you have to pour that cold water down the crack of his ass like that?” Fancy said quietly giggling and now seeing the look in the scratcher eyes realizing for the first moment what had transpired.

“I didn’t do it Dick. Fancy did, I swear!”

Dick ran to the crane and grabbed the Pep down on one quick jerk and lifted him from the ground.

“Who did it Pep? You saw the whole thing. Who did it?”

“I swear I was looking off in the canyon when it happened, but Buddy is holding the bag.”

The scratcher stayed in the air and ate lunch on the steel and wouldn’t come down until Dick finally left him there at the end of the day like a treed coon unattainable by the tired old hound. Dick promised to get him the next day from off his nest and choke him until he turned blue.

Buddy showed up early and got on the steel and stayed up there for that lunch time too and Fancy came down and said it was just a little fun and he promised Dick Buddy would never do anything like that again and never admitted it was he and finally calmed the Mormon down. So it went with Fancy able to pull them off each other after commotions that he would start.

It was the same trickery passed to him by the old legends and it would go forth into the trade and be passed in playful wrestling and jousting by all the tramps of the trade, inherent to us all from the beginning of the craft and its origins out of St. Louis. A benevolent gift to a daring and deadly calling sounded and sent forth by the forefathers. Heirs to the danger and the mischief to suppress it understood by them all.

It went that way with him all the days of his life and so on Saturday morning they went down into the canyon to fish and they had been doing it all summer. Taking the rods and worms and pulling the Hugh Dolly Virden from the cold waters beneath the falls. Hiking back out in the evening to have great fish fry’s at the trailer park at Black Rock.

The rope was the same one and the big rock the anchor. The ledge below was only big enough for one at a time, but the fish were worth the drop and the others would pull the lucky one having won the straw draw back out after he had scored a series of whoppers and the bite died.

At the park the women would laugh and play with the children and when the heat subsided around six they would start to peel and cut the potatoes and make a good cole slaw and slice peaches for the homemade ice cream the kids would take turns salting and churning. They would sit in there lawn chairs made of steel and patiently wait for them to return to see what the size of the fish would be on this Saturday and guess the sizes and which one of the men might have caught the biggest one.

“I was just thinking of home sitting here in the shade and looking out across the canyon made me think of it.”

“But girl you come from that flat land country of Arkansas. Hell you never saw mountains like these till you come out this way with Buddy. You never saw an ocean till you come out here. Never saw nothin’ but folks draggin’ tow sacks through them fields of yor’ Daddy’s and a furrough was the biggest hill you ever saw.”

“Shut-up,” and she giggled, “I saw the Ozarks one time, part of ’em when Daddy let me ride up there with him and Uncle Ben to bring back a load of hogs he read about in the paper and wanted.”

“A whole truck load of hogs huh? Well that must have been a thing of beauty seeing them Ozarks and smellin’ that hog shit at the same time.”

They all giggled and then she got big tears in her eyes and they could all see she was going to cry for home like a little girl.

“That woman’s doin’ that to you girl.”

“What woman?”

“The one inside your heart right in here!” And she hit her chest.

“She’s the one that left Arkansas with that lineman, the one off down in the canyon fishin’ with the other worthless ones that take us all away when we ain’t ready to go really. So now the little girl is tryin’ to creep back into the heart that is innocent and still in the woods and on the truck on the way to the Ozarks with her daddy to get hogs. But it’s too late girly. You’re here now and it ain’t going to help you to cry over all what you left behind when everything you got is out in front of you and him, the one down there in the canyon fishin’ with the rest of the worthless ones. He will carry you on and on and you just have to go with him now and stay on the road to where your future is and I’ll bet he will make it a good promise to death do you part. So go on and cry your head off, I done it myself a plenty and then one day just stopped and held on to my man tight as I can and ride the back of his dreams like a tick on a racing billy goat, hangin’ on and ridin’ tryin’ to see over his horns and a wonderin’ where in the hell he’s goin’ drag me and the kids next. Just like his Daddy drug him around chasing this crazy line work and makin’ all the big jobs so they can put enough away for something big that don’t ever come or it hasn’t yet anyway and they’re all insane anyway. Don’t you know that Aileen?” And they both cried a little bit and got out the homemade wine and got into it enough to find some ease and comfort to the tune of a slight buzz. All the while watching the children play and swatting at afternoon flies that liked the looks of their tanned legs in the evening shade.

He was down below on the ledge giggling and throwing the big ones up over his head to the others and one would yell out ‘I got it’. The ledge was slight and slippery but Fancy waltzed on it anyway and spun around with the imaginary beautiful squeeze in his arms and thought of all the pretty ones he had. Wondering if one of them had ever thought of him as a hero or a man to be had and thinking of the great pleasure each had been. He took another worm from his mouth and hooked it and tossed the line back down in the raging gorge and waited. Buddy, and the Pep waited and down below Dirty Mac was sitting on the big rock at the mouth of the gorge with a jug of sour mash and fishing thinking about the time Fancy had jumped the train in Mt. Shasta and sipped all of Dev’s good bottle and let them fight over who drank it. Or was it my bottle he thought. “Hell don’t matter, it was funny.” And he giggled to himself and the crisp cold water and took another drink and dreaded the hike back out.

The women sat at the park and Dirty Mac on the rock at the mouth fishing and Pep and the head scratcher on the granite flat above Fancy waiting for the fish to come over from an old lineman they could not see and had never really known. No woman knew his minds workings and no man knew his core feeling about it all. But they all had him on their minds and adored and admired him for all time. He giggled and pulled up another one and this time did not tell them it was coming and took it from the hook and just slung it over his head and Pep saw it and hobbled on broken feet toward the big brown but it hit the rocks before he could successfully snag it and it flounder there on the granite flat and flopped into a moss covered depression and looked out at the universe with a still and focused eye and stopped to reach for something unattainable through gasping gills.

When Fancy slipped off and fell, he was thinking of the fortune teller and how he never figured to be killed from the fall while he was fishing. He would have been alright once he hit the water and drifted down into the pool below Dirty Macs feet save the rock that lie sharp jagged in the depths of the gorge and his head struck it soundly and he rolled past Mac knocked cold. Buddy and the Pep heard the screams for help from Mac who could not swim a lick and they knew without seeing and ran off down the trail to the small sandy beach. Buddy dove in and Pep waded out and they brought him to shore and compressed the head wound with Pep’s shirt. He had breath and pulse and they started out with him to the truck. It took over two hours to get him that far taking turns two at a time carrying him and he never woke up, but he had breath and pulse the whole way.

Exhausted, they reached the tailings of the penstock where the truck was parked and placed him on the bed atop a canvas tarp used to cover wood. Pep started the old Dodge and Buddy sat in the corner of the bed behind the passenger’s side and held him in his arms and rested his head in his lap and they were off. Pep negotiated the curves like he would on any Friday night coming from the bar and in a hurry to get home. They all knew the road down Trimmer Springs and past Black Rock and when the women saw the truck go by the

park they knew something was wrong and gathered up the kids and put them all in the trailer and ask the young teenage girl to watch them and she agreed. So off they went to catch up and chased them all the way to the hospital. They made all of them out as they were following and knew it was Fancy who was down in the back on Buddy’s lap and although they could not see him and all the blood they could tell Buddy was holding him and caring for him the best he could while the truck hammered around the steep curves as fast as Pep could drive it. No one complained and no one wondered or worried about their own safety. It was hell bent for town and that’s just the way it would be and they would all pay whatever price to get him there and get him fixed. The women saw Buddy pecking on the window with his knuckles and then saw the sour mash being passed thru the window on a straight away and Mac handed it off to Buddy who did not take a drink but held it to Fancy’s lips. He had come to and was talking to Buddy and Buddy was now talking back the women noticed.

“Did you see that last whopper I threw over to ya’ ’for I slipped off that fuckin’ Rock?”

“Yeah I caught the son bitch too and you never did holler up on that one neither—“

“Didn’t have to, I had you for a catcher, and I threw a curve too. Pretty good throw was it?”

“Damn good throw Fancy, but it wasn’t near as good as the catch I made. You shoulda’ been up there to see that.”

“I would have been if I coulda’ just fell up instead of down when I slipped.”

“You been a lineman too long to know that shit can’t fall up Fancy.”

“That gravity never has worked very well in our favor has it scratcher?”

“Not worth a shit Fancy.”

The girls wondered about what the talk was and knew the look in Buddy’s eyes was scary.

“Look at my Buddy holding him and knowing how bad he’s hurt. I can tell by the look in his eyes, Fancy’s dyin’, I just know it.”

Mac turned to take glances over his shoulder when he could afford to leave his grip on the door rest. Pep kept his eyes on the treacherous road ahead and never looked back but asked Mac what was going on and kept asking is he still talking and Mac would answer yes and look back again the best he could to confirm it.

The moment was sublime for Fancy and he told Buddy about the old fortune teller in Selma some years back and how she had him pegged. He told Buddy how nobody knew who he was when Uncle Quig picked him up off his porch step and took him in by the fire and decided to adopt him like a lost cat.

“Never knew who they was, my parents. Never told anybody before, figured people would look down on me or feel sorry or something like that. You’re the first I ever told it to scratcher. Never made any sense to wonder where I came from. Just nobody wanted me and so I landed on Uncle Quig’s porch step in Hell’s Kitchen. Sky Rocket was up there working when I was just a kid and so dared me to toe nail a pole so I shimmed up there until I had a belly full of splinters and he said I’d make a fine lineman. I went to tell Quig I was leavin’ and he said gather up your things and come back when you’re a mind to I can’t teach you how to survive in this place anyway you’re too damn good hearted and fun loving. So I left and never saw him again. He was going to make me a Bookie or a hit man or something. I could have been a prominent man and then I got into line work with old Sky and ruined my whole life.”

“Shut-up Fancy and rest—your just babblin’ now, like an old woman at a quilt meet.

“No serious Bud, I coulda’ reached the heights of a crooked mayor or maybe police commissioner weren’t fer that fuckin’ Sky stealin’ me away from my family like that.”

Buddy was looking off into the distance and Aileen was watching from the car behind and she knew that her man knew he was saying his last words. She could see it in her lover’s eyes and hoped he could hold up good while old Fancy went off limp in his arms. When he slumped and breathed his last Buddy dropped a lone tear on Fancy’s jaw and reached up easily and closed his eyes as Mac looked on with tears in his eyes and the Pep slowed the speed and dropped his head down on the wheel. Fancy Kirkantile was gone. Up, they all figured and convinced themselves of it over and over again for years to come. Yeah up they were sure, to be with Henry and Sky or so they said and told it to all the kids when they asked, “Where did Fancy go?”

continued in next issue



Reno/Sparks Retirees Continue Tradition of Holiday Giving

The Reno/Sparks Retirees Club continued their tradition of giving around the holidays in 2016. By selling raffle tickets at its monthly meetings, the group raised \$900 and divided the proceeds evenly between three worthy charities — the Ronald McDonald House, Reno Veterans Guest House and Northern Nevada Children's Cancer Society.

Yerington Local 1245 Retirees Club 2016 Year of Giving

Yerington Animal Protection Society (YAPS) was the happy recipient of \$250 for their spay/neuter program in the Mason and Smith Valleys of our community. Gift certificates, food and advice are given out so pet owners remain responsible by spaying and nurturing their pets.

The Older Americans of Lyon County (OLAC), affectionately called Yerington Senior Center, (Food, Fun & Fellowship), offers congregate & home-bound meals as well as in-town and out-of-town transportation. They also provide a shopping trip out of town once a month. Exercise classes are offered three times a week along with bingo on Tuesdays at 1pm and card games, including Canasta, bridge, pinochle and cribbage. OALC also provides senior advocates, veteran's advocate and Nevada legal services by appointment. Yerington Local 1245 Retirees held their meetings in 2015 on the premises along with purchasing the tasty meals to support OLAC. Yerington Retirees paid it forward by presenting Program Manager Jeannie Howard with a check for \$250.00. Jeannie expressed that Yerington Local 1245 Retirees Club is one of the few organizations that supports OALC.

Healthy Smiles, a nonprofit dental



YAPS President with Yerington Retiree Chapter Recording Secretary Alyce Reese

office, was gifted \$700.00 which was divided between a single mother with twins and a senior who were all in great need of relief from their many dental issues. The money was not enough to cover all the work needed for one of the beneficiaries, but with the ability to make small payments, Healthy Smiles made it work and what seemed like not enough has given many their Healthy Smiles back, including the dedicated staff. It doesn't get any better than that!

— Tom "T" Bird, Yerington Retirees Club



Alyce Reese, Tom Bird, Jeannie Howard, Bob and Judy Grush at OALC



(Back row) Judy Grush, Tom Bird, Bob Grush, the staff at Healthy Smiles and Sue Bird



Presenting a donation to the Northern Nevada Children's Cancer Society, from left: Frank Istrice, Cyril Escallier, Retirees Club President Ron Borst, Lisa May of NNvCCS, Vickie Borst, Rod Thomas



Presenting the donation to Ronald McDonald House, from left: Retirees Club President Ron Borst, Rod Thomas, Ronald McDonald House CEO Marty Oster, Cyril Escallier, Vickie Borst, Frank Istrice



Presenting the donation to Reno Veterans Guest House, from left: Reno/Sparks IBEW 1245 Retirees Club President Ron Borst, Rod Thomas, Veterans Donation Administrator Linda Grace, Cyril Escallier, Vickie Borst, Frank Istrice

Yerington Retirees Support
"Wreaths Across America"

This holiday season, the Yerington IBEW Local 1245 Retirees Club purchased 10 wreaths for "Wreaths Across America," an annual ceremony that commemorates fallen soldiers by laying wreaths at Arlington National Cemetery, as well as over 1,100 additional locations in all 50 states. Yerington Retirees Club President Tom "T" Bird and his wife Sue also purchased an additional four wreaths, doing their part to ensure that there were enough wreaths to honor over 7,000 veterans. The Birds participated in the local Wreaths Across America ceremony on a very cold morning on Saturday, December 17, 2016 at the Northern Nevada Veterans Memorial Cemetery in Fernley, NV. "It was a very moving experience to honor the men and women who served so we have the freedoms that we enjoy as Americans," said T Bird. "This is my second year attending, and I plan to make it an annual event." The annual Memorial occurs on the



third Saturday of December at 9am at Veterans Cemeteries across America. Learn more and contribute at http://www.wreathsacrossamerica.org/.



Congratulations newly-retired members

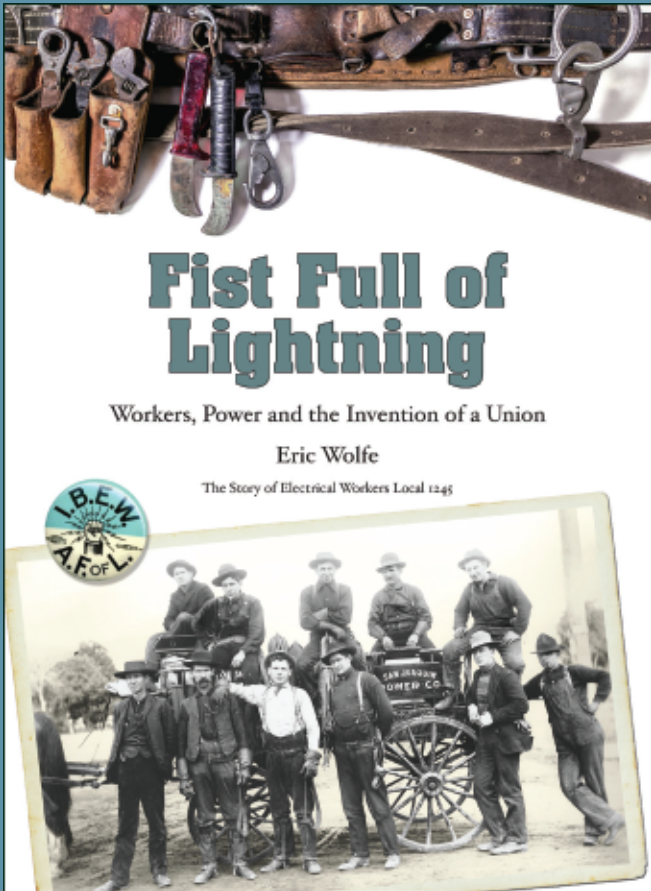
The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in Dublin, Cotati, Merced, Reno/Sparks, Yerington, Carson City and Winnemucca. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Table with 5 columns of names and retirement details. Includes members like Bradford Allen (17 years, Tehama, CA), Richard Cortez (23 years, Sacramento, CA), Richard Lew (14 years, Danville, CA), Debra Peck (24 years, Elk Grove, CA), Anthony Stanton (21 years, Antioch, CA), and many others.

Congratulations Retirees! We want you to STAY CONNECTED to IBEW 1245. Includes an image of a leather strap with a metal buckle.

New Meeting Dates for Winnemucca Retirees Club

The IBEW 1245 Winnemucca Retirees Club has changed its meeting date. The group will now meet on the first Wednesday of March, June, September and December. The time and location will remain the same (11am, Round Table Pizza, 1043 W. 4th St., Winnemucca). — Tom "T" Bird, Winnemucca Retirees Club



The limited-edition Fist Full of Lightning history book is still available!

"Eric Wolfe has produced a fascinating history of an important union — thoroughly researched, fast-paced and eminently readable. It is a valuable contribution to the history of the Bay Area and the U.S. labor movement."

— Carl Wood, Commissioner, California Public Utilities Commission (1999-2004); Director of Regulatory Affairs, Utility Workers Union of America

Fist Full of Lightning BOOK ORDER FORM

The history of IBEW 1245 is now a full-length book, available to the union's members and the general public.

Fist Full of Lightning: Workers, Power and the Invention of a Union can be purchased directly from IBEW 1245.

Send this order form and your check, payable to IBEW 1245, to

Fist Full of Lightning
IBEW 1245
PO Box 2547
Vacaville, CA 95696

Your Name: _____

Address: _____

City, State, Zip: _____

(Check one)

[] Soft Cover (\$10) [] Hard Cover (\$25)

DEREGULATION

DEREGULATION IS A POPULAR IDEA -- LET IN COMPETITION AND THINGS WILL BE BETTER. BUT WE'VE SEEN IT IN MANY INDUSTRIES OVER THE LAST 35 YEARS, AND THE RESULTS ARE ALWAYS THE SAME- CUSTOMERS AND WORKERS LOSE OUT, WHILE FAT CATS GET FATTER.

RON, I SEE THAT LOCAL 1245 HAS PUT A LOT OF RESOURCES INTO FIGHTING DEREGULATION OF THE ELECTRIC INDUSTRY IN NEVADA.

THE TRUCKING AND AIRLINE INDUSTRIES WERE DEREGULATED IN THE 1980S. WHO LOST OUT? THE WORKERS. GOOD, MIDDLE-CLASS UNION JOBS WERE REPLACED WITH LOW-PAYING NON-UNION JOBS, OFTEN BY UNSALARIED "INDEPENDENT CONTRACTORS."

YEAH, I SAW THE MONEY WE'RE SPENDING.

AND ALL THE ORGANIZERS WE SENT THERE.

WHAT'S THAT ALL ABOUT?


THE TRUCKING AND AIRLINE INDUSTRIES WERE DEREGULATED IN THE 1980S. WHO LOST OUT? THE WORKERS. GOOD, MIDDLE-CLASS UNION JOBS WERE REPLACED WITH LOW-PAYING NON-UNION JOBS, OFTEN BY UNSALARIED "INDEPENDENT CONTRACTORS"

THEY SURE DID. IT COST CALIFORNIA BILLIONS, WE HAD ROLLING BLACK-OUTS, ONE UTILITY WENT BANKRUPT AND ANOTHER ALMOST DID. AND RATES WENT UP FASTER AND HIGHER THAN IN REGULATED STATES.

LOOK AT WHAT HAPPENED IN OTHER STATES. NEW YORK TRIED DEREGULATION- RATES ARE HIGHER THAN THEY WOULD HAVE BEEN. TEXAS DEREGULATED, AND CUSTOMERS ENDED UP PAYING BILLIONS OF DOLLARS MORE BECAUSE OF IT. EVERYWHERE THAT ELECTRICITY HAS BEEN DEREGULATED, LOW-INCOME CUSTOMERS HAVE HAD TO PAY THE MOST IN HIGHER RATES.

SO WHY ALL THE INTEREST IN NEVADA?

A BILLIONAIRE BIG CASINO MOGUL IS TRYING TO DEREGULATE THE ELECTRIC INDUSTRY. HIS ONLY MOTIVE IS TO PAY LESS WHILE FORCING OTHER CUSTOMERS TO PAY MORE. IT ISN'T CLEAR HOW IT WILL PLAY OUT, BUT THEY ARE IMITATING PRECISELY WHAT HAS FAILED IN OTHER STATES.



THINK ABOUT IT.
A REGULATED
INDUSTRY PLACES
SERVICE AND
RELIABILITY AND
COST ABOVE PROFIT.
AN UNREGULATED
INDUSTRY PLACES
PROFIT FIRST.
REGULATED
UTILITIES
MIGHT NOT
BE PERFECT,
BUT THEY ARE
BEST FOR
CUSTOMERS
AND EMPLOYEES.