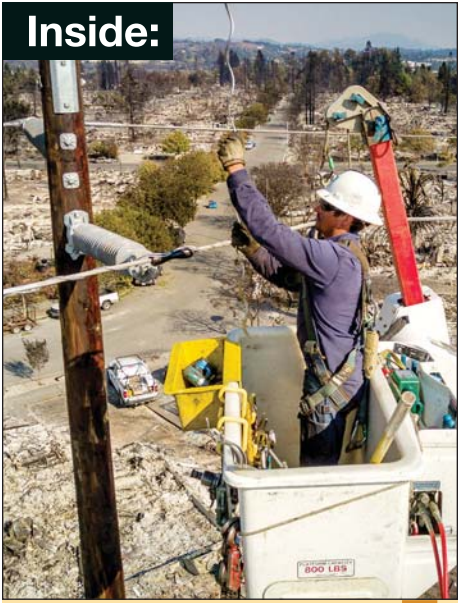


Inside:



Utility Reporter



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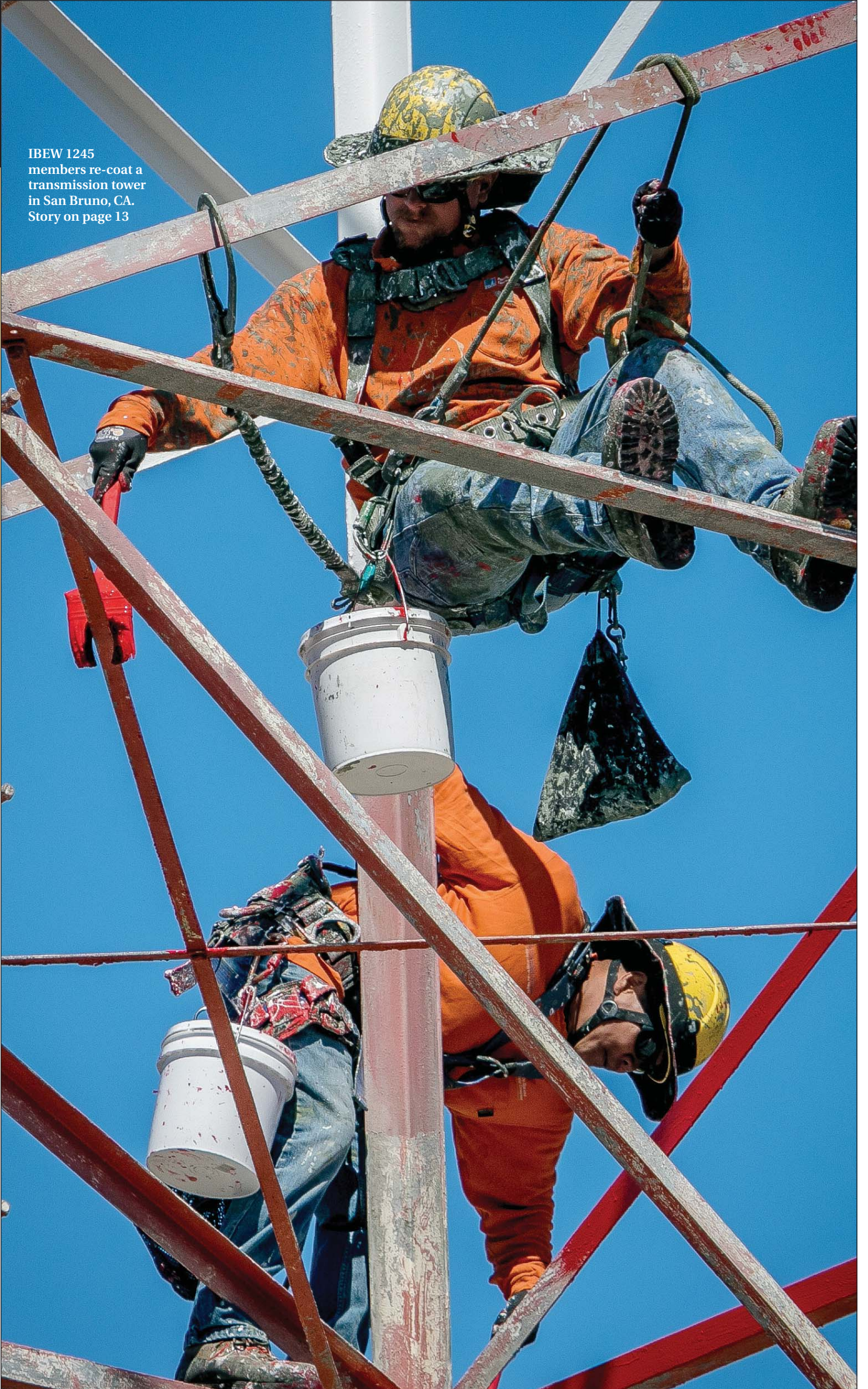
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UNITY IS STRENGTH

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

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IBEW 1245 members re-coat a transmission tower in San Bruno, CA. Story on page 13





Arcing and Sparking

Tom Dalzell
BUSINESS MANAGER

Unintended Consequences

As I write this column, wild fires are spreading at an alarming rate throughout Northern California. Dozens of our members and retired members have lost their homes, and thousands of our members are working long hours in extremely difficult conditions to restore gas and electric service to tens of thousands of Californians. The dedication and hard work of our members is a source of great pride. We are the first responders, we are those who make safe, and we are those who will be rebuilding quickly and safely the infrastructure that was burned.

But lest we forget that this firestorm — and the multitude of hurricanes that preceded it — did not form in a vacuum. These extreme weather events are the result of precipitous climate change, and no one understands the need for real, substantive policy change on the issue of climate change more than we do.

In September, the California legislature adjourned without a final vote on SB 100, Senator De Leon's bill to bring California to 100% carbon-free electricity. For reasons which I will explain, Local 1245 is in large part responsible for stalling the bill, and for reasons that I will explain, Local 1245 is at the forefront of those who hope to get a version of the bill passed as soon as possible in 2018.

SB 100 and two other conjoined pieces of legislation did more than accelerate our state's carbon-free energy goals. There were many moving parts in the bills, with many moving consequences. What worries us the most with energy legislation is not what is intended, but what is unintended but happens nonetheless. Many of the problems our industry faces are the result of unintended consequences, not explicit policy.

In the negotiations involving SB 100, we sought protection for the electric distribution system. Third parties are now arguing that they should be

allowed to install, own, and maintain non-wire solutions (battery storage or distributed energy generation) on PG&E's distribution system. This would leave part of the system owned and maintained by a regulated utility with limits on the profits it can make, with an obligation of reliability, and with skilled union workers — and the other part owned and maintained by an unregulated, profit-maximizing company with no duty of reliable service and a cut-rate staff of non-union, lower-skilled workers.

We think that this is terrible policy. The Governor's office agreed with us. The Speaker of the Assembly agreed with us. The Natural Resources Defense Council agreed with us. The State Building and Construction Trades Council agreed with us. But we couldn't get the amendment accepted, and so we went into kill mode. We'd rather use our political capital to get something we want, but if we need to spend it on stopping something bad, we will. Against all odds, we lobbied our friends in the Assembly — Democrats and Republicans — and held the bill from going forward.

There was a price for our political power move — some are seeing us as being anti-green energy. This couldn't be further from the case. We needed our issue addressed, that's all.

The legislature returns to session in January. We will be working with others to pass a clean energy bill that doesn't chop up the distribution system and sell it to the highest bidder. And I think that we will prevail.

Unit meeting changes

Unit #4726, Santa Maria Trees, has moved its meeting location to El Pollo Norteno, 1954 S. Broadway #H, Santa Maria CA. The time and dates will remain the same (third Wednesday of the month at 4pm).

— Jaime Tinoco,
IBEW 1245 Business Rep

Unit #3511, Auburn, has moved its monthly meeting to a new location. The unit will now meet at Pizza Express Maidu, 650 Auburn Folsom Rd, Unit 4, Auburn, CA. The meeting date and time will remain the same (first Tuesday of the month at 5:15pm).

— Kyle Whitman,
IBEW 1245 Business Rep

Re-Established Units

The IBEW 1245 Executive Board has approved reestablishing the **Los Banos Unit #1115**. Beginning in November, the unit will be meeting on the third Tuesday of each month at 4:00pm at the Pizza Factory, 2160 East Pacheco Blvd. Space "K" in Los Banos. The Unit Chair is Derek Buckner and Unit Recorder is Michael Alexander.

— Jim Brager, IBEW 1245 Business Rep

Unit #3513, Grass Valley, has been re-established. The unit will meet on the first Thursday of the month at 4pm at Mountain Mike's Pizza, 151W McKnight Way, Unit D, Grass Valley, CA. The new unit officers will be determined at the next meeting.

— Kyle Whitman,
IBEW 1245 Business Rep

Local 1245 Hires Ray Banfill as Business Rep

Local 1245 has hired Ray Banfill to serve as a Business Rep. Brother Banfill will be taking over for Carl Lamers, who retired at the end of September, and will be working with line clearance tree trimmers in the northern area.

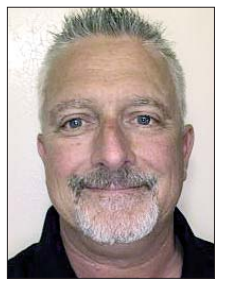
Banfill began his career as a line clearance tree trimmer in 1983 in Humboldt County, where he worked as a groundman for Davey Tree. He quickly progressed through the ranks and became a foreman in 1986, and then transferred to the Lakeport area six years later. In 2001, Banfill moved over to Asplundh Tree Service, where he continued as a foreman until 2013, and was then promoted to field foreman, which is where he remained until he joined the Local 1245

staff this fall.

Banfill has served as a shop steward, and was one of the founding members of Local 1245's Keep the Clearance peer safety committee. He also represented Local 1245 at the IBEW convention in Washington DC in 2016.

"I have always enjoyed working with the union and seeing all the changes that we have made in the past 30 years," said Banfill. "I am looking forward to working with all the tree contractors to make more positive changes in the future."

Welcome aboard Brother Banfill!



Ray Banfill

Gerald Williams Joins IBEW 1245 Staff

Gerald Williams has joined the IBEW 1245 staff as a Business Rep. He will be working with members at PG&E's San Francisco General Office, Sacramento contact centers, and West Sacramento RMC.

Prior to coming on staff, Brother Williams worked as a service representative at the PG&E Sacramento 2740 Contact Center for four years.

He served as both a shop steward and organizing steward for the past 2.5 years, and was involved with various campaigns, including Sacramento's Measure B Street Car campaign, Fight for \$15, 2016 City of Vallejo General

Municipal Election, and the Keep Diablo Canyon Open campaign.

"I decided to join the staff because it gives me the unique opportunity to serve our membership in a greater capacity while also challenging myself," said Williams. "I understand the difference having a strong union makes because I have experienced it firsthand. I consider it an honor to have the

ability fight for our members every day." In his free time, Williams enjoys spending time with his friends and family, playing basketball and hitting the gym.

Welcome aboard Brother Williams!



Gerald Williams

\$1 Dues Increase for "A" Members in 2018


Effective January, 2018, "A" member dues will increase by \$1, from \$37 to \$38. View the letter from the International Office announcing the increase here bit.ly/ibewaduesincrease

The initiation fee for "A" member linemen will also increase by \$1, from

\$89 to \$90. All other "A" classification initiation fees will increase to \$65 from \$64.


There is no dues increase for "BA" members in 2018.

— Muriel Moore,
IBEW 1245 Dues Processor



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BROTHERHOOD OF ELECTRICAL
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Member Perspective: What Has the Union Done for You Lately?

I am a third generation IBEW 1245 member. I am a shop steward. My father was a shop steward. My step-mother was a business rep. I'm in my 21st year as a union member. The union has been a part of my life for as long as I can remember. And for as long as I can remember, my grand-



John Edwards

father, father, step-mother and their co-workers praised the union and union brotherhood. I started my time with the union by signing into the Hiring Hall, and even after growing up in a union family, I found myself surprised time and time again at the benefits of being a union member. The first impact I saw was that Hiring Hall employees were paid an extra \$7 per hour to cover medical insurance. I was able to afford quality health insurance for my family, even without permanent employment. This was extremely important, as my wife was still a full-time student and we had a just found out that we had a baby on the way. After two and a half years in the Hall, I was hired full time, and saw these benefits multiply.

Over the years I've heard co-workers ask the question, "What has the union done for me lately?" I've always been perplexed when I hear this question, not understanding how anyone can't see the day-to-day benefits of being a union member. So, here's what the union "has done for me lately"...

- Every minute that I work over eight hours is paid overtime
- Every minute that I work over 12 hours is paid double-time
- Every minute that I work when called out from home is paid double-time
- Overtime for travel in if I come in early
- Overtime for travel in and out if I work on my day off
- Meal compensation while working overtime

- An eight-hour rest period after working eight hours of overtime, or compensation if I do not get eight hours' rest
- Paid sick days
- Paid holidays
- Paid vacation that increases with seniority
- Consistent yearly wage increases
- A contract that covers everything from vacation hours and sick leave to overtime and job bidding
- Business representatives and shop stewards who make sure that the company adheres to the contract
- Negotiations to secure the best possible medical and retirement benefits
- Ad Hoc committees who negotiate for specific work groups

The list goes on and on, yet it seems that many of our union brothers and sisters have come to take union membership for granted. If you have doubts about what the union is doing for you, take a look at what your employer offers at the beginning of negotiations. Look at employment in a comparable position with a non-union company. Most of us couldn't imagine working under the conditions at non-union companies.

Now when I hear the question, "What has the union done for me lately?" My response is "You are the union. How involved are you in the future state of your working conditions?"

I advise all union members to get involved. Go to unit meetings. Talk to your shop stewards and business reps on how to get involved. Don't wait for the union to do something for you... understand that the union is doing something for you every day.

The question should not be what the union has done for you lately, but what have you done for your union?

— John Edwards,
IBEW 1245 Shop Steward

International Labor Communicators Association Awards IBEW 1245 Recieves Seven Awards for Excellence in Print and Electronic Media

IBEW 1245 is the proud recipient of seven awards from the International Labor Communications Association (ILCA) in 2017, including two first place awards for our union newspaper, the *Utility Reporter*.

- **1st Place:** Newspapers and Newsletters / Magazines *Utility Reporter*
- **1st Place:** General Excellence / Print Publication / Local/Regional/Statewide Labor Unions in one of the following categories based on size / 10,001-30,000 *Utility Reporter*
- **1st Place:** Electronic Media / Best Promotional Video / Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations *Linemen Without Borders*
- **2nd Place:** Visual Communication Awards / Best Front Page/Cover / Newspapers and Newsletters (Print) / Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations *Utility Reporter*
- **2nd Place:** General Excellence / Website / Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations *IBEW 1245 website*
- **3rd Place:** Political Action/Organizing Campaign / Best Collateral / Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations *Keep Diablo Canyon Open rally sign*
- **3rd Place:** Writing Awards / Best Electronic Content / Local/Regional/State Unions, Federations, Central/Area Labor Councils & Allied Organizations *IBEW 1245 website*



Rene Cruz Martinez Joins Local 1245 Staff

Six-year IBEW member Rene Cruz Martinez has joined the IBEW Local 1245 staff as an organizer. He will be stepping in for Jammi Juarez, who recently accepted a new position with IBEW International.

Brother Cruz Martinez started with PG&E in July of 2011 as a customer service representative at the Sacramento Call Center. Over the years, he has worked as an operating clerk at the Concord RMC, a materials handler in both Fremont and Marysville, and, most recently, a Routine Field Clerk in San Luis Obispo, a position he relinquished to join the Local 1245 staff.

Cruz Martinez began his union activism shortly after joining the union, when he volunteered on the weekends to fight against California Prop 32 in 2012. He was instrumental in pioneering IBEW 1245's organizing steward program, and has been an active participant in the program since its inception. As an organizing steward, Cruz Martinez worked tirelessly on numerous internal organizing campaigns — from educating his co-workers about the union difference on a daily basis and leading contract fights and ratification votes, to standing in solidarity with

Local 1245 members at Diablo Canyon. He also participated in several new organizing campaigns, including the Sunoptics campaign, the Taylor Farms Campaign and most recently, the San Diego Gas & Electric call center organizing campaign. Rene has participated in a wide variety of state and local political campaign fights that directly impact our members, most recently at the City of Berkeley, and is spearheading the upcoming elections at the Irrigation Boards in Merced, Turlock and Modesto. He has also traveled to Wisconsin, Indiana, Arizona and Nevada to lead campaigns.

"I decided to join the staff of IBEW Local 1245 because I have a passion for organizing, and doing it full-time will allow me reach out to more people and share the union difference with them," said Cruz Martinez. "I am beyond grateful for this opportunity and excited to work with the awesome leadership of this local."

Cruz Martinez is a leader in Solano Chapter of the Electrical Workers Minority Caucus, the Sacramento Central Labor Council and the Stonewall Democrats of Sacramento. In his free time, he enjoys travel, music, concerts, history and art.



Rene Cruz Martinez

Applications are now being accepted for IBEW 1245's annual

Scholarship Program



Learn more and apply at www.ibew1245.com/scholarships.

All active Local 1245 members are now eligible for the union's new

\$25,000 Accidental Death & Dismemberment (AD&D) benefit.

The Death Benefit has also been increased from \$1,000 to \$2,500. These benefits come at no additional cost to our members.

Get the details and find out how to designate your beneficiaries at www.ibew1245.com/newbenefits.

While hundreds of thousands of Floridians raced to evacuate their homes in anticipation of Hurricane Irma, more than 100 members of IBEW Local 1245, including PG&E line crews, operators and field support staff, headed directly into the path of the storm.

Knowing that Irma would likely knock out power for millions of Florida residents, these members selflessly volunteered to be part of the relief effort, which was facilitated through a mutual aid agreement that PG&E and Florida Power & Light (FPL) signed in 2014.

"It looked like there would be a lot of devastation, and I knew I could be a helping hand, so when the opportunity arose, I was all for it," said Nick Smith, a GC lineman who works out of Bakersfield.

For two weeks, the members worked tirelessly — 16 hours a day, with just eight hours between shifts, and no days off — to bring the power back on as quickly as possible.

"We went right to work"

On Sept 8, as evacuation orders were being imposed in counties all across Florida, the team from PG&E boarded a plane to the "Sunshine State," intent on arriving before the storm hit so that they could jump into action as quickly as possible.

"They put us up in a Category 5-rated hotel, and the hurricane went right through us, but we felt very safe," said Dan Barber, a GC line foreman who works out of Auburn. "We had trucks lined up for us — we were using [FPL] trucks — and our tools that we sent got there quickly. So as soon as things cleared and it was safe for us to get out of the hotel, we went right to work."

Most PG&E line crews are accustomed to challenging work conditions and rough terrain, but what they encountered in Florida was well outside the realm of what they're used to. The gale force winds from the hurricane took out much of Florida's jungle-like vegetation, making many areas practically impassible. The sandy terrain, combined with standing water, meant that the crews had to use sophisticated air compressors in order to dig holes for utility poles. The swampy weather and extreme humidity, which at points soared above 90%, resulted in work clothing that was completely soaked with sweat in just a matter of hours, and the storm had deposited so much water that in some places, it went up past the tops of members' boots.

Additionally, toxic vegetation and wild animals — including poisonous snakes, spiders, fire ants, massive mosquitoes, crabs and crocodiles — could be lurking anywhere, which added another level of excitement to the work.

"When we first got there, we got briefed on all the different wildlife we might encounter; poisonous plants, and all these different animals, snakes and bugs. We don't have anything like that in Bakersfield, it was definitely stuff I've never come across in a work environment



before," said Smith. "Right next to where we were staged, there was a big alligator swimming in a pond. And I saw a spider the size of my hand. It was crazy."

"Like rabid dogs"

Despite the innumerable hurdles, the PG&E crews quickly surpassed FPL's expectations in terms of productivity. After an initial round of patrolling, the Local 1245 members were given the go-ahead to commence restoration.

"As soon as they gave us the opportunity to break loose and go get stuff done, we were like rabid dogs going after the work," Barber recalled. "They couldn't keep up with us with the tags; they just weren't giving us enough to keep us busy for the day. So once we got all our tags done, usually before noon, then we'd go back to where we'd previously patrolled, and started fixing things that we were aware of, or stuff that customers ran us down for. It really felt like we were taking care of the people out there."

"I think the average for FPL was 25 tags a day, but for us as a group ... we completed something like 75 tags a day," said Smith. "As a relatively small workforce, we made a big impact."

Feeling the love

There's no question that the customers were exceptionally grateful when they saw the line crews in their neighborhood. Many would come up to them just to express their gratitude, or ask if there was anything they could do to help. People lined up to do the line-

men's laundry so that they would have clean clothes for work. One resident with a golf cart offered Smith and his tools a half-mile ride back from his truck to the pole he was working on.

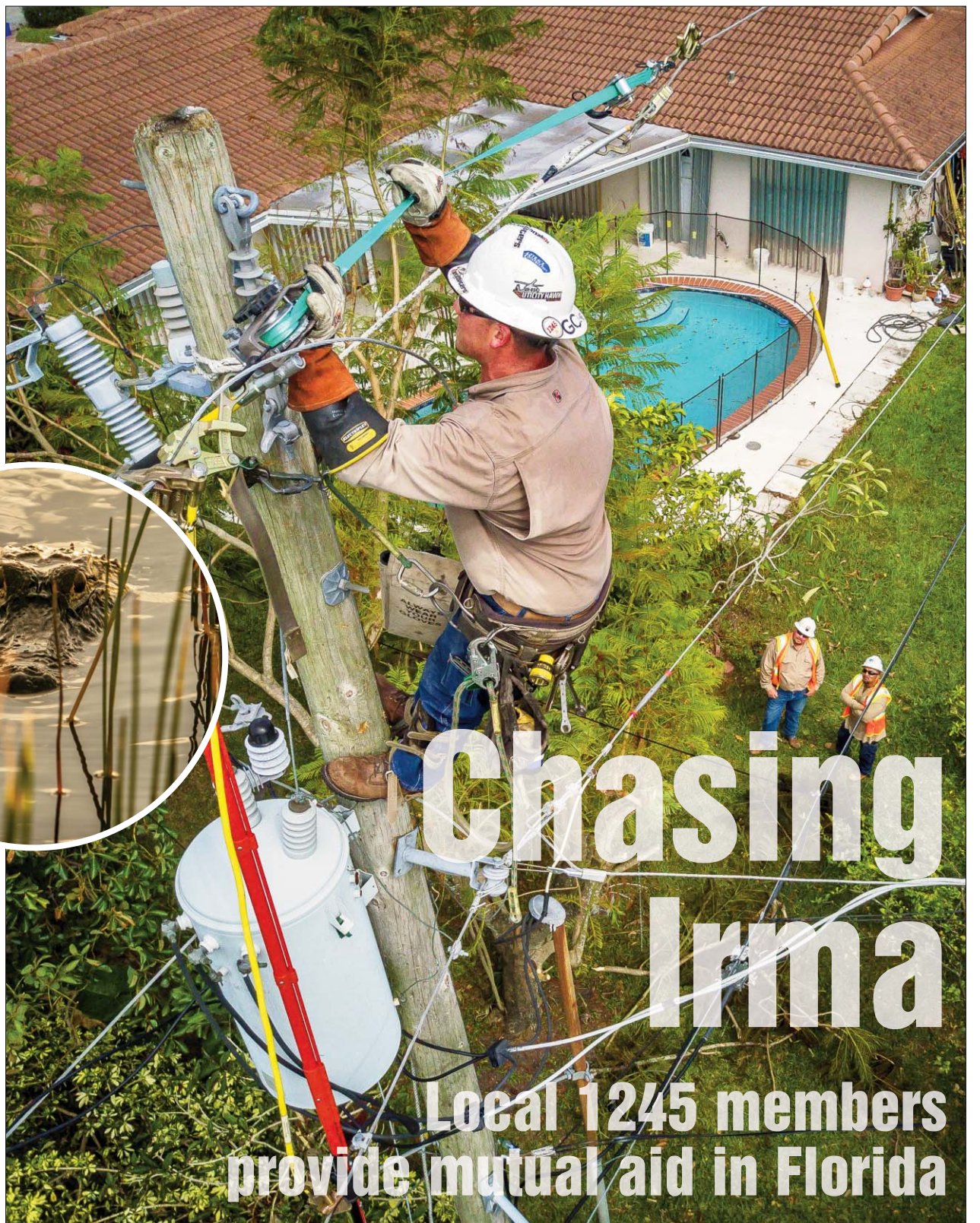
"Everyone was really willing to help out," said Smith. "They would give us pretty much anything they had."

The crews were frequently offered beverages, pop-sicles and snacks from thankful residents. In one instance, Barber's team was treated to a delicious lunch by a local caterer who had a bunch of food that was going to go bad, and decided that the crew deserved something special that day.

"We felt the appreciation and the love big-time from the people of Florida," said Barber.

The relief effort wasn't limited to just those working on the ground. In the aftermath of the storm, FPL's call centers were confronted with extremely high call volume, so a team of about 30 customer service representatives in Sacramento provided additional support remotely by fielding some of those emergency calls and outage reports that were coming in to FPL's customer service lines. According to PG&E, this was the first time that the company partnered with another utility to provide call center support during a natural disaster.

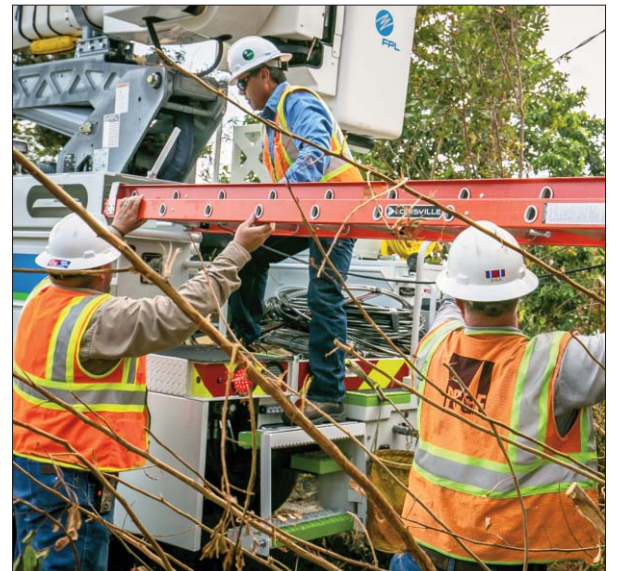
"Technology is making it possible for our members, working in their own center, to provide direct support to FPL as they work tirelessly to restore power to millions of customers. Service is their profession, and we are proud to answer the call of duty," said IBEW Local 1245 Business Manager Tom Dalzell.



**Chasing
Irma**
Local 1245 members
provide mutual aid in Florida



Photos by John Storey



“I’d do it again in a heartbeat”

Thanks in large part to all of the help FPL received from Local 1245 members, as well as other linemen who came in from all over the country, power was restored for the vast majority of customers far more quickly than anticipated. According to news reports, as many as 6.7 million homes were without power immediately after Irma, but by the time the PG&E crews returned home on Sept 23, that figure had dropped to less than 75,000.

“It’s a big team mission, and it’s something that

feels good to be a part of. I feel like it’s a notch in the career belt to be a part of something like this,” said Barber. “We got a chance to go over there and show them what we’re about. I feel like we had a big impact, and from what they told us, we did. Anywhere this work group goes, we impress everyone.”

“I really liked [the experience]. I think it made me better as a lineman,” said Smith. “It makes you feel good, helping people out like that. I would absolutely do it again in a heartbeat.”

— Rebecca Band,
IBEW 1245 Communications Director

Paul Foster gives a rail car an oil change.



Photos by John Story

Local 1245 members at SRT keep people moving

Right on Track

The IBEW Local 1245 members who work at Sacramento Regional Transit (SRT) ensure over 1.5 million residents can safely travel to and from work, home, and school throughout Sacramento County each year. With 67 bus routes, 229 buses, and one of the busiest light rail systems in the nation, SRT and its workers play a critical role in creating more livable and walkable communities, while also ensuring that those who rely on public transit can get where they need to go.

Earlier this year, Sacramento hosted the first and second rounds of NCAA's "March Madness," during which SRT transported more than 9,000 basketball fans who flocked to the area for the tournament. From North Sacramento to Downtown to Rancho Cordova, Local 1245 members are hard at work every day to make sure SRT runs safely and smoothly for residents and visitors alike.

"Making the track safe"

In North Sacramento, Track Maintainer Paul Williams starts off each day with a safety briefing at the main repair center before heading off to work through his list of tasks for the day. Typically, he'll either be in the field doing inspections or in the shop doing repairs or fabrications for the light rail. A fabricator by trade and a certified welder, Williams' job also entails making important repairs on insulators throughout the day.

"We go out there and look at the track that the light rail runs on, and check all the switches and all the components that make the track safe for our customers," explains Williams.

"Head on a swivel"

Teng Vang, a level 1 line worker, per-

forms regular maintenance at the substation to ensure everything is running properly. He recently moved from the maintenance program to the apprentice training program, where he says safety is key.

"Anytime you're working with high voltage sub-signals... everyone has to have their head on a swivel," he said.

Just beginning his career at SRT, Vang is enthusiastic about the opportunities and support he has available to him through his union job.

"I like what I do. It's something I never thought I would be doing, but it's a challenge, and I want to be doing something that not everybody does," he explained.

"Safety as number one"

Line Worker Technician Earl Eldreth, has been with SRT for nearly two decades and is responsible for keeping things on track — literally. When the *Utility Reporter* caught up with him in Rancho Cordova at the F Line Substation, he and his team were performing a



Paul Williams fabricates a part.

quarterly inspection.

"We're doing some minor testing of the protective relays in the substation, and making sure everything is working as intended," he explained.

SRT is regulated by both the Federal Railroad Administration (FRA) and the State of California Public Utilities Commission (PUC). IBEW 1245 members like Eldreth work to ensure that SRT meets all federal requirements, including inspections.

"We do all the signal work on the rail, the switches, signals, grade crossings, and interlockings," he said. "We do all that testing and all the periodic inspections that have to be done."

As a more experienced worker, Eldreth also helps to support and

instruct new hires as they work through SRT's rigorous new training program.

"It's a program that just started a couple years ago, and we're making sure we teach safety as number one," said Eldreth.

"The union helps us out"

There's no question that the workers at SRT value the union and the many benefits that it has afforded them.

"[IBEW 1245] keeps us in a good job, a good working environment, and top pay," said Eldreth. "And they back us up if we ever get into some kind of trouble."

Although he's much newer to the union, Vang agrees with Eldreth's perspective.

"I like that it gives us a voice ... and if



Jeff Reimund, Eddie Laud, and Don Franks work in the body shop.



Victor Media greases a rail track.



Teng Vang makes sure the substation is immaculate.

we're not being treated fairly, it helps us out," said Vang. "I think the union is something for us to keep."

But with a U.S. Supreme Court case threatening to undercut everything that the workers at SRT — and other unionized public employers all across the nation — have fought for over the years, they'll need to take action if they want to keep the union strong. More than a dozen SRT workers have formed a Volunteer Organizing Committee (VOC), and this fall they began reaching out to their co-workers one-on-one, to talk to them about the union and ensure that they'll maintain their union membership even if the Supreme Court rules to disband union shops in the public sector.

The campaign kicked off on October 9, and within just the first 24 hours, the group had already collected signed re-authorization cards from 68 of their co-workers. Their goal is to reach 100% of the bargaining unit members before Thanksgiving, and as of this writing, the group was on track to meet that goal.



Connie Bibbs works in SRT's parts department.



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LONNIE R. STEPHENSON
International President

KENNETH W. COOPER
International Secretary-Treasurer



August 17, 2017

VIA EMAIL

To: All IBEW Local Union Business Managers in the United States and Canada

Dear Sisters and Brothers:

Solidarity is best summed up by the old labor movement slogan "an injury to one is an injury to all." One of the greatest blessings that comes from being a member of the IBEW is the knowledge that despite our many differences, you can feel confident that your fellow union brothers and sisters have your back. It is that attitude that gives us our strength and power as a trade union.

That is why I am disturbed to hear about some recent worksite incidents targeting minority members. Make no mistake, incidents like these are rare and do not reflect the attitudes of the overwhelming number of IBEW members.

But it is incumbent on us as IBEW leaders to call out any instance of discrimination on the worksite or at the union hall. Prejudice against any working person — whether because of their race, religion, sex, sexual orientation, gender identification, disability or national origin — runs counter to our deepest values as union members.

Bigotry of any kind divides member against member, destroys the foundations of solidarity and undermines our power as a union.

The strength of the IBEW derives not just from our diversity — whether it is color, creed, gender or sexual orientation — but from our commitment to solidarity. It is that commitment by every member to stand by each other that makes us unique.

As IBEW activists, we must take action to protect this brotherhood from those who would weaken those bonds of solidarity. And that means we must speak out on behalf of any IBEW brother and sister who is the victim of on-the-job bigotry and call out those who would divide our members against each other.

It is vital that any member who is the victim of, or witness to, discriminatory behavior or hate speech at work or in the union hall, immediately contact their union representative and employer.

With best wishes, I am

Fraternally yours,

Lonnie R. Stephenson
International President

LRS:knm
Copy to All International Vice Presidents
All Executive Assistants



Volunteer Organizing Committee at SRT holds up their signed re-authorization cards

Total Devastation



In California, autumn is “fire season.” In recent years, our state has seen upward of a dozen fires between August and November, and they generally hit the big forests and other remote, wooded areas with dense foliage.

But the series of wildfires that tore through the North Bay in early October was completely different. The flames hit heavily populated cities and towns, decimating entire communities, taking dozens of lives, and leaving thousands of people without homes – including 29 members of IBEW 1245.

“Absolutely heartbreaking”

Many IBEW 1245 members are accustomed to working in areas hit by fires, but few were prepared for what they encountered in the North Bay.

“It’s absolutely heartbreaking. It almost looks like a war zone,” said Phuong Tran, a PG&E gas service representative out of Oakland. “Entire neighborhoods are wiped out. Parts of the city look like they’ve been shelled. The reports in the media and pictures on TV

really do not do it justice, you have to see it for yourself. It’s unbelievably tragic. It’s something I’ll never forget until I leave this world.”

“There are zero houses left here in Coffey Park. When I first saw it, I was in shock, because I grew up in this neighborhood, and I have a lot of friends in this neighborhood that lost their houses,” said PG&E Line Foreman Andy Contreras, a Santa Rosa native who now works out of Lakeville. “I’ve seen stuff like this after the Valley Fire, but this is different because it hit a lot more homes, and because I know people here.”

“I had to tell him his house was gone”

The smoke was still heavy in the air when the *Utility Reporter* caught up with Contreras and his crew as they were working near the train tracks in the residential area of Santa Rosa that was hit hardest by the Tubbs Fire.

“That house right there was my friend’s house,” Contreras said, gesturing to large pile of ashes and rubble. “I had to call him up at 4am to tell him his house

was gone.”

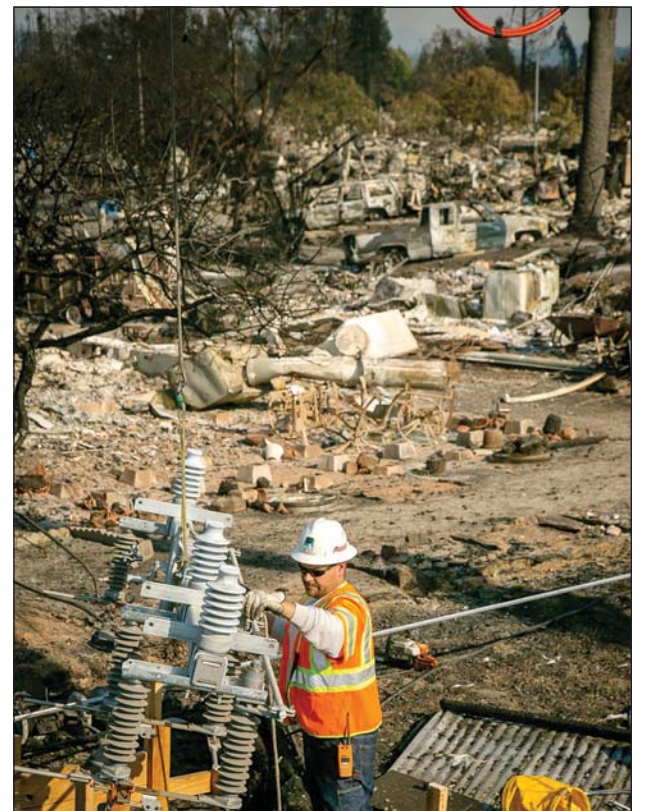
For Contreras and the other members with close ties to the community, working to restore power to the area was an experience rife with emotion. But with so much work to do, there was little time to mourn. Amid the devastating scene, Contreras and his crew worked diligently to replace some of the 1,500 utility poles that were damaged or destroyed by the fire. On this particular day, the crew was replacing two poles adjacent to the train tracks on the Fulton-Santa Rosa #2 line.

To ensure that everyone stayed safe while working in the train’s right-of-way, Contreras had to be in close contact with the Sonoma-Marin Area Rail Transit (SMART) train operators. And the trains were far from the only safety-related challenges they encountered.

“There’s a lot of burnt debris, burnt poles, broken wire ... and then there’s the [residents who were evacuated] coming back in and looking at their houses,” noted Contreras.

The fires made for extremely limited road and aerial access, and PG&E needed express permission from CALFIRE before accessing each neighborhood. Com-

Local 1245 members work to restore power in North Bay fire zones



pleting the work safely was the primary goal for all of the crews, and close attention was paid to every potential safety issue, be it minor or major.

“A lot of respect and gratitude”

In an area of Santa Rosa where some homes were still standing, Gas Service Rep Phuong Tran prepared to begin his work day, with a queue of more than 40 customers waiting for his help. Tran had spent a few days working in Napa at the scene of the Atlas fire before heading to Santa Rosa.

“The days are really long, but I try and keep a positive attitude about it,” said Tran. “The community is really strong and helpful, and the people have been so kind under extremely tough circumstances. They’ve treated all of us GSRs with a lot of respect and gratitude. When they see me, they’re so grateful, since some of them haven’t had hot water or hot shower for four or five days.”

Gas service work in the fire zones is a time-consuming, safety-oriented process. First, PG&E must shut off

the gas in the affected areas. Then, all the necessary repairs are made, and everything is double-checked to ensure there are no leaks. Once it has been deemed safe, the final step is to re-light each home, one at a time.

“The customer has to be home for us to re-light, so I get to see every customer face-to-face. I hear their stories, I see the sadness,” said Tran. “I’m there to do my job, but also I try to be a good person, understanding that these people have been through a lot. I tell them, ‘Things will be OK, this is the easy part. You guys have already been through the hard part.’ It’s not like it’s my job to make them feel better, but we’re all human beings.”

“Some sort of normalcy”

The fires left 359,000 customers without power and 9,100 customers without gas, and crews were called in from all across the state to assist. But despite the hefty work load, long hours and challenging conditions, most of the members were grateful to be part of the

restoration process.

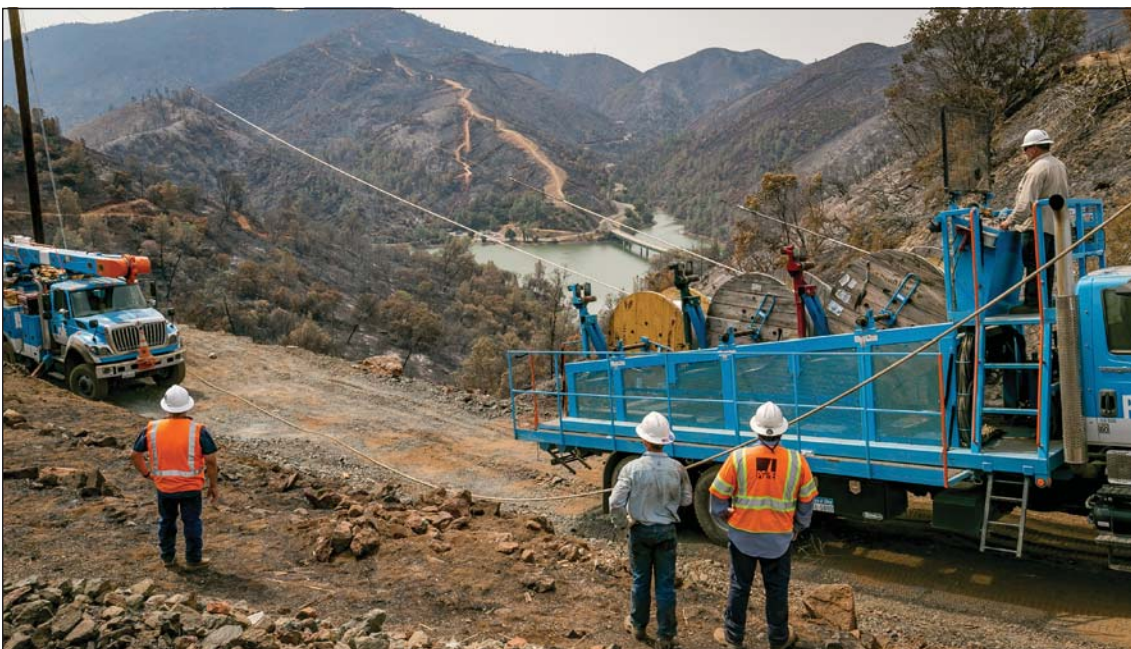
“It’s almost an honor that I get to be here, to help put things back together, but it’s devastating at the same time, because these are my friends’ houses, their lives,” said Contreras.

“These people have been through a lot, I just want to do my part for them,” said Tran. “Things will probably never be ‘normal’ here, but we’re just trying to bring some sort of normalcy, and make their day a little bit better.”

IBEW Local 1245 has taken up a collection for our members whose homes and possessions were taken from them by the fires. The union hopes to give these brothers and sister a bit of financial support as they begin the long and arduous process of rebuilding their homes and lives. To contribute, please visit www.gofundme.com/ibew-1245-wildfire-relief-fund.

— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey and Phuong Tran



Left to right, John Fondon, Zach Tritch, Miguel Gomez, Bill Smith, John Johnson, Jack Tiger, Richard Barcellos

Fire on Detwiler

Photos by John Storey

On July 16, 2017, a series of gunshots caused a fire to break out near Detwiler Rd in Mariposa, CA. The wildfire spread quickly through the area, and dozens of neighborhoods were ordered to evacuate. According to CalFire, it took over a month to fully contain the blaze, which burned more than 81,000 acres and destroyed 63 residences, 67 minor structures and one commercial structure.

The fire knocked out power for approximately 11,000 customers, and PG&E dispatched over 100 workers and dozens of contractors to the scene to begin restoration just as soon as it was safe enough to do so. At least 36 transmission poles and more than 200 distri-





bution poles needed to be replaced and reconnected.

Restoration work after a fire is generally pretty tough, and this was certainly no exception. The *Utility Reporter* caught up with a PG&E GC line crew working restoration on the banks of the Merced River on a hot, dry day in early August. IBEW 1245 member Bill Smith explained the difficult nature of the job at hand.

“Today, we’re reconducting a section of conductor. We’re pulling wire from here all the way across the river, over this canyon, up to the top of that hill, which is about 3,000 feet away,” Smith explained. “It’s very challenging. Lots of canyon crossing, very steep terrain. The bad terrain is really the biggest [issue]. There’s no vehicle access in most of these locations, so everything’s got to be on foot.”

“Our biggest challenge is pretty much not falling off the side of the hill,” he added with a laugh.

Despite the hot weather and poor terrain, the crew handled the job with aplomb, and power was restored to Mariposa quickly and without issue.



Third Time’s a Charm for PG&E’s Revenue Assurance Representatives

On Thursday, August 24, PG&E’s revenue assurance representatives voted to join Local 1245 in a mail-in ballot election. The final result was 13 Yes to 4 No, with 17 out of 19 eligible voters participating.

This was the third organizing effort in recent years for this classification, which investigates discrepancies in energy consumption (such as electricity theft) throughout PG&E’s territory. Calary Blue, a veteran of past organizing campaigns, approached IBEW in January. She and a handful of her co-workers were as committed as ever, but the group recognized that it would need to approach things strategically in order to succeed this time around. It wouldn’t be enough to just sign authorization cards, file for an election, and have a vote – the history had to be taken into consideration, and the volunteer organizing committee (VOC) would have to be the driving force of their own campaign.

One pitfall of previous organizing efforts was the STIP – the annual bonus that PG&E A&T/management receive. The company had been sure to emphasize that bargaining unit members do not receive these, and some workers chose not to organize out of fear of losing this income. In consideration of this, serious efforts to organize didn’t begin until April, after the yearly STIPs had already been issued.

It was important to expand the VOC to include some new faces. Many revenue assurance reps had not been around during previous campaigns, and while some had come from non-union jobs, others had been part of Local 1245’s bargaining unit. Their real-world union experience was, without question, essential to building support. Additionally, the concerns of those who had been around for previ-

ous organizing drives had to be taken into consideration. The VOC was sure to include previous No voters in the conversation.

“Two times I voted against joining the union. I felt that I was part of a team, had management perks. Then I see union employees getting regular raises,” explained Ross Tate, “[while] my compensation is at the will or mood of my supervisors.”

In addition to the unreliable pay increases, fear of having their work assigned to other employees, perceived retaliation for speaking up, and other hazards of being an “at will” employee cemented the group’s desire to organize. The company eventually found out, however, and they encouraged workers to remain non-union.

“The flexibility you now enjoy as a non-represented employee, such as flexible work schedules and hours, individual arrangements with your supervisor for time off, and working remotely would all be subject to negotiations,” the company stated in a letter to revenue assurance reps. What the employees ultimately inferred from the letter and meetings was that flexibility for the company can mean uncertainty and job insecurity for the worker. The ability to negotiate was not discouraging—it was the whole point.

The group hopes to begin bargaining as soon as possible. Local 1245 has begun the process by making requests for information such as pay history and job descriptions; the next steps will be for the group to choose their negotiating committee and develop bargaining proposals. With this clear victory to prove their commitment, the revenue assurance reps are confident they’ll find success as members of IBEW.

— Rick Thompson, IBEW International Lead Organizer



Calary Blue (left), a revenue assurance rep who served as the union’s observer during the vote count, and International Lead Organizer Rick Thompson share the election results just after the final tallying of ballots.

PG&E Computer Field Analysts Unanimously Approve New Agreement

In August, IBEW 1245 concluded negotiations with PG&E for the computer field analyst workgroup, which voted to join Local 1245 in 2015. The tentative agreement provided for enhanced job security, significant wage increases for most members, general wage increases going forward, and four classifications within the newly created computer field analyst department.

The agreement was subject to ratification by the CFA workers, and ballots were counted on Wednesday September 13, 2017. Ballots were mailed to 52 eligible CFA members, and 50 members returned their ballots. The union committee members and union leadership thought this was a great agreement, and so did the

CFA workers. Every member who returned a ballot voted “YES.” View the official vote tally at <http://ibew1245.com/wp-content/uploads/2017/09/CFA-ratification-vote.pdf>.

Special thanks to IBEW 1245 CFA committee members Collin Campbell, Tracy Dumont, Shane Lamb, Alfreda Smith, Braden Warrender, Ethan Wright and Steve Zaragoza. Their hard work on this agreement, commitment to their co-workers and patience with the process was critical to the successful outcome of the agreement.

View the letter agreement at www.ibew1245.com/files/PGE-docs/LA-17-22-PGE.pdf.

— Joe Osterlund, IBEW 1245 Senior Assistant Business Manager



Flexible, Nimble and Quick: Local 1245 members from PG&E brainstorm ideas for worker-driven process improvements

In the corporate world, the notion of “continuous improvement” has been getting a lot of buzz in recent years. From the Japanese concept of *Kaizen* to the “Six Sigma” strategy that became popular in the U.S. in the mid-90s, corporations all over the globe are constantly looking for ways to streamline processes, eliminate waste, increase productivity, and above all, save money.

When it comes to ideas for continuous improvement, there’s no better resource than the workers themselves. Their collective experience and know-how makes them the single best resource for innovative recommendations. Union members at PG&E are positively brimming with easy-to-implement, no-nonsense suggestions to improve the company. But up until now, they’ve been unsure as to how to put their ideas out there, which



Tom Dalzell

is what prompted IBEW Local 1245 Business Manager Tom Dalzell to host a unique seminar focused specifically on worker-driven process improvements.

“What we’re here to do today is to talk about how we can make PG&E a better, smarter and more efficient company,” Dalzell told a room full of members who came together on Sept. 25 for the seminar, “but not at the expense of giving up what we’ve fought for and won over last 60 years, and not at the expense of giving up jobs. This is an experiment, and we’ve designed it in a way that we think has the best chance of success.”

“Flexible, nimble and quick”

Dozens of members from just about every line of business joined this first-of-its-kind event, which was facilitated

by Paul Adler, a professor at the University of Southern California. Adler has studied many large corporations that have pursued similar continuous improvement efforts, and he opened up the seminar by sharing case studies from several big companies, including Toyota and Kaiser, and explaining



Ralph Armstrong

the continuous improvement principles commonly adhered to by these and other corporations.

The union then took the opportunity to share some examples of union-driven continuous improvements that Local 1245 has already undertaken. Senior Assistant Business Manager Ralph Armstrong detailed Local 1245’s peer-to-peer safety program, which is an improvement that was borne out of necessity — far too many workers were being grievously injured and killed on the job. The peer safety program has continued to grow and evolve over the years, and serves as a prime example of what can be accomplished when the union takes the initiative to make a far-reaching difference in the workplace.

Senior Assistant Business Manager Bob Dean provided insight into a much newer continuous improvement initiative regarding electric vehicle (EV) charging stations. He explained how Local 1245 is ready to demonstrate that PG&E’s workers can install EV stations just as well, if not better, than the outside contractors that PG&E is considering bringing in for this new project, but doing so will mean upending the usual processes. According to Dean, delving in and fine-tuning the EV station installa-

tion process will require us to be “flexible, nimble and quick.”

“We’re committed to doing whatever we have to do to make ourselves better, and we’re ready to go wherever the industry takes us,” said Dean. “We believe we’re the best in the world at what we do. We can compete against anyone and win.”

“Communication is the biggest key”

After the presentations concluded, it was time for the members to get down to brass tacks. They broke out into groups delineated by line of business, and began brainstorming different ideas aimed at improving efficiency, safety, quality, cost and customer satisfaction.

“The group that I worked with, I had



Bob Dean

never met them before, but we realized that we all have the same goals,” said Alicia Rodriguez, who works in Damage Claims at the Concord RMC. “We all have so much knowledge, and we all want to work together [to improve the company].”

Each group outlined their best ideas on large sheets of poster paper, which were hung up on the walls for all to see. The members then toured the room as if it were a sort of interactive museum, stop-

ping in front of each poster to take in the unique ideas presented, and voting on the ones they liked the most by tagging them with brightly colored Post-It notes.

The ideas were wide-ranging and varied, and there were recommendations related to nearly every process, but the ones that seemed to stick out to many of the attendees pertained to improving communication among employees at the company.

“I think communication is the biggest key, across all lines of business,” said Luis Sotomayor, a lineman working out of Grass Valley. “Just opening that up, and having us all on the same page, is going to be beneficial to everyone.”

The seminar concluded with a discussion about the best ways to move forward and present these ideas to the company. Dalzell stated that the union would endeavor to go directly to PG&E Chief Operating Officer Nick Stavropoulos, and would advocate for a system-wide type of listening tour, where every union member would have a chance to express their own unique ideas.

The members who participated in the seminar seemed cautiously optimistic about the potential for positive change on the horizon.

“I think this could be a success, but only if the company is willing to listen to what the union has to say,” said Richmond Electric Crew Foreman Terry Washington.

— Rebecca Band, IBEW 1245 Communications Director

Photos by John Storey



Tower of Power

Local 1245 members recoat transmission towers to protect the environment

PG&E has upwards of 46,000 transmission towers across its service area, and many of them were erected several decades ago. The company has identified 6,000 of these towers that had been coated in lead-based paint, which was discontinued for residential use in 1978. In some cases, the lead paint on these towers is beginning to peel off, and PG&E has launched a large-scale proactive endeavor to re-coat all of its lead-based painted towers with a new, environmentally friendly acrylic-based paint.

According to PG&E's website, the first phase of the project is focused on towers that are in close proximity to homes, schools and parks, which accounts for a substantial percentage of the towers in question. The *Utility Reporter* caught up with a tower painting crew as they worked on a 115kv transmission tower located near a school in San Bruno, just across the freeway from San Francisco Airport.

"The towers we're doing here are being painted aviation red and white. [Since these towers are near the airport] they have to be painted these colors by spec," Ken Meyer, working foreman B in PG&E's Insulation and Coatings Department, explained. "We also do green towers and silver-gray towers, depending on what the location calls for. Most locations call for green because it blends into the environment more."

Meyer noted that PG&E is taking every precaution to preserve the environment throughout the course of the project.

"We have biologists that come out and walk the area down. There's protected species here, so we want to make sure that we keep those species protected," said Meyer. "We have had an environmentalist on site the entire time we're working on these towers."

So how exactly do the crews remove and replace the paint while also protecting the natural resources that surround the towers? Meyer explained exactly what the process entails.

"We use HEPA vacuum cleaners, which are used to vacuum and remove peeling lead paint off the towers. Once we've completed the cleaning on the towers, we go up and spot-prime, and then we put a finish coat on the towers to encapsulate everything," he said.

"We actually use a paint brush and a bucket. I know it sounds old-fashioned, but it's quick, efficient and safe," Meyer explained. "We lay tarps underneath the towers 20 feet out, in order to keep paint off of the ground. We don't want any paint going into the environment."

— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey



Front row, left to right: Chuck Kannal, Ken Meyer, and Angelo Figueroa. Back row: Gary Ribeiro, Gary Garcia, and Andy Hansen



The View from the Top



RODEO

IBEW 1245/PG&E West Coast Lineman's

The sun was hot, but it was the linemen who were blazing up the poles at the sixth annual IBEW 1245/PG&E Lineman's Rodeo, which took place in Livermore on July 29, 2017. Thirteen journeyman teams, 25 apprentices and three pre-apprentices came out to put their skills to the test in what has become one of the most exciting and well-loved events of the year. Each and every competitor arrived ready to give it their all in the hopes of doing well enough to advance to the International Lineman's Rodeo in Kansas City this fall.

"It kinda kicks your butt"

The Rodeo is designed to give linemen a chance to show off the skills they use at work, but it's a far cry from an average day on the job. The intensity of the competition, the pressure of the stopwatch, the large crowds of spectators and the outside-the-box events can make even the most seasoned linemen

a bit nervous.

For many of the competitors, the Mystery Events proved to be the most challenging aspect of the competition. Since the specifics of these surprise events aren't unveiled until the day of the competition, they are difficult to practice and prepare for. Zackery Doty, representing PG&E out of Bakersfield, explained how his first Mystery Event pushed him well outside his comfort zone.

"We had to change out the flying belt insulator with hot sticks, and that's something that we don't really do out in the field," said Doty, an experienced competitor who went all the way



Zachery Doty

to the International Rodeo last year. "It's pretty tricky to do it if you haven't done it in a while ... it kinda kicks your butt a little bit."

But of course, the competitors were happy to embrace the challenge.

"I like [coming to the Rodeo] ... because it sharpens your skills," said Tim Mace, who works for PG&E GC in Merced. "For example, you know that if



Tim Mace

you come here, you're going to have to do hot stick projects, and nowadays, we don't really do a lot of projects with hot sticks [at work] anymore."

Mace, who lives in Mariposa, noted the added chal-

Photos by John Storey

lenge of holding the Rodeo during fire season, as many of the linemen are working more hours than usual to restore power in areas that have been impacted by wildfires.

"We have one guy that got off work late last night, got home at 9:30pm, and left at two o'clock this morning to be here for this [Rodeo], and then has to work again at six o'clock in the morning tomorrow," he said.

"Goosebumps at times"

While the competitors showed off their skills on the poles, their families cheered them on from below. Watching a loved one race up to the top of the pole can be a real thrill, especially since families rarely get a chance to see their beloved linemen on the job.

"It is so much fun! I had no idea how exciting it would be," said Jordan Vaughn, who came up from Bakersfield to watch her husband, PG&E Apprentice



Heading to Kansas City!



Top three apprentices Gino Brancato, Bryan Ketch and Dustin Curry



The 1st place overall Journeyman team, comprised of Adam Beene, JP Richard and Anthony Albright

Mike Vaughn, compete for the first time. "But it's also nerve-wracking. I started to get goosebumps at times."

The linemen weren't the only ones who got to experience the excitement of being up on the pole. Some of the kids also got a chance to practice their climbing skills on a practice pole, as well as on the rock wall. Those who are still a bit too small to climb had activities of their own, including a petting zoo, face painting and free snow cones, which were enjoyed by kids and adults alike.

This year's Rodeo also featured a unique addition to the field of competitors. Ever since IBEW 1245 and PG&E launched this event six years ago, there's never been a woman enter the competition, but Pre-Apprentice Lineworker Shelby Wiedenbeck decided to break that barrier this year, becoming the first woman to compete at this Rodeo. Wiedenbeck quickly proved herself as a force to be reckoned with, coming in

first place in one of the three Pre-Apprentice events.

One of the most thrilling moments of the day was the "long line" demonstration. For most linemen, using the "long line" while suspended from a helicopter is just an average day's work, but for their families, friends and spectators, watching the feat up close was both breath-taking and eye-opening.

When the time came for the all-important awards ceremony, the competitors waited eagerly, hoping to hear their names called over the microphone and get that highly coveted trip to Kansas City.

This year, PG&E will be sending the top nine apprentices and top four journeyman teams to the International



Shelby Wiedenbeck

Rodeo. The decorated team from Grass Valley, comprised of Adam Beene, Anthony Albright and JP Richard, came in first place overall at this year's Rodeo, and will be heading back to Kansas, where they won it all back in 2014 and are looking to do it

again. They'll be joined by Nick Smith, Jordan Chene and Tony Humbert who are fresh off their big win at the NSUJL Rodeo last month; Luke Bogart, Jacob Hunt and Heath Hatch from Fresno; and Shannon Spah, Steven Bentley and Mike Medeiros, also from Fresno. Apprentices Colton Baker, Trent Kaher, Kyle Baker, Brandon Branch, Mike Binn, Gary Hoch, Gino Brancato, Bryan Ketch and Dustin Curry will be advancing to the big show in Kansas as well.

A heartfelt congrats to the winners:

Pre-Apprentice Division:

- First Place – Tyler Block
- Second Place – Orlando Perez
- Third Place – Shelby Wiedenbeck

Apprentice Division:

- First Place – Dustin Curry
- Second Place – Bryan Ketch
- Third Place – Gino Brancato

Journeyman Team Division:

- First Place – The Has Beens (Adam Beene, Anthony Albright and JP Richard)
- Second Place – MID (Jimmy Boere, Matt McCurdy, and Sean Coulson)
- Third Place – PG&E 1 (Nick Smith, Jordan Chene and Tony Humbert)

— Rebecca Band, IBEW 1245
Communications Director

Defending Our House

Local 1245 Public Sector Members Gear Up to Fight Back Against Anti-Union Attacks

On Tuesday, August 22, IBEW 1245 members from across the public sector packed Weakley Hall to learn about the growing attack on public sector unions and IBEW 1245's strategy to defend and build our house through Volunteer Organizing Committees (VOC) at each of our public employers.

The Threat

The Labor movement is bracing for a ruling on a U.S. Supreme Court case known as *Janus vs. AFSCME*, which will likely be decided before June, 2018. If the Court rules against the union, it would eliminate "closed shops" (also known as agency shops) in the public sector. This is essentially the same end result as so-called "Right to Work" (RTW) laws — the objective being to weaken unions and decades-old labor contracts, giving employers unlimited power to define and control wages, benefits, working conditions and regulations.

According to Professor Gordon Lafer, a nationally recognized labor expert from the University of Oregon who has documented the impact of RTW in the dozens of states where it is already the law, the detrimental impacts of such a policy are indisputable.

"Research shows that in Right to Work states, wages and benefits are lower for union and nonunion workers,

with zero impact on job growth," Lafer told the room full of Local 1245 activists. "The claim that RTW is about 'freedom' not to pay dues is false. In most states, people pay dues all the time, such as dues to participate in the Chamber of Commerce, or dues to the American Bar Association. The only 'right' that 'Right to Work' defends is the right to undermine workers' organizations, weaken union contracts and eliminate unions."

What's At Stake

To demonstrate what union members stand to lose under *Janus* and RTW, Local 1245 Assistant Business Manager Jennifer Gray held up an original 13-page agreement from nearly 100 years ago, and compared it with the current 120-page SMUD contract.

"The contract from 1918 looks a lot like your first house. It provides the basics, a roof, some security and comfort. Your current SMUD agreement is like your current home. It's built equity over time, because of generations of negotiations, and the investment that workers like everyone in this room have given over the years," Gray explained. "Now, how would you feel if someone came in and ripped the roof off your home? Because that's exactly what *Janus* would do!"

IBEW 1245 Senior Assistant Business Manager Ray Thomas reminded the



packed room that absent a labor contract, working men and women at public agencies are exempt from wage and hour provisions of the CA Labor Code.

"If we lose our contract, we lose the negotiated rules governing overtime, meal breaks, wages and so much more," said Thomas. "If we don't have revenue from union dues, we lose the ability to provide the highest quality representation, and the ability to educate policymakers who define the rules and regulations that affect our pensions, our healthcare, and so on."

How serious is the threat? Just ask the domestic workers' unions. In 2014, a Supreme Court decision (*Harris v Quinn*) stripped away the rights of domestic workers, an assault that was compounded by a well-funded, inten-

sive ground operation to encourage domestic workers to opt out of paying union dues.

"The anti-union Freedom Foundation sent mailers, phone-banked, door-knocked and showed up at our members' schools, churches and community centers spewing anti-union rhetoric," recounted United Domestic Workers (UDW) International Vice President Doug Moore. "We fought back. We listened to our 100,000 members. And by going door to door, member-to-member, and holding 1-on-1 conversations and using all the technology at our disposal, we re-signed our members. We turned fee-payers to full members. We grew our membership. We turned this threat into an opportunity and not only survived, but thrived."



Karri Daves with fellow members from MID

Photos by John Storey and Steven Marcotte

1245's Fight Back Campaign

Describing this moment as one of the most serious challenges confronting labor, IBEW 1245 Business Manager Tom Dalzell affirmed his belief that our members are up to the task.

Pointing to our experience defending and building our house in Nevada, which is already a Right to Work state, Dalzell emphasized that "We will suc-



Connie Bibbs (left) and Pao Lor from SRT

New Agreement Ratified at Liberty Utilities

The IBEW Local 1245 members at Liberty Utilities have ratified a new three-year collective bargaining agreement by a vote of 40-14. The CBA includes general wage increases of 4.5% in the first year, and

3% in years two and three. Members will receive an additional five days of vacation, an increase in comp time, and improvements in several work rules. Medical premium cost sharing will go up to 20% from 12%, and sick leave will

be reduced from 12 days to five days.

The bargaining committee was comprised of members Steve Larrance, Angie Custer, Jon McCue, Tyson Hurd, Haliagh Martin and Joel Kuntz.

— Pat Waite, IBEW 1245 Business Rep



The Liberty Bargaining committee, from left: Steve Larrance, Business Rep Pat Waite, Angie Custer, Jon McCue, Tyson Hurd and Haliagh Martin. Not shown: Joel Kuntz



Ray Thomas

ceed because of our membership. From linemen to clerical members, our members are stepping up and charting the course. This is your fight. We will support you in every way available. But your voice, your outreach to your co-workers is the most powerful strategy going forward.”

IBEW 1245’s organizers have teamed up with our public sector business representatives and developed a “fight back” game plan for our 2,500 public sector members. IBEW 1245 Organizer Eileen Purcell laid out the twelve-month campaign, which aims to re-sign 100% of our current membership and build leadership and capacity.

“Volunteer Organizing Committees (VOCs) are the heartbeat of our campaign,” Purcell said. “Our goal is to build leadership and capacity before, during and after the Supreme Court decision, so that we can re-sign our current membership as voluntary dues-paying members and reap the benefits of a fully engaged membership, no matter the threats we face.”

Business reps have begun discussing the threat of *Janus* and Right to Work at unit meetings. Members have attended conferences and trainings. VOCs have already been launched at several of our 31 public sector employers, including Sacramento Regional Transit (SRT), Modesto Irrigation District (MID), the City of Vallejo, and the City of Redding.

Connie Bibbs, a 31-year member of IBEW 1245, the unit chair at Sacramento Regional Transit (SRT) and a leader of the VOC, reported on the progress that her committee has made so far.

“We held our first VOC meeting on July 17 at the Union Hall. On August 16, we held our second meeting. We doubled in size,” said Bibbs. “Within 36 days, we’d held 98 face-to-face, 1-on-1 conversations, grown our VOC to 25 members, identified a point person in every one of our SRT departments, and collected 89 updated contact information cards (44% of our membership). We are ready to roll!”

Modesto Irrigation District (MID) Unit Secretary and VOC member Karri Daves, a 17-year member of IBEW 1245, reported that the MID VOC is comprised of 15 core members.

“Since our August 7 meeting, we have tracked 74 face-to-face conversations, identified 15 prospects for the VOC, and gotten three commitments to attend the next VOC meeting,” Daves reported. “We are also developing an MID flyer that tells the story of MID before the union came, and after we formed our union.”

Flanked by six of his co-workers who are on the VOC at the City of Redding, Unit Chair and VOC leader Dave Williams also reported on their outreach efforts and their plans to hold a family BBQ after Labor Day to educate members.

Tough Conversations

Members discussed ways to talk about RTW with members at work, at home and in the neighborhood — by dispelling myths, sharing the facts and recognizing there may be some tough conversations.

“I’d stress that without the organization [the union] we have no contract,” stated Dave Williams. “If someone doesn’t want to pay 1.5% of base pay in dues, I say, ‘Think about it. Think about our retirement and what the city pays, only because of the union contract we negotiate. Are you willing to lose upwards of 20% in value of your take-home pay and benefits?’”

Sacramento Municipal Utility District (SMUD) member and Organizing Steward Kim Camatti summed it up this way: “Without our contract, the employer determines everything, and we have no rights. Would you rather be paid the non-union going rate for your job, or the union rate?”

Building Our House

By the end of the training, members from 17 employers had set dates and made a plan to recruit their co-workers to the VOC.

“I’m excited about the level of enthusiasm that our members demonstrated for the fight,” said IBEW 1245 Business Representative Sheila Lawton.

“Today, our public sector members took ownership of this fight-back campaign to defend and strengthen their union,” veteran IBEW 1245 Organizer Fred Ross added.

Asked his impressions, Professor Lafer declared, “Almost every union I know is in a panic about what to do about Right to Work. But almost none have done what you’ve done at 1245: train rank-and-file members so they have a deep, intuitive understanding of

the issue and are equipped to talk to co-workers, and then send them out with a goal of having serious, face-to-face conversations with everyone in the union — and putting those conversations to the test by asking everyone to sign a renewed commitment to the union. It’s great to see such a serious and ambitious program, and one that doesn’t rely on staff to do everything, but puts members in leadership positions. I wish a lot of unions around the country could sit in on what you’re doing and copy it.”

Compiled by the IBEW 1245 Organizing Team



Professor Gordon Lafer



Tom Dalzell

Local 1245 Member Jimmy Ferris Wins Klein Tools “Electrician of the Year” Award

IBEW Local 1245 member Jimmy Ferris, a high-voltage substation electrician with the Sacramento Municipal Utility District (SMUD), has been selected as the Klein Tools National Electrician of the Year.

As Electrician of the Year, Ferris wins an all-expenses paid vacation to one of four iconic destinations that all include a tie-in to massive electrical operations: Sturgis, South Dakota, Las Vegas, New York City and Charlotte, North Carolina. His prize package also includes \$1,500 worth of Klein Tools products.

“I’m completely honored and absolutely blown away,” said Ferris. “Our craft is full of amazing tradesman that love what we do for a living. One of the things I love about my craft is the brothers I work with. We are family.”

Ferris was one of six regional finalists in the running for the national award. Online voting took place in September, and the winner was announced on Sept. 28.

Ferris was recently recognized by SMUD for stopping to assist an elderly woman with two flat tires on an extremely hot summer day. He removed the two wheels, had the tires replaced at his expense and reinstalled them at the side of the freeway. Ferris had not told anyone of the good deed, but the woman’s grandson shared the news with the utility’s general manager, and word spread quickly through the company newsletter.



Jimmy Ferris, Klein Tools Electrician of the Year

The journeyman electrician and construction foreman has also been recognized by many for instilling the value of safety with his crews. He has led numerous executive-level safety presentations and served on a joint labor/management committee that decreased preventable vehicle accidents from 27 to 7 in one year. Even during his off-duty volunteer work, Ferris shares work safety techniques to ensure every crew he works with remains safe while on the job.

“I’m very happy and proud to be a part of this brotherhood,” Ferris said. “Thank you to everyone for the support. And thank you 1245 for continuing the fight towards a safer better work environment.”



Jennifer Gray (left) and Gary Kidder, City of Roseville



UDW’s Doug Moore (right) shakes hands with IBEW 1245 Organizer Fred Ross.



Negotiator Training Helps Local 1245 Members Hone Their Bargaining Skills

On September 28, 2017, IBEW Local 1245 held its third biennial Negotiating Committee member training at Weakley Hall in Vacaville. More than 100 IBEW 1245 members from both public and private (including manufacturing) employers — most of whom have served on IBEW 1245 negotiating committee members in the past, or are prospective committee members for future IBEW 1245 negotiating committees — participated in the day-long training.

Senior Assistant Business Manager Dennis Seyfer kicked off the training with his own real-life examples of just how important it is for 1245's negotiating committee members to be on their game in order to best represent our membership. Mid-morning, Business Manager Tom Dalzell explained to the attending union negotiators that next to safety, contract bargaining is the most important function that IBEW 1245 performs for its membership. Dalzell pointed out that being an effective negotiating committee member is one of the most difficult, but also most rewarding, functions that a 1245 member could perform for the overall good of the membership.

The training was comprised of six key topics, including:

- The Role of the IBEW 1245 Negotiating Committee Member: Supporting the process before bargaining begins, and supporting the process at the table (led by Business Reps Pat Waite

and Sam Glero)

- Do the Research: Know the condition of the bargaining unit and the employer/Pricing the negotiating proposal/Classification Compensation Surveys (led by Senior Assistant Business Manager Ray Thomas and Business Rep Al Fortier)
- Getting to a table agreement, with focus on individual committee member feelings/beliefs on the package proposal, as well as supporting/explaining the table agreement before the membership (facilitated by Business Reps JV Macor, Al Fortier, Sheila Lawton, Jennifer Gray, Cruz Serna, Pat Waite, Sam Glero and Charley Souders)

- Insight to employer perspective and expectations (led by special guest Austris Rungis, a Journeyman Negotiator from Industrial Employers Distributors Association)
- An open discussion on the role of the IBEW 1245 Negotiating Committee member (facilitated by Business Reps JV Macor, Al Fortier, Sheila Lawton, Jennifer Gray, Cruz Serna, Pat Waite, Sam Glero, Charley Souders)
- *Janus vs. AFSCME*: How could the future U.S. Supreme Court decision effect our future bargaining, and how does 1245 intend to address the threat to our membership? (led by Senior Assistant Business Manager Ray Thomas)



Dennis Seyfer shares examples of the difference that strong negotiators can make at the bargaining table



Photos by John Storey



At left: Austris Rungis, Journeyman Negotiator from Industrial Employers Distributors Association



At right: Business Rep JV Macor addresses a question from a member



Keep the Clearance committee members discussed safety awareness and the recent tree trimmer injuries and fatalities.

Watsonville Tree Unit “Safety Day” Focuses on Family

Unit #4723, Watsonville/Davey Tree, made a unique motion at a unit meeting to use their \$500 annual social fund to stage a “Safety Day” at Pinto Lake on October 14. The purpose of the event was to get together on their own time to talk about the importance of safety in their daily work, while also recognizing that family and working safe go hand in hand. Watsonville unit Business Representative and event organizer Abel Sanchez reached out to Davey Tree Supervisor Lou Stevens for additional support, and the company matched the \$500, increasing the event budget to \$1000.

The Watsonville unit invited IBEW 1245 Keep the Clearance peer-to-peer safety committee members to give a presentation on safety awareness and review the fatalities and serious accidents that had taken place in 2016-17. The presentation also included a personal safety message from program chairman and Utility Tree Crew Foreman Carlos Rodriguez. During his slideshow presentation, Rodriguez showed a picture of his leg, lacerated by a chainsaw — an accident that occurred during his younger days, when he was a “go-go-go” worker. The next slide depicted his wife and four boys, of which he said, “This is why I changed and work safe.”

Other members of the group talked about their own families as well, and many agreed that family is the core motivator for working safe and watching out for others. Davey Tree Area Manager Lou Stevens tapped into the message as well, noting that the work group is itself one big family, and working safe and communicating issues should be the top priority, so everyone can go home to their loved ones.

Toward the end of the presentation, the group was asked if they knew what the two top fatality areas were with tree trimmer members at Local 1245, leading to a bit of debate. In the end, they learned that 66% of all recent deaths and serious injuries were due to struck-by incidents, 31% were due to falls, and 3% were due to other accident types. The most recent tree trimmer deaths have resulted in four wives and 29 children left without a husband and father.

The KTC committee members also spoke about the importance of Close Calls, an anonymous self-reporting

program designed by IBEW 1245 that enables workers to share near-miss incidents with one another. The Close Calls are all reviewed by the KTC committee and reported back to tree trimmers to increase safety awareness and prevent accidents. The attendees filled out 64 Close Call reports at Safety Day. At the end of the event, a great lunch was provided by the Watsonville unit and Davey Tree.

— Rich Lane, IBEW 1245 Business Rep

Cumulative Injury: Can I still file my claim after termination?

What is a Cumulative Trauma Injury?

A cumulative trauma injury is an injury that is caused by repeated events or repeated exposures at work. For example, hurting your wrist by doing the same motion over and over, or losing your hearing because of constant loud noise.

Post-Termination Cumulative Trauma Injury Claims

Generally, an employee cannot file a claim *after* termination, even if the injury occurred *prior to* notice of the termination. However, there are multiple exceptions to this general rule.

In cases of cumulative trauma



injuries, Labor Code Section 3600(a)(10)(D) provides an exception to this general rule. To qualify for this exception, the employee must show that the date of injury occurred *after* termination or lay-off. The date of injury is defined by Labor Code Section 5412 to occur when the employee (1) first suffers disability from the injury, AND (2) knows or should have known that the disability was caused by the employment. This exception applies where an employee suffers a work-related cumulative trauma injury, but only discovers that the injury is work-related after being fired.

In recently applying Labor Code Section 3600(a)(10)(D), the court of *appeal held in County of Riverside v. Worker's Comp. Appeals Bd. (2017) 10 Cal.App.5th 119*, that a former Deputy Sheriff did not know, and could not have reasonably known, that the cumulative trauma injuries he suffered were industrially caused until his doctor told him that his symptoms were industrially related, and therefore the statute of limitations for workers' compensation claim did not begin to run until that time.

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La “Jornada de Seguridad” de la Unidad de Podadores de Árboles de Watsonville se centra en la familia

La unidad 4723 de Watsonville/Davey Tree, hizo una propuesta singular en una reunión de la unidad: utilizar su fondo social anual de \$500 para organizar una “Jornada de Seguridad” en Pinto Lake el 14 de octubre. El propósito del evento fue reunirse en su tiempo libre para hablar sobre la importancia de la seguridad en su trabajo diario, reconociendo también que la familia y la seguridad en el trabajo van de la mano. Abel Sanchez, representante de negocios de la unidad de Watsonville y organizador del evento solicitó apoyo adicional a Lou Stevens, supervisor de Davey Tree, y la empresa igualó los \$500, aumentando así el presupuesto del evento a \$1000.

La unidad de Watsonville invitó a los miembros del comité entre iguales de seguridad “Mantenga la Distancia” del IBEW 1245 a dar una presentación sobre la concientización de la seguridad y la revisión de los accidentes mortales y graves que ocurrieron en 2016-17. La presentación incluyó también un mensaje personal de seguridad de Carlos Rodriguez, presidente del programa y capataz de cuadrilla de Utility Tree. Durante su presentación, Rodríguez mostró una foto de su pierna, lacerada por una motosierra, accidente que ocurrió durante su juventud cuando su manera de trabajar era estar siempre haciendo algo. A continuación, mostró una foto de su esposa y sus cuatro hijos, y dijo, “Esta es la razón por la que he cambiado y trabajo de manera segura”.

Otros miembros del grupo hablaron también de sus propias familias y

muchos estuvieron de acuerdo en que la familia es la principal motivación para la seguridad en el trabajo y para cuidar a los compañeros. Lou Stevens, gerente de la zona de Davey Tree aprovechó también el mensaje, señalando que el grupo de trabajo es de por sí una gran familia, y la seguridad en el trabajo y comunicar los problemas debe ser la máxima prioridad para que todos puedan regresar a casa con sus seres queridos.

Hacia el final de la presentación, se le preguntó al grupo si sabían cuáles eran las dos principales causas de accidentes mortales entre los miembros podadores de árboles del Local 1245, lo cual fue sujeto a discusión. Al final, se les informó que el 66% de todas las muertes y lesiones graves recientes fueron consecuencia de accidentes donde las personas fueron golpeadas por algún objeto, 31% fueron debidas a caídas, y 3% fueron debidas a otros tipos de accidentes. Los fallecimientos

más recientes de podadores de árboles dejaron a cuatro esposas y 29 hijos sin maridos ni padres.

Los miembros del comité Mantenga la Distancia también hablaron de la importancia de informar sobre Accidentes Potenciales, un programa anónimo de informes generados por las propias personas, diseñado por el IBEW 1245, que permite a los trabajadores compartir información entre ellos mismos sobre accidentes potenciales. El comité Mantenga la Distancia revisa los informes de Accidentes Potenciales y los hace llegar a los podadores de árboles para aumentar la concientización de la seguridad y prevenir accidentes. Durante la Jornada de Seguridad, los asistentes llenaron 64 informes de Accidentes Potenciales. Al final del evento, la unidad de Watsonville y Davey Tree ofrecieron un excelente almuerzo.

— Rich Lane,
IBEW 1245 Business Rep



From left: Ramon Luquin of KTC/Trees Inc. Modesto, IBEW 1245 Business Rep Abel Sanchez, Sean O'Neil of KTC/City of Lompoc, Business Rep Rich Lane, Business Rep Junior Ornelas, Carlos Rodriguez of KTC/Utility Tree

Local 1245 Keep the Clearance Committee Members Receive Tree Safety Professional Certificate

Keep the Clearance peer safety committee members Rosario Garcia and Jose Pedro Paredes received the Tree Care Industry Association (TCIA) Certified Tree Safety Professional certificate after participating in a two-day class and passing the safety professional test.

The Tree Safety Professional training focuses on developing leadership skills, hazard and incident control prevention and adult learning. The class, which took place on July 11-12, required pre-qualification prior to being allowed to take the training. IBEW 1245 provided the training facility to the TCIA on behalf of the Keep the Clearance peer program, and in return, the TCIA invited two Keep the Clearance committee members to participate in the class, free of charge.

Eighteen-year IBEW member Rosario Garcia currently works as a climber for Trees Inc in Stockton. As a Keep the Clearance committee member for the last three years, Garcia has participated in many safety meeting presentations for KTC, spreading the peer message for members to watch out for their own and their brother's safety at all times. According to Garcia, his biggest take-away from the training was, "learning to understand the different ways to train people, recognizing the variety of ethnicities, their needs and how important it is to know the crowd you are working with."

Jose Pedro (J.P.) Paredes is also a long-time IBEW member. He works for Davey Tree in Santa Maria and has 16 years of line clearance experience. As a crew foreman, Paredes wanted to step up his involvement in tree trimmer safety and joined the Keep the Clearance committee to continue that commitment. He has also participated in many KTC safety presentations, acting as an interpreter for the Spanish-speaking members during meetings, so that the safety message is understood by all. His biggest take-away from the training was "learning how to approach safety from the view of the other person, whether a different age group or ethnicity, with a focus on problem-solving." He also thanked IBEW 1245 for giving him the opportunity to take the class.

Congratulations to Garcia and Paredes for their recent safety award and their efforts for the KTC peer program!

— Rich Lane, IBEW 1245 Peer to Peer Business Representative



Work-Related Accident Claims Life of Local 1245 Tree Trimmer

It is with a heavy heart that we announce the passing of IBEW Local 1245 member Joseph Cooper. Brother Cooper, who was employed by Wright Tree Service, was clearing trees from lines on SMUD property in Sacramento when he was involved in what is reported to have been an electrical contact incident. According to a notice issued by SMUD, Cooper was transported to UC Davis Medical Center, where he was pronounced deceased. The investigation into this tragic incident is still ongoing, and more information will be posted here as it becomes available.

Cooper was just 41 years old, and was working for Wright Tree for less than a year at the time of the accident. He leaves behind a wife and seven children. The family has set up a GoFundMe page, please contribute what you can using the link <https://www.gofundme.com/4bcqh74>



Rosario Garcia



J.P. Paredes

Miembros del Comité "Mantenga la Distancia" del Local 1245 Reciben el Certificado Profesional en Materia de Seguridad para el Cuidado de Árboles

Rosario García y José Pedro Paredes, miembros del comité de seguridad ente iguales "Mantenga la Distancia", recibieron el certificado de Profesional en Materia de Seguridad para el Cuidado de Árboles otorgado por la Industria del Cuidado de Árboles, después de participar en una clase de dos días y pasar la prueba de profesional en materia de seguridad.

La capacitación como Profesional en Materia de Seguridad para el Mantenimiento de Árboles se centra en el desarrollo de habilidades de liderazgo, prevención de riesgo y control de accidentes y el aprendizaje de adultos. La clase, que tuvo lugar el 11 y 12 de julio, requiere la precalificación antes de ser autorizado a tomar la capacitación. El IBEW 1245 ofreció a la Asociación de la Industria para el Cuidado de Árboles (TCIA) el uso de sus instalaciones para la capacitación, en nombre del programa ente iguales "Mantenga la Distancia" y a cambio, el TCIA invitó a dos miembros del comité "Mantenga la Distancia" a participar en

la clase, de forma gratuita.

Rosario García es miembro del IBEW desde hace dieciocho años y trabaja actualmente como escalador para Trees Inc en Stockton. En su papel de miembro del comité "Mantenga la Distancia" durante los últimos tres años, García ha participado en muchas presentaciones de las reuniones de seguridad del comité, difundiendo el mensaje entre iguales a los miembros de velar por su propia seguridad y por la seguridad de su compañero en todo momento. Según García, lo más importante que aprendió en el curso de capacitación fue "aprender a comprender las diferentes maneras de capacitar a la gente, reconociendo la variedad de orígenes étnicos, sus necesidades y lo importante que es conocer a la gente con la que estás trabajando."

Jose Pedro (J.P.) Paredes es también miembro del IBEW desde hace mucho tiempo. Él trabaja para Davey True en Santa Maria y tiene 16 años de experiencia en el despeje de líneas. Como capitán de la cuadrilla, Paredes deseaba

acelerar su participación en la seguridad de los podadores de árboles y se unió al comité "Mantenga la Distancia" para continuar ese compromiso. Él también ha participado en muchas presentaciones de las reuniones de seguridad del comité, actuando como intérprete para los miembros de habla hispana durante las reuniones, para que todos entiendan el mensaje de seguridad. Lo más importante que aprendió en el curso de capacitación fue "aprender cómo enfocar la seguridad desde el punto de vista de la otra persona, ya sea si esa persona pertenece a un grupo de edades diferentes o diferente origen étnico, concentrándose en solucionar el problema". También agradeció al IBEW 1245 por darle la oportunidad de tomar la clase.

¡Felicitaciones a García y a Paredes por su reciente premio de seguridad y por sus esfuerzos en pro del programa de seguridad ente iguales "Mantenga la Distancia"!

— Rich Lane, Representante de Negocios entre Iguales del IBEW 1245

Union Begins Negotiations With Tree Trimmer Contractors

In 2012, Local 1245 made major progress in getting all tree contractors (15 and growing) on the same type of agreement, which is often referred to as the Master Agreement. These contractors don't belong to an association or group, and they all maintain their own standalone agreements. However, other than the employer name on the agreement, 99.9% of what is contained within these agreements remains consistent, with the economic packages for our members being the same for all contractors.

As these contracts are set to expire, the daunting task now is getting all of these contractors in the same room to bargain. In mid-October, we began with three consecutive days of negotiations, which broke off on the third day due to the companies' insistence on changes that would strip our members of their ability to have some control over their work schedule. After listening to the employers' concerns, the union bargaining committee stayed late to work out a solution we felt was more than fair, in exchange for a couple of things on the committee's laundry list of items we were seeking — only to be told by the employers that they reject our offer, and have continued to request their changes. It was a huge eye-opener for our rank-and-file committee members, many of whom have never participated in the bargaining process before. The three days of bargaining only touched on non-economic items. Getting everyone back together and working schedules remains one of the biggest obstacles.

The committees are scheduled to meet again in December to pick up where we left off.

New Business Representative for Northern Area Tree Trimmers

With the recent retirement of Business Rep Carl Lamers, who had the northern area assignment, Local 1245 has hired Ray Banfill in his place.

Banfill started with Davey Tree in November of 1983 as a groundsman. He became a Foreman for Davey in 1986 and has attended the California Arborist Training School in 1992 and Davey Tree Company's Institute of Tree Science in 1993. Before coming on staff, Banfill was working for Utility Tree Service as a Field Foreman, where he was in charge of making sure the crews were working safely as well as being productive. Banfill has been a shop steward, has served on the Keep the Clearance Committee (he was the chairman up until he accepted this assignment), has filled in on the Advisory Council, and attended the IBEW Convention in 2016.

Please welcome Brother Banfill to the staff. He has some big shoes to fill following Carl Lamers, but we are all sure he is up to the task.

Northern Area Report (submitted by Ray Banfill)

After Shadowing Carl Lamers around all September, I have been on my own Utility Reporter

for the month of October. It has been a great experience meeting all the members in all the different yards. Most of them talk about how they really miss seeing Carl around. I have already started building relationships with some of the members in the yards and look forward to increasing that.

Business-wise, nothing major has come up. I have mostly dealt with progression issues. It seems like there isn't much communication between the tree companies and the employees on what is needed to get their raises to their next step. Once all requirements have all been met, it still takes a couple pay cycles before it shows up on their paychecks. This creates a back pay issue that takes even longer to correct. I have been telling the members to keep accurate records and to communicate with their management as to when they are getting close to their next raise. Hopefully this will help this problem.

The fires in the North Bay continue to be a major issue. This devastating event has cost people their lives, destroyed thousands of homes, did millions of dollars in property damage and destroyed much of the power infrastructure. The fires also burnt thousands of trees that need to be removed before the power lines can be put back up. PG&E brought in many tree crews from all over to help with this problem, and it looks like they are finally getting a handle on it. These crews have all been working lots of overtime since this event has started, and I have not heard of any accidents or injuries. Let's hope it stays that way.

Negotiations began in October, and the tree companies are really trying to push for mandatory overtime. This is something that is going to be very hard to try to get our members to approve. We went around and around with the

tree companies for three days coming up with ideas to try to make this work, but in the end we just couldn't reach an agreement. I feel we made some ground on other issues, but the mandatory overtime just had us stumped. We are scheduled to continue on with the negotiations in December and I feel positive that we will be able to reach an agreement then.

Southern Area Report

Davey Tree

The union and Davey management combined our efforts to do a Safety Day and BBQ in Watsonville. We had the Keep the Clearance committee come in and do a close call pitch, and as a result, we received more than 60 close calls. It was a great day.

Trees LLC

The KTC committee started doing the close call pitches in the southern area, starting with Stockton. We will do all the yards in this area before the end of the year. The company is subbing lots of work to Mario's Tree Service.

Utility Tree LLC

UTS is sending crews from Sonora, Oakhurst and Merced over to East Bay to help them get back on track. Members are not happy to be out of town. We have assured them that the company is doing a 15-working-day rotation, as required in the agreement.

Mario's Tree Service

The company is receiving lots of work from Trees LLC. The company has grown a lot in recent months. With the increase in work, we are having to make sure that we have all the paperwork required from them on new members as well as ensure the reporting of employees' pension and medical insurance is

being done correctly.

Central Area Report

Asplundh Tree Expert (Nevada Energy)

Crews had been cut back due to employees departing for jobs elsewhere in the industry. The wages are lower in Nevada, so retention is becoming a huge problem for the Company. Work continues in Fallon, Carson City and Reno. The company has been performing planned outages in Fallon for a while now.

Mowbray (PG&E & SMUD)

The complaining about the lack of gear has subsided with the replacement of some gear that had been ordered by the company. We had urged all members to document what's needed on their DOT inspection sheets. The company has been tracking these sheets and requiring all foremen to comply with the order. We were informed that crews were sent to Miami, Florida to work the storms. Travel to Florida took six days to arrive. The crews worked for six days in Florida. Crews are working exclusively for Davey Tree in the East Bay, and Sierra division.

Mountain Enterprise (Liberty Energy & PG&E)

We still have a few crews working at Liberty Energy in Truckee. Mountain has numerous crews working all over the PG&E system. We recently appointed a member from Mountain to the Keep the Clearance committee. We look forward in having more interaction with our members at Mountain Enterprise.

Davey Tree Surgery

The GRC Committee is still working
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El Sindicato Comienza las Negociaciones con las Compañías Contratistas de Podadores de Árboles

En 2012, el Local 1245 logró un avance importante cuando todas las compañías contratistas de árboles (15 por ahora, pero en aumento) firmaron el mismo tipo de acuerdo, conocido como el Acuerdo Maestro. Estos contratistas no pertenecen a una asociación o grupo, y todos ellos mantienen sus propios acuerdos independientes. Sin embargo, aparte del nombre del empleador en el acuerdo, el 99.9% de lo que se encuentra dentro de estos acuerdos sigue siendo coherente, y los paquetes económicos para nuestros miembros son los mismos para todos los contratistas.

Cuando estos contratos están por vencerse, la abrumadora tarea ahora es lograr reunir a todos los contratistas en el mismo lugar para negociar. A mediados de octubre, empezamos con tres días consecutivos de negociaciones, que se interrumpieron el tercer día debido a la insistencia de las compañías sobre cambios que le quitarían a nuestros miembros su capacidad de tener

algún control sobre su horario de trabajo. Después de escuchar las preocupaciones expresadas por los empleadores, el comité de negociación del sindicato se quedó trabajando hasta tarde para encontrar una solución que nos pareció más que razonable, a cambio de un par de cosas que estaban en la lista del comité, que queríamos para los trabajadores. Sin embargo, los empleadores rechazaron nuestra propuesta y han seguido solicitando sus cambios. Fue una gran revelación para algunos miembros del comité que no son empleados del sindicato, muchos de los cuales nunca han participado en el proceso de negociación. Durante los tres días de negociación, solo se discutieron temas no económicos. Lograr que todos se reúnan nuevamente y los horarios de trabajo siguen siendo unos de los mayores obstáculos.

Está programado que los comités se reúnan nuevamente en diciembre para retomar la negociación donde se había quedado.

Nuevo Representante de Negocios para los Podadores de Árboles de la Zona Norte

Con el reciente retiro del Representante de Negocios Carl Lamers, que era responsable de la zona norte, el local 1245 ha contratado a Ray Banfill para tomar su lugar.

Banfill comenzó a trabajar con Davey Tree en noviembre de 1983 como operador de tierra. Ascendió a capataz de Davey en 1986, y cursó estudios en la Escuela de Formación de Arboristas de California en 1992 y en el Instituto de Ciencia de Árboles de la compañía Davey Tree en 1993. Antes de comenzar en su nuevo cargo en el sindicato, Banfill trabajaba para Utility Tree Service como capataz de campo, donde estuvo a cargo de asegurarse de que las cuadrillas trabajaran de forma segura y de manera productiva. Banfill ha sido delegado sindical, ha pertenecido al Comité Mantenga la Distancia (fue su presidente hasta que

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Union Begins Negotiations, from page 21

on a few open grievances, and we are working on setting the date soon. All crews in East Bay, Diablo, Mission, and Sierra have all returned back to eight-hour days, and an option to work nine hours (this is only voluntary). We had one general foreman in Diablo state that “You have mandatory overtime this weekend,” however, there is no manda-

tory pre-arranged overtime in the contract. Members should contact their business rep if they encounter this same problem. We are waiting for approval on the new contract with City of Santa Clara.

Utility Tree Service

Golden Gate, De Anza, San Jose & the

Peninsula — subcontracting continues system-wide. We’re still working on a few GRC matters. We expect to secure a meeting with the Company soon. UTS Northern Area crews have been working out of Winters, Williams, and Dixon.

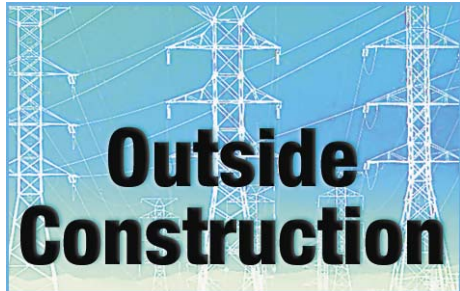
Synergy Tree Service

Crews continue to work in the Peninsula, San Jose, & Grass Valley. We continue to have progression issues that

are currently being addressed by the company.

Wright Tree (SMUD)

Crews have been working in the North area of SMUD and near Twin Cities, focused on targets for SMUD. All crews are expected to be working in downtown Sacramento before all the holiday festivities. The company is currently hiring.



North Bay Fire Storm Work

In early October, a series of fires broke out in the North Bay that has left the region devastated. Since then, focus has been on restoration and trying to return some sense of normalcy to the area. As of October 19, there are 54 contract crews, as well as crews from other utilities, assisting in mutual aid.

Many of the contract crews working in the area were already working in our jurisdiction before the fires struck, however,



Ralph Armstrong

some came from outside of the area under the National Emergency Response Agreement. This agreement was put in place to provide emergency assistance following big storms, with guidelines on how wages and benefits are paid during this time. For this agreement to work as intended, all contractors and members need to notify the local union of the number of crews coming in, as well as provide names and social security numbers of those members. There are a few that do this automatically, however others do not, and we find ourselves trying to track down and obtain this information.

We want to thank all of these crews — as well as the ones who continue to work on the many other projects that cannot be stopped — for their professionalism in getting this work done safely and in a timely fashion.

WORK OUTLOOK

California

Work has been steady with no end in sight any time soon, and this has been the case for several months now, even before the recent fire storms. We have been running open calls for journeyman linemen for several months, as well as operators and fab techs. The recent storms back east and the increase in the amount of work for linemen all across the country is resulting in a real shortage of linemen. When we see shortages like this, we need to do our due diligence in ensuring that the workers we get have the credentials and experience

to do this work safely and with the quality we demand.

Local 1245’s outside line business representatives have all been busy giving safety orientations and doing jobsite and yard visits. The safety orientation program was implemented several years ago, and is a requirement for anyone wishing to take a call from Local 1245. The orientation is designed to lay out our expectations of those wishing to work in our jurisdiction, as well as potential consequences for working unsafely.

Much of the distribution work has moved to the San Jose and South San Francisco area. Due to the high cost of living there, the contractors are doing what they must to keep the hands in this area.

In addition to the many projects that are being contracted there are few other projects to note:

- Abercrombie Pipeline has completed the tower line project at the Oroville Dam. They are currently ramping down and have started to lay off crews.
- The trailer park project has now been extended through 2018.
- Balfour Beatty’s rail project, which was supposed to start this past summer, has been delayed but we hear that they will be putting in calls in December or January for 10 to 12 workers. The project will start in San Francisco and San Jose. We are expecting 40 to 50 members at the peak on this job.
- PAR’s tower painting is starting to slow. PAR is down to four crews along with the two PG&E crews. PAR is projecting they will ramp up again in February to 10, and grow to 15 crews. PG&E says they will have six to eight crews also working in the area.

Nevada

Newman has all but finished their 4-25kv cut over work in Sparks. They are still waiting on a 1200 amp panel to complete that project.

Titan Reno has picked up some work for Liberty Utilities in NLT. They will have work for an undetermined length of time on T&E projects.

Titan WY is close to three fourths completion with their 4-25kv cut over in Sparks.

Cache Valley Electric is almost finished with the Chukar substation in Storey County at the Tahoe Regional Industrial Park. CVE is starting the Mason Valley substation, and they will be porting in 10 guys or so for this project. They requested three apprentice linemen, which our JATC couldn’t provide, so they will bring some in from

Local 57.

Wasatch still has all the doc hands in Elko, Yerington, Winnemucca, Reno, and Carson City. They are also moving along on the 120KV line from Smith Valley to Mason Valley — 17 miles and 300 structures with distribution underbuilt. They have currently brought in nine workers under portability, so one more and they will need to call the union hall. They are working six 10-hour days.

Summit Line has been awarded the Smith Valley substation, and began work on August 21 with one lineman and three fab techs. Summit was also awarded a pole replacement/re-conductor project on the west shore of Lake Tahoe near Bliss State Park. The job is to re-conductor approximately four to five miles of 14.4KV distribution, and replace 35-40 structures. It will be completed in late October. They called 10 groundmen for hand digging the inaccessible locations, which is now complete.

PAR Electric has two crews in Lake Tahoe — one in the north and one in the south — doing T&E doc work seven days a week. They also have one crew in Reno doing miscellaneous projects at Switch, Apple and NV Energy.

DUES INCREASE FOR “A” MEMBERS IN 2018

Effective January, 2018, “A” member dues will increase by \$1, from \$37 to \$38. The initiation fee for “A” member linemen will also increase by \$1, from \$89 to \$90. All other “A” classification initiation fees will increase to \$65 from \$64. There is no dues increase for “BA” members in 2018

At the members’ request, Local 1245 has started to laminate union dues receipts for members who pay six months or more in advance.

TENTATIVE AGREEMENT FOR POLE TEST AND TREAT

IBEW 1245’s negotiating committee just wrapped up negotiations with the Pole Test and Treat group (Osmose and Davey). The negotiations took place over a couple of sessions, and will be brought out for the members to vote on in the coming weeks.

If the members vote to approve this five-year agreement:

- All members will receive the full allotment of vacation. Previously, only the foreman, foreman trainees and senior technicians were entitled to paid vacation up to three weeks, and everyone else — specifically the treatment and restoration technicians — only had three days of personal leave. At Osmose, the crews are usually one foreman to four techni-

cians, which means the majority of the members there have not been getting the full allotment. It is hard to put a value on this enhancement for those members, but it is huge, and was one of the main items our members wanted to see changed.

- The scope will be expanded to all public sector properties — as this is prevailing wage work and benefits the members when working on those properties — so their current health care and retirements can remain the same.
- Members will receive general wage increases of 1% in 2018, 1.75% in 2019, 1.75% in 2020, and then the CPI formula with the minimum/maximum equation for 2021 and 2022.
- In 2019, NEAP will increase by \$.25. There has not been a NEAP increase in at least 13 years.
- The companies will pick up the \$.25 that the members are currently paying for Lineco health insurance, plus an additional \$.25 during the term of the agreement. We know Lineco will increase again in 2018, but believe it will stabilize after that.

JATC

The CalNEV JATC hasn’t accepted new applications for almost two years due to the overwhelming number of applicants who applied last time, and the number of available applicants in the pool that are ready and available to start when the need for new apprentices arises. The JATC should be looking at opening up the application process again sometime after the first of the year. They are currently waiting on DOL to approve a new requirement to apply for the program, which will require all applicants to have a CDL license at the time the application is submitted. People who are interested in applying should check with the CalNEV JATC website www.calnevjatc.org on a regular basis to keep tabs on when it will be opened again.

First Aid & CPR training is the second Saturday of every month at our Riverside and Sacramento locations.

INJURED WORKERS FUND

Two (2) disability payments claims were filed and paid in the month of August.

The Injured Workers Fund was set-up for on-the-job injuries. If you were recently injured on the job that has left you unable to work for 10 or more days, you may be eligible. To request a claim form, please ask one of your Outside Line business representatives or email Liz McInnis at EJMH@ibew1245.com.

Negociaciones, de la página 21 aceptó esta asignación), ha formado parte del Consejo Consultivo, y asistió a la Convención del IBEW en 2016.

Nos complace darle la bienvenida al hermano Banfill como parte de nuestro personal. Tiene un gran reto por delante al reemplazar a Carl Lamers, pero todos estamos seguros de que él está a la altura de la tarea.

Informe sobre la Zona Norte (presentado por Ray Banfill)

Tras acompañar a Carl Lamers durante todo el mes de septiembre, he estado por mi propia cuenta durante octubre. Ha sido una experiencia estupenda conocer a todos los miembros en todos los diferentes patios de trabajo. La mayoría de ellos hablan acerca de cómo extrañan ver a Carl. Ya he comenzado a desarrollar relaciones con algunos de los miembros en los patios y estoy ansioso de continuar.

Desde el punto de vista de negocios, no ha sucedido nada importante. La mayor parte de los asuntos que he manejado se refieren a promociones. Parece que no hay mucha comunicación entre las compañías de árboles y los empleados sobre qué se necesita para ascender al siguiente nivel. Una vez que todos los requisitos se han cumplido, todavía tarda un par de ciclos de pago antes de que se esto se refleje en sus cheques de pago. Esto crea un problema de pago retrasado que requiere aún más tiempo para corregirse. Yo le he estado diciendo a los miembros que mantengan registros exactos y que se comuniquen con sus gerentes cuando se aproxime la fecha de su próxima promoción. Espero que esto ayude a resolver este problema.

Los incendios en North Bay siguen siendo un grave problema. Este devastador evento ha costado vidas humanas, destruido miles de hogares, resultó en millones de dólares en daños a las propiedades y destruyó gran parte de la infraestructura de energía eléctrica. Los incendios también quemaron miles de árboles que deben ser retirados antes de que las líneas eléctricas se puedan energizar nuevamente. PG&E trajo muchas cuadrillas de podadores de árboles de todas partes para ayudar con este prob-

Cumulative injury, from page 19

Also, in *City of Fresno v. Workers' Comp. Appeals Bd. (1985) 163 Cal.App.3d 467*, despite the employee's expression of belief that his employment caused his injury, the court of appeal held that the applicant could not have reasonably known that his injury was work-related because he did not have expert training or qualifications to recognize the relationship between the known adverse factors involved in his employment and his injury. Thus, the court held that the applicant's one-year limitation period to file a claim began with the city's denial of benefits letter, and the applicant's claim, filed within a year of the letter, was timely.

— Ilona Manzyuk,
Law Clerk, Mastagni Holstedt A.P.C.

lema, y parece que finalmente lo tienen bajo control. Estas cuadrillas han estado trabajando muchas horas de sobre tiempo desde que comenzó esta situación, y no he oído hablar de ningún accidente ni lesiones. Esperemos que se mantenga así.

Las negociaciones comenzaron en octubre, y las compañías de árboles están realmente presionando para que las horas de sobre tiempo sean obligatorias. Esto es algo que va a ser muy difícil que nuestros miembros aprueben. Le dimos muchas vueltas al tema con las compañías de árboles durante tres días, proponiendo ideas para tratar de que esto funcionara, pero al final, simplemente no pudimos llegar a un acuerdo. Creo que ganamos terreno en otros temas, pero las horas de sobre tiempo obligatorias nos han dejado perplejos. Tenemos previsto seguir adelante con las negociaciones en diciembre y me siento optimista de que podremos llegar a un acuerdo.

Informe sobre la Zona Sur Davey Tree

El sindicato y la gerencia de Davey combinamos nuestros esfuerzos para realizar una Jornada de Seguridad y barbacoa en Watsonville. Invitamos al Comité Mantenga la Distancia a hablar sobre la importancia de informar sobre accidentes potenciales y, como resultado de ello, hemos recibido más de 60 informes de accidentes potenciales. Fue un gran día.

Trees LLC

El Comité Mantenga la Distancia comenzó a hablar en la zona sur sobre la importancia de informar sobre accidentes potenciales, la zona que empieza en Stockton. Hablaremos en todos los patios en esta zona antes de finalizar el año. La compañía está sub-contratando mucho trabajo a Mario's Tree Service.

Utility Tree LLC

UTS está enviando cuadrillas de Sonora, Oakhurst y Merced a East Bay para ayudarles a volver a ponerse al día con el programa. Los miembros no están felices de estar trabajando fuera de la ciudad. Les hemos asegurado que la compañía está haciendo una rotación de 15 días de trabajo, tal como se exige en el acuerdo.

Mario's Tree Service

La compañía está recibiendo un montón de trabajo de Trees LLC. La compañía ha crecido mucho en los últimos meses. Con el aumento de trabajo, tenemos que asegurarnos de que tenemos todos los documentos que requerimos de ellos sobre los nuevos miembros, así como garantizar que los informes de jubilaciones y seguro médico se realicen correctamente.

Informe sobre la Zona Central Asplundh Tree Expert (Nevada Energy)

Las cuadrillas se han reducido debido a que los empleados se han ido a otros empleos en la industria. Los salarios son más bajos en Nevada, por lo que la retención se está convirtiendo en un gran problema para la compañía. El

trabajo continúa en Fallon, Carson City y Reno. La compañía ha venido realizando cortes de energía programados en Fallon desde hace algún tiempo.

Mowbray (PG&E & SMUD)

Las quejas sobre la falta de equipo y herramientas para trabajar se han calmado con la sustitución de algunos equipos que habían sido solicitados por la empresa. Hemos pedido a todos los miembros que documenten lo que necesita en sus hojas de inspección del Departamento de Transporte (DOT). La compañía ha estado haciendo seguimiento a estas hojas y exige a todos los capataces que cumplan con la orden. Se nos informó que las cuadrillas fueron enviadas a Miami, Florida para trabajar debido a las tormentas. El viaje para llegar a Florida duró seis días. Las cuadrillas trabajaron durante seis días en Florida. Las cuadrillas están trabajando exclusivamente para Davey Tree en el East Bay y la división Sierra.

Mountain Enterprise (Liberty Energy & PG&E)

Todavía tenemos algunas cuadrillas trabajando en Liberty Energy en Truckee. Mountain tiene numerosas cuadrillas trabajando en todo el sistema de PG&E. Recientemente hemos nombrado a un miembro de Mountain para formar parte del Comité Mantenga la Distancia. Esperamos tener más interacción con nuestros miembros en Mountain Enterprise.

Davey Tree Surgery

El Comité de Revisión de Quejas sigue trabajando en unas pocas quejas pendientes, y estamos trabajando en fijar una fecha pronto. Todas las

cuadrillas en East Bay, Diablo, Misión y Sierra han regresado a trabajar ocho horas diarias, y una opción para trabajar nueve horas (esto solo es voluntario). Un capataz general en Diablo declaró que "tienen que trabajar horas de sobre tiempo obligatorias este fin de semana", sin embargo, según el acuerdo, no hay horas de sobre tiempo obligatorias organizadas previamente. Los miembros deben ponerse en contacto con su Representante de Negocios si se encuentran con este mismo problema. Estamos a la espera de la aprobación del nuevo contrato con la ciudad de Santa Clara.

Utility Tree Service

Golden Gate, De Anza, San Jose y Peninsula — continúa la subcontratación en todo el sistema. Todavía estamos trabajando sobre algunos asuntos del Comité de Revisión de Quejas. Esperamos fijar una reunión con la compañía pronto. Las cuadrillas de UTS Zona Norte han estado trabajando desde Winters, Williams y Dixon.

Synergy Tree Service

Las cuadrillas continúan trabajando en Peninsula, San Jose y Grass Valley. Seguimos teniendo problemas de promociones los cuales están siendo aborridos actualmente por la compañía.

Wright Tree (SMUD)

Las cuadrillas han estado trabajando en la zona norte de SMUD y cerca de Twin Cities, centrada en objetivos de SMUD. Se espera que todas las cuadrillas trabajen en el centro de Sacramento antes de todas las festividades. Actualmente, la compañía está contratando empleados.



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!

Amaro, David 25 years Morgan Hill, CA	Becker, Ron 34 years Manteca, CA	Catalano, Paul 41 years Petaluma, CA	Dean Jr., Robert L 26 years Benicia, CA
Aquino, David 31 years Nipomo, CA	Blackmon, Myron 39 years Merced, CA	Chestovich, Valerie 30 years Cloverdale, CA	Eddy, John 34 years Oakley, CA
Arnold Jr., William 37 years Oakley, CA	Blake, Laura 21 years Fairfield, CA	Contreras, Andrew 45 years Hercules, CA	Endsley, Jeffrey 2 years Yuba City, CA
Ashworth, Glenn 37 years Chiloquin, OR	Bodkin, Donald 34 years Oakley, CA	Cook, Aric 40 years Chico, CA	Eoff III, David 32 years Lemoore, CA
Barnett, Charles 12 years Suisun City, CA	Brown, Linda 13 years Antioch, CA	Corrigan, Sandra 6 years Napa, CA	Estensen, Richard 38 years Woodland, CA
Barraza, Vivian 11 years Fairfield, CA	Cacapit, William 31 years Daly City, CA	Crespo, Ernesto 33 years Pittsburg, CA	Eto, Richard 16 years Morgan Hill, CA
Beck III, William 33 years El Dorado Hills, CA	Castillo, Grace 34 years Foster City, CA	De La Guerra, Steve 29 years San Jose, CA	Farmer, Jim 43 years Elk Grove, CA

continued on page 41



DRONE ON

Local 1245 members get trained to become Licensed Drone Operators



New technology is changing the utility industry in a number of ways, and unmanned aerial vehicles — more commonly known as drones — have the industry buzzing. Utilities all across the country are exploring the use of drones for a number of applications, including aerial patrols and inspections on a routine and emergency basis, pre- and post-construction job reviews, and finding access points in remote areas. While drones won't take the place of helicopters, the impact to the environment is less with a drone as compared to a helicopter, and in areas where there are no-fly zones (frequently found in cities), drones can be very useful. Not to mention, drone use can present a big cost savings over helicopters in certain instances. Learn more at bit.ly/uavreport.

can't fight the technological advances, we will fight to keep the work in-house.

In the early morning hours on July 23, I joined 12 members of IBEW Local 1245 as we set out for the drone training course, which took place at Alpena Community College in upstate Michigan. We took a diverse group of members, including Ed Dolan, Will Thomas, James Noonkester, Danny Barber, Richard Bimson and Todd Van De Hey from PG&E; Kasey Johnson and Nick Nelson from NV Energy; Randy Hudson and Peter Winter from SMUD; and Outside Line members Grant Todd and Dale Ingram.



We all met up in Phoenix to catch our connecting flight to Detroit. After a little mechanical problem with the plane we were off. When we arrived in Michigan, we rented a couple of vans and grabbed a quick bite to eat before heading to the campus, where we finally arrived around 1:30 in the morning.

IBEW Local 1245 recognizes that drones are likely to become an increasingly integral part of the utility industry, and the union is serious about embracing the changing technology and keeping work in the hands of our members, which is why the union decided to sponsor and send a group of 12 union members to a drone pilot prep course this summer. The type of patrol and inspection that drones may be used for is bargaining unit work, and while we

After a bit of shut-eye, the members immediately got started with the prep course. They began with the classroom portion of the training, which included in-depth and detailed instruction surrounding FAA regulations and national air space. There was a lot of information to grasp, but the group stayed focused and took it all in. Brian Dawson, who is retired US Air Force, brought a wealth of knowledge and experience to the class and was an amazing instructor.



On Tuesday, the fun began. After a brief time in the classroom, half the group went out to practice patrolling a power line using a UAV, with all members getting a chance to fly the mission. The second half of the group stayed on campus and received training and hands-on practice doing up-close and detailed inspections of various elements.

Will Thomas, a GC Line MEO who has some prior experience building and operating drones at home, embraced the opportunity to work with a profes-

sional grade drone.

“Each person got to fly and get used to the controls of the machine, learn how to set the altitude, how to track the machine and keep our viewpoint on the power lines the whole time,” said Will Thomas. “It went great, and it was a lot of fun. It was a lot easier to fly than my drone, much more user-friendly.”

On Wednesday, instructor Brian Dawson went over weather, performance and loading of the drone, along with operations. We spent a great amount of time studying and reviewing for the FAA Part 107 Drone Certification Test, and all of our members completed the program feeling prepared to take and pass the required exam to become licensed drone operators. Ed Dolan, James Noonkester, Dale Ingram, and Grant Todd all took and passed their test immediately after completing the training. The rest of the group will be testing over the next week.

Although the training was intensive, and there was a substantial amount of detailed class work, the group had a great time. The members are thankful that their union stepped up and took the initiative to send them on this training, and believe having this skill will serve them well in their respective jobs.

“In my classification, I’m in charge of penstock inspections and occasionally dam inspections,” said SMUD Hydro Operator Pete Winter. “On our concrete arch dams and penstocks coming into the power plants, there’s not a lot of access ... so for me, the ability to fly into those spaces is really valuable.”

“I don’t think [drones] are going to change the way linework is done, but I do think it’s going to improve our accuracy, and it’s going to make our jobs easier and safer, which is really what we’re looking for in any new technology,” said Thomas.

It was a joy to attend and work with such a focused, dedicated group. We would like to thank Brian Dawson, Dawn Stone and the rest of the staff at Alpena Community College for being wonderful hosts and making our visit to Northern Michigan a pleasure.

— Casey Barker,
IBEW 1245 Business Rep



IBEW 1245 members at the Drone Training in Alpena, Michigan. Front row, left to right: Peter Winter, Nick Nelson, Dale Ingram, Randy Hudson, Casey Barker. Back row, left to right: Todd Van De Hey, Kasey Johnson, Richard Bimson, Danny Barber, James Noonkester, Will Thomas, Grant Todd, Ed Dolan

Photos by John Storey

LONGSHOREMEN IN 1960 FOUND A WAY TO DEFEND THEMSELVES IN AN INDUSTRY BEING TURNED UPSIDE DOWN

IBEW 1245 members are not the first workers to see their jobs threatened by a changing industry. In the early 1800s English textile workers known as Luddites smashed and burned the machines that were replacing them. In the 1900s machines replaced huge numbers of American workers in agriculture and manufacturing. Studies now predict that perhaps a third of present-day jobs in the United States could be performed by robots within the next 15 years, including many construction and customer service jobs. New ways of doing business are today sweeping through the utility industry, shaking up traditional assumptions about the work and who will do it. In these uncertain times for utility workers, is it possible to protect our work, our livelihood? The short



By Eric Wolfe

All photos courtesy of International Longshoremen and Warehousemen Union.

International Longshore and Warehouse Union (ILWU). It was the leading edge of a great labor uprising that included the utility workers who organized IBEW Local 1245 at Pacific Gas & Electric in the 1940s.

Longshore workers of that era had several things in common with workers in the utility industry. The work was physically demanding and was performed almost exclusively by men. There were formal classifications of workers based on experience, with apprentice linemen aspiring to be journeymen, and “B” longshoremen aspiring to be “registered” longshoremen. Work in both industries required strength, skill and teamwork, and could reward inattention with crippling injuries. And because longshore and utility work were vital to the economy, work stoppages were potentially very disruptive.

Under the leadership of Harry Bridges, longshoremen were not shy about using their economic leverage. After the 1934 strike and through the 1940s, the ILWU won rules to make longshore jobs safer and more secure. The union established minimum sizes for crews — or “gangs” — and welcomed mechanical innovations that lightened their load. In addition to the traditional hook, these innovations included rope slings, pallets, fork lifts and other specialized devices to ease the handling of various types of cargo.

The bargaining power of the union made it possible for longshore workers to become part of America’s expanding middle class, and mechanical innovation made it more likely these workers could reach retirement with their bodies intact enough to enjoy it.

By the late 1950s, however, it was becoming clear to the longshoremen that “the machine” — today we might say automation or perhaps technological innovation — had the ability not simply to lighten their load, but to take over their work altogether.

JOB ACTIONS AND WORK RULES

Prior to the 1934 longshore strike, bosses held almost all the power at ports along the Pacific coast. They coordinated their actions through the Waterfront Employers Association (later known as the Pacific Maritime Association) and they dominated their workers through various practices. In the “shape up” each morning, men had to ask the bosses for work — giving rise to rampant favoritism and discrimination in awarding jobs. In a practice known as “speedup,” bosses required the men to work faster. Bosses also had the power to require long shifts on the waterfront, where workdays of 36 hours were not uncommon. These were time-honored techniques to wring more work (and profits) out of the workers.

The employers created a “company

union” to keep control over the workers, who were required to carry a “Blue Book” showing their membership in this phony, management-dominated union. Many workers hated this book. They referred to it derisively as a “fink book” and viewed it as a symbol of their oppression. In September of 1933, a mass of longshoremen walked off the job and destroyed their fink books in an empty lot along the waterfront. It was a dramatic display of unity and strength, and set the stage for their 1934 strike.

The strike shifted power to the workers. In settlement of the strike, a federal board created a coastwide contract that recognized the union’s right to represent the longshore workers and negotiate on their behalf. The settlement created union-controlled hiring halls, equalized work opportunities and formalized a regular workforce of “registered” longshoremen. The settlement also established a 6-hour day, which was intended to spread the work among more men during the Great Depression that was ravaging the country.

The union and the employers did not settle into a conventional bargaining process until the late 1940s, after the end of World War II. But the organized longshoremen did not need conventional bargaining to assert themselves. They frequently stopped the work to gain better working conditions. For example, longshoremen put a limit on the number of bags, boxes or barrels that could be loaded onto the longshore board. (This board was then hoisted into — or out of — the ship using a sling.) By limiting the load, the longshoremen made it harder for the boss to “speed up” the work of the men down in the hold, whose job it was to remove the items from the board.

The union also used work stoppages — sometimes called “job actions” — to establish a uniform gang size. This not only increased the number of jobs, it increased the number of men for any specific job so as to make the work “less onerous.”

Job actions were not viewed as a last resort by the longshoremen, but as a routine way to deal with objectionable conditions. In the years leading up to World War II, hundreds of job actions led to a proliferation of local rules at the various ports. For example, in Los Angeles a rule provided that men working on the dock could not be transferred to ship work. The rule was not as arbitrary as it might first appear. It was designed, in part, to protect the older men or men with injuries who could do the easier dock work but could not do the ship work.

This growing body of rules irritated the hell out of the employers, who believed — correctly — that the rules were hindering productivity (and profits). The solution, they came to believe, was mechanization. It was time to start replacing men with machines. And rapid advances in mechanization had begun to make that possible.



A cargo of coffee being hoisted by a sling

Photo by Otto Hagel

answer is “yes,” and we can look to the Longshoremen’s “Mechanization and Modernization Agreement” of 1960 to see how organized workers protected their job security even as new technology and work methods dramatically changed the nature of their work.

BARGAINING POWER

Longshoremen are the waterfront workers responsible for loading and unloading cargo from ocean-going ships. Following a long and bloody strike in 1934, longshoremen along the Pacific Coast organized themselves into the In-



Police surround striking Longshoremen during the 1934 strike.



Andrew Furuseth and members of the Coast Seamen’s Union burning their fink books towards the end of the strike



This "grandpappy of the modern forklift" at the Port of Seattle shows cargo handling and storage methods in the 1920s.

TWO FACES OF THE MACHINE

For longshore workers, mechanization had two faces. It could make their work easier, but it could also make their work disappear altogether.

Under pressure to increase production for World War II, waterfront employers began using lift jitneys, today more commonly known as fork lifts. Fork lifts speeded the movement of a sling load of cargo to and from the ship's hook. Fork lifts could also create higher piles of cargo, a more efficient use of dock space.

But there was a downside for longshoremen. Much cargo was already on pallets when it arrived at the dock for temporary storage. Moving that cargo from dock storage to the ship had traditionally employed many dock workers, part of the traditional "long gang." The new method provided work for just one person: the forklift operator.

Union grievances slung the issue into arbitration in 1938. In arguing its case, the union did not try to ban the use of machinery, and the union flatly denied that it wanted to preserve jobs where men simply stood around doing nothing while machines did the work. But in fact this was increasingly the case. Idle men were even given a job title — "witnesses" — but for all practical purposes they had been replaced by "the machine."

Bridges was squarely confronted with the two faces of mechanization. He saw

the value of shifting the most onerous work from men to machines, once saying: "We are less interested in getting more men than we are in getting machines to make the work easier." But at the same time he needed to protect his members against the scourge of unemployment. He believed his men should see some of the money that these companies were going to make from adopting new labor-saving work methods. Longshoremen called this getting a "share of the machine."

Without a doubt, "the machine" was going to increase profits. The question to be decided was whether the workers were going to stand in the way of that profit — or claim some of it for themselves.

THE CONTAINER REVOLUTION

One radical improvement that promised to cut costs and increase profit was the adoption of bulk-handling for cargo, such as grain, ore, scrap metal and sugar. Sugar was first shipped in bulk from Hawaii to the West Coast in 1942. Up until then, unloading a 10,000-ton load of sacked sugar required seven shifts of ten hours each, worked by five gangs of longshoremen: 6,650 manhours. By the 1950s, with all sugar being shipped in bulk, unloading the same load required just 1,000 manhours. The workforce needed to handle the warehouse end of this sugar haul was cut from 80 workers to just eight.

Similar processes were devised for other bulk loads. Before mechanization, ore was shoveled by hand into buckets and tubs. With mechanization, a payload could bull the ore into the square of the hatch, where a "clamshell" could then move up to 13 tons at a single bite. Large blowers could be used to move grain; giant magnets could move scrap



Handling cargo in containers dramatically improved efficiency.

metal.

Another development that made longshore work more efficient was the unit load. Instead of sacks or boxes or sticks of lumber being handled piece by piece, these items could be handled in units of a ton or more. Cartons of beer could be glued together; loads of lumber could be strapped together. And it was just a short leap of imagination to realize that virtually all products could be handled in bulk if they were packed into uniformly-sized containers.

Containerization was a revolution in cargo handling. Containers could hold 25 to 40 tons of freight loaded at a factory or distribution point. With a fully containerized ship, a dockside gantry traveling the ship's length could be used to reach all hatches. The job of the longshore operator was simply to stow a container of outgoing cargo, then pick up a container of incoming cargo. The only other longshoremen needed aboard ship were those who lashed the containers into place. Containerization, by one early estimate, was increasing the productivity of longshore labor by an astonishing 40 to 50 times.

By the mid-1950s, mechanized equipment and procedures were making many traditional longshore jobs seem obsolete. Harry Bridges, who had organized the union and led it for over 20 years, understood that longshoremen were at a crossroads. "The machine" had rescued them from back-breaking work, yes, but now it threatened to do away with their jobs altogether. Longshoremen had used negotiations and job actions to establish work rules that protected their jobs, and many of these union members insisted this was still the best strategy to protect jobs in the future. But Bridges knew it was absurd to expect the employers to keep paying for human muscle when machine muscle was so much stronger. In the long run, he believed, it would be better if the union could secure the men's livelihood by negotiating a "share of the machine."

At a union caucus in Portland in 1957, Bridges asked the delegates:

"Do we want to stick with our present policy of guerrilla resistance or do we want to adopt a more flexible policy in order to buy specific benefits in return?"

BRIDGES AND WEAKLEY

Harry Bridges was the founder of the ILWU and its undisputed leader until his retirement in 1977. It is safe to say that he was revered by the men he led. But the ILWU was a highly democratic organization, whose character was forged in the militant worker uprisings of the 1930s. At its core was a deep-seated belief that the members as a whole should have the controlling voice in union affairs. Bridges could not simply dictate



Harry Bridges was the founder of the ILWU in 1934 and its undisputed leader until his retirement in 1977.

the union's response to mechanization of their industry. He knew the members themselves would have to decide the issue. In many respects, the ILWU closely resembled another union coming of age in that era: IBEW Local 1245. Both unions were born in the great spasm of industrial organizing in the 1930s led by the Congress of Industrial Organizations (CIO). In fact, just three years after leading the Longshore strike in 1934, Harry Bridges was tapped by the CIO to guide an organizing drive at Pacific Gas & Electric. By 1941 that organizing drive was being led by another CIO young bull named Ron Weakley. But during the 1940s, both Bridges and Weakley became fed up with the increasingly autocratic leaders of the CIO unions, some of whom were trying to advance their



Ron Weakley threw himself into the organizing drive at PG&E in 1941 and later led IBEW 1245 as business manager until he retired in 1971.

own careers by accusing their rivals of being "communist." This unprincipled, scare-mongering tactic — known as "red-baiting" — resulted in the ILWU being expelled from the CIO. Red-baiting prompted Ron Weakley to leave the CIO in 1948 and to throw in with the IBEW in his on-going quest to organize PG&E. Bridges supported Weakley throughout this period and even offered office space at the ILWU to Weakley and his fellow PG&E organizers. This strategic alliance continued into the late 1950s, when Weakley and Bridges made joint media appearances to combat a Right-to-Work ballot measure. During those same years Weakley watched with interest as Bridges tried to find a solution to mechanization that rank-and-file longshoremen would accept.

— • —

In the next edition of the *Utility Reporter*, the story continues as Bridges tackles the challenges of industry mechanization.

Eric Wolfe was communications director for IBEW 1245 from 1990-2016. Robin Walker, Librarian/Archivist for ILWU, provided generous access to the ILWU's document and photo archive for this article.



A shipment of beer being handled by a longshore crew in 1956. Such products could be handled more efficiently when they were fastened together in larger units.



On Par

30th Annual Perry Zimmerman Golf Tournament

The weather was sunny and clear as 89 golfers hit the links at IBEW 1245's 30th annual Perry Zimmerman Golf Tournament at Cypress Lakes Golf Course in Vacaville.

"The course is beautiful, and the greens are wonderful," said retiree Dale Quedens, who traveled down from Paradise, CA to join the tournament for the first time this year. "Being out here with my buddies, we're having a great time. I love it."

The easy-play, 18-hole event is designed for golfers of all levels, and the "best ball" format elevates the sense of camaraderie within each team.

"The sun is shining, it can't get much better than this," said 12-year IBEW 1245 member Mark Herbert, who happened to have been part of the first place team at last year's tournament. "My game sucks, but fortunately I brought three guys with me who really can play golf, so we're doing alright [as a team]."

While some teams came looking for a trophy, others came out simply to spend time with friends, family and co-workers.

"It's as competitive as you want it to be, but at the very minimum, it's just a fun day," said PG&E Grid Control Center Transmission System Operator Grant Bungo, a nine-year member of Local 1245. "For me, it's a chance to play golf in a really nice venue with friends, and just have a good time and drink some beer. It's a wonderful event."

After they completed the course, the golfers headed over to Weakley Hall for a tasty BBQ, courtesy of Business Rep Mike Saner, who manned the grill. Busi-

ness Rep John Mendoza's sisters, Molly and Diamond, prepared a delectable spread of side dishes with the help of other volunteers, comprised of Executive Board members, union staffers and their families.

Thanks to our generous sponsors, the raffle was stocked with some fantastic prizes this year, including TVs, GoPro cameras, laptops, fine wines and a selection of golf paraphernalia. The day concluded with the awards ceremony, but even those who left without a prize still had smiles on their faces.

Special thanks to all of our volunteers, as well as our sponsors who made it all possible:

SPONSORS

Eagle Level (\$500)

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Birdie (\$250)

- A2Z Technical Translations
- Delta Dental of California
- Boxer & Gerson LLP
- Mike Saner, Local 1245 Business Rep

Par (\$100)

- Underground Construction Co.





1st place team: Chris Hess, Doug King, Richard Wright and Ian Robinson



Volunteers helped to prepare and serve the food

Photos by John Storey



2nd Place - Kevin Unverferth, Ryan Adams, Mondo Nevarez, Mike Olds (not pictured)



3rd Place - Eric Wright, Ezzard Carney, Pernell Wilsott and Terry Carney



The volunteer team



Sixth Annual Charity Bowl Raises \$1,200 for Two Worthy Causes

On Saturday October 7, 2017 the Sacramento Regional Organizing Committee held its 6th Annual Charity Bowl. This year's event featured a fun Halloween theme, complete with decorations, tasty treats, and a guest appearance by a zombie football player, as well as Rosie the Riveter, played by Organizing Steward Charlotte Stevens.

We had 70 people come to the event, and 63 bowlers. We even had some members from PG&E management

come out and support our effort. Everyone had a great time bowling and socializing. Organizing Stewards Ivan Pereda, Alvin Dayoan, Ricardo Hernandez and Charlotte Stevens worked the floor to sell last-minute raffle tickets, which sold like hotcakes. We even had a Teamsters retiree by the name of Robert come up to our table and tell us how wonderful it was to see union members raising money for a charity. He bought \$5 worth of raffle tickets, and ended up winning an Amazon Firestick!

Other raffle prizes included gift cards to Starbucks, Target and Amazon, a bottle of premium wine, Bluetooth speakers and the biggest prize of the day, a 49" Flatscreen TV, which went to PG&E Training Instructor Kirk Dobie from the Sacramento call center. Altogether, we raised \$1,200, which we will be splitting between two worthy charities, WEAVE and Unbroken Courage.

WEAVE (Women Escaping a Violent Environment) helps those in domestic violence crisis, and is a phenomenal

resource in the Sacramento region. I personally benefited from their services many years ago, and now when I have clothing donations, I take them to the WEAVE store in the Arden area. It feels good to give back to this organization that helped me so much.

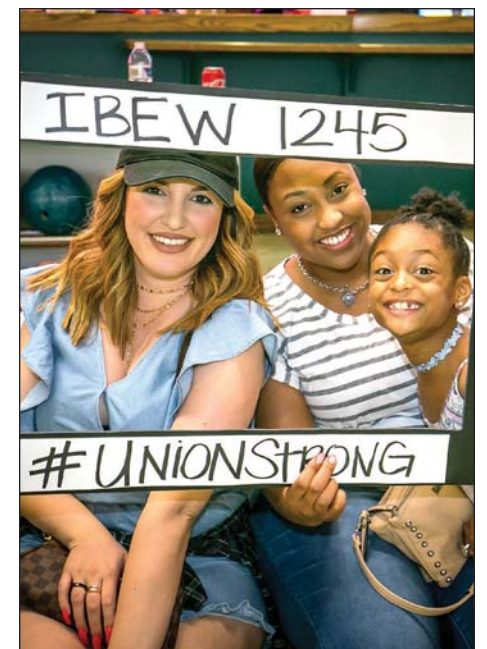
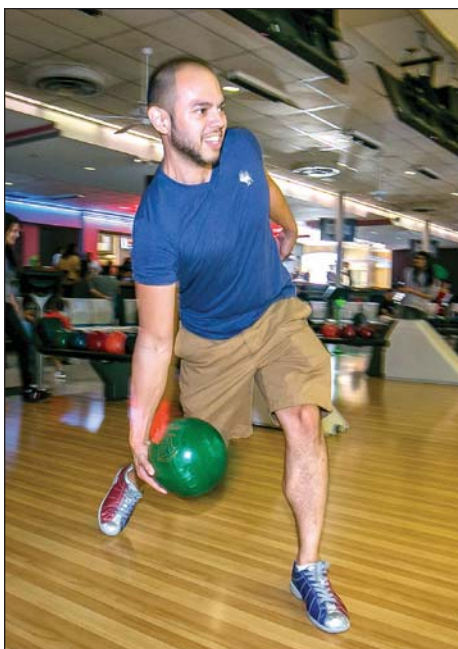
Unbroken Courage serves individuals living with Multiple Sclerosis (MS). They describe themselves "a platform where we can ban together and speak with our mouths and believe in our hearts that we have Multiple Sclerosis,



Sharron Baker of Unbroken Courage



Charlotte Stevens dressed up as Rosie the Riveter.





but Multiple Sclerosis does not have us!" Organizing Steward Miko Banks is close friends with the founder of Unbroken Courage, Sharron Baker, who has MS herself.

"It's easy to go through life and ignore the challenges that we face, but Sharron didn't run from her challenge, she dealt with it with a positive influential attitude," said Banks. "She founded Unbroken Courage as stepping stone to give back, even when her own health was taken. Her goal is to show others with

this disease that they can live a happy and productive life ... to see the disease as just an obstacle, not a road block. Her motto is, 'Everything worth anything is not going to be easy! Tears, frustration and misunderstandings are paving the way to pure happiness!'"

I am proud of the hard work that was put in to this year's Charity Bowl, and our team is looking forward to next year's event.

— Nilda Garcia, IBEW 1245 Organizing Steward



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

Elko Unit #3318 donated \$500 to the Elko Bighorns Unlimited to support its annual crab feed fundraiser.

Sacramento Clerical Unit #3801 donated \$300 to the Creekside Church in Rocklin, CA to help feed the homeless.

East Bay Retirees Club donated \$500 to the Alameda County Meals on Wheels program.

Yerington Retirees Club donated \$250 to Healthy Smiles Family Dentistry.

Stockton Unit #2511 donated \$100 to the Central Valley Organizing Committee Bowling event.

Loomis GC Unit #3510 donated \$500 to the Huntington Disease Society of America, Team Hope Walk in San Francisco.

Auburn Unit #3511 donated \$250 to Hospice of the Foothills in Grass Valley and \$250 to BSM Celebration of Life Women's Triathlon.

Carson City Retirees Club donated \$250 to NAMI of Western Nevada.

Santa Rosa Trees Unit #4719 donated \$500 to the Cosmos Youth Soccer team of Petaluma.

www.gofundme.com/ibew-1245-wildfire-relief-fund



IBEW 1245 Wildfire Relief Fund

\$7,225 of \$15k goal

Raised by 60 people in 22 days

TD Organized by Tom Dalzell

Donate

Donate to Families Impacted by Hurricanes

Upwards of 100 IBEW 1245 members from PG&E traveled to Florida in September to provide mutual aid in the areas hit by Hurricane Irma.

The International Brotherhood of Electrical Workers is collecting donations to provide urgent relief to families that are most in need,

including those who have lost their homes or sustained severe flood damage. IBEW members may make contributions with a credit card at <https://secure.ibew.org/unityfund/>.

Please give what you can, and show what true IBEW solidarity can accomplish.

<https://secure.ibew.org/unityfund/>

A Special Thank You

Dear Brothers and Sisters,

My family and I want to thank everyone that has expressed condolences to us during this very difficult time as we mourn the unexpected loss of my son, Trevor Mertz.

I am the mother of seven children, and Trevor was my youngest son. He was driving home to Grass Valley with a friend on July 22 when he was involved in a horrible accident. Trevor was ejected from his car and was pronounced deceased at the accident. His friend was pulled from the car by a passerby, and is still recovering from his injuries. The accident is still under investigation, with CHP, the local sheriff and Rocklin PD all working on the case.

We just want to thank everyone for everything that you all have done for us during this very hard time, it means so much to us. We will be having a memorial service for Trevor on Sept. 22 in Santa Clara, CA.

Sincerely,
Karen Mertz
SSR 2
PG&E San Jose Call Center

Donate to the Local 1245 Wildfire Relief Fund

Twenty-nine members of IBEW Local 1245 have lost their homes and all of their belongings in the devastating series of wildfires that tore through the North Bay in October. Despite the devastation and loss, many of our members continued to work, selflessly and tirelessly, to bring the power back on in the effected areas.

These brothers and sisters need our help and support. Please donate what you can. Every little bit can make a difference for a 1245 family in need. If each member donates just \$1, that would add

up to \$20,000, so truly, no amount is too small, please give what you can.

The funds collected through this site will be disbursed directly to Local 1245 members and their families, to help them begin the long and arduous process of rebuilding their homes and lives.

Additionally, Local 1245 and PG&E have signed a new Letter Agreement allowing employees to sell up to 40 hours of vacation and have the proceeds sent to support the victims of the fires. The full text of that letter agreement can be found at <http://bit.ly/2ldL5WS>.

Juarez Joins IBEW International Staff

Local 1245 Staff Organizer Jammi Juarez has accepted a new position as the Director of Professional and Industrial (P&I) Organizing in the Membership Development department for the International Office of the International Brotherhood of Electrical Workers.

Juarez has mixed emotions about leaving her home local, but she's looking forward to embracing this new opportunity.

"I initially had a difficult time accepting the position. But like I always tell everyone that I mentor, you can't be paralyzed by fear of the unknown. Be brave, and be fearless," said Juarez. "They see something in you that you do not see yourself. If a trusted and respected leader asks you to do something, you do it."

"I expect to continue working with my home local, just in a different capacity. I do not see this as 'good bye,' but as 'see you soon!'" Juarez continued. "With the help and support of LU 1245 and all of the locals, we will continue to grow and strengthen the IBEW. All workers deserve to be part of a union and I intend on helping those that have a desire to do so! This new chapter in my life is exciting and I can't wait to get work!"

Sister Juarez began her career at PG&E in early 2006 at the Sacramento call center, and became active in Local 1245's organizing steward program in 2011. Over the years, Juarez has worked on at least a dozen political and organizing campaigns, both within and beyond Local 1245's jurisdiction, and has been recognized on numerous occasions for her outstanding work.

She joined the Local 1245 staff as an organizer in March of 2014, and has represented Local 1245 with a wide variety of union constituency groups, committees, conferences, conventions and boards. She credits the union for opening these doors for her.

"[Business Manager] Tom Dalzell's vision to educate and empower the rank-and-file membership through hands on training environments got me to where I am today," said Juarez. "The organizing steward program really works. It gave me the exposure to organizing, leadership and union activism that I needed to spark my love and passion for our great union."

"I have been able to do and experience things I never imagined doing, all because of my union. Becoming an active union member has changed my life," she continued. "I've had many mentors, and met great leaders throughout the last 7+ years doing this work who pushed me outside of my comfort zone many times; I would not be here if not for them. I want to thank my former Business Rep, Arlene Edwards, for recognizing leadership qualities in me and inviting me to

participate; Organizers Fred Ross and Eileen Purcell for working with me on a daily basis teaching me the ins and outs and having the wisdom and faith to push me to do more; Tom Dalzell for taking a chance on me and bringing me on staff; and of course, IBEW International President Lonnie Stephenson for my current opportunity. It is truly an honor and privilege to serve my IBEW family."

A Shining Star in the IBEW

"Jammi was one of IBEW 1245's first Organizing Stewards and has been our leading 'road warrior' organizer since 2011," said Local 1245 Staff Organizer Fred Ross. "Since joining our organizing staff, she has helped lead many of the election campaigns in the 19 states where we have deployed organizing stewards. We are proud that President Lonnie Stephenson aims to have Jammi bring the 1245 organizing model to the entire IBEW family."

"I had never truly seen or felt worker empowerment until I met Jammi. It was the first time I had ever attended a meeting at the 1245 hall, and as a rank-and-file member she was leading a briefing on the anti-union ballot measure we were going to fight," said IBEW International Organizer Rick Thompson. "Watching Jammi's knowledge and confidence kindled a fire in me. I thought, 'This is what a union is about. I want to be a leader and use my voice to make things better for working people, too.'"

"I first got the chance to work with Jammi in 2011 in Wisconsin, when she volunteered to help fight back against Scott Walker's attacks on workers' rights," said IBEW International President Lonnie Stephenson. "Since then she has helped out on numerous political and organizing campaigns, most notably at Greenlee Textron Tools in Illinois. Jammi has the organizational skills and commitment to worker justice we need to help lead our professional and industrial efforts."

"Jammi is a natural-born organizer, and I knew from her very first campaign that she would be a shining star in the IBEW," said Local 1245 Business Manager Tom Dalzell. "She has been a huge asset to our local, with unrivaled energy, die-hard dedication, and innate skills that have continued to flourish over the years. While we will certainly miss her, we are exceptionally proud to have her representing Local 1245 at the International Office. On behalf of our entire staff and membership, we wish Jammi all the best in this next step in her career."



Jammi Juarez



Juarez received the IBEW's "Above and Beyond" award in 2016

Community Choice Aggregation What Does It Mean for the Future of California's Energy Marketplace?

Community Choice Aggregation (CCA) is a complex topic, and the specifics can be hard to comprehend. But it's something that all utility workers should take the time to understand, as the large number of CCAs that are being launched are causing great uncertainty in California's energy market. That uncertainty hurts all utility workers and has the potential to undermine California's ability to reach its clean energy goals.

State lawmakers are realizing the huge impact that CCAs are having on our state, and on August 23, the California State Senate Energy Committee held an in-depth hearing to evaluate the status of Community Choice Aggregation and its effects on the California energy marketplace. The hearing identified two nitty-gritty but critical financial issues that could put the future of California's power marketplace in jeopardy, and threaten our members' jobs.

The Power Cost Indifference Adjustment and Cost Shifting

In California, power purchase agreements last 10-20 years, which means that over the past two decades, PG&E has purchased power for customers that are now served by a CCA (in the industry, this is known as "stranded costs"). The experts at the hearing all agree that this is resulting in some amount of cost shifting, with utility customers subsidizing CCA customers — and the mechanism that is supposed to transfer the stranded costs of the utilities onto the bills of the CCA customers is not working.

CPUC President Michael Picker mentioned this issue, CPUC Energy Division Chief Ed Randolph mentioned this and other issues, PG&E mentioned it, Coalition of Utility Employees representative Marc Joseph mentioned it, and even CCA representative Geoff Syphers mentioned that this needs to be addressed. But the most important point was made by Matthew Freedman of The Utility Reform Network, who said that CCAs are financially subsidized by PG&E customers today, thereby screwing PG&E customers, and this will continue into the future unless the CPUC fixes this problem now.

According to PG&E, their former customers who are now served by CCAs are paying 35% less than needed to cover the cost of power purchases that were made on their behalf. Nobody really challenged this fact, which has big implications for the future of CCAs. It is estimated that CCAs may serve more than half of PG&E's load by 2020. Since the CCAs currently in operation are setting rates that do not include the full cost of power to their customers, fixing this problem would mean changing the CCA's rate structure. Several new CCAs will be launching in the first half of 2018, and they may adopt rates that do not account for this cost differential, and will then have to raise rates on their new customers after a few months.

Bottom line: THIS IS A BIG DEAL. The CPUC is currently going through a proceeding to reset the Power Charge Indifference Adjustment (PCIA), which is the fee established by the law creating Community Choice Aggregation and charged to CCAs to account for the power costs a utility made on their behalf. If the increase covers the 35% figure, it could lead to CCAs becoming non-competitive with the investor-owned utilities.

The Financial Condition of New CCAs and Their Inability to Make Long Term Power Purchases

Like the PCIA, financial worthiness is not a headline-grabbing issue. But it is critically important, and CCAs are just now recognizing that their ability to purchase power most advantageously for their customers is determined by their ability to obtain capital and enter into long-term power purchase agreements. Unfortunately for the CCAs, they were designated as 'stand-alone' entities under a Joint Powers Agreement (JPA), which is designed to protect counties and cities that form CCAs from any financial liability if the new agency goes belly-up. But in this case, the CCAs need the collateral of the counties to entice bankers to loan them the funds necessary to build new renewable projects. More interestingly, even the third-party developers of renewable projects will not sell power from their solar project under a 20-year contract to these new agencies, because their banks won't lend to them to build the project when the buyer — the CCA — has no financial history or certainty. Since CCAs allow their customers to opt out at their own discretion, these agencies could go out of business any time — and the banks know this.

This lack of financial stability has big consequences:

- CCAs are not meeting their promise to develop new, local renewable projects. They are buying out-of-state power, including non-renewable hydro and fossil fuel, which still makes up much of their power supply. An analysis presented by The Utility Reform Network found that the most established CCA in the state, Marin Clean Energy, will source **only 20%** of its power from new build renewable projects in California by 2019, *ten years* after they began serving customers. By contrast, PG&E gets 100% of its renewable power from California new builds, and could be at 40% RPS by 2019. If the RPS increases are accelerated

under SB 100, Marin Clean Energy and the other CCAs will not be able to meet these new requirements.

- Because the CCAs are not building new renewable projects or buying directly from these new builds, no new projects are being started in California. After remarkable growth, driven by RPS requirements under State law and clean energy policies implemented by the CPUC and CEC, projects are not being built. Why? Because the investor-owned utilities, and to a lesser extent, the public utilities, have procured enough renewables to meet California state mandates. Since the investor-owned utilities are losing customers, they don't need any more renewable power — and the CCAs can't step in, which means everybody is screwed. Utility workers (and their unions) are having to deal with great uncertainty, as their employers lose customers and revenue. CCAs contract everything out, which is dismantling the organized labor workforce. Additionally, this uncertainty is hitting the marketplace, as no new projects are getting built. IBEW construction workers, as well as other union workers — who have worked over two million man-hours building almost every one of these renewable projects since 2011 — are left out in the cold.

All this adds up to an enormous question mark for workers, customers and the industry as a whole. IBEW 1245 will continue to actively monitor and engage in this debate, and we are committed to advocating for both our members and the millions of people that they serve every day.

— Hunter Stern, IBEW 1245 Business Rep

Organizing Stewards Host Rally in Sacramento to Oppose Right to Work

A team of IBEW 1245 organizing stewards in Sacramento hosted an informational rally at PG&E's 2740 Contact Center to help our fellow union mem-



bers learn about the threat of so-called "Right to Work" legislation and a pending Supreme Court case, *Janus v. AFSCME*, which aims to weaken unions and undercut our rights at work.

The rally was a great success! We were able to educate our members at PG&E on the truth behind Right to Work and energize them for action. Many of our brothers and sisters knew little about Right to Work, and were unaware of the



upcoming court case and the effects it could have on unions nationwide. I told them, "Now that you know, you have an obligation to share the information with others and to take action to

keep our union strong!"

At the rally, members played "The Union Difference - Wheel of Life" where they had to imagine life at work without our union. They also participated in multiple raffles throughout the day for new union shirts. Members headed back to their desks informed and armed with posters and information on Right to Work, as well as a lanyard to wear as an everyday reminder of the union difference.

The turnout was great, with 50 people signing in, 36 completing commitment cards, and two signing up to learn more about our Organizing Steward program. Thanks to everyone who participated, whether in word, deed, or spirit. We are planning to host more rallies in Sacramento in the coming weeks.

— Charlotte Stevens, IBEW 1245 Lead Organizing Steward

Photos by Steven Marcotte

Local 1245 Receives Henry Miller Organizing Award

At the IBEW 9th District Progress meeting held in August, Local 1245 was the proud recipient of the esteemed Henry Miller Award. The Miller Award is given to Locals "in recognition of their ongoing commitment to the organizing principles upon which the IBEW was founded."

"To see our Local's effort to organize being honored in front of all the other

Locals from the 8th and 9th Districts was impressive and awe-inspiring," said Local 1245 member Karri Daves, an active member of Modesto Irrigation Direct's Volunteer Organizing Committee. "We know that there's a difficult road ahead of us, but we are already starting to get ahead of the pack to keep our Local and Union strong!"

Utility Reporter

Organizing Stewards handbilled at a Spectrum payment center in Modesto.



Local 1245 Members Stand in Solidarity with Striking Spectrum Workers in NYC

More than 1,700 workers at Spectrum (a division of Charter Cable) in New York City have been on strike since March, and are still fighting tooth and nail to secure a fair contract in the face of an increasingly hostile and dishonest employer. The workers, who are members of IBEW Local 3, report that the employer has refused to provide the tools, resources and support they need to do their jobs properly, and overtly targets union members that stand up for their customers. The company is also pushing for drastic cuts to the workers' health care, and elimination of the pension benefits they've earned and deserve.

To demonstrate solidarity with the striking Spectrum workers, two teams of IBEW 1245 organizing stewards took action locally to help spread the word about Spectrum's bad behavior.

In Reno, Nevada, a group of Local 1245 retirees and supporters passed out informational leaflets to Spectrum customers and employees outside of

Spectrum/Charter's main office in Reno. The NV Energy retirees, including Tom "T" Bird, Kathy Preston and Rita Weishaar, braved the pouring rain in order to show their support for their Local 3 brothers and sisters, just as the Local 3 members did for them when they were fighting to preserve their retiree medical back in 2010. T Bird even donned a Local 3 cap, which he was given during a rally against NV Energy in New York City seven years ago.

A second team, comprised of Kristen Rasmussen, Mark Goodwin and Cynthia Lopez, handbilled outside of a Spectrum payment center in Modesto, CA. Rasmussen reports that the majority of the people they spoke to were "outraged" when they learned that Spectrum's CEO earns more than \$47,000 per hour, and none of the customers had heard anything about the strike prior to receiving the leaflet.

Learn more about the strike and sign the union's petition at <http://spectrumstrike2017.com/>



Organizing Institute participants, from left: PJ Saenz, Charlotte Stevens, Ivan Pereda, Q Thompson and Steve Gallow

Local 1245 Organizing Stewards Join AFL-CIO Organizing Institute

In late September, a group of five organizing stewards from IBEW Local 1245 participated in the AFL-CIO's Organizing Institute, which took place in Sacramento.

This specialized training focuses on the principles of union organizing and is designed to improve skills related to leadership and committee-building, employer campaigns, issue campaigns and mapping/charting, with a heavy emphasis on communication. Longtime Organizing Steward Ivan Pereda helped lead the training, and was joined

by fellow Organizing Stewards Steve Gallow, Laquania "Q" Thompson, Charlotte Stevens and PJ Saenz.

"The training was not only informative, but also empowering," said Charlotte Stevens. "I enjoyed the opportunity to role-play during each exercise, giving us the ability to immediately put into action the topic we just learned. The Organizing Institute has given me structure and tools for the work I am performing. I truly feel confident and equipped to face the upcoming challenges."

EthosEnergy Group Power Plant Workers Vote to Join IBEW Local 1245

On September 14, workers at four gas cogeneration plants in the Sacramento area voted Yes to join IBEW Local 1245 in a mail-in ballot election. After months of organizing and enduring an aggressive anti-union campaign, the results were close but clear — the employees of EthosEnergy Group are ready to have real change and a real voice.

EthosEnergy Group, which operates as part of the John Wood Group's GTS division, is primarily based in Houston but conducts business throughout the US and other countries. EthosEnergy is the operations and maintenance contractor that employs the 43 mechanics, operators, and IC&E technicians who make up the unit; the plants where they work are owned by Sacramento Municipal Utility District (SMUD).

While this is Local 1245's first organizing campaign with EthosEnergy Group, the company is no stranger to the IBEW or its members. Local 396 (Las Vegas) has an active collective bargaining agreement for EthosEnergy workers at Apex Power Plant. In addition, many former EthosEnergy Group employees have quit in recent years, finding more coveted IBEW-represented jobs with other employers such as the City of Roseville, SMUD, and PG&E. This exodus didn't escape the notice of the workers who stayed behind, and as they connected the dots, the common factor became clear: union representation with IBEW 1245.

In January, I met with a group of EthosEnergy workers to explore the idea of organizing. There were a number of issues that they wanted to address, most notably the unfair, unevenly applied disciplinary process; unaffordable health insurance, which leads many workers to decline coverage; and short staffing combined with poorly defined duties, which results in inefficiency and confusion. Workers felt unheard and disrespected by management in everything from day-to-day operations to their broader efforts at making the work environment better. They were ready for change, and anxious to make it happen.

Over the next few months, the Volunteer Organizing Committee (VOC) took on the challenge of reaching out to coworkers on different shifts and at other plants, with whom they had little interaction otherwise. They built support for organizing, distributing information and educating their coworkers about the union difference. Eventually they collected the show of worker support that the National Labor Relations Board requires to conduct a union election.

In early August, it became clear that the company's response would be con-

tentious. In contrast to the mail-in ballot election proposed by the union, the company wanted to conduct the election for all four plants on one day, at one plant, for a small window of time during the height of Sacramento's rush hour traffic. This would have disenfranchised and intimidated a number of workers, such as those on night shift or those who live as far away as Tracy or Chico. Furthermore, the company's attorney wanted to add several weeks to the period of time leading up to the election (in an obvious effort to extend their union-busting campaign). Naturally,

"If organizing were truly as futile as the company says it is, why would the employer be so desperate to convince you not to do it?"

the union and the VOC did not agree with the company's parameters and went to the NLRB to contest them. It wasn't until the very final hour of the day before an NLRB hearing that the company relented, agreeing to a mail-in election and abandoning its protracted timeline.

This antagonistic behavior did not change. The company waged a comprehensive anti-union campaign based on creating fear and doubt around unionizing. For weeks, management distributed multiple daily emails full of misinformation (and often blatant lies) about organizing, bargaining, and IBEW Local 1245 in general. Workers were subject to captive audience meetings and interrogative one-on-ones with management, in which the bosses made veiled threats and used scare tactics based on union dues, strikes, and the possibility of "losing everything" in the bargaining process. Just before the voting period began, high ranking company executives flew out from Texas to meet with workers to re-emphasize this message.

In contrast, the message from IBEW and the organizing committee was one based on looking forward and sharing in the pattern of success that Local 1245 members enjoy. The most important pro-union message was this: if organizing were truly as futile as the company says it is, why would the employer be so desperate to convince you not to do it?

The fear and intimidation was nonetheless a powerful force, and the election looked too close to call ahead of the vote count. But when the ballots were finally tallied, they brought good news: the workers won union representation with 23 Yes votes to 17 No.

Going forward, workplace leaders will continue the hard work of uniting their coworkers to ensure strength in the bargaining process. On October 19, Local 1245 Senior Assistant Business Manager Ray Thomas and I will be meeting with the unit to help them elect their bargaining committee and begin the process of drafting bargaining proposals.

— Rick Thompson, IBEW International Lead Organizer



The team from Local 1245 poses for a group photo at the Local 465 union hall.

Local 1245 Organizing Stewards Support Call Center Organizing Campaign at San Diego Gas & Electric

When call center employees at San Diego Gas & Electric began organizing to join IBEW Local 465, the union quickly reached out to Local 1245 for assistance.

Local 465 already represents physical workers at SDGE, and the call center workers were hoping to enjoy the same types of benefits that their colleagues have. A previous organizing drive in the call centers had proven unsuccessful, and they knew this drive would also be uphill battle, as the company had made it clear that they would fight any effort that the call center workers made to join the union.

Local 465 needed reinforcements, and as always, Local 1245 answered the call. In early September, a powerhouse team of 1245 organizing stewards, most of whom work or have worked in call centers themselves, traveled down to San Diego to support the call center organizing drive at SDGE.

When they hit the ground, they were immediately confronted with aggressive opposition on the part of the employer. They learned that SDGE had hired a union-busting firm, Cruz & Associates, which is notorious for threatening, harassing and intimidating employees who seek to form and join unions.

The organizing stewards knew they had their work cut out for them, but they were fully committed to doing everything they could to counter-act the union-busters.

"Our team is doing an amazing job with outreach to the call center workers of SDGE," Rene Cruz Martinez reported early in the campaign. "We have been making contact with workers that were on the fence, and turning them over to support the union vote. There is still a lot of work to be done, but we can definitely feel the campaign moving [in the right direction]."

"SDGE has 177 call center employees in six different locations — one large headquarters and five branches," Nilda Garcia explained. "The majority of the support is from the branch workers, but the main call center has more than half of all the employees, and the union bust-

ers are really working that building!"

"There are many employees who are fearful of retaliation ... and the company has continued to inundate their employees with union busting tactics and ruthless 'informational meetings,'" said Melissa Echeverria.

The opposition from the company only fueled the organizing stewards' drive, and they worked tirelessly, knocking on doors, holding rallies, and demonstrating their union power outside of the call center locations.

"This experience has been life-changing," said Jermaine Smith, a newcomer to the organizing steward program. "I've been able to network with so many great people from the local and international, and educate SDGE employees on the great benefits of joining the union and standing in solidarity with my brothers and sisters. I'm gaining so much knowledge and experience on this campaign."

Unfortunately, all of their efforts simply weren't enough to combat the union-busters, who had unfettered access to the workers and seemingly limitless resources. The threats, lies and

intimidation on the company's part resulted in an incredibly narrow loss for the union, with 77 voting in favor of the union, and 83 against.

"We are all proud of the work everyone put in to this campaign," Cruz Martinez said after the result of the vote were announced. "We didn't get the Yes vote this time, but we are definitely ready for the next fight."

Local 465 Business Manager Nate Fairman believes that the company and its union busters committed unfair labor practices and used tactics that are in violation of the law, and the union is challenging the election results with the National Labor Relations Board. They are hopeful that the NLRB will find that the employer did not play by the rules, and will agree to set aside these results and allow for a new, free and fair union election.

View Fairman's statement at: <https://bit.ly/ibew465statement>

— Rebecca Band, IBEW 1245 Communications Director



Redefining Our Legacy

Highlights from the

2017 RENEW/NextGen Conference

Young people are the future of the Labor Movement, and the longevity of our union depends on this up-and-coming generation of workers. That's why the IBEW launched its "Reach out and Engage Next-Gen Electrical Workers" (RENEW) initiative, in order to inspire the next generation of IBEW workers to become active in the union by focusing on the issues that are important to younger workers, providing education about the IBEW and the labor movement, and fostering relationships with members and local union leadership.

IBEW Local 1245 sent a large and diverse delegation of younger members to this year's International RENEW/NextGen Conference, which took place in Pittsburgh, PA in mid-September. These members had the unique opportunity to hear from inspiring speakers, participate in ground-breaking workshops, and meet other like-minded young people from across the IBEW.

Below, members of Local 1245's RENEW delegation describe the experience in their own words:

The RENEW/NextGen conference was an experience that I will never forget. IBEW is so diverse, and it was amazing to see all different types of people find a common relation that allowed us to organize for the sake of knowledge and representation. The knowledge I gained from the conference made me feel empowered and unified all at the same time. The workshops were interactive and helpful, not only for me as a Local 1245 member, but also on a personal level. It was an honor to represent Local 1245 and I am grateful for the invitation by our union leadership. All the processes and training I received will be put to use organizing our new/young union members. — Orlando Knox

This was my first conference, and man was it eye-opening! I had no idea how big IBEW is, and all of the different positions! I walked away having so many new friends all over the world! After leaving this conference, I feel so honored to be a part of IBEW. I learned the importance of being involved, and what I can do as a young member to ensure the union's future! I leave you with a quote from the USAS (United Students Against Sweatshops) workshop. "If you have come here to help me, you are wasting your time. But if you have come here because your liberation is bound up with mine, then let us work together!" — Marisa Nagore

I am so grateful to have been given the opportunity to attend this conference. It not only made me more energized to reach out to our membership and fight for our union, but it provided me with the tools to channel that energy in order to energize, organize, and help prepare my brothers and sisters for the fights to come. My two favorite workshops were "Leadership Communication Styles" and "Politics 101." "Leadership Communication Styles" highlighted how to recognize communication styles among our membership and improve communications between different styles to reduce conflict. It focused on one primary question: "Is it the content of my message, or is it just the way I'm saying it?" "Politics 101" highlighted minorities and minority examples. It touched on how we as union members are a minority, making up only 11% of the workforce. It also emphasized the importance of finding a personal connection with someone to allow opinions to be shared, which will be very beneficial with discussions with our brothers and sisters about Right to Work. — Ashley Nelson Finley

For more testimonials, visit bit.ly/IBEW1245RENEW2017



Members of the Local 1245 RENEW delegation, with IBEW International President Stephenson and Secretary-Treasurer Cooper

Utility Reporter



IBEW delegates from across the nation pose for a group photo at the APALA convention.

Local 1245 Organizing Stewards Attend APALA Convention

More than 600 Asian Pacific American union members from all across the country came together at the 14th Biennial Asian Pacific American Labor Alliance (APALA) Convention over the summer. Organizing Stewards Alvin Dayoan, Ivan Pereda and Ricardo Hernandez, along with Staff Organizer Jammi Juarez, represented IBEW Local 1245 at the convention, which took place in Anaheim, CA in late August.

The action-packed conference featured dozens of exhibits, trainings, workshops, orientations and moving keynote speeches from notable labor leaders.

"The speakers were full of energy and very motivating," said Ricardo Hernandez. "I enjoyed all of the speeches because they were very real and had no

fluff. They captured my attention and helped paint the picture of our current situation and tasks at hand."

Dayoan, Pereda and Hernandez had the unique opportunity to serve as trainers during the Young Workers Leadership Development training session, where they were able to impart the skills and know-how they've accumulated as organizing stewards on other API up-and-coming young leaders.

"Drawing from the knowledge that we gained through our experiences in campaigns and trainings ... we were able to teach participants best practices to win a campaign, and also how to give workers a vision of a union, including analysis of power dynamics between workers and their bosses," said Alvin Dayoan.

Other convention highlights included a solidarity march and vigil for Charlottesville, and the election of new national APALA leadership. Local 1245's own Jammi Juarez was elected to serve as an APALA Executive Board Member-at-Large.

While the convention programs were engaging and dynamic, the Local 1245 delegates found that the best part of the experience was simply meeting

and connecting with other API union members.

"I found we all had very similar stories, and it all encompassed labor issues and basic civil rights from across the globe," said Hernandez. "What was empowering was that no story was presented as a competition of who struggled the most, but how we all struggled collectively in many different categories. There was a clear and common goal on how to help and engage the API (Asian/Pacific Islanders) community to stand for what is right, and to demand fair treatment at work and in our communities by elected officials."

"Every time I go to this convention, my favorite part is seeing everyone from all the unions, especially my IBEW family," added Ivan Pereda. "I always get encouraged and inspired to keep fighting and educating people about our Labor Movement."

"My overall experience at the APALA convention was remarkable, and provided me with valuable learning experience that I can use to educate our fellow brothers and sisters," said Dayoan. "I would like to thank IBEW 1245 for allowing me the opportunity to participate in a rewarding and mobilizing event."



Alvin Dayoan (standing) leads a discussion during an organizing training at the APALA convention.



From left: Alvin Dayoan, Ivan Pereda and Ricardo Hernandez

ADVISORY COUNCIL



Ian Riskin as Harry Bridges

Photos by John Storey

Actor Ian Ruskin Presents Dramatic Re-telling of the Life of ILWU Founder Harry Bridges

In what has become somewhat of a tradition at IBEW Local 1245, actor Ian Ruskin, creator of the Harry Bridges Project,* returned to the IBEW 1245 Advisory Council to present his dramatic re-telling of the life and legacy of International Longshore and Warehouse Union (ILWU) founder Harry Bridges.

“Harry Bridges was a radical and militant union leader — probably the most militant we’ve seen on West Coast, excluding the Wobblies of the early 20th century. He’s one of the most powerful and inspirational figures in labor history,” IBEW 1245 Business Manager Tom Dalzell said as he introduced Ruskin to the Advisory Council. “Right now, as we’re facing serious to existential challenges in every corner of our union, I find it instructive to look back at Bridges, the best there was, and think, what

would he do if he were still here with us now?”

Channeling the spirit of Bridges, Ruskin recounted the labor leader’s early years, and the unfair working conditions that Bridges and his fellow dock workers faced back before they had a union. He then told the story of Bridges’ early organizing work and the violent strikes that ultimately gave birth to the ILWU, and went on to detail the massive, government-led opposition that the radical Bridges encountered, as well as the unified labor-backed front he organized to combat it. He concluded with a glimpse at the unique way that Bridges responded to the mechanization and modernization of the longshore industry.

For more on Bridges’ life and legacy, and how it pertains to the challenges we have today, see “A Share of the Machine, Part 1” on page 26.

*<http://theharrybridgesproject.org/>



From left: Jonathan Presley, Phil Wiltens and Jack South are sworn in by President Art Freitas.

New Advisory Council Members Sworn In

Three new Advisory Council members were sworn in to the Advisory Council during the October meeting. Jack South now represents Sacramento Division of PG&E and Cali-

bration and Testing, Phil Wiltens has filled the East Bay Division of PG&E seat, and Jonathan Presley now serves for the City of Santa Clara and San Jose Division of PG&E.

Advisory Council Celebrates International Lineman’s Rodeo Winners

Fresh off their big victories at the International Lineman’s Rodeo, the Modesto Irrigation District team of Jimmy Boere, Matt McCurdy and Sean Coulson, as well as the Turlock Irrigation District team of Josh Klikna, Dustin Krieger and Steve Johnson were celebrated for their outstanding achievements by the members of the Local 1245 Advisory Council.

The MID team placed second in the Municipal Division. The TID team placed first in the Municipal Division for the third year in a row, and they also came in third place overall among all the teams that competed.

“We continue to do extremely well at the International Rodeo, and we’re in-

credibly proud of these members,” said IBEW 1245 Business Manager Tom Dalzell. “We’ve found the competition to be a great way to assert pride and identity as a union.”

When asked by Dalzell what their secret is, MID team member Jimmy Boere told the Advisory Council, “We work as a team all the time ... and we’re really competitive. We want to bring trophies back to northern California.”

“[Competing in the rodeo] is definitely a game. It’s as far from linework as you can get, but you’ve got to know linework to do it,” TID’s Josh Klikna told the Advisory Council. “We’re really proud of this. Without Local 1245 support, we wouldn’t be able to compete. And now

1245 is starting to achieve a name, and we’re getting lots of recognition at the international level.”



The Local 1245 Executive Board with the International Lineman’s Rodeo winners from TID and MID

Andrew Dominguez Wins Quarterly Photo Contest

IBEW Local 1245 member Andrew Dominguez, who works for PG&E in GC Transmission Line, has won the quarterly photo contest and accompanying \$500 prize. Dominguez was unable to attend the Advisory Council meeting to accept his \$500 award publicly. All active Local 1245 members are eligible to enter the photo contest. Submissions should be sent to RGB1@ibew1245.com. Limit five photo submissions per member, per quarter.



Carl Lamers Retires from Local 1245 Staff

After ten years on staff at IBEW Local 1245, Harvard “Carl” Lamers retired from the union this fall.

Lamers is looking forward to unwinding, spending time with family and pursuing his favorite hobbies, including hunting and fishing, but he will always look back fondly on his time with the union.

“I’ll miss helping people where I could,” said Lamers, “and being able to go up to the employers and straighten out some of the injustices I had to live with when I was a member.”

Lamers worked as a commercial fisherman for 14 years before he began his union career as a line clearance tree trimmer with Davey Tree in the 80s. He was initiated into the IBEW in 1986. As a rank-and-file member, Lamers served on the Local 1245 Advisory Council, as a shop steward, and as an alternate trustee for the IBEW pension fund. He

was also an integral player in the organizing campaign at Family Tree Services Inc in the early aughts. He worked as a temporary organizer for the Local during that time, and ultimately helped the workers at Family Tree win union recognition and a contract that included wage increases ranging from 9.5–33%. Lamers then returned to his job as a crew foreman at Davey, before being hired on as a permanent business rep for Local 1245 in 2007 (see sidebar).

As a Rep, Lamers worked with line clearance tree trimmers in the northern area, which is some of the roughest territory in terms of both size and geography.

“Working that service area requires more nights away from home than at home, and long hours behind the wheel of a vehicle in service to the members,” said Senior Assistant Business Manager Ralph Armstrong. “I can’t say I have ever I heard Carl complain about it.”

Lamers is one of those individuals who preferred never to bask in the lime-light. He worked tirelessly to make gains for his members, but when all was said and done, he was more than happy to step back and let others take the credit.

“Carl has always been a quiet man. But he managed to say a lot in few words,” said IBEW 1245 Business Manager Tom Dalzell. “We are a lot better off for what Carl gave us, and his contributions to the union will carry on. I’ll miss him and wish him all the best in his retirement.”

“His desire, drive and tenacity will surely be missed by myself and this team as a whole. The selfish part of me is very disappointed that I am losing him and his knowledge as a rep. but I more than understand the toll this assignment takes on a person, especially someone who pushes themselves as hard of Carl,” said Armstrong. “The



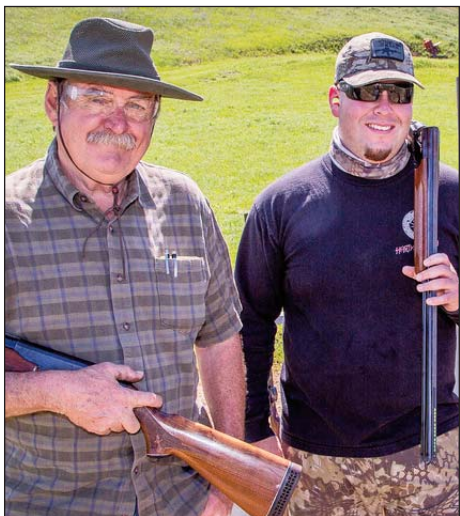
Lamers (right) with Business Manager Tom Dalzell at the Ukiah Pin Dinner in 2016

Photos by John Storey

realist in me understands this day was coming and I couldn’t be more happy and excited for him. I wish him and his family the best as things slows down and he begins this next chapter of his life. He will be missed!”

— Rebecca Band,

IBEW 1245 Communications Director



Business Rep Carl Lamers with Nathan Ornelas



Lamers takes aim at the IBEW 1245 Clay Shoot in Dunnigan in 2015.



Lamers helps serve food at a soccer tournament.

A Safe Climb Into the Future

I met Carl Lamers some 14 years ago when I was the line clearance tree trimming business representative in the northern half of Local 1245’s jurisdiction. At that time, Carl was working as a crew foreman on the coast for Davey Tree.

Carl was essentially running the crews in his yard, and he would assist in arranging membership meetings either in Willits or Ukiah. I knew from our first meeting that Carl would be key in getting the members involved, and that effort would soon be sorely needed by Local 1245 and our Davey Tree members.

After our first couple of meetings, we learned that a non-union contractor, Family Tree Services, Inc., was going to displace several of our Davey Tree crews, after decades of Davey Tree holding the coastal contract for line clearance tree trimming with PG&E. We held more and more membership meetings, and with Business Manager Tom Dalzell’s approval, Carl was hired as a Local 1245 organizer.

With Carl’s aid and persistence, Local 1245 organized Family Tree. Some of our members who were formerly Davey Tree employees now had the opportunity to work for Family Tree, and some exercised their bumping and bidding rights to maintain their employment with Davey Tree.

Following Carl’s successful work as a Local 1245 organizer, he returned to work as a Davey Tree crew foreman in Ukiah. It wasn’t long until Local 1245 had the opportunity to hire Carl as a full-time business representative.

Over the next several years, Carl participated on 1245’s negotiating committee in several sets of general contract negotiations. Carl’s background as a line clearance tree trimmer, along with his tenacity, served Local 1245 well in negotiations.

During any out-of-town contract negotiations and Step 3 grievance meetings with various line clearance tree trimming companies, Carl and I would share a motel room. One thing that some may not know is that Carl is a reader. Once, after reading a book entitled *Stalin, The Court of the Red Tsar*, by author Simon Sebag Montefiore, Carl gave me a play-by-play run down on what a bastard the Soviet Union dictator was to his own people. I would advise that you must wear hearing protection if you ever plan to share a motel room with Carl, as his snoring sounds like an XL-12 Homelite chainsaw.

While sharing a room, we would discuss various negotiating issues or grievance matters, and sometimes what was going on in one another’s lives. It was during these times that I learned of Carl’s past, in various employment capacities. But more importantly, I learned of his love for his family, and especially for his wife Jo. You also can’t discuss any of his current fishing or vacationing expeditions without hearing him speak of his grandson, his eyes beaming and his demeanor upbeat, happy and proud.

I’m going to miss Carl, and I wish him a long and happy retirement.

Carl, have a safe climb into the future, always keep a three-point hold and your taut-line hitch snug.

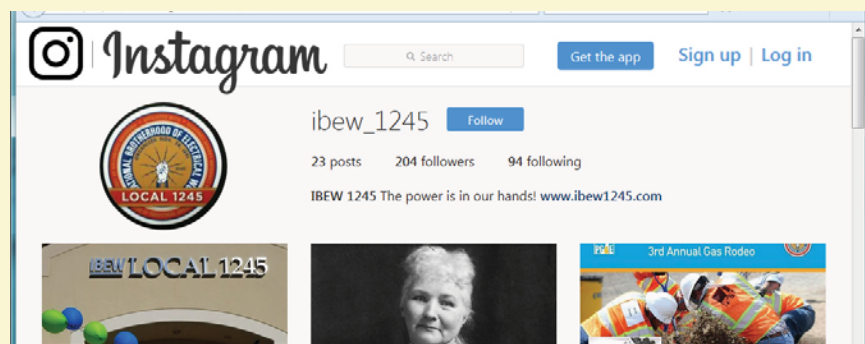
— Ray Thomas, IBEW 1245 Senior Assistant Business Manager



Carl Lamers

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Local 1245 Members Attend Inter-Union Gas Conference

A delegation of 12 members and four staffers from IBEW Local 1245 joined other union members from across the U.S. and Canada at the Inter-Union Gas Conference (IUGC), which took place Sept. 18–21 in Portland, OR.

The IUGC is an annual convening in its 37th year, and participating unions take turns hosting the conference each year. This year's conference was hosted by the IBEW, and included participants from the Utility Workers Union of America (UWUA), the Communications, Energy and Paperworkers Union of Canada (CEP), the United Steel Workers (USW), the United Association of Journeymen and Apprentices of the Plumbing, Pipefitting and Sprinkler Fitting Industry of the United States and Canada (UA), and the United Food and Commercial Workers/International Chemical Workers Union (UFCW/ICWU).

Local 1245 helped lead two featured workshops at IUGC this year, including "Leaks and How They Influence our Future," and "Recruiting the Workforce of the Future." Assistant Business Manager Anthony Brown served as a speaker on both panels.

The IUGC also touched on important subjects that are not often discussed, such as workplace violence. In the last year, three utility members were shot and killed on the job. A presenter spoke about the need to be aware of your surroundings always. It was noted that member safety trainings tend to discuss how to respond to an "active shooter" situation in an office, but not in the field.

Local 1245 members were actively engaged throughout the conference, and were not shy on the microphone when it came to the workshops that dealt with clerical, distribution, service, transmission and storage issues.

Hearing from other gas utility workers was both informative and eye-opening. The most shocking bit of information came from a utility in Kansas that has GPS trackers sewn into their shirts and pants. The company says this measure was put into place in case the uniforms get stolen, but their members are not sure that is the truth.

The experience of sitting in a room with peers from all over the United States and Canada is helpful in many ways. In some areas, Local 1245 members are better off than most in terms of working conditions, while in other areas, we are behind the industry. For the most part, members from all over

are all struggling with the exact same things. Examples of the challenges we all face are staffing, emergency response (or lack thereof), training, OQ's, contractors, leak detection technology, absenteeism, and smart meters, just to name a few.

Networking with other gas employees from all over North America remains one of the strengths of the IUGC, as it gives us the opportunity to strategize and tackle the future challenges to our industry and workforce. Emails and phone numbers were exchanged and the information will continue to be shared, as we all know we are much stronger together.

We look forward to 2018, when our Canadian brothers from UNIFOR will host the IUGC in Niagra Falls.

— Lou Mennel,
IBEW 1245 Business Rep



From left: Marty Kumle, Adam Weber, and Marty Marshall



From left: PJ Doherty, Al Estes, Phil Wiltns, Business Rep Lloyd Cargo, Mark Goodwin, Business Rep Lou Mennel

In Memoriam: Vern Loveall 1938-2017



We regret to announce the passing of former IBEW 1245 Senior Assistant Business Manager Vernon Loveall, who passed away on Sept. 26 at the age of 79.

"Vernon Loveall was intelligent, and the kind of person who would always think before he spoke," said former Business Manager Jack McNally. "He was low-key. I think this approach worked in his favor, and impressed most people he met."

Brother Loveall was initiated into the union in 1961, and became active in the union soon after, serving as a shop steward, Executive Board member and Advisory Council member during his three-plus decades as a Local 1245 member.

"Vern was the shop steward in my yard when I hired on. I remember when he first approached me, about six months in, and told me, 'Son, it's time to get you signed up in the union,'" recalled Dan Mayo, himself a longtime troubleman and Advisory Council member. "I resented him at first, because I grew up in this very conservative area in the Central Valley, and I was pretty anti-union when I hired on ... but I gradually came to realize that being a union member was a good thing, and that my union dues are the best investment I ever made. Vern did me a favor, getting me signed up for the union, although I didn't know it at the time."

In 1976, then-Business Manager L.L. Mitchell hired Loveall on to the IBEW 1245 staff as a business rep, to serve the members of the San Joaquin Division of PG&E. But Loveall — who was nicknamed "Elvis" by some of the guys on his crew, due to his affinity for running a comb through his full head of hair — missed working as a troubleman, and so he went back to his job at PG&E a few years later.

During the union leadership election of 1980, Loveall campaigned actively for his longtime friend and colleague Jack McNally, who was running for business manager. He even had tee-shirts printed for his team to wear at that year's slow-pitch softball tournament that read, "Back Jack for Business Manager."

With Loveall's support, McNally ultimately won that election, and despite the fact that Loveall loved his job with the utility, McNally convinced him to come back to the union staff with him.

"Vernon agreed to come in with me as the Senior Assistant Business Manager, to help me organize the change in leadership at the Local," McNally recalled. "His assistance was very helpful. But he didn't want to make a career in the Labor Movement, and so after six months, he returned to his job at PG&E in Merced."

Loveall continued to stay active in the union for many years. He was known throughout the system for training top-notch apprentices, and nurturing younger members to follow in his footsteps as a union activist.

Loveall retired from PG&E at age 62, after 34 years. He passed away 17 years later.

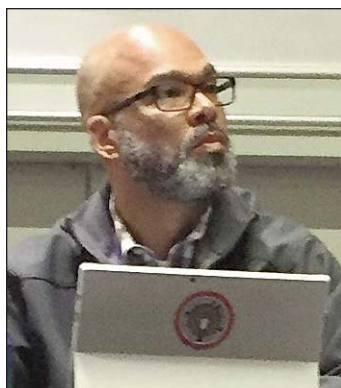
He is survived by his wife, three daughters, six stepchildren, 20 grandchildren, four great-grandchildren and four of his six siblings.

According to Loveall's obituary, which ran in the *Merced Sun Star*, "His kindness, love and faith made everyone around him happy. He will be missed by all who knew him and especially by those who meant everything to him."

Read the full obituary at legacy.com/obituaries/mercedsunstar/obituary.aspx?pid=186797759



A photo of Loveall, taken shortly after he joined the Local 1245 staff in the 70s



Assistant Business Manager Anthony Brown



Local 1245 Members Compete in National Gas Rodeo

For the second year in a row, IBEW Local 1245 members from PG&E competed in the National Gas Rodeo at the Jefferson Fairgrounds in Denver, Colorado.

Our four PG&E teams were excited and nervous that first morning, but ready to compete. After a stirring rendition of the National Anthem performed by American Idol contestant Devon Blake Jones, they hit the dirt for four qualifying events — the meter set, service install, pipe cut and hand dig.

Our teams faced a number of chal-

lenges during these events, as quite a bit of the material used in competition is not the same as what PG&E uses in the field. The locate wire is braided at this event and does not wrap and stay around the riser in the way that our members are accustomed to. The tapping tool is completely different than the one our guys normally use. These may seem like small differences; however, in a competition where every second counts, these sorts of minor hurdles can present significant setbacks on the field.

Additionally, many of the teams from other companies have been working on the same crews for years, and it showed with how comfortable they were in every move on the field. Our crews did a great job, but quite a few of the teams they were up against are professional competitors that dedicate a great deal of time and effort into preparing for this event. As I watched a team from another utility complete a pipe cut in under seven seconds, I realized that our teams are going to need a lot more time to practice if they are

ever going to compete for the top spots.

Our members certainly would have loved the chance to advance to the relay round, but it just wasn't in the cards for them this year. However, our guys worked hard, had fun, and made Local 1245 proud. I believe this experience was a great learning opportunity for them, and I look forward to watching and cheering on our members when they compete again next year.

— Lou Mennel,
IBEW 1245 Business Rep



The TID team — Dustin Krieger, Josh Klikna and Steve Johnson, with TID Apprentice Wayne Smith — showing off their awards at the Pacific Northwest Lineman's Rodeo

Photo via Sheila Lawton

TID Team Places Second Overall at Pacific Northwest Lineman's Rodeo

On July 22, 2017, IBEW Local 1245 was proudly represented at the 2017 Pacific Northwest Lineman Rodeo held in Portland, Oregon. Our TID journeyman team, which consisted of Dustin Krieger, Josh Klikna and Steve Johnson, performed very well, and came in second place overall among all the journeyman teams at the Rodeo. They also placed first in over the arm jumper event, and second in high line bell change out event. Congrats to our brothers from TID!

All of our members that participated in this year's Rodeo — including the PG&E journeyman team of Steve Bentley, Shannon Spah and Mike Mederos, and TID Apprentice Wayne Smith — represented IBEW Local 1245 very well. Special thanks to PG&E Apprentice Lineman Brandon Branch, who went to the Rodeo on his own and also did a great job. A heartfelt congrats to all the members who competed.

— Mike Saner,
IBEW 1245 Business Rep

Local 1245 Members Win SDG&E Rodeo

Local 1245 members once again proved that they're the cream of the crop at the San Diego Gas & Electric (SDG&E)/IBEW Local 465 Gas & Electric Rodeo on Saturday, August 5, 2017 in Alpine, CA.

Fresh off a big victory at the NSUJL Rodeo in June, the dynamic PG&E team of Jordan Chene, Nick Smith and Tony Humbert from Bakersfield came in first place overall in the electric journeyman team division. Finishing right behind them in second place was

the Local 1245-sponsored team of Heath Hatch, Floppy Hunt and Luke Bogart.

Local 1245 also dominated in the gas competition, with 1245 members Tom Peterson, Shaun Mahanay and Kyle Hill from PG&E Chico GC taking first place overall. Hill and Mahanay are also no strangers to the podium, as the "90 Gunners" also came in first place in the two-man team division at the PG&E/IBEW 1245 Gas Rodeo in May.

Way to make us proud, brothers!



The first place electric team from Bakersfield: Jordan Chene, Nick Smith and Tony Humbert.

Photo courtesy of Natalie Chene



First place in the gas division, from Chico GC: Tom Peterson, Shaun Mahanay and Kyle Hill.

Photo via Mary Molina

Local 1245 Members at NV Energy's Fort Churchill Plant Surpass National Safety Record

The IBEW Local 1245 members who work at NV Energy's Fort Churchill Generating Station in Yerington, NV know what it means to work safe — and now they hold the national record to prove it. In August, the team at Fort Churchill surpassed two million work-hours without a single lost-time accident, which is the longest safety record of any fossil-fueled generating station in the United States. In recognition of this outstanding achievement, the Edison Electric Institute presented the coveted "Safety Achievement Award" to NV Energy this summer.

The 22 rank-and-file workers at Fort Churchill — all of whom are members of IBEW Local 1245 — are humble but clearly proud of their 30+ year record of no lost-time accidents. They attribute their safety success to the close-knit nature of their workgroup.

"We're from a small town, many of us went to school together, and we all have a history with each other that goes back years," said Shop Steward Duane Matheus, a technician maintenance lead who has worked for NV Energy for nearly 40 years, and has been at Fort Churchill for the past 25 years. "That connection creates relationships that you won't find at another power plant. That kind of closeness, you just can't replace it. Everybody here is looking out for everybody else."

There's no question that the Local 1245 members at Fort Churchill subscribe to the long-standing IBEW tradition of being "your brothers' keeper." But they also have a nontraditional safety committee structure that has likely contributed to the overall success at the plant.

"We rotate through the safety committee, so all of the employees have served on it at some time. That helps to provide

different perspectives from different employees," Matheus explained. "Being a safety team member makes you a sort of expert, and it causes you to have appreciation and perspective you wouldn't get any other way. Since we all serve on the committee, we all have that expertise."

According to the company, the Fort Churchill team has submitted more than 2,000 different safety suggestions over the years, which is proof that the members there are incredibly proactive about their own safety and the safety of those they work with.

The members at Fort Churchill celebrated the safety achievement award with a catered luncheon, sponsored by the company. NV Energy also gave each member the opportunity to select a prize from its tiered rewards program.

"On behalf of Local 1245, I want to extend a heartfelt congrats to our members at Fort Churchill. 30-plus years without a single lost-time accident is no small feat, and we're incredibly proud of



Technician Eddie Eubanks

the effort that our members put in every day to stay safe," said Local 1245 Business Manager Tom Dalzell. "These hard-working men and women exemplify the principle of safety that the IBEW was founded upon, and if our founder, Henry Miller, were still around today, I'm sure he would be first in line to commend these members for their dedication to a safe workplace."

— Rebecca Band, IBEW 1245 Communications Director

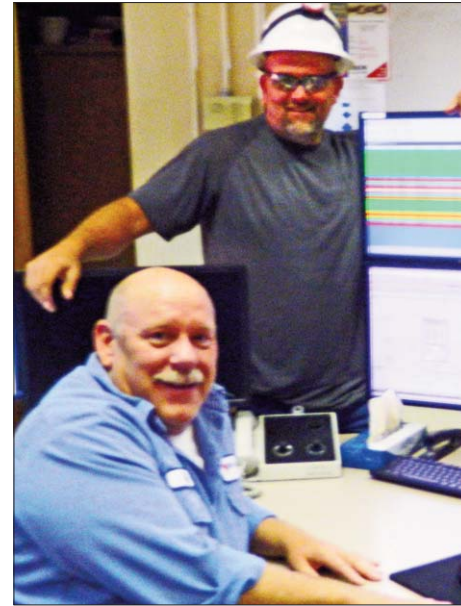
Operators Mark Chidwick (left) and Chris Grupcznski



Technician Jerry Espinoza (left) and Lead Lee Soukup



Photos via Duane Matheus



Operators Paul Roberts (standing) and Vic Parker

Spotlight on... NV Energy Reno Contact Center



RTA and Network Engineers at NV Energy Choose IBEW 1245

On July 20, RTA (real time analytics) engineers and network engineers at NV Energy voted to become part of Local 1245. Of the many reasons they chose to organize, the most significant was a desire to clarify their job duties and descriptions with the company.

The self-determination election was held at their work site in Reno, and the results were 4-2 in favor of the union. Also known as a Sonotone election, a self-determination election means that the six eligible voters had two decisions to make: to become represented by Local 1245 and, if so, to either join the existing bargaining unit or to remain a separate professional unit. In the end, the group decided that integration into the existing unit was the preferred option.

The group intends to begin the bargaining process as soon as possible, and will work with Business Rep Pat Waite to reach an agreement with the company.

— Rick Thompson, IBEW International Organizer

Retirees, from page 23

Fessler, Richard
25 years
Camino, CA

Fifer, Edward
37 years
Redwood City, CA

Flores, Charles
38 years
San Luis Obispo, CA

Foster, Russell
43 years
Shaver Lake, CA

Fox, Albert
37 years
Vacaville, CA

Fultcher, Akiba
4 years
Stockton, CA

Gacutan, Patricia
42 years
Elk Grove, CA

Golaw Jr., Jose
34 years
Union City, CA

Gomez, Anna
40 years
Fremont, CA

Gross, William
38 years
Lemoore, CA

Guerrero, Diane
41 years
Pleasant Hill, CA

Gutierrez, Jesse
37 years
Santa Maria, CA

Haderman, Michael
42 years
Arroyo Grande, CA

Hansen, Erik
21 years
Arroyo Grande, CA

Hernandez, Robert
43 years
Antioch, CA

James, Stan
44 years
Clovis, CA

Kananen, Thea
30 years
Galt, CA

Kelling, Roger
32 years
Priest River, ID

Kern, Donald
38 years
Pacifica, CA

Kimberlin, Anita
37 years
Fremont, CA

Konzem, Kevin
27 years
Willows, CA

Laughlin, Leslie
39 years
Shafter, CA

Leonard, Mark
31 years
Columbia, CA

Lewelling, Vernon
45 years
Fresno, CA

Lovejoy, Frank
26 years
Bakersfield, CA

Lovejoy, Ronald
21 years
Auburn, CA

Lucero, Robert
44 years
Corning, CA

Martin, Leopoldo
25 years
Brentwood, CA

Mascherini, David
33 years
Auberry, CA

Maurer, William
15 years
Penn Valley, CA

McCrea, Mark
34 years
Lakeport, CA

McGovern, Michael
39 years
Brentwood, CA

Medina, Jose
11 years
Colusa, CA

Milich, Robert
31 years
Stockton, CA

Miller, Timothy
42 years
Gig Harbor, WA

Moeller, Melinda
20 years
Santa Rosa, CA

Morgan, Daniel
4 years
Benicia, CA

Morris, Colleen A
36 years
Roseville, CA

Nevarez, Victoria
15 years
Stockton, CA

Noleroth, Toni
32 years
Dublin, CA

Nutt, Donald
33 years
Lakeport, CA

O'Brien, Michelle
37 years
Vacaville, CA

Orsik, Gregory
5 years
Bremerton, WA

Piva, Gary
38 years
Hercules, CA

Powers, Larry
39 years
Fresno, CA

Rea, Daniel
44 years
Pine Grove, CA

Reed Jr., Louis
44 years
Oakland, CA

Reynolds, Debra
35 years
Concord, CA

Rodriguez, Rolando
43 years
Santa Maria, CA

Sand, Denise
40 years
Greenwood, CA

Santos, Robert
26 years
Benicia, CA

Saunders-Sui, Diane
22 years
Pacifica, CA

Schinstock, Randy
16 years
Redding, CA

Schwarz, Robert
33 years
Grover Beach, CA

Steed, Greg
35 years
Goodyear, AZ

Sturgeon, Gregory
35 years
Nipomo, CA

Taran, Samuel
10 years
Santa Clara, CA

Terry, Donald
43 years
Elk Grove, CA

Tissot, Stephen
36 years
Chester, CA

Tweedy, Steven
24 years
Tuolumne, CA

Walthall, John
24 years
Lake Havasu, AZ

Washington, Randall
68 years
Salinas, CA

Webb, Kevin
32 years
Arroyo Grande, CA

Welliver, Luann
30 years
Bloomsburg, PA

Wolff, Douglas
46 years
San Francisco, CA

Woodward, Phillip
30 years
Lake Almanor, CA

Wooten, Todd
31 years
Marysville, CA

Young, Linda
25 years
Daly City, CA

Young, Harold
33 years
Upper Lake, CA

Zack, Timothy
33 years
Auberry, CA

Zita, Edward
39 years
Petaluma, CA

Congratulations Retirees!
We want you to Stay Connected
to **IBEW 1245.**



SERVICE AWARDS

San Luis Obispo June 2, 2017



35 Years

Front row, from left: Stephen Burket and Rick Jaime. Back row, from left: Michael Whiting, John Barker and James Knight



25 Years

From left: Wendy Bickel, Grant Annoni and Patrick Duffy

Congratulations on your service!



15 Years

Front row, from left: Margaret Lorenz and Kevin Claggett. Back row, from left: James Hanlon and Devon Madson



10 Years Front row, from left: Chris Risley, Damon Nishimura and David Blan. Back row, from left: Jonathan Rodriguez, Martin Ayres and David Anspach



40 Years

Front row, from left: Douglas Cates and Lorene Rodriguez. Back row, from left: Samuel Bailey and James Connors

Photos by John Storey



30 Years

Front row, from left: Alfonso Alvarez, Lori Gabaldon. Back row, from left: Dina Brazil and Business Rep. Jerry Camacho



20 Years

From left: Robert Francis, (Camacho) and Bryan Anderson

HONOREES			
<p>40 Years Bailey, Samuel Cates, Douglas Elder, John Giese, Gary Martinez, Brenda Morasca, Gregory Nunez, Alfred Paslay, Doug Rodriguez, Lorene Van Meter, Dennis Wilson, Hector</p>	<p>Welliver, Luann Yegge, Kristin</p> <p>25 Years Annoni, Grant Bickel, Wendy Cimbur, Niko Duffy, Patrick Grasmick, Kent Gutierrez, Carl Hoffman, Kurt Kadota, Wendy Kett, Kendal Kilton, Joyce Kondo, Mark Leasburg, Brian Machala, Mark Munoz-Perry, Diana Neel II, John Pederson, Gregory Penner, Mark Rhodes, Del Rowe, Wayne Sanchez, Donald Schroeder, Dave Vogel, Jay</p> <p>35 Years Burket, Stephen Burnett, James Garrett, James Jaime, Rick Johnson, Donald Mercurio, John Sturgeon, Gregory Wefald, Martin Whiting, Michael</p> <p>30 Years Alvarez Jr., Michael Brazil, Dina Cable, Lynne Gabaldon, Lori Haney, James Harker, John Hauptli, Mylo Heineman, Richard Nowell, Patricia Oertel, Laurence Perry, Mark Robasciotti, Timothy Ryan, Scott Smith, Jon</p> <p>20 Years Anderson, Bryan Armstrong, Cory Bravo, Jesus Chambers, James Chancey, Denise Francis, Robert Jennings, David Jensen, Keith Kamphaus, William Mc Donald, Martin Oliveira, Jim Preheim, Rodney</p>	<p>Sights, Justin Wiseman, Mike</p> <p>15 Years Brogden, John Claggett, Kevin Climer, James Cobian, Teresa Deering, Roderick Fleming, Wesley Garza, Juan Haase, Jason Hall, Brian Hanlon, James Hudson, Phillip Lepiz, Jorge Lorenz, Margaret Madson, Devon Solis, James Younce, Jim</p> <p>10 Years Adams, Brian Anspach, David Ayres, Martin Blake Iv, Ralph Blan, David Brackett, Christopher Cutts, Patrick Gardner, Bart Greenaway, Bryce Greever, James Haning, Dustin Harris, Shannon Herr, Melissa Hogan, Carrie Ingan, Michelle Jones, Nathanael Kellerman, Donald Labranche, Danny</p>	<p>Lovern, Tye Nishimura, Damon Pazdan, Douglas Peterson, Christopher Porras, Jeffrey Ralph, Caleb Ricks, Timothy Risley, Chris Rodriguez, Jonathan Shea, Brian Smith, Thomas Taylor, Charles</p> <p>5 Years Abd, Aileen Andreoli, James Antuzzi, Nicholas Balanzategui, Jason Betschart, Brian Bianchi, Edward Conley, Maxwell Cottrell, Kenneth Enos, Chad Hewitt, Timothy Kahler, Dusty Konrady, Randy Luedtke, Austin Mallory, Steven Mallory, Jason Martinez, Felix Mendez, Joshua Mendoza-Cancino, Julio Morris, Sean Paredes Jr., Jose Poe, Brian Salas, Chris Sanchez, Noe Sanchez, Cesar Skarda, Jordan Thorne, Daniel Wells, Colt Wright, Kelsie</p>



SERVICE AWARDS

Reno July 21st, 2017



25 Years
Front row, from left: Vincent Stewart and Carl Iannacchione. Back row, from left: Michael Gill and (Cornell)

Congratulations on your service!



5 Years Front row, from left: Mark Baines, Richard McMillen and (Cornell)



SERVICE AWARDS

Winnemucca August 9, 2017

Congratulations on your service!



10 Years From left: Jeff Woolever, John Powrie and John Kieber

Utility Reporter



30 Years
From left: Mark Patterson, Executive Board Member Tom Cornell and Jacqueline Deans

Photos by John Storey



15 Years
Front row, from left: Jonathan Beasley and Glenn Linz. Back row, from left: Dorine Shaner and (Cornell)



10 Years
Front row, from left: Toak Scarlett and Sunly Sa. Back row, from left: Nick Rains and (Cornell)

HONOREES

50 Years

Jordan, Dennis

35 Years

Gill, David
Wynn, Michael

30 Years

Davies, Robert
Garrison, Grant
Grunenwald, Paul
Howard, Monty
Lavelly, Kevin
Patterson, Mark

25 Years

Barber, Andrew
Gerhardt, David
Gill, Michael
Iannacchione, Carl
Pedracci, Michael
Stewart, Vincent

20 Years

Alford, Al
Andreini, Michael
Davis, Richard

Dixon, Michael
Enos, Steven
Fabbi, Edmund
Henderson, Roy
Parks, Ryan
Pope, William
Shelton, Benjamin
Smith, Garrett
Surrett, Jason
Waldner, Rodney

15 Years

Andreason, Lorae
Atkins, Edward
Beasley, Jonathan
Burnett, Maria
Carroll, Kasey
Durham, John
Fambrough Sr, Michael
Garrett, Dorine
Glynn, Daniel
Gregory, Brian
Hires, Christopher
Justus, Jesse
Owens, Sara
Parker, Victor
Price, Alexander
Reizenstein, Jamie

Retterath, Kevin
Romeo, Zachary
Weber, Adam
Yoscovitch, Sarah

10 Years

Borsini, Jason
Bullard, Del
Burk, Tige
Clarkson, Matthew
Demangate, Daren
Diaz, David
Dourte, Danial
Evanson, Damen
Freeman, James
Gazso, Charles
Greenland, Justin
Hall, Travis
Hill, Lance
Johnson, Kasey
Kaltenbacher, Kris
Kieber, John
Knox, Kenneth
Laplaca, Cody
Lauritzen, Nathan
Leone, Ross
Lopez, Joe
Marx, Leroy
Matts, Sarah

Mothershead, David
Nelson, Nick
Osborne, Josh
Paulsen, Matthew
Pena-Flores, Liliana
Perry, Jimmy
Potter, Stephen
Powrie, John
Pribyl, Peter
Rains, Nicholas
Rosales, Victor
Sa, Sunly
Scarlett, Toak
Segale, Casey
Williams Jr, Barry
Woolever, Jeffrey

5 Years

Abel-Wood, Torrie
Baines, Mark
Bean, Jordan
Chavez, Casey
Cleven, John
Cowden, Monica
Foster, David
Hayes, Charlie
Jennings, Matthew
Laplante, David
Martin, Haleigh
Mcafee, Kristin
Mcmillen, Richard
Mezger, Elliot
Walker, Clayton



Bakersfield

May 6th, 2017

Congratulations on your service!



35 Years

From left:
Robert Hawk
with Business
Rep Richard Ingle



20 Years

From left: Jon
Sisk and
Humberto
Valencia



5 Years

Front row, from
left: Shay Barker
and Kurt Halkola.
Back row, from
left: Jerry Garis
and Casey
Champlin



5 Years

Front row, from
left: Maria Garcia-
Pesina and Bobby
Wandick. Back
row, from left:
Denise Davis and
Eric Marsh



40 Years

From left: Mark Rolow, Daniel Patrick and Chris Jackson



25 Years

From left:
Business Rep.
Mark Rolow with
Antonio Lopez

Photos by
John Storey



15 Years

From left: Arturo
Flores, Kacey
Pipkin and Kelly
Bennett



10 Years

From left: Sascha
Thomas and
Richard Fitch

HONOREES

45 Years

Kimble, Jack

40 Years

Connors, James
Jackson, Chris
Patrick, Daniel
Rolow, Mark
Santa Cruz, Alex

35 Years

Garrett, Robert
Stoeppler, Andrew

30 Years

Harwood, Ray
Kasha, Michael
Neufeld, Dan
Petropoulos, Cindy

25 Years

Ferguson, Majorie
Lopez, Antonio

Marchini, Thomas

20 Years

Burnett, Alfredo
Gee, Steve
Guerra, Elisa
Kraucyk, James
McGinley, William
Messick, Russell
Patt, Randall
Pruett, Joseph
Race, Bradley
Sisk, Jon
Valencia, Humberto

15 Years

Anderson, Robert
Barton, Eugene
Bennett, Kelly
Flores, Arturo
Hammond, Eileen
Kliwer, Brandon
Pipkin, Kacey
Prince, John
Rogers II, Donald

10 Years

Simpson, Craig
Vesner, Gracie
Walker, Nicholas
Bradford, Shane
Cardwell, David
Cruz, Richard
Durrant, Rendell
Fitch, Richard
Leal, Sabrina
Martinez, Andrew
Martinez, Dagoberto
McCoy, Matthew
Murphy, Brian
Patty, Ronald
Race, Alyson
Rexach, Joel
Shine, Ryan
Stolfus, Kenneth
Thomas, Sascha
Vargas, Raul

5 Years

Aigner, Joshua

Barker, Shay
Bassett, Dennis
Champlin, Casey
Cox, Tyler
Davis, Denise
Devin, Skyler
Dryden, Steven
Edwards, Thomas
Evans, Gary
Exzabe Jr., Philimino
Fullmer, Adam
Garcia-Pesina, Maria
Garis, Jerry
Gorman, Todd
Hacker, Travis
Halkola, Kurts
Harris, Chrystal
Jones, Terry
Kolbly, Kenneth
Marsh, Eric
McMahon, Levi
Miller, Tim
Moreno, Michael
Reed, Mindy
Roper, David
Sims, Mike
Van Steenwyk, Teresa
Vancamp, Douglas
Wandick, Bobby



SERVICE AWARDS

Monterey

May 19th, 2017

Congratulations on your service!



45 Years

From left: James Walsh with President Art Freitas

Photos by John Storey



25 Years

From left: Janie Pena with Business Rep. Jerry Camacho



40 Years Front row, from left: Ruben Romero, Benjamin Luna and Harold Sakoda. Back row, from left: David Capwell, (Freitas) and Keith Darbyshire



20 Years

From left: Business Rep Casey Salkauskas and Maira Sandoval West with (Freitas)



10 Years Front row, from left: Jan Ullmer, Armand Rains and Justin Martinez. Back row, from left: Jose Ortiz, Michael Hunt and Alberto Ibarra



15 Years

From left: Greg Woods and Manuel Estrada



5 Years

From left: Miguel Villalobos, Anthony Pena and Daniel Kenney

HONOREES

Vera, Juan
Willis, Ryan
Wyatt, Ty

40 Years

Gutierrez, Gilbert
King, Vickie
Luna, Benjamin
Romero, Ruben

Donnelly Jr., James
Evans, Stuart
Llamas, Alfredo
Wright, Barney

Angulo, Luis
Ashby, Cory
Baldwin, Luke
Cortez, Jose
Dillard, Nickey
Dilorenzo, Rebecca
Garcia, Luis
Gonzalez, Arnulfo
Haak, Daniel
Ibarra, Alberto
Martinez, Justin
Mayfield, Eric
Ortiz, Jose
Rains, Armand
Rinehart, Alexander
Roberts, William
Rodriguez, Rudy
Ross, Christopher
Sosa, Jose
Tull, Sean
Ullmer, Jan

5 Years

Burnett, Blake
Corotto, Chris
Garrett, Scott
Gomez, Samantha
Gutierrez, Paul
Hasen, Alannah
Kane, Ryan
Kenney, Daniel
Landa, Andre
Mollindo, Gilbert
Moon, Michael
Pena, Anthony
Ramirez, Gonzalo
Saenz, Letty
Slonski, Patrick
Sullivan, Ryan
Villalobos, Miguel
Wen, Chih Chang

35 Years

Koviak, Michael

15 Years

Branco, Corey
Celie, Johnny
Chavez, Thomas
Danieli, Richard
Dicicco-Skenes, Kathi
Estrada, Manuel
Gollob, Jeffrey
Maldonado Jr.,
Ignacio
Sanchez, Mark
Strumpf, Kurt
Woods, Greg

25 Years

Chandler, Gregg
Olivarez, Armando
Pena, Janie

20 Years

Bartlebaugh,
Adrienne
Bribiesca, Juan
Carpenter, Michael
Cori, Mark

10 Years

Aguirre, Steven

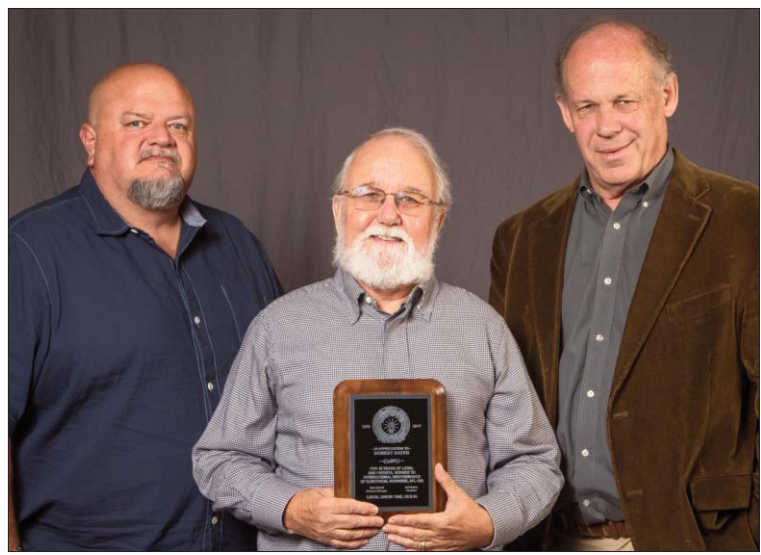


East Bay

June 16th, 2017



40 Years
From left: Anna Gomez, Julie Niera and Jerlean Williams



45 Years
From left: Senior Assistant Business Manager Bob Dean, Robert Smith and Business Manager Tom Dalzell

Photos by John Storey



25 Years Front row, from left: David Vallejo, Ronald Pacheco, Eugene Sanchez. Back row, from left: Bob Dean, Lonnie Hasty Jr. and Ron Knepper



30 Years From left: Kyle Clemons and Darren Nash



25 Years From left: David Chapman was unable to attend the pin dinner, so Business Rep. Junior Ornelas presented him with his award in Concord.



20 Years
Front row, from left: Margaret Edwinston and Cheryl Jackson. Back row, from left: David Vallejo and Ruben Hernandez

Congratulations on your service!

HONOREES

50 Years

Fischer, Donald

45 Years

Contreras, Andrew
Figueroa, Avelino
Smith, Robert
Vieira, David

40 Years

Carson, Cathy
Cooper, Floyd
Edwards, John
Garner, Mark
Gomez, Anna
Hurtado Jr., Antonio
McClellan, David
Neira, Julie
Vasarhely, Michael

35 Years

Bowers, Michael
Byndloss, Doreen
Harner, E
Hernandez, Sandra
Kennedy, Suzie
Perez, Mabel
Reynolds, Debra
Serrano, Gail

30 Years

Baker, Mathew
Booe III, James
Braunle, Colleen
Buscaglia, Steven

Casey, Timothy
Cho, Seung-Soo
Clemons, Kyle
Collins, Lisa
Craig, Scott
Cullins, Raymond
Deans, Jacquelin
Farias, Dan
Fox, Thomas
Galvin, Mary
Graham, Stephen
Guruwaya, Joseph
Javelos, Joan
Jenkins, Lorraine
Knowlton, John
Lindemann,
Timothy
Loudermilk, Keith
Nash, Darren
Nogare, Robert
Noriega, Jerry
Palladino, Mike
Pavana, Philip
Tamblyn, Andrea
Tang, Frankie
Truong, Sinh
Tsang, Daniel
Vancil, Kane

25 Years

Abitong, Joe
Arroyo, Jaime
Bernardino,
Maritess
Burnett, Josefina
Cox, Michael

Creer, Sharon
Creer, Kyle
Cross, Andrew
Culbreath, Heath
Dean Jr., Robert
Delfin, Gerardo
Dominguez, Joseph
Fernandez, Fred
Flores, David
Freeman, Kellie
Garrett, Karen
Garvin, Glori
Goodrich, Marcus
Gutierrez, Felix
Hadley, Quinten
Hansen, Robert
Hasty Jr., Lonnie
Ironside, Chalice
Knepper, Ron
Melvin, Douglas
Miller, Ross
Miniello, Nick
Moore, Michael
Morales, Fernando
Moses, Joan
Pacheco, Ronald
Peeters, Sheldon
Perio, Derek
Phan, Hoa
Rodriguez Jr.,
Alfonso
Sanchez, Eugene
Santini, Lindsey
Snyder, Douglas
Thomas, Tim
Thomas, Philip

20 Years

Aars, Rick
Adams, Sharon
Ancheta, Elaine
Ancheta, Peter
Augustin II, Mark
Beeckman, Kenneth
Blum, Thomas
Bousson, Fred
Brown, Lauren
De Lima, James
Edman, Eileen
Edwinston, Margaret
Everett, Larry
Fabrique, Jim
Ford, Scott
Franco, Pedro
Fry, Carol
Gabriel, Paul
Gaines, Michael
Garcia, Arturo
Ha, Kiet
Hartman, Thomas
Hernandez, Ruben
Jackson, Cheryl
Jackson II, Tilton
Kovacs, Anthony
Laranjo, Eddie
Lepe, Epigenio
Long, Andre
Luboviski, Milton

Madura, Danielle
Mayer, Gene
McCullough, Patrick
Miles, Anthony
Montano, Simon
Oconnor, Kevin
Olson, Scott
Ordonez, Randy
Overen, Christopher
Papadopoulos,
Rosemarie
Parker, Craig
Payne Jr., Steven
Perez, Steven
Perry Jr., Richard
Rasmusson, David
Sherman, Mike
Silva, Glenn
Silva, Brian
Sirisack, Bounxom
Solano Sr.,
Guillermo
Solis, Rolando
Starr, Michael
Vallejo, David
Velasco, Jorge
Washington, Jessie
Wilson, Ginger
Wysocki, Steve

15 Years

Ahranjani, Jeffrey
Albert, Lamar
Anquillano, Alden
Arceneaux, Brenda
Auer, Kevin
Aung, Maung
Banares, Jose
Bax, David
Brown, Anthony

Caldwell, Alberta
Campbell, Justin
Carlton, Philip
Castro, Vincent
Cherry, Monique
Chin, Sylvia
Clavelle-Freeman,
Rosie
Cloney, Travis
Cook, Laura
Cornell, Jared
Costa, Frank
Darby, Andrew
Davis, Kirk
Dingle, William
Elizan, Marcos
Erbe, Michael
Espinola, Dustin
Fernandes, Danielle
Freiwald, Paul
Garcia, David
Garcia, Sonia
Garrett, Damon
Giocomo, Brett
Goldston, Jeffery
Goldston, Joe
Gonsalves, Kevin
Goree, Victor
Green, Aaron
Hagglund, Chad
Henderson, Billie
Horn, Jason
Johnson, Timothy
Jones, Cathy
Klotchman, Wayne
Koutnik, Dana
Kuo, John
Leinweber, Vicki
Liljedahl, Chad
Logwood Jr., Harold
Lucas, Patrick

Martinez, Gabriel
Martinez, Vacilio
McCarthy, Mona
McCarty, Kenneth
Misita, Tony
Mombeni, Siamak
Morse, Angel
Munoz Jr., Fermin
Mutulo, Dennis
Nelson, Jason
Neudorfer, Todd
Nuno, Jose
Palominos-
Contreras, Miguel
Pate, Jason
Patterson, Michael
Pellish, Tracy
Perkins, Christoph
Perry, Ricky
Phan, Anthony
Rayment, Philip
Reyes, Ramiro
Roberts, Jennifer
Rodriguez, Abraham
Rodriguez, Norma
Rosas, Tommy
Salminen, Eric
Sanchez, Joshua
Santos, Demetrio
Silva, Robert
Smith, Nathan
Souza, Steven
Steeley, Heather
Tamayo, Wilfredo
Thomas, Jesse
Thomas, Url
Trujillo, Jacob
Twarowski, Chris
Usworth, George
Vasquez, Alberto
Vignola, Gary

Waid, Michael
Watson, Letitia
West, Carl
Whitney, Dwight
Wiley, Joseph
Young, Kevin
Zamora, Anthony

10 Years

Aaron, Michael
Antener, Justin
Barraza, Felina
Bluford, Brian
Bouch, Marissa
Camarena, Marlena
Carrington Jr.,
Johnny
Clifton, Alexandria
Comages, Kory
Costan, Paul
Coy, Miquel
Coy, Juan
Daily, Shane
Daw, Jeffrey
Day, Genevieve
Del Valle, William
Dimaggio, Brenda
Dooley, Brandon
Dorris, Kurtis
Duran, Jherrie
Equihua, Jose
Foster, Lv
Galebach, Candice
Garcia, Priscilla
Granadosin, John
Haley, Nellie
Hanson, Brent
Hart, Jessica
Hayes, Kristina
Hicks, Samocki

Hill, Robert
Hughes, Victor
Johnson, Tramaine
Jolley, Jay
Kennedy, Simeon
Knackstedt,
Elizabeth
Kuna, William
Laffond, Darren
Leitz, Frederick
Ma, Janine
Macaluso, Charles
Martinez, Laura
Marwick, Gregory
Mays, Shakira
Mckenzie-Borge,
Elina
Meza, Stephen
Morfin, Orlando
Murphy, William
Nguyen, Steve
Nuss, Deborah
Ortiz, Joseph
Perin, Michael
Prasad, Narash
Pryor, Ranald
Rak, Jacek
Rebollar, David
Reyes, Jose
Rickerson, Shane
Rivera, Pamela
Roberts, Kevin
Rojas, Jose
Roldan, Virgilio
Rubio, Robert
Ruiz, Marcos
Shaikh, Nuria
Silvas, David
Singh, Gurnam
Small, Stephen
Sornia, Jorge



15 Years

From left: Kevin Auer, Sylvia Chin and Michael Patterson



5 Years

Front row, from left: Latoya Perry and Pernell Rash. Back row, from left: Derek Neufeld, Michael Santos and Dolores Reddicks-Luckett



5 Years

Front row, from left: Chante Cole and Robert Krieger. Back row, from left: Chris Dunham, Anthony Chan and Arnaldo Lizarraga



10 Years

From left: Shane Daily with (Dean)



SERVICE AWARDS

Eureka

Cancelled this year due to weather

Congratulations on your service!

HONOREES			
45 Years Pond, Deborah	Mendoza, Sandra Moxon, Donna Smith, Michelle	Del Grande, Rebecca Hedding, Ronald Murphy, Jesse	Pinochi, Corrado Ponnay, Triniti Pratt, Richard Sturdevant, Jesse
35 Years Fisher, William	20 Years Burnett, Gary Laffond, Daniel	10 Years Ambrose, Justin Brown, Donald Cruz, Jed Giovannetti, Grant Hardwick, Travis Harris, Sara Lincoln, Brian	5 Years Day Jr, Allen Garrett, Jeffrey Migliorini, Alexander Quier, Edwin Riggs, Eric Rogers, Curtis Thigpen, Michael Torgersen, Sidney Zeck, Brian
30 Years Ramirez, Joseph	15 Years Bartlett, Neil Bettis, Rodney Biondini, Justin		
25 Years Garisto, Anthony			



SERVICE AWARDS

Ukiah

Cancelled this year due to weather

Congratulations on your service!

HONOREES			
35 Years Pearmain, Michael	10 Years Chavez, Marisol Dugan, Amy Garrett, Eric Guerrero, Jorge Gutierrez, Rosa Hambly, David Lewis, Jacob Mackenzie, Anne Macor, Valeria McMahon, Richard Morales, Nestor Oliver, Brian Ortega, Juan Pardini, Dennis Perry, Keith	Rodriguez, Guadalupe Sutton, Chad Trettin, Tina	Hurn, Grady Kelso, Dennis Lowe, Cody Lutzenberg, Joshua Maisak, Clay Mcquaid, Paul Mildenberger, Kevin Nielsen, Kevin Noel, Bryce Orozco, Ricardo Osmon, Chayton Pullman, Austin Rowe, Charles Rust, Michael Satterwhite, Brady Stromberg, Ty Thompson, Devin Tolosa Rios, Sebastian Turner, Dylan Vazquez, Jose Wolf, Brandon
20 Years Peres, Randy	15 Years Giacomini, Daniel Huck, Joshua Robertson, Blane Ropp, Michael Schmidt, Willie Smith, Kevin Smith, Wayne Stockley, Eric Tarver Jr., Clarence	5 Years Amador, Oscar Arata, Garon Burnett, Dennis Chew, Michael Dugan, Tyler Fisher, Jeffrey Gamble, Logan Garcia, Andres Garcia, Eric Hillyard, Robert Hipes, Terry	

Spencer, Rickesha Sprinkle, Nathan Stringfellow, Joseph Studebaker, Noah Sutherland, Michael Tafaao, Saliliomanatu Tan, Junhua Teal, Jennifer To, Darren Tolentino, Sabrina Trompas, Von Turner, Maria Ursini, Daniel Valdez, Michael Valdez, Oscar Valdez, Darrell Villa, Stephen Welter, Michael West, Gregory Wiltz, Angel Wong, Randall Wright, Alexis	Cortes, Sergio Daniel, Bryan Davis, Michael Davis, Matthew Diana, Gary Divingnzzo, John Dunham, Chris Dunn, Angela Farfan, Michael Felipe, Arthur Fenton, Laura Forige Jr., Michael Fortier, Kristen Franks, Michael Fregulia, Thomas Gamez, Jose Garcia Sr., Jesus Garcia-Jackson, Irene Gehrt, Constance Geneza, Katrina Geneza, Jonathan Gonzales, Christina Gonzales, Joseph Gonzales, Zachery Griffin, Jauquanza Guzman, Rogue Hamrick, Cory Harris Jr., Daneal Hernandez, Zachery Hindsman, Roland Hinkley, Edward Hiteshew, Daniel Hood, Dana Howard, Mandiko Ivie Sr., Pancho Jackson, Kenneisha Katric, Ryan Krieger, Robert Lizarraga, Arnaldo Ljuba, Robert Ly, Thomas	Lynch, Darryl Matthews-Gonzalez, Tamika McDaniel, Tracy McDaniel, Aron Meinberg, Bradley Meno, Vicente Mercado, Deziree Merlonghi, Anthony Morales, Eduardo Morgan, Breanna Mouton, Liz Neufeld, Derek Newman, Jeremiah Olmos, Carlos Olsen, Tyler Olsen, Brian Park, Christopher Patterson, Wilford Pena, Mitchell Perez, Jesus Perez, Mario Perry, Latoya Pham, Tam Pica, Joseph Pilipina Jr., George Platt, Joshua Portis, Robert Ramirez, Alfredo Rash, Pernell Reddicks-Luckett, Dolores Regalo, Paul Resuleo, Edwin Rodriguez, Ryan Rojas, Kameron Rose, Richard Rowe, Tyrone Sanchez, Jose Santos, Michael Scott, Jason	Shaw, Toniqua Sheets, Matthew Sidie, David Silva, Garon Sizemore, Devron Slavik, Brian Smith II, Andrew Soares, Daniel Stancil, Prophet Stephens Sr., Michael Steves, David Stoker, Michael Stout, Michael Sweatmon, William Tafoya, Pete Tate, Cheryl Thompson, Brandon Torres-Delgado, Ashley Tran, Andrew Tran, Phuong Tyra, Lhondin Vanhaaster, Corey Vasquez, Anna Vega, Jose Waid, Erin Walton, Dwight West, Michael Williams, James Wright, Leroy Wright, Ivory Wright Jr., Anthony Wynne, Sonya Yanez, Angelico Young, Scott Young, Kameron Zamora, Jesus Zighera, Eric Zuniga, Gary
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POLITICS

SO HOW'S THE NEW JOB GOING? THIS IS YOUR FIRST TIME WORKING AT A UNION SHOP, RIGHT?

IT IS. YOU KNOW, THE UNION SEEMS GREAT. THE WAGES AND BENEFITS ARE MUCH BETTER THAN AT MY LAST JOB. BUT I'VE BEEN WONDERING, WHY DOES THE UNION SPEND SO MUCH TIME AND MONEY ON ELECTIONS AND CANDIDATES? I HATE POLITICS, AND I DON'T LIKE THE IDEA OF ALL MY DUES GOING TOWARDS THESE POLITICIANS THAT I DON'T AGREE WITH.

ACTUALLY, THE UNION SPENDS VERY LITTLE ON POLITICS, ONLY ABOUT \$5 PER YEAR, PER MEMBER**. AND MOST OF THE MONEY GOES INTO LOCAL RACES THAT DIRECTLY IMPACT OUR MEMBERS.

RIGHT. REMEMBER WHEN THE LOCAL IRRIGATION DISTRICT REFUSED TO BARGAIN FAIRLY WITH THE UNION? WE GOT INVOLVED AND HELPED ELECT A NEW, LABOR-FRIENDLY BOARD FOR THAT DISTRICT! NOW OUR MEMBERS THERE HAVE A GREAT CONTRACT.

SO HOW DOES THE UNION DECIDE WHICH CANDIDATES TO GIVE MONEY TO?

BOTTOM LINE IS: IF ELECTED, WILL THEY STAND UP FOR WORKERS?

THAT'S REALLY IMPORTANT. NOWADAYS, WITH ALL THESE ATTACKS ON WORKERS AND UNIONS, WE NEED TO DO ALL WE CAN TO GET PRO-WORKER POLITICIANS IN OFFICE.

WHEN THE LAWMAKERS ARE ON THE SIDE OF THE CORPORATE CEOS, AND NOT US, THEN THE CEOS JUST KEEP GETTING MORE OF THE PIE, AND WE'RE LEFT WITH THE CRUMBS.

THAT'S RIGHT. SOME OF US VOLUNTEERED DURING THE LAST ELECTION FOR THE PRO-LABOR CANDIDATES, AND I'M GLAD WE DID. ELECTIONS MATTER!

POLITICIANS HAVE THE POWER TO CHANGE OUR LIVES--AND WE WANT TO MAKE SURE THOSE CHANGES ARE FOR THE BETTER, NOT WORSE. IT'S A SMALL INVESTMENT IN A BRIGHT FUTURE FOR WORKING FAMILIES.

WELL I CARE ABOUT A LOT OF OTHER ISSUES, NOT JUST LABOR AND UTILITY STUFF.

SURE, WE ALL DO.

AT THE END OF THE DAY, YOUR VOTE IS YOUR VOICE, AND WE ARE ALL FREE TO VOTE FOR THE CANDIDATES AND ISSUES THAT MATTER MOST TO US. BUT THE UNION IS HERE TO PROTECT OUR JOBS AND OUR RIGHTS AT WORK, AND THAT'S SOMETHING THAT MATTERS A WHOLE LOT TO ME.

**ANY MEMBERS WHO PREFER NOT TO HAVE THEIR DUES MONEY SPENT ON POLITICS CAN SEND A LETTER TO THE UNION AND GET A \$5 REFUND, NO QUESTIONS ASKED.