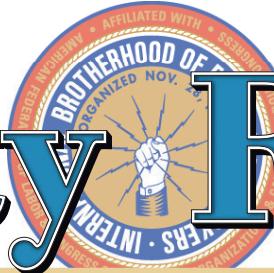


Inside:



Utility Reporter



Volume 67 No.2 • Apr-June 2018

UNITY IS STRENGTH

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



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IBEW 1245 members Raymond Tse (on the ground) and Michael Patterson (in the bucket) work on a traffic signal at the intersection of Broadway and Keith in downtown Oakland. Story on page 4.

Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

The True Cost of a PG&E Bankruptcy

Bankruptcy would be a disaster for workers and consumers

The wildfires our state experienced last year were unprecedented in their destruction and loss of life. To many, myself included, the scope of the damage seemed unimaginable — how, in 2017, could a disaster of that magnitude occur? We are all looking for the causes of the fires so we can stop them from ever happening again, and looking to support the many victims and their families. IBEW 1245 linemen were some of the first responders on the scene, working relentlessly to limit the damage and get the gas and power back on safely in affected communities.

As we search for answers, there is always the desire to assign blame. And

that's fair. If there was negligence or disregard for procedure, a price should be paid. But even though CalFire has yet to release their official report on what caused the fires, some in Sacramento have already decided that PG&E alone should bear responsibility for the losses.

The trial lawyers and their allies are arguing that if the company's equipment was involved in any way — even if PG&E followed every law, operated in good faith and was not negligent — it should pay out the full damages incurred by the fire, which are estimated to be above \$9 billion. Forcing PG&E, a single company, to absorb that loss by itself could bankrupt the company — and that would be a disaster for IBEW 1245 members and the state of California as a whole.

The implications of a PG&E bankruptcy would be terrible and long lasting for our union. Make no mistake — when a company goes bankrupt, it's the workers who bear the brunt of the pain. Chapter 11, section 1113 of the Bankruptcy Code says that "if essential to the continuation of the debtor's business" the court can permit the debtor to make changes to collective bargaining agreements. That means the company would be able to sweep away gains that took us years — even decades — to negotiate. It would put the union in a far less advantageous position than other debtors, and could significantly erode wage and benefit gains.

In early 2001, when PG&E went bankrupt due to market manipulation

instigated by Enron, it took three years for the company to rebuild. During that time, IBEW 1245 led a coalition of other unions to hold on to our jobs, and ultimately we were successful — but it clearly set us back.

In the wake of a bankruptcy, the union has far less power to negotiate wage increases and benefits our members have earned. In some ways, we would be starting from scratch — the company would not be forced to consider the residual value our workers bring to the table with their years of knowledge and experience. That's why I'm doing everything in my power to help the company avoid filing for Chapter 11.

A bankruptcy or other breakup of PG&E would also be bad for safety. Ever since San Bruno, a coordinated effort directing billions of dollars in upgrades to the system has made the lines, valves and infrastructure far safer to operate and support (although we still have a long way to go). A bankruptcy could disrupt this progress, making the system less safe and accidents more likely.

Functional, reliable utilities like PG&E are essential to our success — they create good jobs, provide safe and

reliable power for our homes and businesses, and help move us closer to our clean energy goals. The wildfires were a crisis of epic proportion, and one that we will be rebuilding from for years. I am working as hard as I can to make sure bankruptcy doesn't compound 2017's trauma and disaster for our members and for all Californians.

CALENDAR

- May 20: EWMC Derby Day, Berkeley
June 15: Service Awards, Fresno
July 27: Service Awards, Reno
July 28: Advisory Council, Reno
Aug 8: Public-Private Sector Shop Steward Training, Reno
Aug 9: Public-Private Sector Shop Steward Training, Vacaville
Oct 6: Golf Tournament, Vacaville
Oct 10-11: Frontline Safety Human Performance Training, Vacaville
Oct 27: Advisory Council, Vacaville

Unit meeting changes

Unit # 4711, San Carlos (Utility Tree) will now meet at Mountain Mikes Pizza, 774 El Camino Real., San Carlos, CA.

Unit # 4713, San Jose (Utility Tree) will now meet at Mountain Mikes Pizza, 2306 Almaden Road., San Jose, CA.

Unit # 4714, Placerville (Davey Tree) will now meet at Round Table Pizza, 3975 Missouri Flat Village, Placerville, CA.

The meeting dates and times will remain the same.

— Junior Ornelas,
IBEW 1245 Business Rep

Unit #1111, Fresno (Physical), has moved its unit meeting to a new location right across the street, due to the fact that the Round Table

Pizza relocated to a different building. The new address is 5702 N. First St. Fresno CA. The meeting time and location will remain the same (first Tuesday of the month at 5pm).

— Jim Brager,
IBEW 1245 Business Rep

Unit #3715, Lakeport, has changed its unit meeting location back to Lakeport Senior Center, 527 Konocti Ave, Lakeport, CA 95453. The meeting time and dates will remain the same.

— Mark McCrea,
IBEW 1245 Business Rep

Unit #2510, Manteca, has moved its unit meeting to Strings, 680 N. Main St., Manteca CA. The meeting dates and times will remain the same.

— Kelly Gibbs, IBEW 1245 Advisory Council Member

THE TRIAL LAWYERS ARE HIDING IN THE SHADOWS.



Recently, a trial lawyer front group called "Up from the Ashes" has emerged in Sacramento presenting itself as a coalition of wildfire victims.

While the group's leader might have a compelling story, emails have revealed that he is a paid lobbyist for the trial lawyers. Even the group's treasurer is a leading trial lawyer and their public filing lists them as working on behalf of trial lawyers.

They may be trying to hide, but the facts are clear. The trial lawyers have billions of dollars in legal fees at stake.

Don't be fooled by trial lawyers hiding in the shadows.



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Utility Reporter

April — June 2018
Volume 67 No. 2
Circulation: 22,800

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Published quarterly at
30 Orange Tree Circle,
Vacaville, CA 95687.

Official publication of
Local Union 1245,
International
Brotherhood of
Electrical Workers,

POSTMASTER:
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Address, and all
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P.O. Box 2547,
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Our phone number is
(707) 452-2700.

Periodical postage
paid at Vacaville and
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offices. USPS
No. 654640, ISSN
No. 0190-4965.

Single copies \$1.



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Moreno Joins Local 1245 Staff

Eleven-year IBEW member Eddie Moreno has joined the Local 1245 staff as a business representative. He will be working with members at PG&E's San Jose Call Center, Concord RMC, Stockton Regional Office, and Customer Service Offices in Modesto, Turlock, Oakdale, Stockton, Lodi, Manteca, Tracy, Jackson, Angels Camp, San Jose and Sonora.



Eddie Moreno

Prior to coming on staff, Brother Moreno worked as a Customer Service Rep at PG&E's Fresno Call Center. He served as a shop steward for six years, and sat on numerous committees, including the clerical bargaining committee during 2015/2016 negotiations, the CCO Attendance Improvement Committee, and various CCO process improvement committees. He has represented Local 1245 on campaigns, and has also done several stints as a temporary Local 1245 business rep, covering for other business reps while they were on leave.

Moreno draws much inspiration from late Business Rep Debbie Mazzanti, who tragically passed away in June of 2016.

"Listening to [Mazzanti's] discussions with the company made me real-

ize that our members do have a voice, and when you're in that position as a Business Rep, the company takes heed to what you're saying," said Moreno. "This job is an opportunity to represent our members in a manner that is consistent with what we believe."

Moreno is a father to three active children, and in his free time he enjoys spending time with his family and attending his kids' various sporting events.

Members Unanimously Approve New Agreement at Plumas-Sierra REC

On March 13, the IBEW Local 1245 members employed at Plumas-Sierra Rural Electric Cooperative unanimously approved a new agreement by a vote of 22-0.

The four-year agreement includes general wage increases of 3% in the first year, 2.5% in the second year, 3% in the third year and 2.5% in the fourth year. No other changes were made to the contract. The company

wants to be able to reopen if health care costs increase by 10% or more in one year. Wages will also be opened for discussion if the medical opener is triggered.

The bargaining committee consisted of members Rob Azevedo, Erica Skutt-Johnson, Darrell Housel and Chaz Riggs.

— Adam Weber,
IBEW 1245 Business Rep



A MORE RESILIENT GRID FOR THE “NEW NORMAL”

“It is critical we take strong and comprehensive action to protect all Californians from the threat of natural disasters and climate change.”

— Joint statement by Governor Edmund G. Brown, Jr., Assembly Speaker Anthony Rendon, Assembly Republican Leader Brian Dahle, Senate President pro Tempore Toni Atkins and Senate Republican Leader Patricia Bates.

The climate is changing. Our energy infrastructure needs to change with it.

After an unprecedented fire season in 2017 in the face of extreme weather events, public safety professionals, workers, energy producers and state leaders agree that we must come together to prevent and respond to these wildfires with a more resilient infrastructure.

Climate change is increasing the severity and duration of heat waves and other extreme weather events.

It’s time for California to strengthen our infrastructure and public safety. We must ensure utility and public infrastructure is designed, constructed and operated to maximize resiliency to extreme weather events and natural disasters.

Our coalition was formed to build a more resilient California for tomorrow’s economy.

THE COALITION

BRITE is a coalition of engaged citizens, workers, environmentalists, business, community and public safety leaders from across California united around two core beliefs:

- A safe, clean energy grid is essential to our economy and way of life.
- The changing climate and resulting wildfires, drought, flooding and other extreme weather requires us to modernize our infrastructure and strengthen public safety response in our communities.

JOIN US!

Join us as we come together to find solutions to address this problem, so our communities and businesses can rely on the safe, clean power we need to move forward.

Add your name or organization by signing below and return this form to info@briteca.com or visit BRITECA.com/join/

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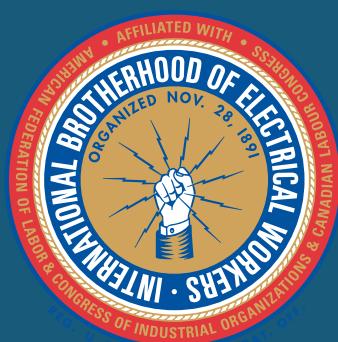
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On The Town

Local 1245 members keep Oakland moving



IBEW Local 1245 members employed by the City of Oakland

Among Bay Area natives, Oakland is known colloquially as "The Town." But with nearly half a million residents, an emerging art scene, a booming tourism industry, and a growing number of cutting-edge start-ups, Oakland has come a long way from its small-town roots.

All of these changes have led to an increasing number of people visiting, living and working in Oakland — and that's put a lot of added wear and tear on

The Town's transit infrastructure. Fortunately, the IBEW 1245 members who are employed by the city, as well as its port and bus transit system, work day in and day out to ensure that residents and visitors alike are able to travel to, from and around Oakland safely and smoothly.

In the Street

The Bay Area is known for its heavy traffic, and Oakland is no exception. In an effort to ensure that some of the most high-traffic areas are functional for drivers, bikers and pedestrians, the city has been updating its infrastructure to allow everyone to move through Oakland's busiest areas with ease.

IBEW 1245 member Michael Patterson, lead electrician in the city's traffic signal department, explained his team's role in one such upgrade that he worked on at the corner of Broadway and Keith near the Highway 24 off ramp.

"They reconfigured this intersection, put in a lot of new traffic signals and video detection cameras ... and it's our job as the electricians to come out and program the controller to make sure everything works," he explained. "So what we're doing today is adding a 'No Right Turn' [indicator] for drivers coming up Keith Street. We have to program that logic into the controller, so when people are crossing [on foot or bike], the vehicles will see the 'No Right Turn' signal."



IBEW 1245 member Dion Bailey makes the rounds at the Oakland airport.

By the Water

Local 1245 also represents a small but mighty group of workers at the Port of Oakland, which encompasses Oakland's busy seaport, as well as its international airport. Local 1245-represented classifications at the port include many high-ranking jobs, from foremen and managers to supervisors and even superintendents in both the air and maritime divisions.

Local 1245 member Dion Bailey works as an airport duty manager, where he and his team oversee much of the day-



to-day operations at Oakland's bustling airport — and there's rarely a dull moment, with upwards of 11 million passenger flights and an additional million cargo flights going in and out of Oakland each year.

"Our job is to maintain normal operations — but it's an airport, so there's always some sort of delay or service interruption, and it's our job to put it back together," said Bailey, noting that his work group also coordinates with the local police and fire departments as needed.

The Federal Aviation Administration, which maintains strict guidelines for all airport operations in the U.S., has a heavy hand in the work that Bailey and his colleagues perform each day.

"A large part of our job involves [FAA] compliance," Bailey said. "We do lots of inspections, and we also run the dispatch center at the airport."

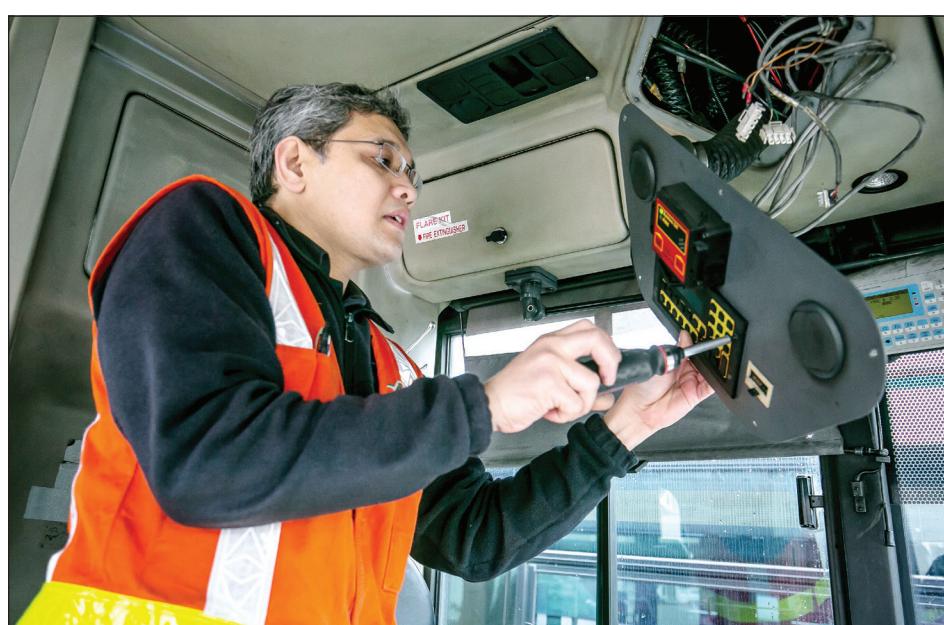
On the Bus

With 155 bus lines, 364 square miles of service area, and more than 171,000 riders using the system on any given day, Oakland's public transit service, known as AC Transit, is one of the busiest public bus services in the state. In addition to serving The Town, AC transit also picks up and drops off riders in 12 nearby cities, as well as adjacent unincorporated areas in Alameda and Contra Costa counties.

AC Transit's buses travel nearly 20 million miles collectively over the course of the year — and that means they need a team of skilled and dedicated mechanics, techs and electricians working around the clock to ensure that the



Local 1245 member and City of Oakland employee Roderick Davis gets ready for work.



IBEW 1245 member Arnel Samson works to fix a keypad on an AC Transit bus.



IBEW 1245 members Michael Patterson and Raymond Tse (left) program a street light.

vehicles continue to operate exactly as they should.

The *Utility Reporter* caught up with AC Transit Senior Electronic Tech Arnel Samson as he worked on a bus's keypad.

"This is the ODK keypad that controls the head sign, and sometimes it's working, sometimes it's not," said Samson, a newcomer to Local 1245. "So we need to replace it, and we'll fix this one later in the shop."

Union Town

Oakland is well known for being a union town, and the Local 1245 mem-

bers who help keep the city running are proud to be a part of the city's united labor movement. During the highly publicized city-wide contract negotiations that came to a head in late 2017, the Local 1245 members employed by the city stood in solidarity with SEIU 1021 and other unions that were fighting for a fair contract, even though IBEW 1245 was eminently close to settling their own contract. IBEW 1245 reached a tentative agreement with the City on the fourth day of the city-wide strike. The other unions did not reach a tentative agreement until several months later.

"While the other unions were still in negotiations, a [Local 1245] member came to me and said he was glad to be in our union, because of what we were able to get with the contract," said Patterson, who is a shop steward and served on the bargaining committee.

Local 1245 members at the Port and AC Transit echoed that sentiment.

"[Before hiring on at AC Transit] I worked as an electronic tech at different companies, with no union, no support. When management would tell me to do something, I had no choice," said Samson. "But now I can consult my shop

steward, and they assist us, and the whole team. It's a lot better."

"[The union] fights hard for our employees, so that we have good benefits, salaries and working conditions," said Bailey, who is also a union shop steward. "I like being able to help out my coworkers with their work issues, and I appreciate being a part of the negotiations to help our whole group achieve better wages and working conditions."

—Rebecca Band, IBEW 1245 Communications Director

Photos by John Storey



IBEW member Abe Dayauon Jr. refurbishes a fare box for a bus.



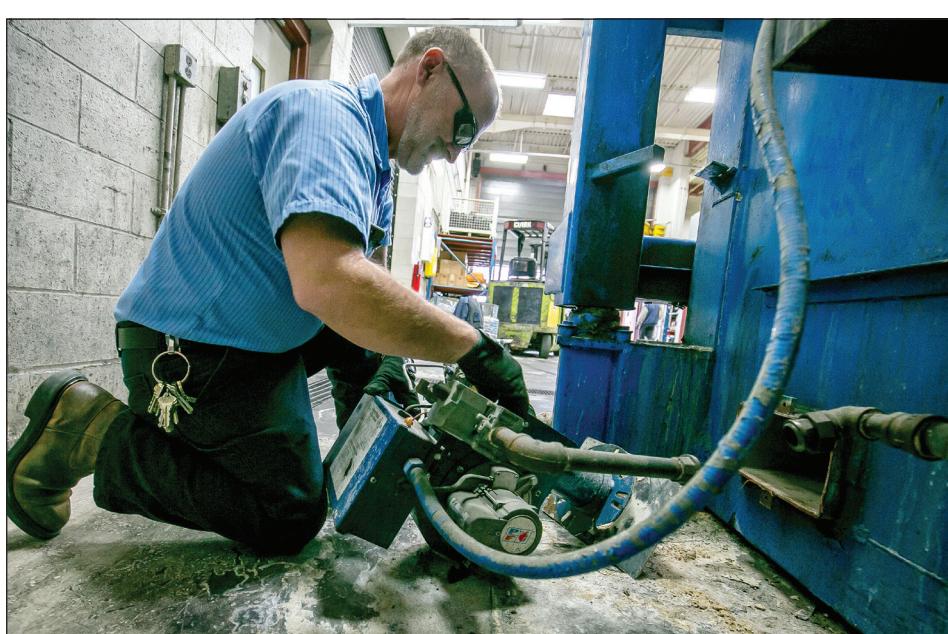
IBEW 1245 member Jayzelle Norflin (left) with janitor Elsie Valentin-Miguel at the Oakland Airport



IBEW 1245 member Paul Lonestar checks the boom on his truck as he gets ready for work at the City of Oakland.



IBEW 1245 members from the Port of Oakland (left to right), Terry Padilla, Darryl Edwards, Kevin Pittman, and Eddie Villasenor



IBEW member Kevin Auer works on a boiler for AC Transit.



IBEW 1245 member Al Johnson works on a fare box for AC Transit.

Members Ratify Two-Year Contract Extension at Sacramento Regional Transit

The IBEW Local 1245 members employed at Sacramento Regional Transit (SRT) have approved a two-year extension to their current collective bargaining agreement. The final vote tally was 115-41. The extension includes a 3% wage increase in each year of the agreement, and all other terms will remain the same. The bargaining committee was comprised of members Constance Bibbs, Jeff James, Doug Lusk, Ron Hoff and Matt Wade.

— Sheila Lawton, IBEW 1245 Business Rep

IBEW 1245 Members Ratify Contract Extension at the City of Berkeley

After more than eight months of bargaining, the IBEW 1245 members at the City of Berkeley ratified a tentative agreement for a 16-month extension to the Memorandum of Understanding by a vote of 6-2. The IBEW 1245 negotiating committee consisted of bargaining unit members Greg Marwick, Tom Hartman, and Chris Kaldunski and Local 1245 Business Representative Al Fortier.

The MOU expired on June 17, 2017, but unfortunately, several months of negotiating had resulted in little movement on economic proposals. The city initially proposed a two-year deal with no cost-of-living adjustment (COLA) and a 20% employee contribution to medical premiums. Our committee made an initial proposal for a four-year term to the successor MOU with a 4% wage increase each year, as well as other enhancements in benefits and working conditions.

The city and our committee re-

mained far apart on economics throughout bargaining. The city eventually proposed a two-year deal with a one percent (1%) COLA and a one-time lump sum stipend of approximately one percent based on a revenue sharing formula, as well as a 15% employee contribution of the cost of medical premiums. The city continued to maintain its position that there was an economic structural deficit within the city; however, our committee knew that there was a considerable revenue increase in the General Fund based on increased tax revenue. The city acknowledged the increased revenue, but claimed it was "one-time" money that could not be relied upon, and therefore should not be used for ongoing expenses such as salary increases.

The city and our committee began exploring terms for an extension of the expired agreement, and on January 25, 2018, a tentative agreement was reached. The TA included a 1% sal-

ary increase effective upon ratification and council approval, a \$1,000 lump sum payment effective upon ratification and council approval, a new \$200 annual shoe reimbursement, and double-time for overtime more than four hours. On January 30, the City of Berkeley members ratified the Tentative Agreement for a 16-month extension to the MOU. The MOU, as well as new salary levels for part of the bargaining unit, were approved by the Berkeley City Council on March 13, 2018.

The 16-month extension aligned our next MOU expiration with other miscellaneous bargaining units, and allowed our members to immediately benefit from the modest gains made during negotiations. It also allows the negotiating committee to regroup and get back to the table in six months to attempt to achieve further gains. Considering the circumstances, the committee should be proud for a job well done!

— Al Fortier, IBEW 1245 Business Rep

Local 1245 Members at Lindmore Irrigation District Provide Water and Power in Tulare County

IBEW 1245 members at Lindmore Irrigation District (from left) Gary Vail, Robert Vail, Michael Knutson and Kenny Hirabayashi. Not pictured: Robert Rodriguez.

Nestled in the foothills of the Sierra Nevada, adjacent to Sequoia National Park, the Lindmore Irrigation District supplies water to 27,256 acres of land, allowing cattle, nuts, grapes and citrus to grow and flourish in Tulare county. In conjunction with the Friant Power Authority, Lindmore I.D. also supplies water to the Friant-Kern & Madera Canal and Friant Dam to generate power, which provides, on average, \$1,000,000 per year for the district.

The district's small but dedicated team of workers, who are proud members of IBEW 1245, service and maintain miles of underground pipes and hundreds of valves. They kick off the irrigation season in April and provide maintenance to the system in the winter months. They also repair lines, valves, meters and other equipment throughout the year. Each member specializes in one trade, but most are cross-trained in other fields as well.

The Local 1245 members at Lindmore I.D. strive to improve processes using new technology, including a SCADA system tablet that makes the opening and closing of valves a lot more efficient. The days of going back and forward to open and close water gates to maintain levels are gone. Shop Steward Gary Vail was proud to demonstrate how quickly the water gate starts to open after just a few taps on the tablet.

The workers at Lindmore I.D. are steadfastly dedicated to the union, with 100% of the members signing union commitment cards during Local 1245's recent re-authorization campaign. They are also loyal to their employer; nearly all of them have been with the district for seven years or more. During the drought, some of the employees were dispatched to other districts in order to keep them employed. But now, the water is flowing again from the snow melt down from the Sierras, and another water cycle begins.

— Jaime Tinoco, IBEW 1245 Business Rep



Shop Steward and Lead Line Operator Gary Vail poses for a photo near one of the district's reservoirs.

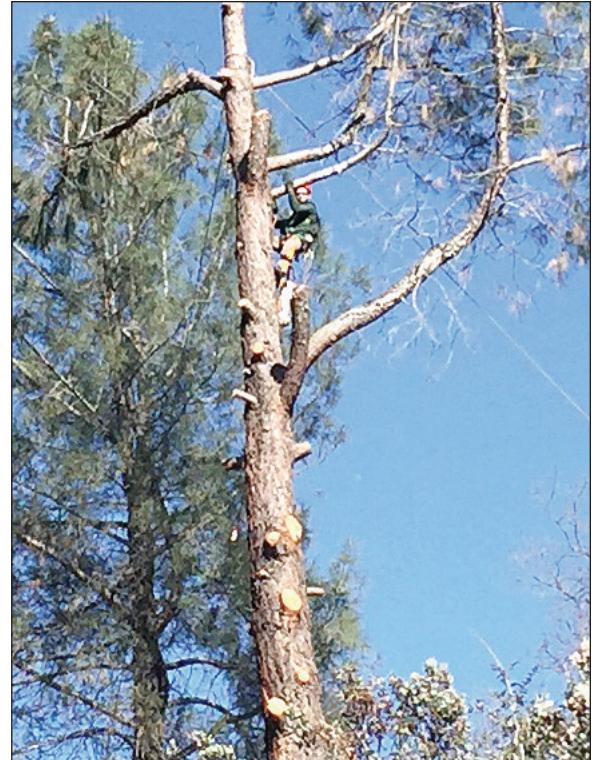
City of Redding Parks Team Helps Expedite Public Works Project with Quartz Hill Tree Removal

On February 3, IBEW 1245 members employed in the City of Redding Parks Department removed trees to help expedite the Public Works Department's street widening and bike lane project on Quartz Hill. Their assistance prevented the city from contracting out the work to an outside contractor.

Local 1245 members Travis McNeill (Lead Arborist), Chris McCarty and Chris Loucks worked on cutting the trees; Marty Gentles operated the Bobcat; and Jim Cole and Chris Fleming performed traffic control.

— *Charley Souders, IBEW 1245 Business Rep*

Photos by Ray Thomas



On Feb. 26, the U.S. Supreme Court heard opening arguments in *Janus vs. AFSCME*, a highly publicized court case that seeks to eliminate unions' ability to collect fair share fees in the public sector, ultimately amounting to so-called "Right to Work"

plaintiff Mark Janus are trying to trick the public into believing that this case is about "freedom," the truth is that Janus is backed by notorious anti-worker organizations that wish nothing more than to see unions become a thing of the past. They view public sector union

Dalzell on *Janus vs. AFSCME* Labor Can Not Only Survive, But Thrive

style workplaces for civil servants in all 50 states.

While the powerful, moneyed interests behind

workers as the easiest target — but rest assured, their long-term goal is to annihilate ALL unions, both public sector and private sector.

If you follow the news, you may have seen headlines calling this case "the biggest threat to organized labor," claiming that unions are in "deep trouble" and some even going so far as to allege that *Janus* is "the death knell for unions" in the United States. The media is quick to assume that, in the likely event that the Supreme Court rules against the union in this case, the American Labor Movement is all but done for.

But what they fail to recognize is that organized labor is no stranger to adversity — in fact, most unions, including ours, were born from much harsher adversity, and have continued to persevere despite numerous attempts to weaken and divide us. In the early 20th century, union activists were abused, arrested, beaten and murdered in cold blood by anti-union forces. But did that put an end to unions? Not at all — in fact, quite the opposite. That hostile opposition only served to further embolden those activists, and they doubled down their efforts to bring a voice to the millions of workers who were otherwise voiceless.

While I'm not one to take any attack on Labor lightly, I wholeheartedly believe that our 21st century Labor Movement can not only survive, but truly thrive in the face of this court ruling. It won't be easy, and it will take a lot of hard work and commitment. But the public sector members of our own Local have already been working diligently for months to prepare for this ruling, and in my mind, there's no question that our union will remain strong, no matter the outcome of *Janus*.

As I think about this attack on our movement, I can't help but be reminded of the ancient proverb:

They tried to bury us. They didn't know we were seeds.

By standing together, we can and will overcome this hurdle and any others that may come before us, and come out the other side more powerful, more unified, and more dedicated to the cause than ever before.

— *Tom Dalzell, IBEW 1245 Business Manager*



Local 1245 public sector members from the city of Lompoc (top) and Sacramento Regional Transit (bottom) proudly display their voluntary membership cards.



131 Local 1245 members attended a powerful training at the union hall on Feb. 24, 2018.

THE POINT OF THE SPEAR

Ground-breaking training prepares Local 1245 members to protect and defend the union

When armies are under attack, each and every soldier must be ready and willing to fight back.

Right now, the workers' army – the union – is under attack. But instead of tanks and bombs, our opponents are coming at us with a heavy-duty legal weapon known as *Janus vs. AFSCME*, a U.S. Supreme Court case that threatens to eliminate unions' ability to collect fair share fees in the public sector. If the court sides with the plaintiff this spring, the end result will be "Right to Work" style workplaces for civil servants in all 50 states. And once the powerful, moneyed interests behind *Janus* win this battle, they're sure to set their sights on the private sector unions as well, dead set on leaving millions of union members as collateral damage on our nation's economic battlefield.

With the life of organized labor on the line, union soldiers everywhere are heeding the call to arms. Their weapon of choice? One-on-one conversations with their co-workers, friends and neighbors to help spread the word about the critical importance of keeping the union strong, and motivate others to take action as well.

To prepare themselves for the front lines, a powerful battalion of 131 IBEW 1245 member-leaders came together at Weakley Hall on Feb. 24 for "basic training," led by renowned political economist, author and University of Oregon Professor Gordon Lafer. Lafer has been fighting for workers' rights and quality jobs since the 90s, as an academic, union advocate and congressional policy advisor. He is widely considered to be one of the most compelling pro-union thought leaders of our time.

"Unions all over the country are trying to figure out how to respond to *Janus* effectively, and it obviously has to be by getting lots of members involved, educated, and feeling like they can explain this in a common-sense way to other people," Lafer told the room full of Local 1245 activists. "Just look at the number of people who are in this room, who are active, who are *not* being paid to be here... that's really the greatest tool we have to fight back."

For Sacramento Municipal Utility District (SMUD) Lineman Justin Hirschi, the issue hits close to home. As one of more than 2,500 public sector members of Local 1245, he recognizes exactly what's at stake, and has been actively spreading the word about "Right to Work" and *Janus* for quite some time as a member of the Local 1245 Volunteer Organizing Committee (VOC) at SMUD.

"This issue threatens all of our families and all of our livelihoods," he said. "If that's not worth standing up for, I don't know what is."

The Point of the Spear

This unique training was a product of the 1245 Organizing Program, and the phenomenal turnout was a direct result of the one-on-one outreach that Local 1245's Organizing Stewards did at their work sites, encouraging their co-workers to join the training. All 131 members that had given up their Saturday to attend the event were brimming with enthusiasm. From the moment the members filed into the room, it was clear that this would not be a "business as usual" training. The energy level was off the charts, with so much excitement in the room that it could be felt from down the street.

The training, which was emceed and

facilitated by Staff Organizer Rene Cruz Martinez, had two main focuses — providing the members with information, history and context regarding the threats against us, and giving them the opportunity to come up with personal and unique ways to articulate the union difference to others. But before they got down to brass tacks, Local 1245 Business Manager Tom Dalzell stopped in to offer words of appreciation and inspiration.

"A union is not just an avenue for filing grievances. A union is 20,000 working people standing together to make all of our lives better," Dalzell told the crowded room. "This is YOUR union. You are a source of power that we have never had before, and we could never [embark on this fight] without you."

Lafer then kicked off the training with an extensive, in-depth and engaging look at the attacks on labor, both past and present, and the extremely powerful organizations that have bankrolled them. His presentation was broken up into sections, and after each section, the members got to do some hands-on practice by brainstorming unique and compelling ways to

explain "Right to Work" and the possible effects of the *Janus* case, and addressing some of the tough questions they're likely to encounter when talking to their co-workers about this issue.

The members — particularly those who are relatively new to union activism — blew expectations out of the water with their responses.

"Imagine that we all go out to eat at the restaurant. Everyone has drinks, dinner and dessert... but at the end of the meal, some people decide that they aren't going to pay. That's pretty much what 'Right to Work' is."

— Joseph Stewart, PG&E

"The union is the point of the spear. It's there to make sure you and your brothers and sisters are represented and can take care of their families." — Jeff Gilbertson, SMUD

"[Without the union] management would abuse power, create a hostile environment, and divide and conquer us."

— Trent Twisselman, Trayer Engineering

"Think of it like internet service. When Verizon develops a higher-speed option, all the other companies try to go faster too. That's how it is with the union — it makes wages go up, and so other employers have to follow. A rising tide lifts all ships." — Justin Hirschi, SMUD

"They say it's about freedom, but 'Right to Work' would take away my freedom. It takes away my right to stand together with my co-workers. It takes away my right to bargain for a living wage. It takes away my right to work in a safe environment. It takes away my right to stand up and say, 'I don't have to work mandatory overtime.'" — Roger Jesinghaus, Frontier Communications

As they went around the room, sharing their ideas and clever analogies, the other attendees listened with rapt attention, jotting down notes and taking in all of the interesting new ways to present this critical issue to their colleagues and friends. At the end of the training, every single member in the room walked out the doors of the union hall ready and willing to spread the word and motivate their co-workers to join this growing movement of active and energized union members.

"The meeting lit a fire in me that I intend to pass on," said PG&E employee Cindy Rodriguez.

"I had such a good time! I couldn't wait to talk about what I learned!" Megan Franco, also of PG&E, remarked after the training. "I loved sharing how we would talk to another co-worker, it gave me so many ways to get the point across."



Professor Gordon Lafer

"This meeting was so informative, but most of all inspiring," said NV Energy retiree Jim Lappin.

"Few unions have really done what you all are doing here successfully," Lafer concluded towards the end of the training. "I know [IBEW 1245's] work isn't done, but you guys are doing it in a way that's impressive. I wish more unions could be here and steal your model."

—Rebecca Band, IBEW 1245 Communications Director



Business Manager Tom Dalzell: This is YOUR union!



#WERISE

Local 1245 Joins *Janus* Day of Action in Sacramento and Fresno

On Monday Feb. 26, as the United States Supreme Court began to hear arguments in *Janus v. AFSCME*, union members all across the country hit the streets to demonstrate the importance and value of a strong and united Labor Movement.

The anti-union interests behind *Janus* have pushed this case to the nation's highest court in an effort to weaken and divide workers standing together in unions, but as the old labor chant goes, "When working people are under attack, what do we do? Stand up, fight back!"

Dozens of SEIU locals hosted *Janus* rallies in cities and towns across the nation, and IBEW 1245 organizing stewards stood in solidarity with their fellow proud dues-paying union members at two such actions in Sacramento and Fresno.

Seven 1245 members volunteered to attend the Sacramento action, hosted by SEIU Local 1000, where they were joined by 1245 Organizer Rene Cruz Martinez. The event took place at Sacramento Loaves and Fishes, and while the majority of the attendees donned SEIU purple, the IBEW Local 1245 contingent in

navy blue caught attention of many notable leaders, including SEIU Vice President Margarita Maldonado, Sacramento Mayor Darrell Steinberg and California Assemblymember Anna Caballero, all of whom took the time to thank 1245 for our work.

Despite the ominous weather, union members continued to show up throughout the day, and the event was covered by the Sacramento area Telemundo and Fox TV stations.

"This was such a humbling event. When you are surrounded by so much union solidarity, you can't help but be inspired," said new Organizing Steward Evelyn Okoegwale. "This is the first time I have attended a rally, but it won't be the last."

"I strongly believe in People Power, and that's what we showed at this rally," said Organizing Steward Nilda Garcia. "We stood with the public

sector brothers and sisters, we back them, and we will fight with them."

Down in Fresno, eight Local 1245 members joined a similar action outside the county courthouse. The event was hosted by SEIU 521, and notable speakers included SEIU 1000's Luisa Leuma and Riko Mendez, CEO of SEIU 521.

"When Luisa Leuma of SEIU 1000 spoke of our unions being under attack from the billionaires pushing their 'Right to Work' agenda, she said, 'They are doing it for their own profits, at our expense,' and I couldn't agree more," said Organizing Steward Melissa Echeverria. "We need to continue to stand together in solidarity and rise against

these attacks on American workers. They will try to divide us, but we won't let that happen!"

"This is not only an attack on union members. This is an attack on all workers," said Organizing Steward Ashley Finley. "We all need to stand together and fight not only for our generation, but for future generations to come!"

Local 1245 member-leaders in the public sector have been preparing for the *Janus* decision for the past eight months by reaching out to their co-workers one-on-one, talking to them about the union difference and the importance of maintaining their union membership, regardless as to the outcome of *Janus*. Learn more at bit.ly/publicsectorpower.

Rene Cruz Martinez contributed to this report.



The contingent from Local 1245 at the Fresno action



Local 1245 representing at the Sacramento action

Reclaiming the Dream

Highlights from the AFL-CIO Martin Luther King Jr. Conference

Four Organizing Stewards represented IBEW 1245 at the AFL-CIO's 20th annual Martin Luther King Jr. conference, which took place in Houston, TX in mid-January.

The conference brings together members from over 500 trade unions to honor the life and legacy of Dr. King and examine current civil and human rights issues. The delegates had the opportunity to participate in workshops, hear from dynamic speakers, volunteer in the community, and take action in the streets.

"This conference was uplifting, educational and inspiring," said Local 1245 Organizing Steward Kurene Turner. "I not only met great union members from all over the country, but also got to attend three great workshops ... and we had lots of great speakers, including Congressman Al Green, Rev. William Barber and

many more."

"What impacted me the most was hearing from workers that work with Mark Janus [the plaintiff in the Supreme

Court case that seeks to make Right to Work the law of the land in the public sector]," said Organizing Steward Arnaldo Lizzarraga. "It left me thinking that

any union member could turn against us, even the one that works next to us, which is why we need to constantly educate and organize our members at

all times. We need to listen to their grievances, because if we don't, we could have a Mark Janus in our union."

The conference concluded with a massive march and rally through downtown Houston in honor of MLK and the fight for civil and human rights. Estimates put the crowd at over 2,000.

"I can't begin to explain the feeling I had when I looked out to the sea of united people for one cause," said Organizing Steward Cynthia Lopez. "I have never seen so much unity in one place with so many people. It really brought tears to my eyes. It spoke volumes as to why we do what we do."



Organizing Stewards (from left) Cynthia Lopez, Michelle Velasquez, Kurene Turner and Arnaldo Lizzarraga with Congressman Al Green (center)



Local 1245 Organizing Stewards at the CPUC hearing in San Francisco.

Photo by Steve Marcotte



Photo by Alicia Rodriguez

Local 1245 Organizing Stewards Take Action to Protect Utility Customers from Inequitable Cost Shifting

In just a few short years, Community Choice Aggregators (CCAs) have drastically changed the energy marketplace in California, and as they continue to expand, additional regulation is needed to ensure that the system is not disadvantaging the customers who remain with the traditional utility companies.

One such regulation is Resolution E-4907, which came before the California Public Utilities Commission (CPUC) on Feb 8, 2018. This resolution sought to address an inequitable shifting of costs

that has been occurring due to the influx of CCAs.

Currently, all electricity providers in California are required to forecast the number of customers they will have, and demonstrate that they have sufficient power to serve them (this is known as "Resource Adequacy"). Based on current circumstance, CCAs appear not to be required to meet their Resource Adequacy obligations for the calendar year in which they first provide new or expanded service. As a result, utilities are buying power for the customers that

are switching over to CCAs, leaving those customers who remain with their utility responsible for picking up the tab.

CPUC Resolution E-4907 would protect utility customers from paying more for Resource Adequacy than they should, and would also protect the integrity of the state's Resource Adequacy program that is supposed to ensure reliable electricity for all

customers.

"The resolution requires that all CCAs meet the same forecasting and contracting process for Resource Adequacy as all other load-serving entities prior to serving new customers," explained IBEW 1245 Organizing Steward Alvin Dayoan. "This resolution is really important as we see new CCAs developing within PG&E territory."

IBEW Local 1245 teamed up with the Equitable Energy Choice for Californians coalition for an emergency action at the CPUC hearing in San Francisco to demonstrate support for the resolution. Clad in their IBEW 1245 tee shirts and jackets, an enthusiastic group of Organizing Stewards descended on the hearing, turning heads everywhere they went.

"When 1245 walked in the building, I immediately saw and felt the impression we made," said Organizing Steward Cynthia Lopez. "I realized I was a part of something so big."

"The parties in opposition to the Resolution had a press conference by the CPUC building and outnumbered us slightly," reported Organizing Steward Taf Gwarada. "But when the hearing began, we strategically positioned ourselves in the middle of the room to heighten our presence."

The opposition to the resolution was vocal, dominating the mic during most of the hearing, but they failed to articu-

late any compelling reason why E-4907 should not be enacted.

"All persons who took the time to speak against E-4907 had the wrong argument, and sounded as though they were under the impression that the CPUC wanted to do away with the CCAs entirely," said Organizing Steward Felicia Martinez.

At the end of the day, the CPUC bucked the opposition and voted unanimously in favor of implementing the resolution.

"I was very happy to hear the Commissioners go into detail and explain why they were all in support of resolution E-4907," said Organizing Steward Brenda Balthazar. "I was proud to be a part of and witness this hearing, mostly because I speak with customers on a day-to-day basis about rate costs, generation and delivery."

"The CPUC Commissioners are real people doing a real job," said Organizing Steward Kristen Rasmussen. "They listened to everyone, and then addressed their concerns when delivering their decision."

"We achieved a major victory that day. The CPUC Commissioners saw our message and the value of the resolution, resulting in a vote to protect our customers," said Organizing Steward Lorenzo Arciniega. "This experience renewed my faith in the CPUC Commissioners and their focus on the greater interest for the people of California."



CPUC Commissioner Martha Guzman Aceves (left) shakes hands with Organizing Steward Alicia Rodriguez. Photo by Steve Marcotte

Member Perspective: Stay Ever Vigilant in the Face of Janus

We have heard that the Supreme Court of the United States will be deciding the *Janus V. AFSCME* case as soon as next month. When the *Friedrichs* case of a few years ago got the ball rolling towards a national "Right to Work" law, we understood it was going to be a long battle. We as public sector workers had a short-lived reprieve, but we knew that the anti-union big business forces would be back.

As expected, *Janus* made a fast track to the Supreme Court. At the heart of the case, we find the same familiar crowd of billionaires and Fortune 500 companies that would like nothing more than to reduce the power of unions and working peoples' voices. Their driving force is motivated by their desire to reduce wages, benefits, and pensions of public sector workers, so large corporations don't have to compete by offering the same.

Even a fifth grader understands it is morally wrong to allow any member in an organization to expect benefits from that organization without paying his or her fair share. But the *Janus* backers don't care!

The sad truth is that without our public sector unions in this country, the size of our middle class would be at or near the levels of the Gilded Age and the industrial revolution of the late nineteenth century. Over the last

century, many brave union brothers and sisters fought with everything they had to achieve the level of pay, benefits, and safety on the job that we still have today. It won't be easy, but we owe it to our families and our predecessors to continue the good fight!

—Jeff R. Torres,
IBEW Local 1245 Volunteer
Organizing Committee member,
City of Redding Electric Utility



PG&E execs, from left: Lance Shultz, Director, Materials and Distribution; Gun Shim, Vice President, Supply Chain Management; Kathleen Kay, Vice President, Business Technology; Karen Austin, Senior Vice President and Chief Information Officer; Valerie Bell, Vice President, Information Technology Operations; Mike Savage, Senior Director, IT Maintenance; and Laurie Giammona, Senior Vice President and Chief Customer Officer Photo by Rebecca Band

Local 1245 Shop Stewards Meet with PG&E Execs from IT, Real Estate, Telecom and Supply Chain

If you work in the utility sector, chances are you've recently encountered some pretty big changes in your line of work, with even more changes looming on the horizon.

At PG&E, changes are being implemented so quickly that many IBEW Local 1245 members are often left with a cavalcade of unanswered questions. Emergency preparedness, staffing issues, new apps, high tech equipment, grid management, operations and facilities are just a few of the issues that have had members buzzing lately.

A few years back, the union began sponsoring labor-management round-table sessions for different divisions at PG&E, to give Local 1245 shop stewards a chance to ask questions and voice their concerns directly to members of PG&E's management team. These roundtables have facilitated more open and honest conversation between the company's executives and the men and women who work for them.

On Jan. 31, 2018, top executives from PG&E's information technology, supply chain, telecom and corporate real estate departments came to Weakley Hall to field questions from a select group of shop stewards working in those departments.

Senior Vice President and Chief Information Officer Karen Austin opened up the discussion with a brief overview of some of the changes coming down the pike at PG&E. She identified process improvements in enterprise warehouse management, a new qualified telecom worker program and training, two-way grid integration, and 133 new superviso-

ry control and data acquisition (SCADA) installations as some of the big items that the company has planned for 2018.

Senior Vice President and Chief Customer Officer Laurie Giammona followed up by addressing the leaked document that indicated widespread yard closures on the horizon, which indicated that some divisions could lose 50% or more of their yards. She quickly noted that nothing in that leaked document is set in stone.

"The document that was released was purely a working document from just one view — electric operations... and it was unfortunate the way that it came out," Giammona told the shop stewards. "Unless you see a document that has my initials on it that says we're closing a facility, we're not closing a facility."

After the execs had a chance to speak, the floor opened up to the shop stewards to ask their questions and express any concerns coming from their respective worksites.

One of the biggest issues raised pertained to emergency preparedness. With last year's onslaught of devastating natural disasters and fires, many members felt that the emergency response plan at PG&E could use more clarity, particularly in regard to base camps, callout policies and expectations.

"Sooner rather than later, let's get together jointly with the union to work this out," suggested Shop Steward Steve Mayfield. "That way, when another emergency comes up, we'll know what equipment will be there, how the base camps will be, what training is required, who's going to be there, and for how

long. If we can put it all in writing, then everyone will know what to expect, and we can focus on the work, and not on all that other stuff."

"If there's one thing that the fires have shown, it's that every single employee in every line of business should be looked at as first responders," noted IBEW 1245 Assistant Business Manager Anthony Brown. "And one thing that all first responders have in common is that they spend a lot of time preparing for crises. I think that's something that should be looked at very closely."

Another issue that was raised by several stewards related to new technology, including apps and equipment.

"We're getting this new equipment coming out, but we're not getting any training on it," said Shop Steward Jim Hood. "There's also the issue of access. We don't have the ability to do our jobs anymore with the lack of access on this new equipment — and if we did have access, it could be dangerous because we don't have training on it."

Staffing, in particular the reduction of clerical support staff, has also become a point of concern for many departments. In some areas, clerical staff are spread so thin that much of the support work, such as time cards and ordering materials, ends up being done by the techs themselves. According to some stewards, the lack of staff means that these processes are ultimately less efficient than they could be, and time and money is wasted as a result.

Another personnel issue that some stewards expressed concern about is the fact that many front line supervisors are

being hired from outside the company, instead of being promoted from within. As a result, supervisors are coming in with very little understanding of the work and operations in the departments that they are supposed to be running.

The consolidation of facilities — and potentially of employee roles — was another sticking point for the stewards. Shop Steward Michael Hunt pointed to an example of potential staffing redundancy that could occur when facilities are being merged together.

"In materials, we have leads at all the different locations," said Hunt. "If those locations are consolidated, will it result in a reduction of staff?"

While some facilities are being revamped, there are a number of others, most notably substations and generation facilities, that are still lacking when it comes to meeting the needs of the employees. The Cottonwood microwave sub was just one example that the stewards proffered. SVP Giammona noted that those facilities were not previously under the Corporate Real Estate umbrella, but that is something that is set to change in the near future.

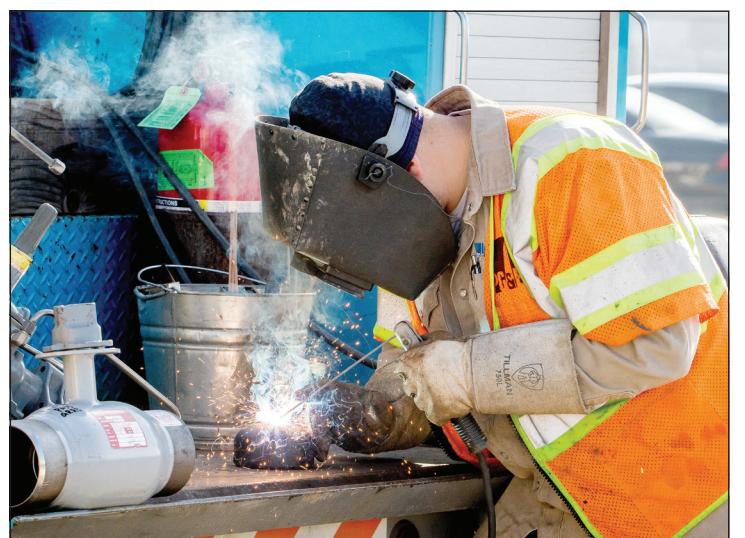
With so many big issues on the table, it's unlikely that any of them will be resolved quickly, but the execs did express a desire to continue working closely with the union and the stewards to find mutually beneficial solutions to the host of challenges that the company facing. Ultimately, only time will tell as to whether the management team is truly committed to rectifying these issues, but Local 1245 will continue to hold their feet to the fire for as long as it takes.

Member Spotlight

Nick Dalbianco, PG&E Gas Mechanic

An average day on the job for me is a little bit of welding, meter changes, steel pipeline work, Mueller equipment, stuff like that. Every day is a new challenge, and I like that I always get to do something different out in the field every day... and I get to travel outside my area every once in a while, which is nice. I like the union because they stick up for what's right, and they represent my work group well. [IBEW] gives us pride for what we do."

— Nick Dalbianco, PG&E Gas Mechanic and 6-year IBEW member
Photos by John Storey



New Legislation Aims to Restore Diablo Canyon Joint Proposal Agreement and Basic Retention Package

California State Senator Bill Monning and Assemblymember Jordan Cunningham, who represent districts containing Diablo Canyon Power Plant (DCPP), have announced that they are moving forward with legislation to reinstate the remaining goals of the DCPP Joint Proposal Agreement, which was revised by the California Public Utilities Commission (PUC) earlier this year.

IBEW Local 1245, PG&E and numerous other stakeholders meticulously negotiated the Joint Proposal

Agreement last year on behalf of the DCPP workers and the plant's neighboring communities. The agreement included a Basic Retention Package for Diablo Canyon's highly skilled and experienced workers, who will play an essential role in ensuring a smooth and safe shutdown of the plant. It also outlined an Integrated Resource Plan, guaranteeing that all replacement power that comes as a result of the eventual closing of DCPP in 2024/2025 would be greenhouse-gas-free. Additionally, the agreement

factored in funding for the surrounding communities to mitigate the inevitable loss of tax revenue when the plant goes offline.

However, the PUC announced in January that it had revised the Agreement, significantly reducing the Basic Retention Package and altering several other components of the agreement. That PUC decision is the impetus for Senate Bill 1090, which is intended to restore the three key components of the original Joint Proposal Agreement. IBEW Local 1245

has been actively involved in the development of SB 1090, and will continue to advocate for its passage in the State Legislature.

"This legislation corrects the opportunity missed by the PUC for California to be a leader in taking care of workers, communities and the environment, while transitioning to a new energy future," said IBEW 1245 Senior Assistant Business Manager Bob Dean.

— Rebecca Band, IBEW 1245 Communications Director

Local 1245 Members Testify Before Senate Utility Committee, Help Propel Union-Backed Bills Forward

On Tuesday, April 17, the California State Senate Committee on Energy, Utilities and Communications took action on two pieces of legislation that could have a significant impact on IBEW Local 1245 members and the communities where they live and work.

Senate Bill 1088 (Dodd) was crafted in response to the devastating wildfires that tore through the state last year. This bill takes a pro-active approach to planning for future natural disasters with bold steps to force the California Public Utilities Commission and investor-owned utilities to re-align their primary focus to their core responsibility — protecting the public's health and safety. If enacted, this bill would develop a distinct CPUC process outside the General Rate Case on hardening the infrastructure, and the public participation requirements will ensure that all first responders (including firefighters, as well as gas and electric workers, and others) will get adequate input on developing response plans. Read the full bill at <http://bit.ly/SB-1088>.

Senate Bill 1090 (Monning) comes in response to the CPUC's decision to revise the Diablo Canyon Joint Proposal Agreement that was meticulously ne-

gotiated last year (see story above). The CPUC reduced the basic retention package for Diablo Canyon's highly skilled and experienced workers who will play an essential role in ensuring a smooth and safe shutdown of the plant, and also changed several other components of the agreement. If SB 1090 is signed into law, it would restore the key components of the original agreement. This bill would help to ensure a smooth and safe transition as the Diablo Canyon Nuclear Power Plant prepares to go offline in 2024/2025. Read the full bill at <http://bit.ly/SB-1090>.

These two bills are among Local 1245's top legislative priorities this year, and when they came up for a vote in this important committee, a dynamic group of Local 1245 Organizing Stewards, along with a few members who work at Diablo Canyon, descended on the State Capitol to demonstrate their support and testify on behalf of these two pieces of legislation.

"I was able to stand in front of the committee and express how important [SB 1088] is for the safety of our grid and customers," said Organizing Steward Evelyn Okoegwale. "I felt like I was speaking for all my union brothers and

sisters that could not be there."

"Speaking in front of the hearing committee to me is always a highlight," said Organizing Steward Nilda Garcia. "When the members stand up to protect the safety and reliability of the customers we serve and when we back our brothers and sisters, that says a lot about our union. We stand strong and united."

At the end of the day, thanks in large part to the powerful presence and compelling testimony that Local 1245 members delivered, both bills passed out of committee and will be proceeding through the legislative process.

"Overall, it has been an outstanding and rewarding experience being a part of a win that took part in our state Capitol," said Organizing Steward Alvin Dayoan.

"The highlight of my day was actually the random people coming up and talking to us in the hallways, or shouting '1245' as we walked by," said Organizing Steward Jeremy Smith. "It shows that we have not only built but established a strong presence at the Capitol!"

This committee hearing marked the third time that Local 1245 members have gone to the Capitol to address legislators on these key bills since the beginning of 2018.



Organizing Steward Jeremy Smith testified in support of SB 1088.

"Last month, when we were also at the Capitol, lobbying for various bills including SB 1088, we met with Assemblyman Jim Cooper of Elk Grove. As we were finishing up, he told us ... our presence is certainly felt by all the lawmakers here, much more so than the suits and higher-ups," recalled Organizing Steward Kevin Krummes. "The rank-and-file gets people's attention."

Local 1245 will continue to work diligently to ensure these critical bills are enacted into law this year.

— Rebecca Band, IBEW 1245 Communications Director



Organizing Stewards at the State Capitol



Clad in his IBEW 1245 jacket, Organizing Steward Kevin Krummes (right) unknowingly represented the union as he passed through the background of a news broadcast in the Capitol.

A New Scheme at Moss Landing

PG&E's Moss Landing Substation is getting a major upgrade.

Moss Landing's 115kv impact building is in the midst of changing over to a new SMP scheme, and is one of the first subs in the PG&E system to shift over to this new setup.

IBEW 1245 member Bill Roberts is an electrician at Moss Landing, where he works primarily on wiring for the new system.

"This is a ground-up build, just like a new 115 yard," Roberts told the *Utility Reporter*. "The new stuff is all solid steel bracings. But if you look over there [at the old setup], it's all lattice work. The difference is night and day."

"It's a whole new updated version of the yard," Subforeman A Reggie Encallado, a 40-year member of IBEW, confirmed. "It's going to replace the old breakers down there."

So what makes this new system an improvement over the old one?

"The logic controllers are different, and it enables better remote access," Roberts explained. "This is a breaker-and-a-half scheme, so they can isolate things a lot more. It's more reliable."

The GC crew at Moss Landing has been working on the project for more than a year. They did encounter some delays at the beginning, due to some

late deliveries from the outside engineering firm, as well as a weather-related setback.

"When we first started last year, there was a big storm. They were doing the foundation work at the time, and this whole place was like a lake," Encallado said, referring to the hefty flooding caused by the heavy rains. "It was quite a mess, and they couldn't do anything for a while."

Eventually, the site dried up and they were able to move forward with the job. Despite the delays, the project is back on track and is scheduled to be completed by the end of July.

"Our pre-work here is to get all the new structures and switches built, so eventually all the lines coming in to the old section will be rolled over to this new section," said Encallado. "We're about 90% done with the outdoor construction, but only 25% done with the wiring. That's why I've got everybody wiring right now."

Encallado has over four decades with the company, and he's seen a lot of different changes over his lengthy tenure, from new equipment and procedures to a noticeable shift in the way that the workers are treated.

"Before, if there was work 500 miles from here, they didn't care where you lived or who you were, they would send you over," he recalled. "Nowadays they try and keep everyone close to home, which keeps them happy."

Roberts appreciates the fact that the union empowers the workers to collectively advocate for themselves.

"Without a unified voice, we could lose our foothold and our livelihood at the drop of a hat," he said. "But with one voice, we're more powerful."



Front row, from left: Bill Roberts, Jordan Ming, Danielle Hankla, Reggie Encallado, Kevin Wells, and Judah Leyva. Back row, from left: Wes Henslin and Jed Howell

At right: Ezequiel Arevalo

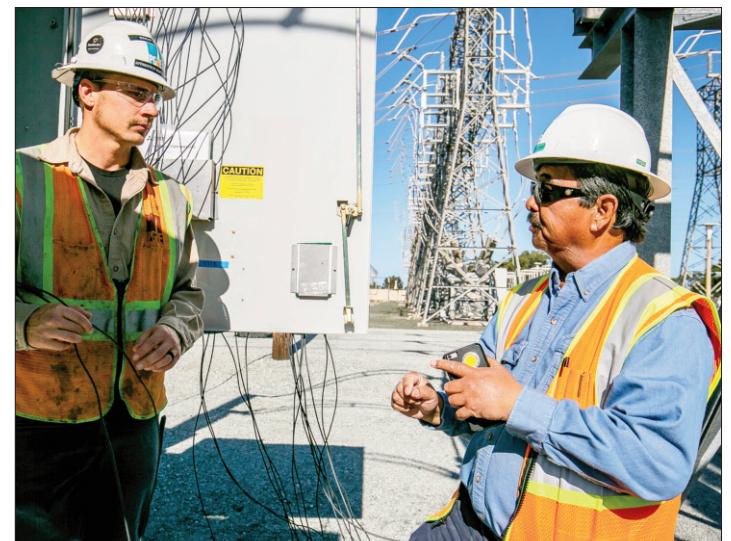
Photos by John Storey



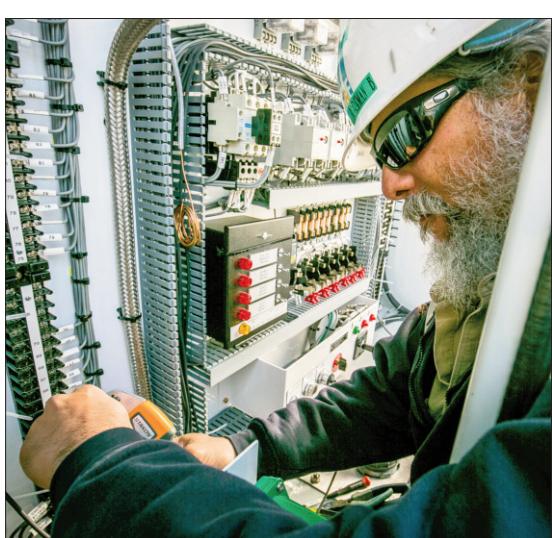
Bill Roberts, right, and Kevin Wells



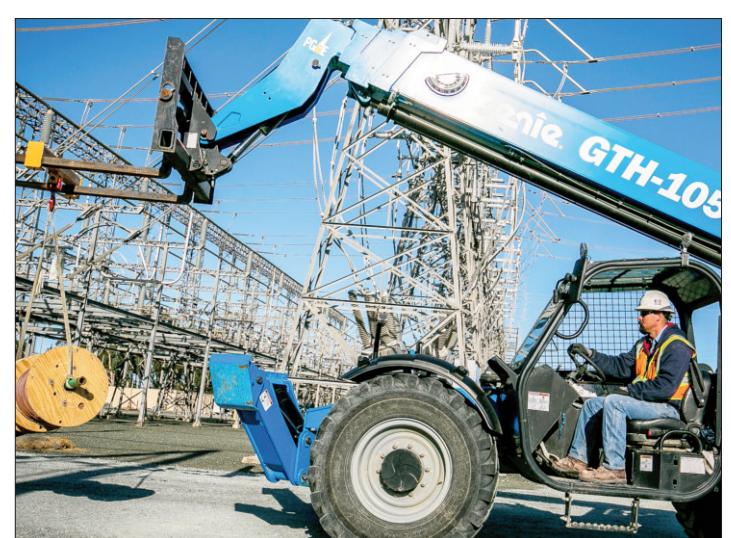
Jordan Ming



Reggie Encallado (right) with Wes Henslin



Judah Leyva wires a panel.



Jed Howell



In the 1840s, a British scientist named Michael Faraday did an experiment with an ice bucket that would become the basis for the way that barehand utility work is performed, even today.

These ice bucket experiments theorized that electricity will flow around, but not through, something that is encased in a metal object. While both Benjamin Franklin and Giovanni Battista Beccaria were known to have performed similar experiments decades earlier, it was Faraday who is largely credited for this discovery, known as the "Faraday Cage" principle.

Faraday's theory is required reading for all IBEW 1245 members at PG&E who wish to perform barehand work. Once they complete a course of study in the classroom, they must then demonstrate the work procedure in a supervised field training setting before they are able to perform it on the job.

Donning specialized Faraday suits and using a specially equipped bucket truck, a group of 14 Local 1245 members practiced barehand work procedures as they changed out an angled v-string on an energized 500kv line in Los Banos on April 12, 2018.

"The suit is embedded with stainless steel, so basically it's a Faraday cage around your body," said 16-year IBEW 1245 member and training attendee Rich Haley. "It encompasses your whole body, and that's what allows you to get on to the wire and work it while it's hot. When you have the hood up and you bond on, you hear a hum sound, it's almost like you're right next to a big

Hands on a Hot Line: Local 1245 members get trained in barehand procedure



Photos by John Storey

The Faraday suit is the key component to safe and effective barehand procedure.

transformer. If you look up, you might feel it a little on your whiskers and eyelashes, but it's nothing bad at all."

Table Mountain Electric Transmission Supervisor Joe Little, who served as one of the training instructors, explained the principle behind the process.

"They've got to maintain their conductive suits and the basket at the same potential as the line. We will not introduce another potential or grounded sur-

face, otherwise it won't work — you would complete a circuit or path to ground," said Little. "No rubber gloves are involved, we don't have gloves capable of insulating us from that voltage. But hot sticks are incorporated — that's how we utilize the lifting of the conductors."

Little noted that Cal-OSHA has never adopted a barehand work procedure, so PG&E operates under the federal OSHA standard with a permanent variance.

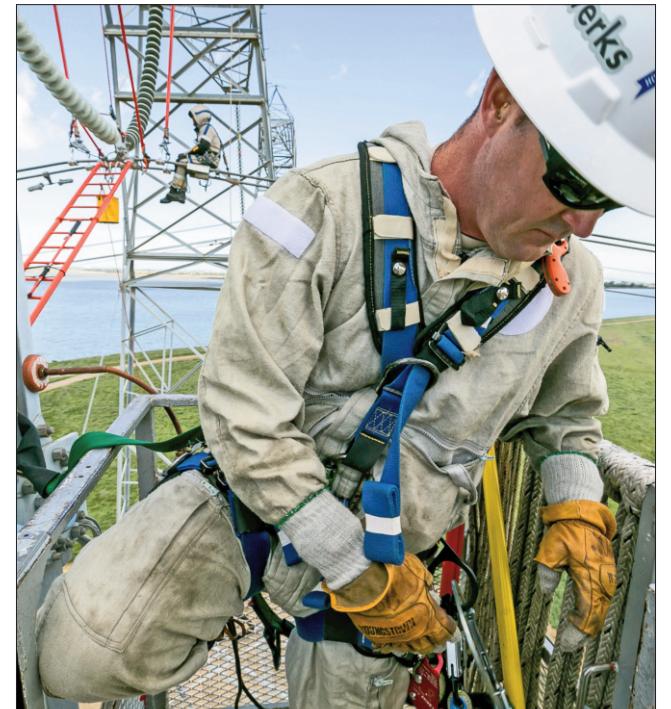
Although it is not state-approved, the governance and reporting over the barehand variance are meticulous, which means that the training process is thorough and rigorous — but the attendees enjoy every minute of it.

"It's incredible, it's fun, it's exhilarating. It's something I never thought I would get to do, but here I am, getting trained on it," said Haley, who recently took a bid into Victor Transmission Maintenance. Transmission Maintenance is the only work group in PG&E that performs barehand work procedures on voltages up to 500kv. "We got to go out and bond on the wire at night, and you can really see the electricity better. It was just a lot of fun. This is a great group of guys, this class is amazing, and the instructors are a lot of fun. They work right there with you, teaching you hands-on, which is the way we all learn."

Currently about 100 employees at PG&E are trained to perform this high-risk work, and they must take a two-day recertification course every year to ensure their skills are still up to snuff. The comprehensive training has proved highly effective, as there has not been a single serious barehand-related injury in the past 30 years.

According to Little, the benefits of barehand work include less strain on the workers' bodies, since they can work right up on the line, instead of having to use a 20+ foot hot stick. Additionally, this work procedure presents significant cost savings when compared to the cost of de-energizing lines.

— Rebecca Band, IBEW 1245 Communications Director





Gavin Newsom (back row, center) with Organizing Stewards, staffers and Business Manager Tom Dalzell (front row, center)

Photos by John Storey

Newsom: Organized Labor is the Solution

California's current Lieutenant Governor, Gavin Newsom, has a long track record of standing up for IBEW 1245 members, dating back to when he was first elected to the San Francisco Board of Supervisors two decades ago.

As a young Supervisor, Newsom took the controversial position of opposing a measure that would have municipalized the utility in San Francisco. He understood that municipalization would have a negative impact on San Francisco and would be detrimental for the Local 1245 members at PG&E, whose pensions and seniority were on the line.

"Even though the measure had broad support, [Newsom] stood up for our members and opposed it," Dalzell told the Advisory Council during the April meeting. "His position was consistent with the position that Local 1245 has

always taken in opposing takeovers. We ended up defeating the measure by less than 500 votes. It's realistic to say that, had it not been for the support of Supervisor Newsom, we would have lost that fight."

Newsom made another strong stand for Local 1245 members in 2016, when PG&E was trying to stave off a precipitous shutdown of the Diablo Canyon Power Plant. As one of the three members of the State Lands Commission (the governing body that is responsible for the land that Diablo Canyon sits on), Newsom used his leverage to ensure that the Diablo Canyon workers would be taken care of.

"He said to PG&E, 'I am not going to approve the extension of the lease of state land until Local 1245 comes to me and tells me the Diablo Canyon workers are being treated fairly,'" Dalzell said.

ADVISORY COUNCIL



"That put a huge amount of pressure on PG&E, and we got a great deal because of it."

Based on his long-standing track record in support of our members, IBEW Local 1245 is proud to endorse Newsom for Governor in 2018. According to Dalzell, Newsom is "as good a friend in the political world as 1245 has ever had."

Local 1245 Advisory Council members and guests had the opportunity to hear from Newsom directly and ask him questions at the quarterly meeting in April. After thanking the union and its members for their support, Newsom detailed what he views as the most pressing issue of our time, which he referred to as "the Haves and the Have-Nots."

"We're living in a two-class society, not just in terms of income inequality, but also wealth inequality. The middle class is getting squeezed and it's getting slammed," Newsom explained. "This is the issue ... and labor is the solution. Unions have historically fought for the

middle class, not just for their members, but for their communities. Everything that's good and right about our country has one thing in common — and that's you, organized labor."

Newsom went on to explain why everyone — not just union members, but also non-members and business owners — should care about the war being waged against unions. He committed to being the type of governor that will "step up and step in" to preserve and strengthen unions, and restore the middle class.

After delivering his remarks, Newsom took the time to answer a few questions from Local 1245 leaders and members, with topics ranging from infrastructure investment to criminal justice reform. His responses were both candid and insightful, and he demonstrated his unique perspective on a number of hot-button topics. Before he left, he made sure to shake hands and take photos with any Local 1245 member who wanted one.





Fighting Wars on Four Fronts

IBEW Local 1245 is facing enormous challenges from multiple fronts, Business Manager Tom Dalzell told the Advisory Council during its quarterly meeting in late April. According to Dalzell, there are four key areas where the union is fighting diligently to protect and defend Local 1245 members — in the tree trimming industry, in the public sector, in Nevada and at PG&E.

Dalzell began by explaining the issue of equitable pay for Local 1245's hard-working and skilled tree trimming members, whose wages are being dragged down because of a multi-faceted "trickle down" dynamic that involves the California Public Utilities Commission (PUC), PG&E and the tree trimming companies.

"The ratepayer advocates are always urging the PUC to lower costs, and opposing more money for vegetation management. With each General Rate Case, the PUC grants PG&E a limited amount

of funding for tree trimming, which is the root cause of the low compensation rates for the tree contractors, and in turn, the low pay for tree trimmers," explained Dalzell. "But during the next PUC General Rate Case, we are going to make a major assault on this dynamic. With last year's wildfires, the importance of vegetation management cannot be ignored. This is an issue that cries out for strong attention, and we will give it the attention it deserves during the GRC."

Dalzell also discussed the nationwide attack on public sector union members, which will soon come to a head when the U.S. Supreme Court issues a decision in the highly publicized *Janus v. AFSCME* case. Although the backers of *Janus* brought their case to weaken and divide unions, Local 1245's public sector members have embraced the challenge as an opportunity to strengthen and unify the union, stepping up to the task of signing up their co-workers to remain

voluntary dues-paying union members, regardless as to the *Janus* decision.

"These Volunteer Organizing Committee members are doing absolutely tremendous work. I want to thank you for all that you do," Dalzell said as he recognized all of the public sector VOC members in attendance at the Advisory Council meeting. "The program that we've created here has become a model for the AFL-CIO, labor councils, other unions and the state federation of labor, and the IBEW 9th district is also using our materials. That's a source of pride for us, but the greatest pride is what our members have done by organizing at their own worksites."

The third front of the union's war, according to Dalzell, is happening in Nevada, where voters will once again be presented with a constitutional amendment to deregulate the state's utility sector. In the two years since the ballot question was first approved by Nevada

voters, Local 1245 has been building a strong, bi-partisan coalition of leaders, businesses and lawmakers from both sides of the aisle, putting the union in a much stronger position to defeat this dangerous ballot measure this year.

"Historically, 1245 judged politicians by one criteria — how they are on labor issues. But what's happened in Nevada has changed our approach, and now, we ask lawmakers what their position is on OUR issues — energy and utilities issues. And that's a very different question," said Dalzell. "Over the last few years, we have made real inroads, building relationships with more Main Street Republican politicians and candidates. We have not abandoned our relationships with Democrats, but there's a group of Congress members in Washington that call themselves 'No Labels,' and I think that's our approach right now. No labels. It makes us stronger, and sends a message to the Democrats that they cannot take us for granted."

Finally, Dalzell outlined the threats to PG&E's survival, given the strict liability standard that the company is being held to following last year's wildfires. The company may still be on the hook for tens of billions of dollars in damages, despite no evidence from CalFire or other parties that indicate the company acted in a negligent fashion. (See "The True Cost of a PG&E Bankruptcy" on page 2).

"Previously, we'd been worried about what's happening with CCAs. We were worried about net energy metering, we worried about solar customers being subsidized by non-solar. Now, all of that looks like chump change compared to this wildfire issue," said Dalzell. "But we are working on legislative fixes to it. We have started with the Dodd bill [SB 1088], which will force the company to spend money doing things they should be doing. And as a side effect, our one little local is now perceived as the most powerful political union in California, thanks to what our Organizing Stewards have been doing. They've given us strength that we didn't have five years ago, a big presence in the political world, and respect from both Democrats and Republicans alike."

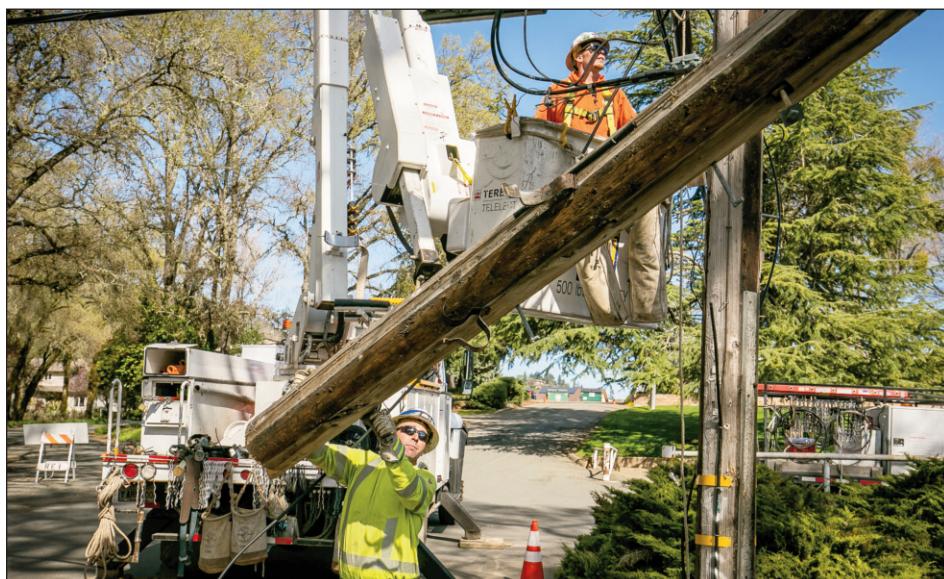
— Rebecca Band, IBEW 1245 Communications Director



New Advisory Council Members Sworn In

Local 1245 President Art Freitas administered the oath to new Advisory Council members Laquan Thompson (right) and Steve Speak at the quarterly Advisory Council meeting in Vacaville. Thompson has been tapped to fill the PG&E Clerical At-Large Southern Area seat, and Speak is filling the Tree Trimmers seat.

**Photo Contest winner announced.
See page 29.**



Kevin Guy (left) and Derek Holt change out a power pole.



Kevin Guy



From left: Carlos Torres (Local 47), Brandon Breeden (Local 1245), Kevin Guy (Local 1245) and Derek Holt (Local 1245)



Carlos Torres



Derek Holt, left and Carlos Torres dig a hole for a new power pole.



New Pole, Same Hole

Utility poles don't last forever. After a butt test on a pole in Ukiah turned up signs of rot, a four-man IBEW crew from Wilson Construction was called in to change it out.

Pole replacement jobs are par for the course in outside construction, but no job is without its challenges. Journeyman Lineman Foreman Brandon Breeden, a seven-year member of IBEW 1245, explained what made this primary riser pole change-out unique.

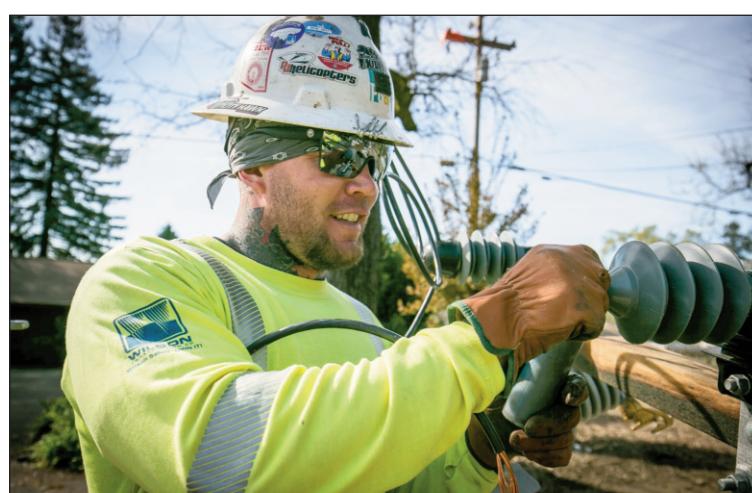
"The only unusual [element] in this job is that we have to set the new pole in the same hole, we can't dig next to it and transfer it. And we'll have to hand dig, because we can't stick the auger in if there are any utilities within three feet of the pole," Breeden explained. "There are a lot of underground utilities on this pole, and we've got to re-splice the underground, but we've got a clearance, which makes this job a little

bit easier."

As always, the IBEW crew made sure that safety was a top priority. Before beginning the change-out, Breeden and his crew deenergized the primary riser, and then grounded at the padmount transformer to protect themselves from backfeed. They also had to take great care not to disturb a fire hydrant main situated in very close proximity to the pole hole.

Breeden clearly takes pride in his work, as well as his union, and is pleased that the union has been able to keep him working close to his home in Rohnert Park.

"[IBEW 1245] is a good local. Everyone's friendly there, very easy to deal with, and they actually care about their members," he said. "They've had a lot of work for the local guys, so I haven't had to travel for the last three years. Everything's been good."



Brandon Breeden

Photos by John Storey

Outside Construction

Work Picture

There is no shortage of work, only manpower. This is and will continue to be an issue, not only in our jurisdiction, but across the nation. The number of new linemen graduating from apprenticeship programs isn't enough for the amount of work that needs to get done across the country. This, coupled with retiree attrition and natural disasters, has caused some concerns across the industry on how we will man the work, which is expected to increase over the next 10 years. We are already seeing standing calls for linemen and the construction season hasn't even officially begun.

In California, we enjoy not having to compete with non-union contractors due to the agreements that Local 1245 Business Manager Tom Dalzell has secured with PG&E in the north and Local 47 to the south. Other parts of the country aren't so lucky, however we are seeing an increase in the organizing of non-union linemen in other areas, as the IBEW International Office and National NECA just released a new highly debated construction pre-apprentice lineman memorandum of understanding (MOU) in an effort to place some of these workers, as well as to find a place for the hundreds of line school graduates that are hitting the streets in search of employment opportunities. Most of these line school grads are being sucked up by the non-union competitors in many areas of the country. There will be much discussion about this MOU in the near future, and how it is rolled out nationally will depend on each jurisdiction's needs.

The question remains — how long we can we as a union sustain this current trajectory without finding creative ways to grow our union workforce or finding other ways to man our work, all without jeopardizing safety and quality? There



Ralph Armstrong

will be more to come on this, as the issue isn't going to go away on its own.

California

We consistently have a good gathering at the general unit meeting on the first Tuesday of every month at 7 p.m.

In addition to all the distribution and transmission work being performed, the Caltrain project being performed by Balford Beatty will start making calls by the end of this month. The delay is due to other trades being behind on the footers.

Osmose will be putting in 20 calls for their seasonal infrared project. They're projecting the request will be 10 linemen and 10 groundmen.

Due to the mild winter there hasn't been any large-scale storm-related damage to speak of.

There are currently 95 people on the tower tech painter book. We are working with the JATC to get them the necessary training to fulfill PG&E's requirements.

Cupertino Electric was awarded the surge arrester project which will go on for five years.

Nevada

Work picture for Nevada is looking good for this year. We are hearing lots of talk about some good size substation and transmission projects and some good distribution work as well.

Titan Reno has one crew that has been staying busy on small projects for NV Energy.

PAR has three crews working — one in Reno for NV Energy staying busy on small projects, and one in South Lake Tahoe working for Liberty Utilities on new business and maintenance work on a T&E basis. The Tahoe work is here and there. PAR has started a 120 KV project with two miles of UG 120KV cable and about 15 H structures to replace. PAR has also picked up a small reconductor for Liberty in Walker, CA.

Cache Valley Electric has completed the substation in Mason Valley and the one in Smith Valley, NV will be done soon as well.

Wasatch has 14 doc linemen and five doc subtechs working at various locations for NV Energy. Wasatch has completed 17 miles of 120 KV with distribution underbuild in Smith Valley. Wasatch also has a doc crew in Yerington working on a T&E basis. Wasatch has also picked up 50 poles replacements in Reno.

Titan Wyoming was awarded a 129 pole 4/25kv cut over project in Reno. This project started the second week in April.

The Summit Line Construction grievance for failure to properly report members working in our jurisdiction was settled. \$5,000 was paid and \$27,000 was held in abeyance for 18 months. Summit Line is currently wrapping up a five-mile section of 120 KV line at the Reno Tahoe Industrial park, west of Reno.

Liberty Utilities has put out a 30 pole 120 KV pole replacement job and a small 120 KV UG project in Truckee for a new commercial complex. Both were awarded to Summit Line Construction.

NVE has put out a bid for five miles of 120 KV line in Sparks from the Dove substation to the Switch substation, which was awarded to Summit.

JATC

After a two-year hiatus, the CalNEV JATC accepted applications for 10 days beginning on April 30 and ending on May 11. This notice was also placed on Local 1245's website and Facebook page.

As of the beginning of April, we currently have 339 outside line apprentices registered in our JATC program.

- Six traveling apprentices in our jurisdiction
- 104 apprentices are working out of

- Local 1245
- 220 are working out of 47
- Six working out of 396
- Seven are unemployed (but five can't work)
- Eight are unavailable/on a leave
- We have graduated 17 apprentices to journeyman lineman.

As of this writing, there has been one climbing class which was in progress with 27 individuals attending.

Events Calendar

- First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento.
- Golf Tournament – October 6, 2018 – Vacaville

Organizing

The following contractors have been organized and signed the CA Outside Line Construction agreement in the first quarter of 2018:

- Accelerated Metal Fabrication, LLC
- Array Construction, LLC
- UTEC Constructors, LLC
- West Pacific Electric Company Corp.

Injured Workers Fund

As of February 28, 2018, the balance of the Injured Workers Fund was \$1,171,201.71. The plan paid out a total of four (4) disability claims in February and March.

The new parental leave benefits and non-work disability benefits went into effect on March 1, 2018. The details, including the eligibility requirements, were mailed to all active members who are working under the CA Outside Line Construction Agreement during the last week of December 2017. If you did not receive a copy or if you have any questions, please contact Liz McInnis at (707) 452-2720 or EJMH@ibew1245.com.

The annual audit of the plan began on March 19.

Dispatch

2018 Year-to-Date Call Counts

	APPR	CABLE SPLICER	LINE EQ MAN	FAB TECH	GRDMN	JRY LMN	SUB TECH	Monthly Totals
JANUARY	20	0	14	12	44	90	13	193
FEBRUARY	20	2	14	22	38	86	17	199
MARCH	12	1	16	19	50	137	13	248
Total by Classifications	52	3	44	53	132	313	43	640

Please call the hotline after hours for daily counts related to actual numbers on the books.

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

VALLEY FEVER

Coccidioidomycosis or "cocy"

Do you work outdoors?

Have you had a cough, fever, or painful breathing for more than two weeks?

REPORT SYMPTOMS TO YOUR EMPLOYER AND SEE A DOCTOR ABOUT VALLEY FEVER

For more information, visit http://bit.ly/cdpf_vfwork or call the CDPH Workplace Hazard Helpline (866) 282-5516
California Department of Public Health www.cdpf.ca.gov

Valley Fever is caused by a fungus that lives in soil or dirt in some areas of California.

You can get it by breathing in dust where the fungus grows.

ANYONE can get Valley Fever. Even healthy people.

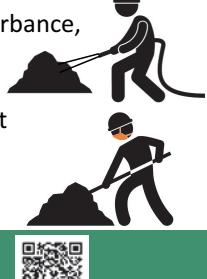
People who work outdoors in dirt or dusty areas where the Valley Fever fungus grows may be at more risk of getting sick, especially those who do activities such as:

- Digging
- Operating heavy machinery
- Truck driving
- Construction work



If you work outdoors in such areas:

- Stay upwind of dirt disturbance,
- Wet soil before digging,
- Wear a respirator, or
- Ask your employer about other ways to keep dust down



Local 1245 Members from SMUD Provide Mutual Aid in Puerto Rico



Cayleb Bowman's crew finding the wire in the jungle



Gregory Farnsworth, Shane Bazil, Levi Schoennauer and Darin Floyd working on a backyard pole set.



Ben Bassett's crew getting ready to set a pole



Nicholas Grey, Cayleb Bowman, Connor Hutchison and Daniel Sommerfeld

When Hurricane Irma first popped up on the radar in early September, Puerto Rico braced for major devastation — but at the last minute, the storm changed course and passed just north of the island. Although the damage was less than expected, the hurricane still managed to knock out electricity for around a million residents.

Just two weeks later, with tens of thousands of Puerto Ricans still out of power from Irma, the island once again found itself in the path of massive Category 5 hurricane, and this time Puerto Rico took a direct hit. Hurricane Maria decimated the entire island, leaving all 3.4 million U.S. citizens who reside there with no electricity.

The restoration process has been lengthy and challenging.* In January of 2018, with large swaths of the island

still without power, IBEW 1245 members from Sacramento Municipal Utility District (SMUD) were called upon to assist with the restoration efforts. The SMUD linemen were among 800 electrical workers from 29 different utilities who came from the mainland to provide mutual aid to Puerto Rico and its utility, known as PREPA.

The SMUD crews were dispatched in two separate waves, and each 13-person team, consisting of two line crews and one vehicle mechanic, spent a little over a month in Puerto Rico. The Local 1245 members worked tirelessly, seven days a week for 12 or more hours each day. They had just one single day off, about halfway through their month-long assignment.

Line Foreman and 16-year IBEW member Cayleb Bowman was part of the first wave. He arrived on the island

in mid-January, and stayed on the island for 34 days before being relieved by the second wave of linemen.

"When we arrived, we got onboarded, we were handed [informational] packages, and then we started getting materials and plans to do our job. The next day, we went to work," said Bowman. "Our scope was mostly pole replacement, setting poles that were missing, putting wire back up, and trying to restore the system as it was before the hurricane."

Bowman and his team spent the first two weeks working primarily on backyard pole sets in the more urban areas, and the second two weeks, they were sent out into the rural outskirts of town, where they encountered some circumstances that they weren't accustomed to, particularly related to the terrain.

"We're used to working in the hills, but

working in the jungle was new and definitely challenging," recalled Bowman.

"They have some of the biggest bamboo I've ever seen in my life, it's kind of crazy. We had a few spots where we were trying to recover wire from bushes that were 10 to 12 feet tall. We ended up buying machetes to cut our way through the jungle."

They also had to contend with tropical weather, including warm temperatures, high humidity and sudden storms.

"We'd have these tremendous downpours. It would rain for five minutes, and then clear up," said Bowman. "There was no time to get in rain gear, we'd just deal with it. We would be soaking wet, but then we'd dry up in an hour. It was actually a nice way to cool off."

Getting around Puerto Rico also proved to be somewhat of a challenge for the Local 1245 crews. Line Foreman



Jason Stoneburner on ladder; Justin Estes on pole



Tyler Dewitt



Tyler Dewitt in bucket, Jason Stoneburner on the ground. Getting the power back on.

Ben Bassett, who was part of the second wave from SMUD that arrived in Puerto Rico in February, likened driving on the island to "the wild wild west."

"There were hardly any street signs or traffic lights left functioning after storm ... we had to kind of feel our way through the intersections," said Bassett. "We definitely needed to keep our heads on a swivel while driving."

"It took some time to get used to the roads and how everybody drives," concurred Bowman, noting that many of the roads in the areas where the crews were working were quite narrow, and some could barely accommodate their large line trucks that they had shipped from Sacramento.

"We pretty much ended up shutting some the roads down in order to get the work done. But we did what we could to get customers by, so we weren't totally



Levi Schoennauer, Paul Duncan and Brent Sambel



Ben Bassett, Tyler Dewitt, Jason Stoneburner and Justin Perron with some customers, shortly after the crew restored power for them



Rich Hall and crew replaced a cross arm and pulled new wire from down the hill.

screwing up traffic," he said.

One might assume that the customers wouldn't be too pleased with the workers who were blocking their roadways, but that couldn't be farther from the truth. Both Bassett and Bowman found the Puerto Rican people to be incredibly kind and grateful for the work that the SMUD crews were performing.

"We interacted with the locals constantly ... and everyone we met was very helpful and appreciative," said Bassett. "They saw that we were away from our own families in order to help their families out, and everyone welcomed us with open arms."

"The people down there were amazing. They were very happy to see us. They loved us," said Bowman. "They fed us amazing meals, and they were always bringing us water, juice and soda. They took very good care of us, and were very

accommodating, whether we needed vehicles moved, or access to property, or whatever it was. It was awesome."

The crews were also pleased to find that the language barrier was relatively easy to overcome.

"A few of us spoke a little bit of Spanish, and some of the locals speak English, but the majority of [the communication] was done using translator apps on our phones," said Bassett. "There was a bit of a learning curve, but after a week or so, we were pretty much cut in to the things we needed to say and how to say them."

The Local 1245 members appreciated getting the opportunity to assist their fellow citizens during a time of great need.

"Being able to help that many people who had been out of power for that long was amazing," said Bowman. "They

were so grateful. It's a great feeling."

"The experience really made me appreciate what we have at SMUD, especially in terms of the training and materials that we have access to on a daily basis," said Bassett. "I would absolutely go back if they needed me. I'd have to clear it with the wife first, but I'd do it again in a heartbeat."

**By request from SMUD and the American Public Power Association, IBEW Local 1245 and its members cannot comment on the Puerto Rico Electric Power Authority (PREPA), the complexities of the restoration, or the political factors involved in the process. To read more about the progress in Puerto Rico, visit <https://www.publicpower.org/blog/helping-puerto-rico-recover-maria>.*

Photos courtesy of SMUD



Photos by John Storey

Line Clearance Tree Trimmers

Branches on the Ranches

When you work as a line clearance tree trimmer, you never know where the job will take you. On any given day, you may be working in an urban center, a suburban neighborhood, rural farmland — or maybe even all three.

On the day that the *Utility Reporter* caught up with IBEW 1245 members Josue Avaiza, Daniel Munoz Zuniga and Gabriel Manzo of Trees Inc., they happened to be working on the fence line of an active horse ranch, across the street from a large vineyard in Stockton.

Between the farm animals and the white picket fence, as well as the oncoming traffic and the power lines, the crew had its fair share of challenges to contend with, but they took them all in stride.

"This transmission line is 125kv, and the power lines we're working underneath are 17kv. We have to be at 2.7 feet, minimum, away from the power lines," explained Josue Araiza. "We have a flagger set up at the back of the truck to control the traffic, and we have to throw out all the signs, because we're working

in the road and there's cars passing by here and there. And of course we can't let any of the animals get too close, we don't want to hit them with a branch or anything."

Avaiza and Zuniga took on the large, branched poplar tree while Manzo handled traffic control. Zuniga worked from the bucket and Avaiza assisted from the ground. After meticulously trimming the tree, they carefully fed the branches into the chipper and cleared their truck out of the roadway quickly and safely.



Line Clearance Tree Trimmers Ratify New Agreement

On March 20, after six months of difficult bargaining which included federal mediation, Local 1245's tree trimmer negotiating committee reached a table settlement with the line clearance tree trimming (LCTT) contractors. Ballots were mailed out on April 13, 2018 and were counted on May 4. The final vote tally was 298-40. Details of the settlement package can be found below.

The contractors' existing agreements with the utilities and the companies' insistence on the removal of the voluntary overtime provision for pre-arranged overtime in section 3.5 of the current agreements are the two big factors that made these negotiations particularly difficult. The committee held firm on maintaining the overtime provision as written, and tried to provide alternate solutions to make the voluntary process for the M-F schedule more acceptable to the members while protecting the weekends. The contractors made it clear that if issues with getting the work completed and meeting their production goals continue, they will be back for the voluntary language again in the future.

Regarding the existing agreements the LCTT contractors are in with PG&E, it is the negotiating committee's job to get the maximum total package increase available, and we feel the committee exceeded that. The companies were locked into increases of 3% in 2018 and 3% in 2019 — all tied to production goals being achieved. Local 1245's negotiating committee was able to negotiate a total package increase of 3.5% in 2018 and 3% in 2019.

Sick leave was something the membership has felt passionately about since it was put into state law a few years ago. There are a lot of members who don't quite understand the requirements of the law or how it works. Some believe that there is no economic value to it, and feel it should not be part of the total package, but the facts point in the opposite direction. The whole reason the law includes an exemption that delays implementation for those covered under a collective bargaining agreement is to give union members the opportunity to negotiate over it during bargaining.

It was clear there were a few items that the members felt strongly about, and we were able to address those needs, utilizing the economics that were available.

- Two-year term: The short term allows us to address the immediate needs, such as sick leave and health care contributions. Upon ratification, the members immediately received their new benefits, and will see the wage increase as a result of the health care deductions that were eliminated. It also means we will be back to the bargaining table again in roughly 12 months.
- Sick Leave: Three full (24 hour) days of sick leave went into effect the

Sunday following ratification of the agreement by the membership. This adds an economic value of 1.5% to the total package. *If members don't use their sick leave, the company will pay the members any unused balance.* This is better than what the state requires by law, as our members don't have to use any sick time in order to receive the economic benefit.

- The companies have agreed to pick up the 2018 health care increase of \$.25 which the members were previously paying, as well as the \$.25 increase in 2019 that has already been announced by Lineco. Each of these increases represents 1% of the total package.
- Trading the safety bonus for the \$.25 deduction for health care: OSHA has launched an attack on safety bonuses and is threatening to make them illegal, as they are viewed as a "reward" for not reporting accidents. Nationally, these bonuses are being phased out for fear of losing them, in the event the employer should refuse to pay under 19.2 of the agreement (and we would receive no compensation for it). This change will benefit the members, as Lineco is deducted from every hour worked (including overtime), and the safety bonus was based solely on base wages, which doesn't include OT hours. The members will realize the increase on all hours, and members will no longer see any deductions for health care on their checks.
- Retro pay: The members will receive retroactive pay for any health care deductions from their checks after December 31, 2017.
- General wage increases: A 1% GWI will go into effect July 29, 2018, and another 2% GWI will be effective July 28, 2019.

In summary, by ratifying this agreement, members have secured three days of sick leave (valued at 1.5%); employer-paid Lineco (valued at 1%) and a general wage increase (valued at 1%) for a total package increase of 3.5% in 2018. The second year of the contract includes an additional general wage increase (2%) and fully paid Lineco (1%), amounting to a 3% total package increase. Altogether, this amounts to a 6.5% total compensation package.

In addition to the economics of this agreement, both parties agreed to operational adjustments and clarification language, such as:

- Section 3.1, which allows the company to adjust start times 30 minutes in either direction without union approval.
- Section 3.8, which allows for approval of a 4-10 schedule by a majority vote. If a 4-10 schedule is approved, the employer will allow the employees one Friday off, upon request, every four weeks.
- Section 5.1, to be consistent with a 4-10 schedule and for clarification pur-



Miguel Orozco from Utility Tree

poses, the first meal on a eight-hour schedule will be paid at 2.5 hours beyond regular work hours.

- Section 7.7 funeral leave has been expanded to include stepfather, stepmother, stepson and stepdaughter. A clause allowing employees to use vacation time if additional time off is needed was also added in.
- Section 12.4, which secures pre-approved vacation.

There were many challenges from both sides, and we feel that both sides worked in good faith to address those concerns to come to this agreement. The Local 1245 negotiating committee feels that we maximized what was available.

Northern Area

The past couple of months have been very busy as usual. Grievances have picked up, especially in the North Valley area. This is an area that is going through some changes right now, and it has caused some confusion. We are working through these problems one by one and seem to be making some progress.

Davey Tree has also been doing an audit of all their employees' immigration status. This resulted in some members being terminated from their employment for lack of proper paperwork. Some of these members proved that they did have the proper documents and were allowed to return to work. Others had to go through the rehire process and start over as new employees. We are still trying to work through this issue on a member-by-member basis, but it is going to be a long road ahead.

Central Area

Asplundh Tree Expert (Nevada Energy) — Unit attendance has been good. Work has been scattered between Carson City, Reno and Lovelock. We're starting to get proposals for the upcoming negotiations since the Nevada tree agreement expired January 31, 2018. The company was given two extensions before being notified on April 10 that they have been awarded the new contract.

We had an employee terminated for getting into an altercation with a hotel proprietor due to being overly intoxicated, and getting locked out of his hotel room. The employee was kicked out of his room, and the general foreman had to get involved over the week-

end to move the employee. Then the employee decided to leave threatening messages on his general foreman's cell phone to further complicate matters. The employee was separated by the company. No dispute by the member.

Mowbray (PG&E & SMUD) — Unit attendance has been very good. We have continued to get complaints about the lack of new equipment. We had an issue regarding vacation owed due to portability from the previous contract. Grievance activity has picked up at SMUD. Crews continue to assist Davey Tree Surgery in Sierra Division. We have been trying to secure a GRC with the company. We have several matters to discuss with the Committee. We expect to secure a date no later than May.

Mountain Enterprise (PG&E & Liberty Energy) — There are numerous crews working all over the PG&E system. The company is also getting work from the contractors. Mountain has expanded operations in trees and outside line. The company has confirmed all employees working on PG&E property are members of 1245.

Davey Tree Surgery — Unit attendance has been strong in Concord and Hayward. The GRC committee is still working on a few open grievances. We hope to have the open matters resolved no later than May. All crews in Diablo and Sierra are working nine-hour days with the exception of East Bay and Mission Division.

Larry Abernathy retired as of April 4, 2018. Larry was a friend of Local 1245. We will miss Larry for his honest and caring approach in tackling tree issues. We wish him the best in his retirement years.

The company implemented an internal I-9 audit and is currently in the process of separating numerous employees that may not be able to provide proper documentation to clarify their status to be eligible to work. Anyone that may have had any changes in their status may be separated. Anyone that can provide proper documentation may be eligible to work as a new employee after 15 days. All interested parties must apply online. We are grieving these matters on a case-by-case basis.

We had an employee that chose to quit his employment due to the supervisor refusing to change the crew makeup. We explained that the company controls the crews and the work being

continued on page 24

New Agreement, from page 23

issued. The company decides which employee works with whom.

Davey Pole Test & Treatment – Contracts are ready and are being issued currently. Contact your rep to secure your copy.

Osmose Pole Test & Treatment — Contracts are now available for distribution. Contact your rep to secure your copy.

Utility Tree Service, Southern (Golden Gate, De Anza, San Jose & the Peninsula) – Unit attendance has been very good in San Jose and San Carlos. Subcontracting continues system-wide with Synergy and Mario's performing work in the Bay. We're still working on a few open GRC matters. We expect to secure a meeting by May.

The company had a concern of private work being performed on company time. When the company asks about these types of issues it raises a flag as to their knowledge. All employees know this is unacceptable, and a violation of company policy and the union agreement. Performing private work on company time is terminable offense.

Utility Tree Service, Northern –

Crews have been working out of Woodland, Rio Vista and Dixon.

Synergy Tree Service – Crews continue to work in Mountain View and the Peninsula. All crews are currently working eight-hour day. Upper management has gone through some major changes. We expect to meet with the new team soon.

Wright Tree (SMUD) – Unit attendance has been average. All are currently stationed at the Elder Creek yard in Sacramento. We are currently trying to secure the next GRC. We have a termination case that needs to be discussed regarding safety violations & attendance matters. We expect to hold this meeting no later than May.

Southern Area

Utility Tree LLC – During the beginning of the year, the company sent crews from Bakersfield, Merced and Sonora to the Bay Area and San Jose district. They have been behind schedule. All crews are back now, working eight-hour days.

Davey Tree – The company sent crews from Los Padres Division and

Central Coast to Santa Rosa and Calistoga. The company had extra work and those areas needed help. Both areas are now working nine-hour days.

Trees Inc – They are working eight-hour days with no overtime in the Stockton and Fresno districts. Some storm work came up with the rains. We are dealing with two grievances against the company. A meeting will soon take place to resolve these issues.

Mario's Tree Service – New management helping with Lineco, union dues



Daniel Munoz Zuniga of Trees, Inc.

Los podadores de árboles para el despeje de líneas han ratificado el nuevo acuerdo

El 20 de marzo, después de seis meses de difíciles negociaciones que incluyeron mediación federal, el comité de negociación del Local 1245 de los podadores de árboles llegó a un acuerdo con los contratistas de poda de árboles para el despeje de líneas (LCTT). Las papeletas de votación se enviaron por correo el 13 de abril de 2018 y se contaron el 4 de mayo. La votación final fue 298-40. Los detalles del paquete acordado se pueden encontrar a continuación.

Los acuerdos existentes de los contratistas con las compañías de electricidad, y la insistencia de las compañías en eliminar la cláusula de horas voluntarias de sobretiempo, cambiándolas por sobretiempo preestablecido en la sección 3.5 de los acuerdos actuales, son los

dos grandes factores que influyeron en que estas negociaciones fueran particularmente difíciles. El comité se mantuvo firme para que la cláusula de horas extraordinarias permaneciera sin cambios, e intentamos ofrecer soluciones alternas para hacer que el proceso voluntario para los programas de lunes a viernes fuera más aceptable para los miembros, y proteger al mismo tiempo los fines de semana. Los contratistas manifestaron claramente que, si continúan los problemas para completar el trabajo y para cumplir con sus metas de producción, regresarán nuevamente en el futuro para cambiar la cláusula de sobretiempo voluntario.

Con respecto a los acuerdos existentes que tienen los contratistas LCTT con PG&E, el trabajo del comité de

negociación es conseguir el máximo aumento posible del paquete total, y consideramos que el comité logró más que eso. Las empresas estaban firmes en que los incrementos fueran del 3% en 2018 y del 3% en 2019 — todos atados a lograr los objetivos de producción. El comité de negociación del local 1245 logró negociar un aumento del paquete total de 3.5% en 2018 y de 3% en 2019.

El permiso de ausencia por enfermedad ha sido algo muy importante para los miembros desde que se incluyó en la ley estatal hace unos años. Hay muchos miembros que no parecen entender cuáles son los requisitos de la ley o cómo funciona. Algunos creen que no tiene ningún valor económico, y piensan que no debería ser parte del paquete total, pero los hechos apuntan en la dirección contraria. La única razón por la cual la ley incluye una excepción que retrasa su aplicación para aquellas personas cubiertas bajo un convenio colectivo, es para que los miembros del sindicato tengan la oportunidad de negociar sobre él durante la negociación.

No había duda de que había unos cuantos temas sobre los cuales los miembros tenían una fuerte opinión, y logramos satisfacer esas necesidades utilizando las variables económicas que teníamos a nuestra disposición.

- Vigencia de dos años: Esta corta vigencia nos permite atender las necesidades inmediatas, como el permiso de ausencia por enfermedad y las contribuciones al cuidado de la salud. En el momento de la ratificación, los miembros recibieron de inmediato sus nuevos beneficios, y verán el incremento salarial como

and pension benefits. They have been behind in their payments, but seem to be getting back on track. The company has tripled in size and was made a prime contractor.

Arbor Works – This is another company that was recently made a prime contractor. They are starting to pick up with work and hiring people. We have been dealing with all the tree contractors throughout the contract negotiations. It's been really hard to get anything from them.



resultado de las deducciones de cuidado de salud que fueron eliminadas. También significa que tendremos que volver a la mesa de negociación nuevamente en aproximadamente 12 meses.

- Permisos de ausencia por enfermedad: Tres días (24 horas) de permiso de ausencia por enfermedad entró en vigencia el domingo siguiente a la ratificación del acuerdo por parte de los miembros. Esto añade un valor económico de 1.5% al paquete total. *Si los miembros no utilizan su permiso de ausencia por enfermedad, la empresa le pagará a los miembros el saldo no utilizado.* Esto es mejor que lo que exige la ley estatal, ya que, si nuestros miembros no utilizan el permiso de ausencia por enfermedad, de todos modos, recibirán el beneficio económico.
- Las compañías acordaron pagar el aumento de \$.25 de cuidado de la salud correspondiente a 2018, que los miembros habían estado pagando. También acordaron pagar el incremento de \$.25 en 2019 que ya ha sido anunciado por Lineco. Cada uno de estos incrementos representa el 1% del paquete total.
- Se cambió el bono de seguridad a cambio de la deducción de \$.25 para el cuidado de la salud: OSHA ha anunciado una guerra contra los bonos de seguridad y está amenazando con hacerlos ilegales, ya que son vistos como una "recompensa" por no informar sobre los accidentes. A nivel nacional, estos bonos están siendo eliminados por el temor de perderlos, en el caso de que el empleador se negara a pagar bajo la sección 19.2 del acuerdo (y no recibiríamos ninguna compensación por ello). Este cambio redundará en beneficio de los miembros, ya que

Continúa en la página 25

Nuevo acuerdo, a partir de la página 24

Lineco se deduce por cada hora trabajada (incluidas las horas de sobretiempo), y el bono de seguridad se calculaba únicamente sobre el salario base, que no incluye las horas de sobretiempo. Los miembros obtendrán el aumento en todas sus horas, y los miembros ya no verán ningún tipo de deducciones para el cuidado de la salud en sus salarios.

- Pago retroactivo: Los miembros recibirán el pago retroactivo por las deducciones por cuidado de la salud que se hayan hecho después del 31 de diciembre de 2017.
- Aumentos salariales generales: Un 1% del aumento salarial general entrarán en vigor el 29 de julio de 2018, y otro 2% se hará efectivo el 28 de julio de 2019.

En resumen, con la ratificación de este acuerdo, los miembros han conseguido tres días de permiso de ausencia por enfermedad (valorado en 1.5%); Lineco pagado por el empleador (valorado en 1%) y un aumento general de los salarios (valorado en un 1%) lo que equivale a un aumento del paquete total de 3.5% en 2018. El segundo año del contrato incluye un aumento general de los salarios adicional (2%) y Lineco totalmente pagado (1%), equivalente a un 3% de incremento del paquete total. En total, esto equivale a un 6.5% del paquete de compensación total.

Además de los factores económicos de este acuerdo, ambas partes acordaron ajustes operativos y aclaración del lenguaje, tales como:

- La sección 3.1, que permite a la compañía ajustar los tiempos de inicio en 30 minutos en cualquier dirección sin la aprobación del sindicato.
- La sección 3.8, que permite la aprobación de un horario 4-10 por mayoría de votos. Si se aprueba un horario 4-10, el empleador permitirá a los empleados un viernes libre, previa solicitud, cada cuatro semanas.
- En la sección 5.1, para ser coherentes con un horario 4-10 y para fines de aclarar, la primera comida en un horario de ocho horas será pagada 2.5 horas después del horario normal de trabajo.
- La sección 7.7 sobre permiso de ausencia por funeral se ha ampliado para incluir al padrastro, madrastra, hijastro e hijastra. Se agregó también una cláusula que permite a los empleados utilizar las horas de vacaciones si necesitan tiempo libre adicional.
- La sección 12.4, que garantiza unas vacaciones pre-aprobadas.

Hubo muchos retos de ambos lados, y creemos que ambos lados negociaron en buena fe para abordar esas preocupaciones y poder llegar a este acuerdo. El comité de negociación del Local 1245 considera que logramos maximizar lo que había disponible.

Zona norte

Los últimos meses han estado muy ocupados como de costumbre. Las quejas han aumentado, especialmente en la zona de North Valley. Esta es una zona que está atravesando algunos cambios

ahora, y esto ha ocasionado cierta confusión. Estamos trabajando en estos problemas uno por uno y parece que estamos progresando.

Davey Tree también ha estado haciendo una auditoría de la situación migratoria de todos sus trabajadores. Como resultado de esto, algunos miembros perdieron su empleo por no tener la documentación adecuada. Algunos de estos miembros demostraron que sí tenían los documentos adecuados y fueron autorizados a regresar a trabajar. Otros han tenido que pasar por el proceso de volver a ser contratados y empezar como nuevos empleados. Todavía estamos tratando de solucionar esta situación miembro por miembro, pero tenemos un largo camino por delante.

Zona central

Árbol Asplundh Expert (Nevada Energy) – La asistencia de la unidad ha sido buena. El trabajo ha estado espaciado entre Carson City, Reno y Lovelock. Estamos comenzando a recibir propuestas para las próximas negociaciones, ya que el acuerdo con Nevada Tree se venció el 31 de enero de 2018. La compañía recibió dos extensiones antes de ser notificada el 10 de abril que se le había adjudicado un nuevo contrato.

Un empleado fue despedido por un altercado con el dueño de un hotel por estar excesivamente ebrio, y haberse quedado fuera de la habitación sin poder entrar de nuevo. El empleado fue expulsado de su habitación y el capataz general tuvo que intervenir durante el fin de semana para mudar al empleado a otro lugar. Luego, para complicar aún más la situación, el empleado decidió dejar mensajes amenazantes en el teléfono celular de su capataz general. El empleado fue despedido de la Compañía. El miembro no apeló la decisión.

Mowbray (PG&E y SMUD) – La asistencia de la unidad ha sido muy buena. Hemos continuado recibiendo quejas sobre la falta de nuevos equipos. Tuvimos un problema con respecto a las vacaciones adeudadas transferidas del contrato anterior. La actividad de quejas ha repuntado en SMUD. Las cuadrillas continúan ayudando a Davey Tree Surgery en la división Sierra. Hemos estado intentando programar una reunión del Comité de Revisión de Quejas con la Compañía. Tenemos varios temas a discutir con el Comité. Esperamos fijar una fecha a más tardar en mayo.

Mountain Enterprise (PG&E y Liberty Energy) – Hay numerosas cuadrillas trabajando en todo el sistema de PG&E. La compañía también está recibiendo trabajo de los contratistas. Mountain ha ampliado sus operaciones en árboles y fuera de las líneas. La Compañía ha confirmado que todos los empleados que trabajan en las propiedades de PG&E son miembros del 1245.

Davey Tree Surgery – La asistencia de la unidad ha sido buena en Concord y Hayward. El Comité de Revisión de Quejas sigue trabajando en unas pocas quejas pendientes. Esperamos tener resueltos los asuntos pendientes a más tardar en mayo. Todas las cuadrillas en

Diablo y Sierra están trabajando 9 horas diarias con la excepción de East Bay y la división Mission.

Larry Abernathy se jubiló a partir del 4 de abril de 2018. Larry era amigo del Local 1245. Echaremos de menos a Larry por su honestidad y su cuidado especial al abordar los asuntos relacionados con los árboles. Le deseamos lo mejor en sus años de jubilación.

La compañía implementó una auditoría interna I-9 y está actualmente en proceso de despedir a numerosos empleados que no puedan presentar la documentación adecuada para aclarar su condición de ser elegibles para trabajar. Cualquiera que haya tenido algún cambio en su situación podría ser despedido. Aquellos que puedan presentar la documentación adecuada podrían ser elegibles para trabajar como nuevos empleados después de 15 días. Todas las partes interesadas deben presentar su solicitud por Internet. Estamos solucionando estos problemas caso por caso.

Tuvimos un empleado que decidió abandonar su empleo debido a que el supervisor se negó a cambiar la composición de la cuadrilla. Le explicamos que la empresa controla la cuadrilla y el trabajo que se va a realizar. La compañía decide cual empleado trabaja con quién.

Davey Pole Test & Treatment – Los contratos están listos y actualmente están siendo emitidos. Póngase en contacto con su representante para recibir su copia.

Osmose Pole Test & Treatment – Los contratos ya están disponibles para su distribución. Póngase en contacto con su representante para recibir su copia.

Utility Tree Service, Southern (Golden Gate, De Anza, San Jose y la Peninsula) – La asistencia de la unidad ha sido muy buena en San Jose y San Carlos. Continúa la subcontratación a nivel de todo el sistema con Synergy y Mario's ejecutando trabajos en la bahía. Todavía estamos trabajando en unos pocos asuntos pendientes en el Comité de Resolución de Quejas. Esperamos fijar una reunión a más tardar en mayo.

La compañía tenía una preocupación sobre trabajos privados que se estaban realizando en horas pagadas por la compañía. Cuando la compañía pregunta sobre este tipo de asuntos, está llamando la atención sobre su conocimiento. Todos los empleados saben que esto es inaceptable y constituye una violación de la política de la empresa y del acuerdo del sindicato. Realizar trabajos privados en horas de la compañía es una infracción que puede

ocasionar el despido.

Utility Tree Service, Northern – Las cuadrillas han estado trabajando desde Woodland, Rio Vista y Dixon.

Synergy Tree Service – Las cuadrillas continúan trabajando en Mountain View y la Peninsula. Actualmente todas las cuadrillas están trabajando ocho horas al día. Ha habido cambios importantes en la gerencia superior. Esperamos reunirnos con el nuevo equipo pronto.

Wright Tree (SMUD) – La asistencia de la unidad ha sido promedio. Actualmente todos tienen su base en el patio Elder Creek en Sacramento. Actualmente estamos intentando fijar la próxima reunión del Comité de Resolución de Quejas. Tenemos un caso de despido que debe ser discutido en relación con las violaciones de la seguridad y cuestiones de asistencia. Esperamos tener esta reunión a más tardar en mayo.

Zona sur

Utility Tree LLC – Durante el comienzo del año, la compañía envió cuadrillas desde Bakersfield, Merced y Sonora para el área de la bahía y del distrito de San Jose. Su programa tiene retrasos. Todas las cuadrillas están de vuelta ahora, trabajando ocho horas al día.

Davey Tree – La compañía envió cuadrillas de la división Los Padres y de Central Coast a Santa Rosa y Calistoga. La compañía tenía un trabajo extra y esas zonas necesitaban ayuda. Ambas zonas ahora están trabajando nueve horas al día.

Trees Inc – Están trabajando ocho horas al día sin horas de sobretiempo en los distritos de Stockton y Fresno. Surgieron algunos trabajos de tormenta por las lluvias. Estamos manejando dos quejas contra la compañía. La reunión para resolver estos asuntos tendrá lugar próximamente.

Mario's Tree Service – La nueva gerencia ha estado ayudando con Lineco, las cuotas sindicales y las prestaciones de jubilación. Se han atrasado en sus pagos, pero parece que se están poniendo al día. La compañía ha triplicado su tamaño y ahora es un contratista principal.

Arbor Works – Esta es otra compañía que recientemente se convirtió en contratista principal. Han comenzado a aumentar su trabajo y a contratar trabajadores. Hemos estado trabajando con todos los contratistas de árboles a lo largo de las negociaciones del contrato. Ha sido muy difícil obtener algo de ellos.



Josue
Avaiza
of Trees,
Inc.

Saying Goodbye to the Grievance Guy

After 37 years on staff, IBEW 1245 Assistant Business Manager Ken Ball is retiring this spring. Known around the union hall as the go-to guy for grievances, Ball may in fact go down in history for the sheer number of cases he managed.

"Ken handled more cases at fact finding than anybody in our history," said IBEW Local 1245 Business Manager Tom Dalzell. "He has an encyclopedic knowledge of the contract and precedent. This knowledge, along with his unique rhetorical style and powerful persuasion skills, made a big difference for our members over the past 37 years."

Prior to coming on staff, Ball worked for PG&E for seven years as a fitter in Monterey. As a rank-and-file member, Ball served in several volunteer roles with the union, including unit recorder, shop steward, and a member of the joint grievance committee. He also occasionally sat in as an sub at Advisory Council meetings, although he was never elected to the Advisory Council.

Ball hired on at Local 1245 in January of 1981, and has been serving members of the union ever since. Former Business Manager Jack McNally recalls how, during his Local 1245 employment



Ken Ball

interview, Ball made no bones about how he voted in the past union election.

"He came right out and [asked] if I knew that he did not support me in the election," McNally recalled. "He said he didn't know me, and that's why he voted for the other guy. Well, he got to know me, and I hired him as a business rep. Ken was always upfront, and you knew how he felt."

Ball was originally assigned to the old Coast Valley Division, and eventually moved over to work on the upper levels of the grievance procedure. His expertise on all things related to the contract was unparalleled, and he addressed hundreds of member grievances over nearly four decades. He also served as the chief instructor for the series of "Shop Steward 101" trainings that the union has hosted over the years.

"I enjoyed the grievance procedure and doing fact finding for all these years," said Ball. "What I like about it is that you can focus on one fight at a time – unlike bargaining, where your head is in 16 different directions. I also really liked getting to train all of the new stewards."

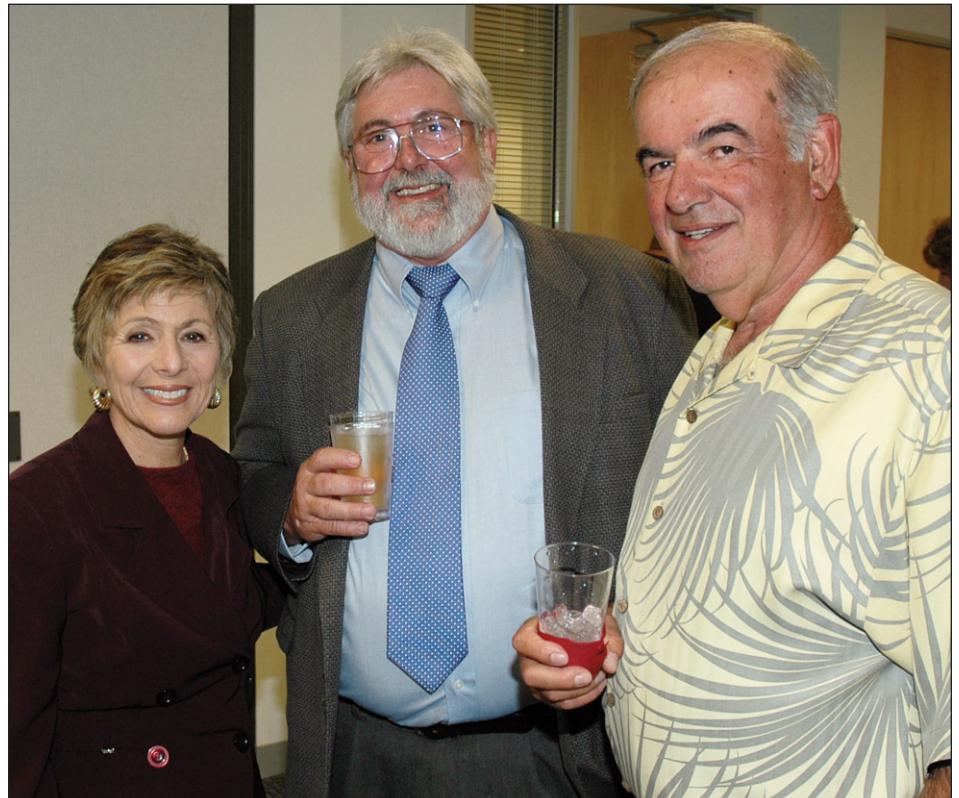
While the grievance work was challenging and at times contentious, Ball will always cherish his time with the

union and the people he worked with.

"I've met so many good people. I always enjoyed hanging around with the staff, especially after meetings – that's where I learned a lot of stuff, actually," said Ball. "And I had a great partner in [former Assistant Business Manager] David H. Reese. He was the old gent with a suit and tie, and I was the young

hairball that went a little crazy when he told me to. We had a 'good cop/bad cop' type of relationship."

"I want to thank [former Business Manager] Jack McNally for hiring me, and Tom Dalzell for keeping me on," Ball continued. "I'll miss the union, but I'm really looking forward to having more time for fishing and family. I'm hoping to get my wife to go out in the boat with me. We've been married 45 years, and she's never been in my boat!"



Ken Ball (center) with former Senator Barbara Boxer and the late Frank Saxonmeier

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!

Aguilar, Gerald 15 years Newark, CA	Brouzes, David 37 years Eagle Point, OR	Costa, James 40 years Pleasant Hill, CA	Fernandez, Latonyia 29 years San Jose, CA	Harris, Steven 32 years Salinas, CA	Lawson, Michael 39 years Henderson, NV	Myers, Alan 39 years San Jose, CA	Ridenour, Gary 31 years Martinez, CA
Ahlers, Robert 38 years Livermore, CA	Bunney, Timothy 39 years Ocean Park, WA	Crews, Neil 38 years Pismo Beach, CA	Ford, Walter 33 years Fresno, CA	Harris, Lesly 4 years Euless, TX	Lazarevich, Paul 35 years Ukiah, CA	Newman, Mark 34 years Aromas, CA	Rigg, Ralph 35 years Oakdale, CA
Alnas, John 3 years San Juan Bautista, CA	Calpito, Roberto 33 years Fresno, CA	Crider, William 34 years Roseburg, OR	Freitas, Anthony 34 years Vacaville, CA	Hassell, Krista 30 years Red Bluff, CA	Martensen, Shelby 4 years Gilroy, CA	Oka, Susan 38 years San Jose, CA	Riley, Curtis 46 years San Jose, CA
Andersen, Kim 39 years Folsom, CA	Campbell, Dennis 39 years El Dorado Hills, CA	Daniel, Eileen 34 years San Francisco, CA	Furukawa, David 38 years Lodi, CA	Hayes, Peter 40 years Pleasanton, CA	Martinez, Frank 40 years Fresno, CA	O'Malley, Mary 35 years Manteca, CA	Rivera, Karen 30 years Oakley, CA
Araquistain, Marvin 38 years Pacific, CA	Campbell, Dennis 39 years El Dorado Hills, CA	Davila, Rafael 21 years Sacramento, CA	Gabriel, Paul 21 years Pittsburg, CA	Heidenreich, Clifford 20 years Martinsville, IN	Martinez, Miguel 33 years Lincoln, CA	Panighetti, Steven 45 years Pine Grove, CA	Rowe, Wayne 26 years Arroyo Grande, CA
Avilla, Nancy 34 years Nevada City, CA	Canepa, Michael 42 years Citrus Heights, CA	Davis, Paul 43 years San Francisco, CA	Galicia, Rosemary 40 years Hayward, CA	Herbst, Rainer 35 years Richmond, CA	Martinez, Daniel 31 years San Francisco, CA	Pedersen, Todd 38 years Redding, CA	Rubio, Roland 40 years Sacramento, CA
Bailey, Tommy 40 years Bakersfield, CA	Carbullido, Dennis 34 years Roseville, CA	Davis, Charles 40 years Stockton, CA	Garcia, Loreto 1 year Elverta, CA	Higgins, Sean 34 years Merced, CA	Mason, Sheryl 39 years Dinuba, CA	Perez, Mabel 36 years Dublin, CA	Ruiz, Daniel 48 years Richmond, CA
Baker, Ronald 38 years Escalon, CA	Chin, Steven 40 years Hayward, CA	Davis, Charles 42 years Aptos, CA	Garcia, Louis 45 years Ripon, CA	Holman, Ronald 9 years Napa, CA	Mathews, Jack 40 years Kelseyville, CA	Phillips, Chris 39 years Pittsburg, CA	Sala, Rodney 45 years Antioch, CA
Baldasano, Robert 40 years El Dorado Hills, CA	Christensen, John 30 years Paradise, CA	Dere, Ronald 42 years Daly City, CA	Garcia, Miguel 7 years Plumas Lake, CA	Holmes, Craig 5 years Paso Robles, CA	McWilliams, Kevin 32 years Oakland, CA	Pilat, Barbara 40 years Castro Valley, CA	Selstad, David 42 years Atascadero, CA
Bell, John 39 years Bakersfield, CA	Clifton, James 37 years Stockton, CA	Dobler, Louie 34 years Tracy, CA	Garza Jr., Raul 18 years Daly City, CA	Javier, Cornelio 38 years Pittsburg, CA	Melvin, Douglas 26 years Richmond, CA	Pittman, Nadine 27 years Hercules, CA	Siordia, Edward 44 years Fairfield, CA
Bell, Robert 17 years Gilbert, AZ	Colt, Bob 17 years Marysville, CA	Doweidt, Leonard 33 years Eagle Point, OR	Gaston-Degedingseze, Joy 33 years Bakersfield, CA	Johnson, Chester 25 years Pittsburg, CA	Reyes, Chris 46 years Placerville, CA	Smith, Andrew 40 years Grass Valley, CA	Steele, Brent 46 years Storz, Douglas 45 years Woodland, CA
Borries, Thomas 39 years Novato, CA	Constantine, Michael 32 years Templeton, CA	Ewan, Stephanie 25 years San Luis Obispo, CA	Gaultney, Kenneth 38 years Angels Camp, CA	Johnson, Dale 39 years Fresno, CA	Moore, Arlene 33 years Oakland, CA	Sunsdahl, Terry 6 years Clovis, CA	Swan, Kathleen 1 year Mountain View, CA
Bradshaw, Mark 34 years Bakersfield, CA	Cordova, Larry 37 years Millbrae, CA	Fancher, Bruce 40 years Purlear, NC	Goldston, Roger 40 years Oakley, CA	Kappadahl, Edward 32 years Concord, CA	Richards, David 34 years Paradise, CA	continued on next page	
Braunle, Colleen 31 years Fremont, CA	Coss, Forrest 13 years Fair Oaks, CA	Ferguson, Dennis 39 years Granite Bay, CA	Gouveia, Lawrence 41 years Penryn, CA	Kennedy, Ronald 39 years Paradise, CA	Mozon, Herbert 48 years Oakland, CA		

Business Rep Sam Glero retiring

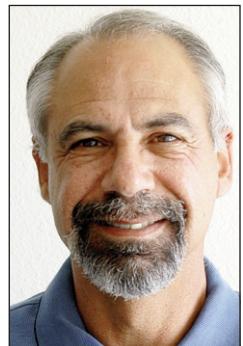
After 17 years on staff at IBEW Local 1245, Business Rep Sam Glero will be retiring from the union this spring. While Glero would have liked to stay on staff for many more years to come, he has been left with no choice but to retire in order to become the primary caregiver for an ailing family member.

A one-time breadmaker at a local bakery, Brother Glero began his career at PG&E in 1978. The consummate "jack of all trades," Glero started in GC, working in generation, transmission and distribution, then moved over to customer service, and finally on to operations. Few utility employees can boast such a comprehensive resume.

During his 23 years as a rank-and-file union member, Glero served as a shop steward and unit officer, and sat on more committees than he can count. That demonstrated commitment to the union is ultimately what got him hired on to the staff at Local 1245 back in 2001.

As a business representative, Glero

worked with Local 1245 members at a number of federal and municipal public sector properties, including Merced ID, Modesto ID, Turlock ID, South San Joaquin ID, Tri-Dam, City of Lodi, City of Roseville, NCPA, Sacramento Regional Transit, and most recently, Western Area Power Administration (WAPA), US Bureau of Reclamation (USBR) and Sacramento Municipal Utility District (SMUD).



Rep Sam Glero

"A lot of very good business representatives have represented our members at SMUD, including former Business Manager Perry Zimmerman. Sam was as good as any of them," said Local 1245 Business Manager Tom Dalzell. "He worked every minute of every day to build the union, negotiate, and protect the contract. He also had federal sector properties in his assignment, and figuring out the Federal Labor Relations Act is a challenge to which he rose. His three-word staff reports at staff meetings will be missed. He left Local 1245 a far better place than he found it."

Known for his tough yet congenial bargaining style, Glero negotiated dozens of top-notch contracts, securing millions in wage and benefit improvements for the members over the years. With his track record at the bargaining table, it's no surprise that the members love him – but interest-

ingly, he is also incredibly well-respected by the management. In fact, the CEO of SMUD held a special event to celebrate Glero's retirement, on company property and company time, which is essentially unheard-of in this line of work. The SMUD Board of Directors also announced a resolution recognizing Glero for his years of service, which is a true testament to all of the work he put in to enhance the relationship between SMUD and Local 1245.

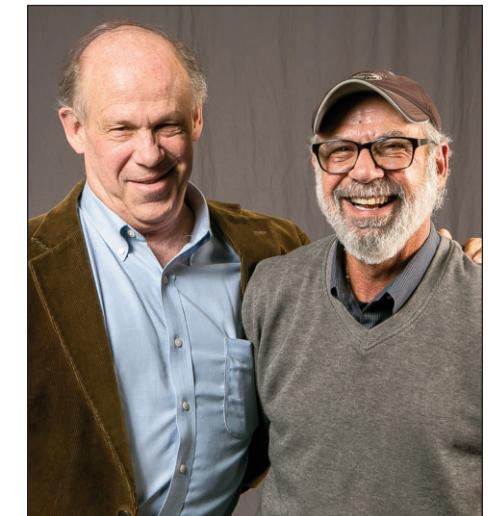
Despite these unique accolades, Glero is not usually the type to relish the spotlight. He very much prefers to do his job quietly, effectively, and without fanfare. Years ago, when he was still working at PG&E, Glero performed first aid on a customer in distress – a cus-

tomer who happened to be a locally known clergy member. The company wanted to make a big public spectacle of the life-saving event, but Glero declined, refusing to draw the extra attention to himself.

"It's been my pleasure to serve the members and employers that I represented," said Glero. "I could write a book [about all of the unique experiences I've had.] I'll miss all of the people and the relationships I've established over the course of my time with the union. There are many others to acknowledge, however [I must credit] Dennis Seyfer, Tom Dalzell and Perry Zimmerman's leadership. I have learned a lot and appreciate their guidance and support over the years."



Glero at the Redding Pin Dinner in 2016



IBEW 1245 Business Manager Tom Dalzell with Rep Sam Glero



Retirees, from page 24

Tafoya, Gene 40 years Pittsburg, CA	Vetter, John 7 years Cameron Park, CA
Tang, Frankie 31 years Pleasanton, CA	Walker, Kathleen 33 years Los Osos, CA
Tarbill, Bruce 33 years Concord, CA	Washington, George 33 years Antioch, CA
Taylor, Armand 36 years Clovis, CA	Wideman, James 23 years Woodland, CA
Thein, Robert Spencer 10 years Petaluma, CA	Williams, L 42 years Bakersfield, CA
Torres, Samuel 40 years San Jose, CA	Williamson, Grant 10 years Cameron Park, CA
Valencerina, Ariel 34 years Hercules, CA	Wilson, Jeff 22 years Clovis, CA
Venegas, Lucy 36 years Foresthill, CA	Winacott, William 29 years San Jose, CA
Vera, Ernesto 40 years Fremont, CA	Wittman, Stephen 11 years San Jose, CA



Sam Glero, Dennis Seyfer, Charley Souders, and Drew Chatoian at the IBEW 1245 Golf Tournament in 2016



Frontier
COMMUNICATIONS

SMUD

36TH Annual Retirement Seminars-2018

I.B.E.W. Local 1245 and Gallo Group of Merrill Lynch



The collaboration of IBEW and The Gallo Group in 1982 led to a creation of retirement seminars which are open to IBEW, PG&E, Frontier Communications, and SMUD employees age 45+ and those on LTD. Family members or friends that will benefit from this presentation are also welcome to attend. These seminars are provided to you free of charge, and a meal will be served at each seminar for attendees' enjoyment. Please contact The Gallo Group of Merrill Lynch in Walnut Creek, CA at 925-945-4838 and ask for Matt Gallo or Kindy Mann if you have any questions.

Topics:

Medical Cost/Medicare
Optimize Social Security
Stock Market Uncertainty
Pre-Retirement Preparations
Building your Retirement Plan



RSVP:

Matt Gallo or Kindy Mann
Register Online:
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or
Email: kulwinder_mann@ml.com
Text: 925-212-5703
Phone: 925-945-4838

The Gallo Group

Redding

Sat Aug 25
9:00 – 10:30 AM

C.R. Gibbs
2300 Hilltop Dr.

Chico

Sat Aug 25
1:30 – 3:00 PM

Two Twenty
Restaurant
220 W. 4th St.

Sacramento

Sat Sept 8
9:00 – 10:30 AM

Holiday Inn
300 J St.

Stockton

Sat Sept 8
1:30 - 3:00 PM

Hilton Stockton
2323 Grand Canal
Blvd.

Fresno

Sat Sep 22
9:00 – 10:30 AM

DoubleTree
2233 Ventura St.

Bakersfield

Sat Sept 22
1:30- 3:00 PM

Padre Hotel
1702 18th St.

Concord

Sat Sept 29
9:00 – 10:30 AM

Hilton Concord
1970 Diamond Blvd.

San Jose

Sat Sept 29
1:30 – 3:00 PM

Hyatt Place
San Jose-Downtown
282 Almaden Blvd.

Santa Rosa

Sat Oct 6
9:00 – 10:30 AM

Hyatt Regency
Sonoma
170 Railroad St.

Foster City

Sat Oct 6
1:30 – 3:00 PM

Crowne Plaza
1221 Chess Dr.

San Luis Obispo

Sat Oct 20
9:00 – 10:30 AM

Madonna Inn
100 Madonna Rd.

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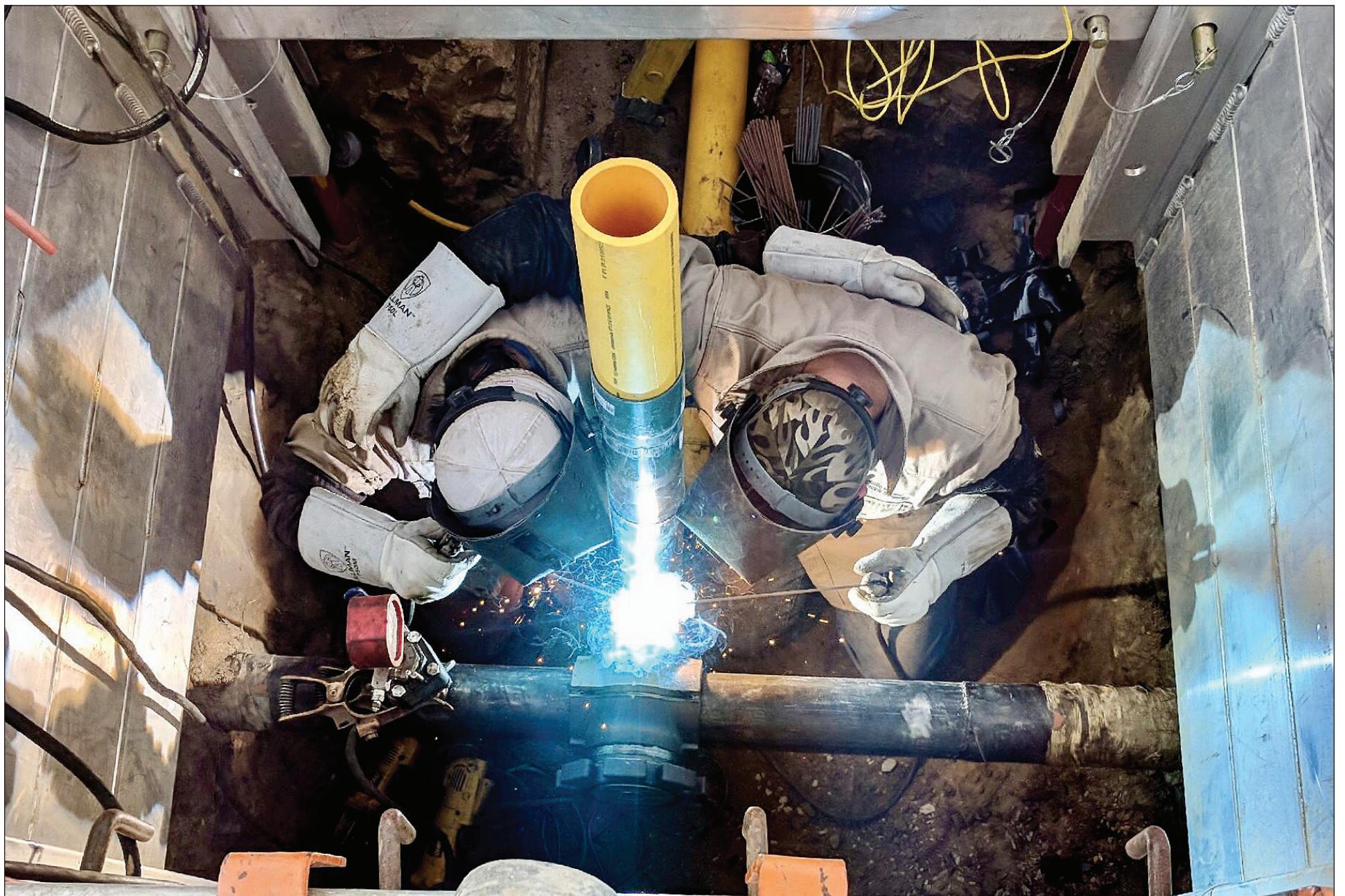
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2017

Forbes

AMERICA'S
TOP WEALTH
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2017

Gallo Group
Merrill Lynch Wealth
Management

"This informative program has helped many of our members over the years as they think about how to prepare for retirement. We are pleased to offer this service, which is absolutely free to members and their spouses" Tom Dalzell, IBEW 1245 Business Manager



Dalbianco's winning photo

Nick Dalbianco Wins Quarterly Photo Contest

Congrats to IBEW 1245 member Nick Dalbianco, the winner of our quarterly photo contest! Dalbianco, who works as a PG&E Gas Mechanic out of Stockton, titled this photo, "United in Brotherhood. United we Weld."

Brother Dalbianco, who recently welcomed his second daughter and is currently on baby bonding leave, accepted his \$500 prize from Local 1245 Treasurer Cecelia De La Torre at the quarterly Advisory Council meeting on April 28. He also took home a mounted, poster-size version of his image, courtesy of the union.

To enter the next quarter's photo contest, send your original, high-res photo submission to RGB1@ibew1245.com.

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Local 1245 Members at Mt. Wheeler Bring Power to Rural Nevada

The commercial distribution of electric power began in the late 1800s, and by the mid-20th century, most American homes and businesses had access to electricity. But a few rural "power deserts" still remained, including a large swath of land in central-eastern Nevada and parts of Utah, where there was little or no reliable electricity. Finally, in 1963, a new electric cooperative called Mt. Wheeler Power filled that void, and now the co-op provides electric and other services to 4,600 accounts spanning across seven counties in two states.

The IBEW 1245 members employed at Mt. Wheeler are tasked with keeping the system up and running, managing accounts, handling outages and troubleshooting issues — all without a SCADA system.

"We've got 12 substations in our system, we've got 16,000 square miles of service territory, and we're in charge of all the substation transformers, all the

breakers, the relays, regulators, control, repair, and maintenance," said Substation Foreman Mike Venturino. "So on a daily basis, we do a lot of driving."

Venturino works out of Mt. Wheeler's main office in Ely, Nevada, but on any given day, his job could send him 140 miles or more in any direction. In addition to the work he does in his own region, he also will occasionally help out at Mt. Wheeler's satellite offices in Eureka, NV and Baker, NV.

"We've got an outage scheduled with two mines over in our Eureka service territory, they want to isolate their 69kv feed," said Venturino, who has been at Mt. Wheeler for 26 years. "So I'm working with them to work out a job description, job plan, safety analysis and switching orders."

Those gold mines are among Mt. Wheeler's biggest accounts, which comes as no surprise considering Nevada is one of the largest sources of gold in the entire world.

Member Services Representative Tandy Haslem, who handles billing and other interactions with the co-op members, says the mines are generally easy to work with.

"Every representative I've ever spoken with at the mines has been nice," she said.

Haslem is relatively new to Mt. Wheeler, and her last job was in the medical field, so she's still managing the learning curve that all utility industry newcomers face.

"One of the hardest things I've had to learn here is the power lingo. Terms like 'kilowatt,' 'kilowatt-hours,' 'voltage,' 'amperage,' I didn't know all of that," she said. "I recently got nominated to be the safety meeting secretary, and I'm hoping to pick up a lot from that."

Going underground

In addition to the mines, the Local 1245 members at Mt. Wheeler also service a wide array of farms. The *Utility*

Reporter caught up with Senior Line Foreman Chad Bliss as he and his crew performed some underground line work at a farm in Diamond Valley, near Eureka, NV.

This particular alfalfa farm wanted to install a sophisticated rotating irrigation device called a center-pivot. The device has seven large towers that are around 1,350 feet long, and each tower is equipped with a heavy duty motor which enables it to pump water from hundreds of feet underground.

But in order for the center-pivot to effectively water the crops, a substantial amount of underground utility work needed to be completed by Bliss and his crew.

"Right now, we're digging in new underground 25kv three-phase line, putting underground transformers at each one of these wells, and then we're going to remove the overhead power line that's here, which will allow for the center pivot to be able to walk in a com-



Joseph Pinta



Bill Baumann digs a trench for underground power lines.



Mt. Wheeler's clerical team, from left: Tandy Haslem, Christina Sawyer, Lynn Sorenson, Lelly Jackson, and Sherrie Marquez



Chad Bliss lays power cables in a trench.



From left: Chad Bliss, Bill Baumann, and Jeremy Auch



Jason McNutt, right, and Derek Williams load transformers on a truck for recycling.



Left to right: Mitch McVicars, Jeramie Williams, Derek Williams, Michael Venturino, Brian Hicks, Jason McNutt, Joseph Pinta, Herm Romero, Niko Dobrescu, and Brett Hardy of Mt. Wheeler Power

Photos by John Storey

plete circle," Bliss explained. "The challenge with this particular job is the ground is real gravelly and sandy, and it's sloughing off. So we have to make sure that we get the underground cable in the ditch right behind the trackhoe, in case it sloughs off."

The job, which took about a week to complete, entailed 3,000 feet of ditch, 9,000 feet of cable, and a lot of hard work on the part of the three-man crew.

You have a say in what happens to you

Mt. Wheeler's sparsely-populated service territory isn't exactly known as a hotbed of unionism, but the Local 1245 members at Mt. Wheeler are positively brimming with union pride.

"The union does everything! It raises everybody up. It sets the price [of labor] across the industry, it brings wages up for

both union and non-union," said Venturino. "And it gives the workers a voice to sit down and bargain with the employer. You have a say in what happens to you."

"I'm new to the whole union environment, and I really appreciate the comradery that comes with the union," said Haslem. "They have my back, I have their back, it's a whole brotherhood/sisterhood. It's great!"

"I've been a member of the union

since I started in the trade 25 years ago," said Bliss. "I went through a union apprenticeship in Arizona out of Local 769, and I've had a great experience with the union ever since. Great people to work with, and I appreciate the attention to safety and always looking out for one another ... and they're always willing to help wherever needed."

— *Rebecca Band, IBEW 1245 Communications Director*



Jeramie Williams



Mitch McVicars

New Contract Ratified at Truckee Meadows Water Authority

After nearly a year of contentious bargaining, which ultimately led to a deal reached through mediation, the IBEW 1245 members at Truckee Meadows Water Authority (TMWA) overwhelmingly approved a new agreement by a vote of 71-9. The agreement has been unanimously ratified by the TMWA board.

The new agreement includes a 3% wage increase effective Feb. 19, 2018, with another 3% wage increase coming on July 1, 2018. Forty-three employees will get an additional 4%, 5%, or 6% at that time as well, and all

of the members will receive annual wage increases of 3% in 2019 and 2020. In exchange, the management negotiated changes to retiree medical that will impact only new members who are hired after the board action.

The bargaining committee was comprised of members Travis Bunkowski, Rick Pickworth, Doretta Umshied, Chris Hires and Brandy Rada. The committee worked hard to keep the unit unified throughout the lengthy negotiation process, and their dedication ultimately paid off in the end.

— *Pat Waite, IBEW 1245 Business Rep*

NV Energy CEO Joins Local 1245 Members and Retirees for Open Forum Discussion

In mid-March, NV Energy CEO Paul Caudill and President Doug Canon participated in an open forum discussion with IBEW 1245 members and retirees at the Local 401 hall in Reno. The Q&A focused largely on Question 3, a statewide initiative which seeks to deregulate the energy market in Nevada. The misleading constitutional amendment, which was already approved by Nevada voters in 2016, will be on the Nevada ballot again this

November, as the state requires constitutional law changes to be approved twice before they can go into effect. For more on Question 3, <http://ibew1245.com/2018/01/24/another-chance-to-shut-down-nevadas-bogus-energy-choice-initiative/>.

IBEW Local 1245 is once again leading the charge in opposing the risky measure, with Local 1245 Business Manager Tom Dalzell serving as one of the co-chairs of the No on Question 3

campaign. The bipartisan coalition in opposition to Question 3 has continued to grow this year, as more community leaders, businesses, unions and other organizations are recognizing the potential damage that the deceptive so-called "energy choice" measure could have on Nevadans. Learn more about the coalition at www.noon3.com

During the Q&A with NV Energy execs, Local 1245 members and retirees inquired about the possible repercussions that could result if Question 3 is passed, including the loss of jobs, increases to the cost of electricity in Nevada, and the effect that those cost increases would have on retirees.

Caudill responded to the questions thoughtfully, and also thanked IBEW 1245 for the recent letter of agreement that allows members working in generation to help in substations and telecom, which, according to Caudill, will lead to cost savings.



NV Energy CEO Paul Caudill (standing in front to the left) took questions from Local 1245 members during an open forum discussion.

Photo courtesy of NV Energy



Sacramento

March 16, 2018



40 Years From left: Sam Glero, William Bazil, and Martin Jacobs



45 Years
From left: Ivory Webb, IBEW 1245 Business Manager Tom Dalzell, and Leberta Corbin

Photos by John Storey



30 Years
Front row, from left: Terrence McKinney, and Manuel DeAnda. Back row, from left: Pat Buckley and Michael Figone

Congratulations on your service!



25 Years

From left: Michael Tharp and Bryan Carroll



20 Years
From left: James Lewis II, Sheila Lawton, and Brian Boyd

HONOREES

45 Years

Corbin, Leberta
Ibarra, Victor
Meadows, Paul
Perry, Richard
Storz, Douglas
Webb, Ivory

40 Years

Bazil, William
Blackshire, Harold
Fowler, Steven
Glero, Samuel
Grigsby, Korri
Gumataota, Francisco
Holley-Dansby, Yolanda
Jacobs, Martin
Jimenez, Alfred
Moreno, Michael
Rowland, Steven
Rubio, Roland
Samaniego, Steven
Satterlee, Michael
Schroeder, Carol
Seyfer, Dennis
Smith, Andrew
Veneracion, Manuel
Warner, Richard

Jarvis, Gregory
Jarvis, Stephanie
Krugman, Archer
Loredo, Alan
Mcbee, Victor
Merrida, Bryan
O'Malley, Mary
Parmenter, Daniel
Pugh, Nicholas
Putzky, David
Sheeley, Richard
Shipley, Martin
Tavares II, Edward
Wilkins, Armando
Wink, Steve

Morgan, Marty
Narez, Anthony
Parmley, Michael
Rice, Darryl
Rios, Peter
Sandhu, Jaswind
Turnes, Timothy
Vernon, Wayne
Verschuur, Cathy
Webster, Terry
Witt Jr., Richard

25 Years

Barker, Scott
Browne Jr., Robert
Carroll, Bryan
Cowles, Shawn
Damele, Aileen
Fahrner, Mark
Johnston, Damon
Ledesma, Jesus
Matthews, Kathleen
Muno, John
Okada, Randall
Palm, Jeffrey
Santos, Denny
Smith, Breck
Teply, Milos
Tharp, Michael
Viera, David
Watkins, Travis

30 Years

Askine, Robert
Austin, James
Bragg, Kevin
Brown, Steve
Buckley, Pat
Carrasco, Jose
Costales, David
De Anda, Manuel
Deleersnyder, Dean
Dickson, Richard
Dixon, Rick
Figone, Michael
Galtere, Glenn
Galvez, Jeffrey
Hatchie, Annette
Kollman, Mark
Leben, Daryle
Lee, Mark
Matta, Guy
McDowell, Thomas
McKinney, Terence

20 Years

Boyd, Brian
Chapman, Jack
Crawford, Kelton
Biag, Ernesto
Jessee, Benjamin
Frasier, Kevin
Blakely, Malcolm

Fultz, Corey

Gareis, Eric
Ghent, Paul
Gomez, Ramon
Haynes, Donald
Heidenreich, Clifford
James, Jeff
Johnson, Rhonda
Johnston, Clinton
Lawton, Sheila
Lewis II, James
Logan, Aileen
Martinez, Elizabeth
Matthews, Stacy
Merriam, Michael
Monroe, William
Murray, Charlynn
Ramirez, Debora
Rode, Steve
Rubio, Aaron
Sanchez, Anna
Savala, Kimberly
Schooler, Justin
Solorio, Steve
Tran, Thanh
Walker, Rebecca
Worden, Randall
Yip, Allan

15 Years

Aguilar, Federico
Andrade, Manuel
Bacher, John
Barraza, Samuel
Bath, Stephen
Baynard, Gregory
Belenzo, Romie
Bell, James
Bennett, Aldolphus
Biag, Ernesto
Jessee, Benjamin
Kaui, Ryan

Blaylock, John

Braaten, Randy
Bunker, Ronald
Burrow, Michael
Cabamalan, Emerald
James, Jeff
Johnson, Rhonda
Johnston, Clinton
Lawton, Sheila
Lewis II, James
Logan, Aileen
Martinez, Elizabeth
Matthews, Stacy
Merriam, Michael
Monroe, William
Murray, Charlynn
Ramirez, Debora
Rode, Steve
Rubio, Aaron
Sanchez, Anna
Savala, Kimberly
Schooler, Justin
Solorio, Steve
Tran, Thanh
Walker, Rebecca
Worden, Randall
Yip, Allan

Kuhn, Jerry

Lagerstedt, Mark
Bunker, Ronald
Burrow, Michael
Cabamalan, Emerald
James, Jeff
Johnson, Rhonda
Johnston, Clinton
Lawton, Sheila
Lewis II, James
Logan, Aileen
Martinez, Elizabeth
Matthews, Stacy
Merriam, Michael
Monroe, William
Murray, Charlynn
Ramirez, Debora
Rode, Steve
Rubio, Aaron
Sanchez, Anna
Savala, Kimberly
Schooler, Justin
Solorio, Steve
Tran, Thanh
Walker, Rebecca
Worden, Randall
Yip, Allan

Thomas, Ryan

Thompson, Chad
Lien, Scott
Lloyd, Carmen
Thompson, Kenneth
Tomasi, Michael
Lopez, Angel
Lusk, Douglas
Carlson, Travis
Castle, William
Chacon, Stephen
Chairez, Richard
Chiu, Yvonne
Clifton, Avery
Crego, Karen
Criner, Russell
Crumble, Marcus
Del Bono, Rodney
Diliberto, Thomas
Drysdale, Joshua
Duncan, Derek
Edinburgh, Darea
Enriquez, Fernando
Erickson, Richard
Escamilla, Elias
Fator, Travis
Foster, Paul
Franco, Elizabeth
Frank, Delvin
Fulton, Eric
Gallegos, Rafael
Garmon, Byron
Gillespie, Brandon
Gomez, Gabriel
Gonzales-Baldyga, Deanna
Greco, Mark
Hassman Jr., Gregory
Hawkins, Leland
Hernandez, Eric
Hollister, Rich
Jessee, Benjamin
Kaui, Ryan

Cordero, Alicia

Devlin, Michael
Devoll, Mark
Drapeau, Christine
Dunn, Timothy
Ehrhardt, Joshua
Enzi, Ken
Ferguson, David
Ferraris, Joseph
Forney, Bryan
Fung, Peter
Gage, James
Galeste, Antoninette
Grant, Tyler
Hamilton, Brent
Hayward, Shelley
Hernandez, Leonardo
Hirschi, Justin
Hunt, Scott
Iqbal, Yousaf
Johnson, Christopher
Kibiro, James
Knoche, David
Koukoulis, John
Lopez, Eric
Lopez, Juan
Lor, Vang
Maguire, Salice
Mahnke, John
Malia, Rorry
Martin, Mario
McCoy, Owen
McInnes, David
Mello, Adam
Misita, Johnny
Nabonne, Scott
Nears, Phillip
Obregon, America
Palpallatoc, Daniel
Parker, James

Parker, Sean

Patty, Kevin
Payne, Christina
Perez, Jacinto
Perkins, Vashawn
Pipis, Robert
Punzalan, Arsenio
Ramirez, Manuel
Ramirez, Nicholas
Ready, James
Reyes Jr., Paul
Reynolds, Cody
Rickard, Joel
Rodgers, Shane
Rudnick, Phillip
Ruiz, Cesar
Ryan, Kevin
Santana, Alvaro
Schroeder, Colt
Soria, Andres
Tadlock, John
Tafoya, Michael
Teo, Mark
Thomason, Joshua
Tilton, Travis
Trahan, Daniel
Tran, Tam
Truong, Alex
Vasquez, Michael
Verdin, Rafael
Vilceanu, Stelian
Wheeler, Curtis
White, Kenetra
Williams, Jasmine
Williamson, Grant
Winters, George
Worth, Christopher
Wukasinovich, Nicholas

5 Years

Allen, Duncan



15 Years

From left: Travis Carlson, Mark Rocha, and John Blaylock



10 Years

Front row, from left: Robert Pipis, and Kenetra White. Back row, from left: James Parker, and Ean Charles



10 Years

From left: Justin Hirschi, Jody Cather, and Michael Vasquez



15 Years

Front row, from left: Thomas Perkins, Richard Troche and Ronnie Bunker. Back row, from left: Carlos Rodrigues Jr., Tim McCarty, and Jerry Kuhn



5 Years

From left: William Jacobs, Jesus Montoya, and Michael McKinnon



5 Years

Front row, from left: Bill Sommer and Taylor Watson. Back row, from left: Dennis McBee, Rafael Varela-Martinez, and Jefferey Waltrip



5 Years

Front row, from left: Evelyn Jewell, Kerisha Randle, and Bridgette Thomas. Back row, from left: Breana Jones, Nathaniel Dobie, Tony Sanchez, and Shannon Akhabib

Alvarez, Ryan
Amador Sanchez,
Efrain
Amaro, Teresa
Anderson, Robin
Andrade, Christopher
Anthony, Eddie
Archibald, Jerome
Armenta, Jose Luis
Arvizu Jr, Ramon
Baldwin, Daniel
Ballesteros, Aaron
Balon, Zachary
Barcala-Felix, John
Barnes, Launte
Barragan, Rafael
Beauchamp, Shawn
Bell, Greg
Bracamonte, Bryon
Brainerd, Brian
Brown, Ray
Bylund, Dustin
Cacuyog, Tamara
Cannarozzi, Peter
Cervantes, Eduardo
Chu, Peter
Clayton, Matthew
Cleary, Derrick
Cotten, James
Cranston, Ramon
Davis, Bradley
De La Mater, Jonas
De La Paz, Savanna
Delgado Jr, Juan
Dennis, Zachary
Dibenedetto, Andrew
Dobie, Nathaniel
Dorton, Michael
Duffey, Pete
Duncan, Darren
Eberhardt, Joe
Erlec Jr, Eugene

Fagan, Patricia
Fairchild, Steven
Falkenstein, Paul
Flosi, Taylor
Ford, Telia
Frederickson, Damon
Garcia, Edward
Garcia, Jose
Garner, Aaron
Gonzalez, Tiffany
Grey, Nicholaus
Grieger, Jordan
Hamann, Heinz
Hamburg, David
Harold, Terry
Harris, Daryl
Harrison, Brianna
Harrison, Frances
Heiland, Zavi
Hill, Jason
Hillman, Dennis
Holtz, David
Hood, Austin
Huber, Joshua
Hultgren, Brian
Intalan, Manuel
Jones, Breana
Kotko, Adam
Lacy, Paul
Lane, Jonathan
Lewis, Kenneth
Litt Jr, Michael
Lo, Peter
Loer, Eric
Lowry, Kelley
Loza, Miguel
Mabalot, Mileesa
MacDonald, Michael
Maddalena, Gail
Marchant, Matthew
Martinez, Jason
Martinez, Lindsey

Maynard, Ricci
McCord, Samuel
McGill, Bryce
McKinney, Dusty
McKinnon, Michael
Mejia, Vanessa
Mendoza, Enrico
Mendoza, Gualberto
Miller, Wesley
Mitchell, Donald
Montoya, Jesus
Moore, Darran
Morelos, Miguel
Moscu, Liuvii
Mrofka, Richard
Nand, Rahul
Necker, Jason
Nguyen, Hai
Nixon, William
Olmedo Moreno,
Hector
Ortiz, James
Paige, Daniel
Pate, Johnnie
Pelayo, Ramon
Perez, Jason
Perkins, Scott
Pizano, Hugo
Powell, Beau
Ramirez Bernal,
Fernando
Ramirez, Jason
Randle, Kerisha
Reyes, Francisco
Riley, Lea
Robertson, Anthony
Royal, Jason
Rudi, Aaron
Sambel, Brent
Sanchez, Tony
Sanders, Matthew
Sandoval Sr, Jason



SERVICE AWARDS

Stockton March 2, 2018

Congratulations on your service!



50 Years
Gary Hughes
with Business
Reps

Photos by
John Storey



45 Years From left: Angelita Naranjo and Ron Jones



40 Years From left: Charles Davis, Michael Moreno, and Jeffrey Ding



35 Years From left: Lewis Pence, Darlene Ravera, and John Mendoza



30 Years From left: David Higgins, Matthew Tablit, and Fred Garcia



25 Years From left: Gerritt Matthews, Stanley Hang, and Timothy Owens



20 Years From left: Rep. Abel Sanchez with Jose Ferrufino



15 Years Front row, from left: Joseph Wong, Jill Bryant, and Jacinto Hernandez. Back row, from left: Eduardo DeLaTorre, Kelly Gibbs, and James Noonkester



15 Years Front row, from left: Nicole Longley, Justin Buenrostro, and Melissa Ap'e. Back row, from left: Pearl Ward, LaTonya Clemings, and Jaclin Ordez



10 Years

Front row, from left: Manuel Macias and Albert Jimenez. Back row, from left: IBEW 1245 Business Manager Tom Dalzell, Rachel Ramirez, Rhonda Martinez, and Miranda Harrison



10 Years

Front row, from left: Diana Delarosa, Stephanie Dobales, and Brenda Bracamontes. Back row, from left: (Dalzell), Cathleen Catchu, and Hilario Bracamontes



5 Years From back left: (Dalzell), Jose Manzo, Dee Mitchell, Mo Ali, Eileen Zuehlke, Carrie Bergen, Amanda Covello, Diane Morales, Lorena Ramirez, Krysta Saberniak, Georgiana Guerrero, and Anna Tao



5 Years

Front row, from left: Brandon Wright, Latrina Jones, and Monica Briggs. Back row, from left: Jonathan Adams, (Dalzell), and Larry Barone

HONOREES

50 Years

Marzette, Sharon
45 Years,
Garcia, Louis
Gomes, David
Grilli, Dave
Jones, Ronald
Lawrence, Edwin
Lopez, Michael
Mendoza, John
Pence, Lewis
Ravera, Darlene
Rigg, Ralph
Thormann, William

40 Years

Holcombe, Rickey
Owens, Brian
Grelle, Jerry
Bellar, Daniel
Benning, Phillip
Borgen, Eric
Cunningham, Hal
Davis, Charles
Ding, Jeffrey
Goldston, Roger
Gonzalez, Robert
Gutierrez, Tim
Kisner, Roy
Lara, Gary
Laws, Zachery
Lorentzen, Michael
Meyn, Dan
Parrish, Randall
Perez, Jaime
Smalling, Karl
Vander Jack, John

20 Years

Cordova, Alfonso
Fort, Ronald
Harmon, Kate
Holland, Jeffery
Hood, Alicia
Lynch, Valerie
Martin, William
Meadows, Peter
Meier, Ralph
Mendoza, John
Pence, Lewis
Ravera, Darlene
Rigg, Ralph
Thormann, William

30 Years

Altom, Gary
Cordova,
Guillermina
Garcia, Fred
Higgins, David
Justis, Kindal
Marshall, Yona
Rivera, Karen
Tablit, Matthew
Zahn, Jeff
Zuniga, Juan

15 Years

Aistrup, Scott
Ap'e, Melissa
Aranda Jr, Manuel
Bassard, Autumn
Billoups, David
Blatt, Michael
Bryant, Jill
Buenrostro, Justin
Castillo, Jose
Castillo, Megan
Clemings, Latonya
Davis, David
De La Torre,
Eduardo

35 Years

Brown, Roderick
Word, David

20 Years

Alvarez Blanco, Jose
Arnold, Daren
Beck, Steve
Carter, Robert
Copeland, Timothy
Crawford, Pierre
D' Ottavio, Greg
Ferrufino, Jose
Galindo, Frank
Geer Jr., Robert
Hammond, Jeff
King, Ray
Lamborn, Elton
Little, Kenneth
Mendez-Silva,
Emiliano
Podesta, Michael
Puckett, Reid
Russell, Carrie
Skamel, Timothy
Trumbull, Chris
Weese, Travis
Willeford, Jason

10 Years

Allen, Mark
Bailey, Tyler
Bell, Gary
Bezaitis, Harry
Bracamontes,
Brenda
Bracamontes,
Hilario
Branch, Chanika
Brockhouse,
Elizabeth
Bustamante, Luz
Cabrera, Kelly
Cachu, Cathleen
Caldwell, Greg
Campos, Tomas
Carreon, Amy
Coria, Xavier
Davis, Christa
Delarosa, Diana
Dobales, Stephanie
Dosier, Michael
Encalade, Anthony
Rivera, Eduardo
Rodrigues, Robert
Ruhland, Gary
Salazar, Angel

10 Years

(Sonny)
Saldua, Priscilla
Shields, Joshua
Smyers, Dale
Stoops, Ryan
Tarp, Christopher
Taylor, Kevin
Tremayne, David
Underwood, Leland
Ward, Chad
Ward, Pearl
Wilkinson, Wade
Wong Jr., Joseph
Wright, Patricia
Zamudio, Fernando

10 Years

Gomez, Julie
Gutierrez, Luis
Hall, Katarzyna
Halliday, Ray
Hanson, Michael
Harrison, Miranda
Hendrix, Ryan
Henson, Earl
Hernandez,
Francisco
Hogue, Karen
Jarvis, Darin
Jimenez, Albert
Johal, Inder
Johnson, Valerie
Lellhame, Jordan
Lester, Cody
Macias, Manuel
Maciel, Francisco
Maestas, Judy
Martin, Jimmy
Martinez, Rhonda
Masterman, Adam
McIntosh, Kelly
Mejia, Jose
Mistry, Avinesh
Mott, Chase
Nelson, Darren
Nieto, Juan
Ontiveros, Reynaldo
Ormonde, Anthony
Pinon, Rita
Pitt, Jacob
Pulido, April
Ramirez Hill, Rachel
Ramos, Joshua
Renteria, Omar
Rice, Tom
Roderick, John
Samuel, John
Encalade, Anthony
Rivera, William
Ferreby, William
Ferreyyra Jr,
Francisco
Garibaldi, Anthony

10 Years

Trimeloni, Bradley
Valles, Richard
Wayman, Lloyd
Webster, Garrett
Willadsen, Sean
Young, Jack

Adams, Jonathan
Akhbari, Shannon
Alcantor, Spencer
Ali, Mohammed
Aparicio, Alberto
Arroyo Jr, Henry
Aton, James
Bailey, Scott
Beckmann, Justin
Beneda Jr, Larry
Bennett, Cole
Bereta, Joseph
Bergen, Carrie
Blume, Andrew
Bobbitt, Walter
Boutwell Jr., Charles
Bowers, David
Briggs, Monica
Brockman, Jarod
Jarer, Jazmin
Jewell, Evelyn
Kara, Tom
Kayser, Jerry
Klein, Mathew
Kuchan, Mitchell
Kuryla, Taylor
Le, Kong
Lewis, Dominique
Lorentzen, Peter
Mahler, Ryan
Majid, Hafed
Malcria, Jerrid
Manzo, Jose
Manzo, R Alex
Marks, Brian
McCracken, Robert
McKinstry, Adam
Meda, Victor

Feichter, Scott
Finley, Patrick
Fiset, Derrick
Flake, Myralene
Freeman, Niles
Garber, Dalton
Gardner, Russell
Giddens, Jennifer
Gomes, Edward
Gonzalez,
Christopher
Gonzalez, Diane
Griffith, Benjamin
Guzman, Rafael
Hamilton, Justin
Hatch, Brian
Helms, Thomas
Hernandez,
Christopher
Hinkle, Bryan
Hodges, Jonathan
Holman, Devin
Horlacher, Kai
Hornsey, Chase
Hose, Denise
Huanaco, Juvenal
Jarer, Jazmin
Jewell, Evelyn
Kara, Tom
Kayser, Jerry
Klein, Mathew
Kuchan, Mitchell
Kuryla, Taylor
Le, Kong
Lewis, Dominique
Lorentzen, Peter
Mahler, Ryan
Majid, Hafed
Malcria, Jerrid
Manzo, Jose
Manzo, R Alex
Marks, Brian
McCracken, Robert
McKinstry, Adam
Meda, Victor



Pull! 7th Annual Nor-Cal IBEW Clay Shoot



Around 300 IBEW members and guests started off their Saturday with a “bang!” at the 7th Annual Nor-Cal IBEW Clay Shoot on April 7, 2018. As in years past, the immensely popular shooting event took place simultaneously at two locations — Raahuagee’s in Dunnigan and Rooster Ranch in Hilmar — in order to accommodate as many shooters as possible.

Members from Local 1245, along with several other IBEW Locals throughout northern California, spent the morning firing off at a series of clay targets, hanging out with friends and family, and enjoying the beautiful spring weather.

Billy Stathopoulos, a Local 1245 member who works for PG&E out of Vacaville, came to the Dunnigan event with his son, two co-workers, and their

respective family members.

“It’s great comradery ... I think it’s a fantastic opportunity for everybody to come together and enjoy themselves outside of work,” said Stathopoulos. “We really like these functions and all the fun stuff that the union puts on.”

While some approached the clay shoot with an air of competitiveness, most of those in attendance were just out to have a good time.

“I don’t do this to be the champion or anything, I just come to have fun. If you’re not having fun, why do it?” said Local 1245 member Randy Walton, who also works at PG&E. “I think it’s great that it’s for charity too, I’m all for it.”

While many of the shooters have been handling shotguns for years, there were a few novices, including Local 1245 member Jonathan Bik, who works as a

cable splicer for SMUD.

“Today’s the first time I ever shot a shotgun. These guys have been trying to talk me into doing it for a long time,” said Bik, gesturing to the group of co-workers that invited him to join this year’s shoot. “I think it’s cool [that the union puts this event on]; I should have taken advantage of it before! It’s one of those things you hear about and then kick yourself for not doing it every year. I’ll be back next year for sure.”

The fun-filled day concluded with a tasty lunch and the always exciting raffle. Altogether, the two locations raised approximately \$5,000 for local Boys and Girls Clubs.

As always, the event would not be possible without generous support from our sponsors:

- IBEW 332
- IBEW 330
- IBEW 1245
- Joint Electrical Industry Fund (IBEW/NECA 332)
- Source Power Services, Inc.
- Redwood Electric, Inc
- IBEW 180
- IBEW 595
- Sprig Electric
- Collins Electric
- IBEW 684
- Schetter Electric



Hans Heuer shoots as Nick Baldwin controls the clays.

Photos by John Storey



Cloudell Douglas



Angela Pigg



Justin McDowell shoots as Hank Evans controls the clays.



Wyatt Hill



Travis Carlson



Ryan Malmberg



The raffle drawing



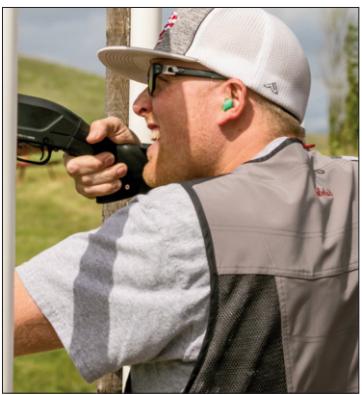
Raffle prizes



Rick Wolford, right, and Richard August



Business Rep Lou Mennel



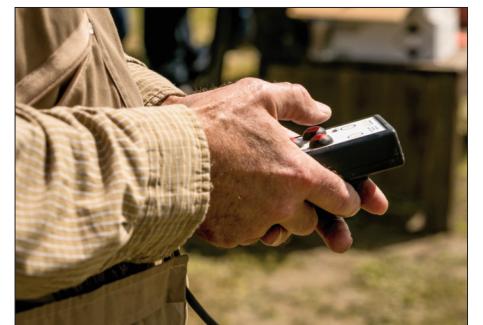
Nick Baldwin



Ashton Pigg watches shooting



Randy Walton



Clays being controlled



Sean Hill who works at PG&E in Vacaville with his new gun he won at the raffle



Melissa Malmborg



Front row, from left: Clint Estis, Jeff Wolford, and Rick Wolford. Back row, from left: Bill Martin, Chris Newton, Ben Girard, Lou Mennel, Richard August, and Colin Wolford from PG&E



From left: Hans Heuer, Roman Guerrero, Matthew McMullen, Jason Philpot, Nick Baldwin, Jon "real deal" Bik with SMUD



From left: Ken Maffei, Joe Williams, Andrew Maffei, Brian Maffei, Gabe Galvan, Alex Galvan, Chris Stathopoulos, Billy Stathopoulos, and Bruce Oppenheim



From left: Justin McDowell, Travis Carlson, Todd Carlson, Hank Evans, CloudeLL Douglas, and Laron Peterson with PG&E



From left: Darryl Garish, Sky Hill, Sean Hill, Haven Blair, Tommy Aiderfer, Cody Heaney and Wyatt Hill of PG&E



Units lend a helping hand

All of the following unit donations to various charitable organizations from January through April 2018 were approved by the IBEW 1245 Executive Board.

Bakersfield Unit #1112 donated \$500 to the Caliente Education Foundation.*

Fresno Clerical Unit #1114 donated \$500 to United Cerebral Palsy.*

San Luis Obispo Unit #1215 donated \$250 to Veterans Express.*

Redding Unit #3217 donated \$150 to Enterprise Hornets Baseball and \$150 to Happy Valley Little League.

Buellton Unit #1221 donated \$500 to Camp Kesem at UC Davis.*

Eureka Unit #3111 donated \$500 to the Arcata Bottom 4H club.*

South San Joaquin Irrigation District #2551 donated \$500 to the Marine Corps Toys for Tots drive in Lathrop.*

Truckee Meadows Water Authority Unit #3310 donated \$167 to Ronald McDonald House of Reno, \$167 to High Fives Non-Profit Foundation in Truckee and \$166 to Veterans Guest House in Reno.*

Winnemucca Unit #3317 donated \$500 to the Jacob Wells Youth Center.*

Wells REC Unit #3319 donated \$500 to the Wells Family Resource Center.*

Sacramento Clerical Unit #3801 donated \$200 to the Victory in Praise dance team in Stockton.*

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

Merced Unit #1123 donated \$500 to the Boys & Girls Club of Merced County.*

Salinas Unit #1211 donated \$250 to the Hollister Heat Girls Fast Pitch.

Modesto Irrigation District #2518 donated \$500 to Wilson Elementary School of Modesto's baseball program.

Placerville/Davey Tree Unit #4714 donated \$500 to Toys for Tots.*

DCPP Unit #1220 donated \$250 to the Home Share SLO.

Salinas Unit #1211 donated \$250 to Salinas Pony Baseball.

Dublin Retirees Club donated \$500 to Building Futures Women and Children of San Leandro.

Topock/Needles Unit #1313 donated \$200 to the Boys & Girls Club of the Colorado River.*

Frontier/Elk Grove Unit #4014 donated \$500 to the American Legion Post #233 in Elk Grove.

Templeton Unit #1217 donated \$500 to Paso Robles Pony Baseball.

Stockton Clerical Unit #2509 donated \$100 to St. Mary's Dining Hall.

USBR/Keswick Unit #3218 donated \$500 to Redding Vipers Baseball Club.

Carson Unit #3312 donated \$500 to the Sky Tavern Junior Ski Program.

Fort Bragg Unit #3717 donated \$500 to Fort Bragg Little League.

North Tahoe/Cal Peco Unit #5232 donated \$500 to the U-10 Falcons.

Fallon Unit #3316 donated \$500 to the Out of Egypt Food Pantry in Fallon.*

City of Vallejo Unit #2376 donated \$250 to CASA Solano County.*

Fresno/Trees Unit #4712 donated \$500 to Sunnyside High School boys' soccer in Fresno.

General Membership Unit #4911 donated \$500 to the Boys & Girls Club of Vacaville.*

Santa Maria Unit #1216 donated \$500 to Boy Scouts Troop 450 of Nipomo.

* indicates 2017 funds

Volunteer with Rebuilding Together Solano County

Give back to the community by volunteering with Rebuilding Together Solano County! RTSC is currently seeking volunteers for the following workdays in Fairfield, Vacaville and Vallejo:

- June 12-16: Vacaville Veteran Home Rehab
- August 18: Vacaville Smoke /CO2 Alarm Install at Mobile Home Park
- Sept 11: Vallejo Veteran Home Rehab
- Oct 20: Fairfield Smoke /CO2 Alarm Install at Mobile Home Park

RTSC has also added the following dates specifically for IBEW 1245 members, staff and leaders:

- Oct 26 (in conjunction with the quarterly Advisory Council meeting)
 - Nov 17 (in conjunction with the EWMC International Day of Service)
- Please email Elizabeth Hoffman, Exec Dir, at ehoffman.rtsc@gmail.com for additional details and to RSVP.

— Tonya Alston,
IBEW 1245 Office Manager



Support Local 1245 Member Whose Two-Year-Old Son Passed Away

IBEW Local 1245 member and shop steward Tony Vega, who works at Merced ID, tragically lost his two-year-old son in an accident on April 20. Family and friends are raising money via GoFundMe to assist with the funeral expenses. Please donate what you can at <https://www.gofundme.com/xqr43-funeral-expenses-for-jeffery>.



Local 1245 Organizing Stewards Spread the Word About Free Tax Prep in Sacramento



Every year, United Way chapters all across the country partner with AFL-CIO central labor councils to offer free income tax return preparation services in dozens of communities. On March 3, 2018, 13 IBEW 1245 organizing stewards and family members woke up early to volunteer with the Sacramento Central Labor Council in order to spread the word about this money-saving program. They spent the morning going door-to-door in Sacramento to let members of the community know how to take advantage of the free tax prep service.

"We rocked it!" said Organizing Steward Nilda Garcia, who helped to coordinate the Local 1245 contingent. "My neighborhood was the target, and I came home to my flyer!"

The Right Place at the Right Time:

Local 1245 members administer CPR outside a grocery store

PG&E Electric Line Crew Foreman Danny Perez and Lineman Aaron Minnick have a combined 51 years on the job. In all those years, neither one has ever had to use their CPR/First Aid training in an emergency before.

But that changed on Tuesday, April 3. Perez and Minnick, along with Apprentice Lineman Ben Hubbell, were on their way to their next work assignment when they decided to stop off for lunch at a market in Pioneer, CA. Perez had just finished paying for his sandwich and was walking out of the store when he noticed the gentleman in front of him had let go of his shopping cart. The man stumbled back, and then fell to the pavement.

"I saw him fall, and the back of his head hit the ground really hard. I turned around and told the clerk at the store to call 9-1-1 and tell them we have a man down," Perez recalled. "Then I proceeded to go up to the man to see if I could get a response. There was some groaning and movement of the mouth, his head went side-to-side a little bit, but then his eyes started to roll back, he turned red and next thing I knew, he quit moving."

As the man became unresponsive, Perez noticed that the color was draining from the man's skin. He quickly assessed the man's condition, looking for a pulse, while the man's mother

called his name, trying to get him to respond. Unable to find a pulse or detect any breathing, Perez's CPR training kicked in, and he immediately began doing chest compressions in the driveway right in front of the store.

About a minute later, Minnick walked out of the store and saw Perez administering CPR on the ground. Minnick promptly came to assist, trying to elicit some sort of verbal or physical response from the man. When that didn't work, Minnick asked Perez if he should begin rescue breathing.

"I told [Minnick] to look for something he could use as a barrier. The gentleman had some plastic bags from the grocery store in his cart, so Aaron ripped off a piece of the bag and used that as a barrier," said Perez. "I stopped giving compressions so Aaron could give breaths. His mother was still trying to get his attention, but by that time, the man had turned purple."

Perez and Minnick continued to work together to give CPR to the man, alternating between compressions and breaths, as they were taught in their mandatory employer-provided CPR course. During the third round of aid, the man started to become responsive, gripping Minnick's hand aggressively and trying to push him away.

"He was a little incoherent, asking us where he was and what happened. He even asked why he was there," Perez recalled. "At that time, he was saying, 'Let me up, I can't breathe!' and he got a little combative with us. A person who had been watching brought over a blanket to raise his head up in order to facilitate breathing."

The man subsequently lost consciousness a second time, but then came back around and was again a bit physically aggressive with Minnick and Perez, which they knew to be a common response for someone in his state. By that time, Apprentice Ben Hubbell had come out of the store, and assisted Perez and Minnick in rolling the man on to his side in a recovery position. Perez was focused on keeping the man responsive, but in the back of his mind, he was thinking about the AED in his truck, and was prepared to send Hubbell to retrieve it, should the need should arise.

Fortunately, the man remained conscious this time, and they never needed to use the AED. A few minutes later, the ambulance arrived, and by then, the man had begun to remember where he was and why he was there, which Perez perceived as a good sign, especially con-

sidering how hard the man had hit his head when he fell to the ground. Perez told the paramedics what had happened, and everyone breathed a sigh of relief as the EMTs took over.

"Our adrenaline was so pumped up after that. We left the scene and had to take some time to calm our nerves," Perez said. "We still had our lunches, but I couldn't even eat right away, I just needed some time to process everything."

Perez feels fortunate that he was there to assist the man during those critical minutes. If he and his crew hadn't been there, there's no telling how the situation may have turned out.

"We happened to be in the right place at the right time, and our response just came automatically... we started doing [CPR] exactly as we were trained to do," Perez said, noting that he had taken his last CPR refresher course in the summer of 2017, but it all instinctively came right back to him in that moment. "The reward we got was to see him recover. I feel pretty good about the whole thing, and lucky that it all turned out with a good ending."

—Rebecca Band, IBEW 1245 Communications Director

Support IBEW Local 1245 Member Injured in Car Crash

On Friday, March 9, while on his way to work, PG&E GC Gas Utility Worker Trevor Flavin was seriously injured in an auto accident that took place just east of Oakdale.

Brother Flavin has been an IBEW 1245 member since 2015, and works to support his young family in Sonora. He is facing a long recovery that could take a year or more, and the possibility of more surgeries in the future.

His family could use your support during this difficult time. Please donate what you can and leave a message for the family using the link <https://www.gofundme.com/trevor-flavin-medical-fund>.



PG&E Gas Compliance Rep Dies in Auto Accident

It is with a heavy heart that we announce the passing of seven-year IBEW 1245 member Shane Keyser, who lost his life in an auto accident on April 28, 2018.

Preliminary reports indicate that Brother Keyser, who worked as a PG&E Gas Compliance Rep out of Redding, was involved in a head-on collision while he was traveling back to his home in Cottonwood after assisting in preparations for the upcoming IBEW/PG&E Gas Rodeo event at the Winters Training Facility. Keyser was a well-known face at Gas Rodeos, even making it to the National Utility Locate Rodeo back in 2016.

Keyser is survived by his wife and three young children. A GoFundMe has been set up to support his family; please donate what you can at <https://www.gofundme.com/wehzh-keyser-family>.

A vacation sale is also being coordinated with the company, and those who wish to donate vacation can contact Tawnie Cahoon in Compliance.



Shane Keyser (far right) with the IBEW 1245 team at the National Utility Locate Rodeo in 2016

DO WE STILL NEED UNIONS?

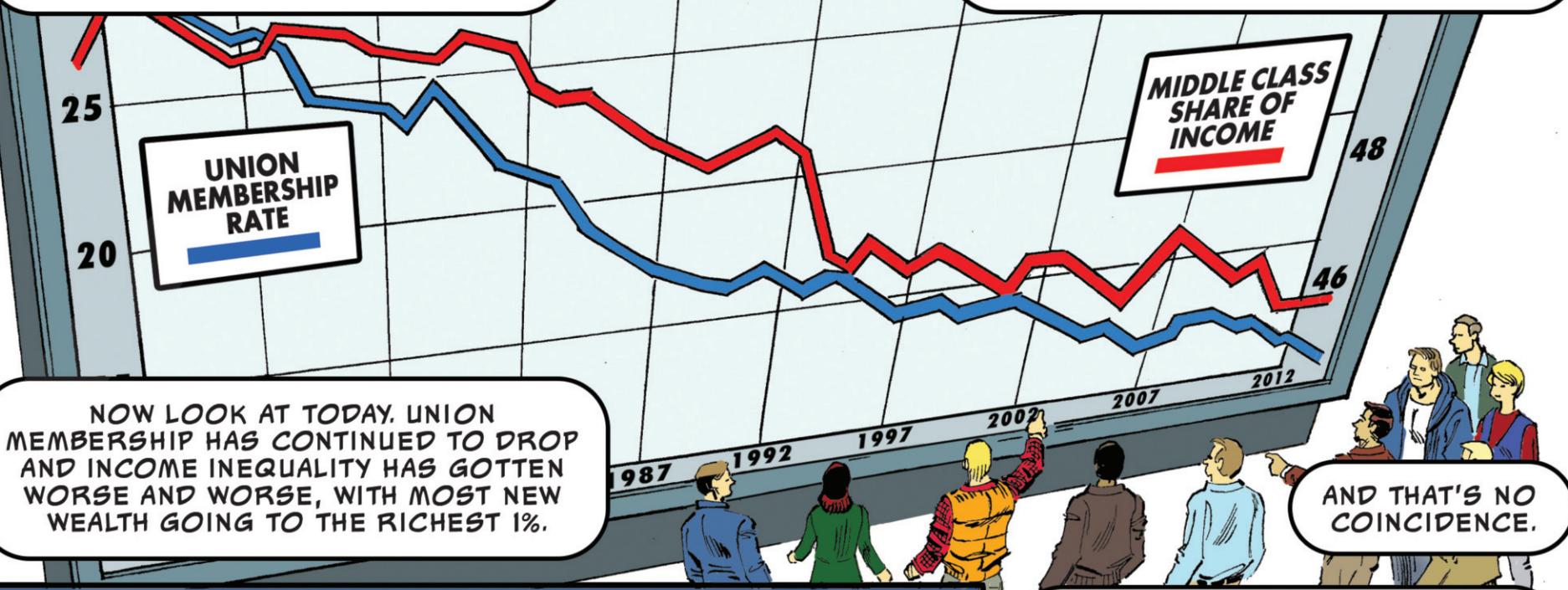
I'VE BEEN THINKING ABOUT UNIONS LATELY. PEOPLE SAY WE DON'T NEED THEM ANYMORE, AND I'M NOT SURE IF I AGREE. I KNOW THAT UNIONS WERE REALLY IMPORTANT--BACK IN THE DAYS OF CHILD LABOR AND HORRIFIC SWEATSHOPS. BUT IT'S DIFFERENT TODAY...

YEAH, BUT THINK ABOUT IT. BACK IN THE 30S, 40S AND 50S, MANY MORE WORKERS BELONGED TO UNIONS. WAGES AND BENEFITS WERE BETTER, AND NEW LAWS WERE PASSED TO PROTECT OUR SAFETY AND RIGHTS AT WORK.

BUT ABOUT 40 YEARS AGO, SOME CORPORATIONS LAUNCHED AN ALL-OUT ATTACK ON UNIONS TO MAKE THEM WEAKER. UNION DENSITY BEGAN TO DECLINE, AND SO DID WAGES AND BENEFITS.

YEAH, BUT ONLY FOR UNION MEMBERS, RIGHT?

NO, FOR EVERYBODY. GOOD UNION CONTRACTS LIFT UP THE WHOLE WORKFORCE, BECAUSE NON-UNION EMPLOYERS HAVE TO MATCH THE UNION WAGES AND BENEFITS IF THEY WANT TO GET THE MOST TALENTED WORKERS.



I, FOR ONE, AM GRATEFUL FOR OUR UNION. DO YOU THINK WE'D BE GETTING RAISES EVERY YEAR IF WE DIDN'T HAVE UNION REPRESENTATION?

THAT'S RIGHT. STATES THAT HAVE AGGRESSIVELY WEAKENED UNIONS USING SO-CALLED "RIGHT TO WORK" LAWS HAVE FEWER UNION MEMBERS, LOWER WAGES, WORSE BENEFITS, AND MORE WORKPLACE FATALITIES.

WORKING PEOPLE ARE LOSING GROUND IN TODAY'S ECONOMY BECAUSE CORPORATE SPECIAL INTERESTS ARE SYSTEMATICALLY DISMANTLING OUR MIDDLE CLASS.

WHEN YOU GUYS PUT IT THAT WAY, I CAN SEE WHY UNIONS ARE STILL IMPORTANT. HECK, MORE IMPORTANT THAN EVER!

THE ONLY THING THAT STANDS IN THEIR WAY IS WORKERS STANDING TOGETHER IN UNIONS.