

Inside:



Utility Reporter



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UNITY IS STRENGTH

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

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Sean Eylar of Davey Tree takes down a fallen tree threatening power lines in Colfax, CA. See story on page 33.



Arcing and Sparking

Tom Dalzell
BUSINESS MANAGER

In 1966, Robert Kennedy said, “We live in interesting times.” That was definitely true then — but lately I have been wondering what he would make of today. In many ways our union is thriving, and economically we are on the right track. But we are also facing some very serious threats. Over the past several months we have broken new ground in addressing the challenges that are defining this stretch of our union’s history. I want to use this column to discuss what we are facing in California, Nevada and nationally — and what we are doing to fight back.

In California, another horrific fire season is upon us. Consistent with our warming climate, fires have broken out all over the state, and our members are on the scene and working overtime. For years we have been making the case to the California Public Utility Commission that it is time to focus on making our system more resilient — especially in light of the extreme environmental conditions that have evolved into the new normal. Dry, 50 MPH winds may have been infrequent over 100 years ago when our electric infrastructure was first being erected — but not anymore.

When we last asked the CPUC to consider additional funds to harden our infrastructure, they declined our request, citing the cost. But together with our allies we continued to push, arguing that investment is needed to help prevent future fires, lessen their devastation and keep the community safe. We are beginning to see a softening in their position.

We are also continuing to educate our regulators and politicians in Sacramento on the damage inflicted by the state’s current policy of ‘inverse condemnation.’ Under this policy, a utility may be found liable for the damages associated with any fire that a pole or wire may have sparked – even if the utility followed every safety procedure, checked every box and was in no way negligent in their maintenance.

The combination of refusing to improve existing infrastructure and then holding a utility liable for any damage that may result has created an untenable situation, where all utilities are one lightning strike or weather event away from bankruptcy. In fact, if the legislature does not act to correct this injustice, it is difficult to imagine how any utility could successfully operate in California.

And while there is limited time left in this year’s legislative session, we have been successful in communicating the urgency of the problem. The recent creation of a conference committee signals that our legislators appreciate the seriousness of the issue, and that it requires an immediate fix. As I write this, our

team in Sacramento is moving us closer towards securing a solution before the end of the year, and by the time you receive this newsletter, we hope to have legislation on the Governor’s desk awaiting his signature.

In Nevada, we are fighting back against another threat with Question 3. Two years ago, Question 3 was passed in the state — but because it actually amends Nevada’s constitution and could seriously disrupt the energy market, it has to be approved by voters once again. If the billionaires pushing Question 3 are successful, they will be able to bypass Nevada Energy in favor of cheaper companies that pay low wages and lack the expertise and resources of a major utility.

In addition to undercutting our jobs, there is a real threat to the consumer in Question 3 — because deregulating the market and throwing it open to anyone who says they are an energy company could impact reliability and cause price spikes. We have seen this play out before (rolling blackouts, anyone?), and we don’t want to see it happen again.

We are up against very moneyed and aggressive opponents, but we are stepping up to meet the challenge. Together with our diverse coalition of allies, we have put together a comprehensive media program, and are mounting a major ground operation with help from IBEW members from Illinois, Iowa, Utah, Oregon, and Canada. We are knocking doors, holding meetings and rallies, talking to stakeholders and activating groups across the state. The polling so far looks promising — voters and politicians alike are starting to realize how dangerous passing Question 3 could be for Nevada. We still have a few months to go, but we are fully engaged in the fight and we are making real progress.

On the federal level, the U.S. Supreme Court recently handed down the *Janus v. AFSCME* decision, which essentially converts the entire public sector (government workers, municipal utility districts and others) to Right to Work. It is a stunning rejection of long-standing precedent, which was established by a 9 to 0 court ruling decades ago under President Nixon.

The silver lining here is that we saw this coming with plenty of time — and for the past year, we have been working with member-led Volunteer Organizing Committees at every public sector property we represent, fostering conversations with more than 2,000 members — and we are proud to report that over 90% of our members are sticking with the union. It is too early to know exactly how *Janus* will impact our union in the long run, but we couldn’t

be better prepared (for more on *Janus* see page 16).

These aren’t the easiest of times. From fires and bad policy in California, to billionaires pushing Question 3 in Nevada, to an anti-worker Supreme Court, we have our work cut out for us. But we are facing these challenges together. In every instance, our approach is the same: strategize, advo-

cate, organize, fight like hell for our rights and our jobs — and never give up.

I’m proud of the work that our members have done and continue to do to secure our future. As always, feel free to reach out any time on these issues or others.

— Tom Dalzell,
IBEW 1245 Business Manager

Ryan Skelton, Dominic McCurtain Join Local 1245 Staff

Thirteen-year member **Ryan Skelton** has joined the IBEW 1245 staff as a business rep. He will be working with PG&E Title 200 and Title 300 members in the Yosemite area, including GC Hydro, Sonora and Oakdale.

Earlier this year, Skelton stepped in to cover for Business Rep Jim Brager, who was out on medical leave. Upon Brager’s return, Skelton transitioned to his new assignment in Yosemite.

“As luck would have it, while I was temping there was movement among other reps,” Skelton explained. “A permanent position became available, and I jumped at the opportunity to join the staff full time.”

Skelton began his career with PG&E in 2005, as an apprentice GC lineman in the Fresno area. He topped out in GC, and later took a bid over to division, where he did a year-long stint as a troubleman before returning to the line department. As an active rank-and-file member, Skelton served as a shop steward, and also sat on the LA 16-44 committee.

In his spare time, Skelton enjoys cycling, fishing and hunting, as well as baseball.



Eleven-year member **Dominic McCurtain** has also joined the IBEW 1245 staff as a business rep. He will be working with public sector members at Bella Vista Water District, City of Gridley, City of Redding, City of Shasta Lake, Paradise Irrigation District, South Feather Water and Power, and Frontier Communications in Palo Cedro, Burney, Alturas,

Susanville and Shingletown/Colusa.

“I feel very welcomed by the staff, and look forward to becoming a valuable team member,” McCurtain said.

McCurtain began his career at the City of Redding in the streets department, as a public works maintenance worker. He quickly switched over to wastewater collection, where he worked as a leadworker for 10 years. He had been working as a water distribution operator leadworker for a little over a year when he was tapped to join the union staff.

As a rank-and-file member, McCurtain served as a shop steward, sat on the bargaining committee, and chaired the city’s safety committee for six years. He was also an active member of Redding’s Volunteer Organizing Committee (VOC), where he worked to ensure that his fellow members in the Redding maintenance unit would remain voluntary dues-paying members of the union in the wake of the Supreme Court’s *Janus v AFSCME* decision.

In his free time, McCurtain enjoys spending time with his wife Becki, and daughter Elaina.



Ryan Skelton




Dominic McCurtain

CALENDAR

Oct 6: Golf Tournament, Vacaville

Oct 10-11: Frontline Safety Human Performance Training, Vacaville

Oct 27: Advisory Council, Vacaville



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Ms. Gray Goes to Washington

IBEW 1245 Assistant Business Manager Jennifer Gray has accepted a new position as an international representative in the membership development department for the professional and industrial branch of the IBEW. She will be working out of the IBEW International Office (IO) in Washington DC.

"This is a great honor for Local 1245, to have the International recognize (again) what a good job we do in identifying talent and developing it," said IBEW 1245 Business Manager Tom Dalzell. "I am grateful for all that Jennifer brought to the Local. We wish her success and happiness in the next chapter."

A 12-year member of IBEW 1245, Gray has been active with the union ever since she hired on with PG&E in 2006. She served as a shop steward, unit recorder and bargaining committee member, and she also volunteered on numerous union-backed campaigns. Dalzell recognized Gray's enthusiasm and innate skills, and brought her on staff as an organizer in 2013. From there, she became a business rep, working with Local 1245 clerical members at PG&E, as well as public sector members in Roseville, CA, the town she's called home for more than a decade. She was ultimately promoted to assistant business manager, which is the position she held until she moved to DC to work for the IO in July of 2018.

"Leaving IBEW 1245 is bittersweet," Gray said. "I've loved representing the members from PG&E to the public sector, and will miss the one-on-one contact and relationships the most. But I am excited for this new chapter, espe-

cially my role in growing the IBEW."

"It's great to see Jen return to her organizing roots," said IBEW 1245 Organizer Fred Ross Jr. "During the 2013-2014 organizing campaign at Sunoptics, I saw Jen's determination and commitment to build a strong Volunteer Organizing Committee that was motivated to fight for basic dignity and respect ... and because of the unity that the VOC built, the Sunoptics workers won their union election!"



Jennifer Gray

"Jen's biggest asset has always been her unflappable patience," said Local 1245 Assistant Business Manager Bob Gerstle. "This opportunity in DC is a once-in-a-lifetime chance to really make a difference for current and future IBEW members. She won't disappoint."

"Jennifer is strong, smart and dedicated," remarked Senior Assistant Business Manager Bob Dean. "Our loss is definitely the IO's gain."

"Jen has always been committed to achieving the best result she could for our membership, and she has a strong and professional work ethic in all of her endeavors," said Senior Assistant Business Manager Ray Thomas. "I hate to see Jennifer go, but I am happy that she has the opportunity to advance her career within the IBEW."

"Although a loss for 1245, Jen Gray's decision to join the IO organizing team and bring the 1245 organizing model



Gray shared her experience with new members at an orientation in 2015.

with her is a big win for unorganized workers who want to form a union with IBEW," added Organizer Eileen Purcell.

For Gray, who grew up in Fairfield and has lived in Roseville since she graduated high school, moving all the way across the country to start a new phase of her career is a truly life-changing experience. She knows that this is an opportunity that she never could have even dreamed of if not for the doors that Local 1245 opened for her. Gray credits Local 1245's leadership development program for giving her new skills and opportunities that have enabled her to pursue a career in the labor movement.

As she bids farewell to 1245, Gray would be remiss if she didn't express her appreciation to all of the 1245 union



Jennifer Gray discussed the perils of "Right to Work" at a seminar in 2017

activists and leaders that have helped to grow and shape her home local.

"IBEW 1245 has an amazing network of shop stewards, organizing stewards and safety stewards. I thank them for their passion and commitment every day on the job that keeps IBEW 1245 strong," said Gray. "I commend Business Manager Tom Dalzell for his vision over the years as well as the years to come. There will be continued challenges and change in the utility industry but with his leadership, staff and stewards I have no doubt in my mind that IBEW 1245 will prevail."



As a member, Gray (left) volunteered to go to Wisconsin to combat a union-busting measure in 2011.



Gray (in the white sweater) with members at the City of Vallejo, after they ratified their new contract



Gray signing up volunteers to phone bank in Vallejo

Has your Business Rep changed?

Over the summer, a number of IBEW 1245 Business Reps took on new assignments. The most up-to-date Business Rep directory can be found on our website at <http://ibew1245.com/ask-your-rep/>.

Unit meeting changes

Unit #3714, Ukiah, has moved its unit meeting to Slam Dunk Pizza, 720 North State Street in Ukiah. The dates and time will remain the same.

— Mark McCrea,
IBEW 1245 Business Rep

Unit #3801, Sacramento Clerical, is moving its monthly unit meeting to the first Tuesday of each month. The time and location will remain the same (4pm at Mountain Mike's).

— Gerald Williams,
IBEW 1245 Business Rep

Unit #2315, Livermore, has changed its unit meeting day to the second Tuesday of the month. The time and location will remain the same (4pm at Round Table Pizza on East Stanley Blvd).

— Rey Mendoza,
IBEW 1245 Business Rep

Unit #3514, Plumas Sierra, has moved its unit meeting to the second Tuesday of every other month, beginning in July. The meeting time and location will remain the same

(5:30pm at Sierra Valley Grange in Vinton).

— Adam Weber,
IBEW 1245 Business Rep

Unit #3510, Loomis General Construction, has moved its unit meeting to the second Wednesday of the month, beginning in August. The meeting time and location will remain the same (5:30pm at Round Table Pizza).

— Kyle Whitman,
IBEW 1245 Business Rep

CORRECTIONS

On page 26 of the second quarter 2018 edition of *Utility Reporter*, a photo caption incorrectly identified Manny Mederos as Frank Saxsenmeier. We apologize for the error.

On page 29 of the second quarter 2018 edition of *Utility Reporter*, the photo contest winner was incorrectly identified as Nick Dalbianco. The winning photo was actually taken by Brody Baker; Dalbianco submitted the photo to the contest. We apologize for the error.

West Coast Lineman's Rodeo Reaches New Heights

When most people hear the term “Rodeo,” they picture cowboys atop bucking broncos, or ranchers roping bulls with lassos. But for linemen and their families, the word “Rodeo” evokes a completely different set of images — like a dummy being rescued from the top of a utility pole, or a lineman holding an egg in his mouth as he scales a pole as quickly as possible.

The annual IBEW 1245/PG&E West Coast Lineman's Rodeo has been giving linemen the opportunity to show off these unique skills for decades. But in recent years, the Rodeo has evolved into a much more family-friendly event that's part competition, part carnival.

“It's like Disneyland”

This year, the Rodeo planning team from IBEW 1245 and PG&E collaborated to take the event to new heights — both literally and figuratively — beginning with the flag ceremony. While the Rodeo has always kicked off with a lineman hanging an American flag on a pole, this year's event incorporated a helicopter “long line” demo into the patriotic display. Instead of climbing the pole with the flag in hand, a lineman flew the flag in while suspended from a helicopter, and passed it off to another lineman, who hung the flag on the pole. It was a sight that few will soon forget.

This year's Rodeo also featured a much larger and more exciting activity area for the kids. In addition to the climbing wall and snow cone booth that have been staples of the event during years past, the 2018 Rodeo also included candle-making, air-brush face painting, a green screen photo booth, cotton candy, a wide selection of yard games, a prize wheel, and bucket truck rides.

“My favorite thing about this event is how family-oriented it is. The kids think it's like

Disneyland!” said Lacey Doty, who brought her two young daughters out to support her journeyman lineman husband, Zackary, as he competed. “The fact that they get to come and see what their dad does every day, it's really exciting for them.”

“Our linemen are working around 40% overtime, and they're away from their families a lot,” said IBEW 1245 Business Manager Tom Dalzell. “For them to be able to come here and compete, celebrate the craft and have their families there... it's a good thing.”

“We're just out here having fun”

While the competitors at the West Coast Lineman's Rodeo mostly work at PG&E, there are an increasing number of journeyman teams from other utilities. This year, the Rodeo welcomed linemen from Cupertino Electric, Rocky Mountain Power, Modesto Irrigation District, City of Roseville, SoCal Edison and Turlock Irrigation District.

Josh Klikna is a seasoned Rodeo-goer from Turlock Irrigation District with an ample collection of trophies and plaques from his many wins. Last year, his team came in first in the municipal division at the International Lineman's Rodeo, and they also placed third overall.

Fresh off a strong showing at the American Public Power Association Rodeo, where they placed fourth, Klikna and his teammates decided to participate in the West Coast Lineman's Rodeo for the first time this year.

“It's a new Rodeo for us, so we're trying to learn what [the judges] are looking for, because we're not used to their procedures,” said Klikna. “But really we're just out here having fun. It's a great time.”

Many of the Rodeo competitors get special shirts made just for the event, but this year, one journeyman team decided to lighten up



A lineman suspended from a helicopter flew in with the flag.



Apprentice Competition Results

Written Exam

- **First Place:** Michael Vaughn
- **Second Place:** Brandon Branch
- **Third Place:** Gino Brancato

Mystery Event #1

- **First Place:** Gary Hoch
- **Second Place:** Luke Isaac
- **Third Place:** Brandon Branch

Mystery Event #2

- **First Place:** Gary Hoch
- **Second Place:** Gino Brancato
- **Third Place:** Bryan Ketch

Hurt Man Rescue

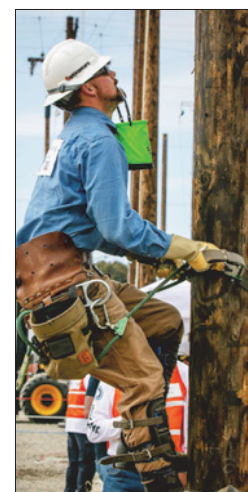
- **First Place:** Gino Brancato
- **Second Place:** Alex Castro
- **Third Place:** Brandon Branch

Pole Climb

- **First Place:** Gary Hoch
- **Second Place:** Tyler Block
- **Third Place:** Gino Brancato

The Overall Apprentice competition winners

- **First Place Overall:** Gino Brancato
- **Second Place Overall:** Gary Hoch
- **Third Place Overall:** Rod Nicholes



Apprentice Austin Wallace in the Speed Climb

Apprentice Gino Brancato in the Hurt Man Rescue

the mood with some unusual apparel. It was hard to miss team “Shake-n-Bake” — comprised of Fresno linemen Luke Bogart, Jacob “Floppy” Hunt and Heath Hatch — in their eye-catching costumes inspired by the comedic film “Talladega Nights: The Ballad of Ricky Bobby.”

“The first time the three of us competed together was last year, and they said we had to come up with a team name ... We were joking around and said ‘Shake-n-Bake,’ said Hunt, referring to the team name from the movie. “We did the [Talladega Nights] hats last year, and everybody laughed at it, so this year we went ahead and got the matching outfits.”

Another new addition to this year’s event was a good-natured competition for the wives and girlfriends of the linemen. The ladies were tasked with using a lineman’s tool called a shotgun to pass a full bucket of popcorn from person to person, without dropping a kernel or stepping outside the designated area. It was clear that the linemen enjoyed cheering on their significant others just as much as the ladies enjoy cheering on their linemen.

At the end of the action-packed day, the winners were announced, and few were surprised to see former International Champions Adam Beene, Anthony Albright and JP Richard take first place in the journeyman competition for the second year in a row. Apprentice Gino Brancato, who placed third overall last year, took home first place in the apprentice competition this year.

A heartfelt congrats to all the journeymen and apprentices who will be advancing to the International Lineman’s Rodeo in Kansas City this fall!

Rep JV Macor judges the Apprentice Speed Climb.



Team “Shake-n-Bake” turned heads with their unusual outfits.



The kids enjoyed the many carnival-style games and activities.



Josh Klikna chats with IBEW 1245 Business Manager Tom Dalzell at the Rodeo.



The lineman wives competition

Photos by John Storey



Journeyman Team Competition Results

Mystery Event 1

- **First Place:** Fresno GC – Patrick Luz/Mike Moreno/Justin Smith
- **Second Place:** The Double Cut Kids – Adam Beene/Anthony Albright/JP Richard
- **Third Place:** One PG&E – Jordan Chene/Dustin Curry/Tony Humbert

Mystery Event 2

- **First Place:** The Double Cut Kids – Adam Beene/Anthony Albright/JP Richard
- **Second Place:** Roseville – Phillip Hartnett/Kyle Geisser/Jimmy Wolter

- **Third Place:** Fresno GC – Patrick Luz/Mike Moreno/Justin Smith

Hurt Man Rescue

- **First Place:** One PG&E – Jordan Chene/Dustin Curry/Tony Humbert
- **Second Place:** San Joaquin – Gerad Coburn/Dan Russel/Joe Galindo
- **Third Place:** 1245 Sloths – Dustin Krieger/Josh Klikna/Mike Paterson

Pole Climb

- **First Place:** One PG&E – Jordan Chene/Dustin Curry/Tony Humbert

- **Second Place:** Roseville – Phillip Hartnett/Kyle Geisser/Jimmy Wolter
- **Third Place:** The Double Cut Kids – Adam Beene/Anthony Albright/JP Richard

The Overall Journeyman competition winners

- **First Place Overall:** The Double Cut Kids – Adam Beene/Anthony Albright/JP Richard
- **Second Place Overall:** One PG&E – Jordan Chene/Dustin Curry/Tony Humbert
- **Third Place Overall:** Fresno GC – Patrick Luz/Mike Moreno/Justin Smith

IT'S A GAS (RODEO)!

Photos by John Storey



Congrats to the winners!

GAS CONSTRUCTION

1st Place Two-Person Team

Quiet Riot, GC Gas – North Valley:
Jayson Visinoni and Brad Husa
(alt: Steve Lange)



2nd Place Two-Person Team

Manteca Elite, GC Gas – Stockton:
Tom Peterson and Zach Shepherd



1st Place Four-Person Team

Stray Dogs, GTGC Gas – Central Valley:

Scott Gust, Victor Romero, John Jackson and Brandon Bascherini
(alt: Mitch Cody)



2nd Place Four-Person Team

Yosemite, GC Gas – Yosemite:
Kevin Gonzales, Devin Holman,
Rafael Zermeno and Nic Reed
(alt: Ryan Clark)



LOCATE AND MARK

Gas Locate Winner: Farron Drylie, DeAnza Division

Electric Locate Winner: Billy Dawley, Sacramento Division

Electric Locate Runner-up: Thomas Gongora, Fresno Division

Locate from Hell Winner: Brandon Fahrmeier, Fresno Division

Overall Locate Rodeo Winner: Billy Dawley

Dozens of IBEW 1245 members who work for PG&E in Gas Construction and Locate-and-Mark showed off their skills at the Fourth Annual IBEW 1245/PG&E Gas Rodeo, which took place on May 5 at PG&E's new Gas Safety Academy in Winters, CA.

In the Gas Construction competition, each of the eight teams competed in four different events — the pipe cut, the meter build, the service run and the hand dig. The teams with the top scores at the end of the day advanced on to the final relay event, which presented some unusual challenges, including drinking a cup of water with no hands, and carrying an egg with an excavator.

The Locate competition has its own set of events for both Gas and Electric locaters, marked by the notorious "Locate From Hell" event where competitors have just three minutes to complete as many locates as quickly and accurately as possible.

Auburn Gas Crew Foreman Brian Reome is a seasoned Rodeo-goer, having competed in all four IBEW/PG&E Gas Rodeos, and he even advanced to the National Gas Rodeo last year. He brought his crew back again this year in the hopes of earning another trip to the national competition.

"I feel like we're doing really good," Reome said during a break between events. "We're not in first place, but that's not because we're not doing good; it's because these other guys are doing excellent."

A Great Family Event

While the competitors demonstrated their prowess on the field, their families cheered them on from the sidelines. The event also featured several activities for the kids, including a mini ditch-digging sandbox, a climbing wall and a mechanical bull.

"The best thing about the rodeo is bringing the family out," said Chico GC Gas Construction Operator Jayson Visinoni, who competed as one half of the winning two-person 'Quiet Riot' team. "My daughter is here, my wife has come in the past. It's just a great family event."

Reome also appreciates the family-oriented and collaborative nature of the Rodeo, and the fact that the event is co-sponsored by both IBEW 1245 and PG&E.

"I think it's a fantastic opportunity for the families and the leaders of this workforce to come together. This is a union AND company event; it's not one against the other," he said. "The union is really behind this, and I think what they're doing is fantastic. They are constantly building a better relationship with the company, with the public, and with the employees."

The four winning Gas Construction teams will advance to the national competition in Kansas City in September, while the winners of the Locate competition will move on to Dallas to compete at the Utility Locate Rodeo in October.







IBEW 1245 Members Win NSUJL Rodeo

IBEW 1245 blew the competition out of the water at this year's National Sisterhood United for Journeyman Lineman (NSUJL) Rodeo.

Local 1245 Apprentice Lineman Brandon Branch won the Best Overall Apprentice award. He also took home first place in the apprentice speed climb (with the fastest time), first place in the apprentice hurtman rescue, and third place in the apprentice obstacle course.

Branch also ended up competing in the Journeyman Team competition, filling in for Lineman Anthony Humbert, who unfortunately tore his rotator cuff

and was unable to compete. That team, which also included Journeyman Linemen Dustin Curry and Jordan Chene, won the Best Overall Journeyman Team award, as well as first place in the speed climb, first place in the hurtman rescue, first place in the insulator change-out, and second place in the cable termination. Curry had the fastest time in the speed climb, and also scored highest in the hurtman rescue and was awarded Best Overall Journeyman by NSUJL.

A heartfelt congrats to these talented members, who continue to demonstrate that Local 1245 is the cream of the crop!

Local 1245 Members Place Second Overall at Utah Lineman's Rodeo

IBEW Local 1245 members Luke Bogart, Jacob "Floppy" Hunt and Heath Hatch — also known as "Team Shake n Bake" — came in second place overall at the Utah Lineman's Rodeo, and took home an impressive collection of awards, including first place in the speed climb, first place in one mystery event, and third place in another mystery event. Way to make Local 1245 proud!



Local 1245 Members from TID Make Strong Showing at American Public Power Association Rodeo

The IBEW 1245 team of Dustin Krieger, Josh Klikna and Mike Patterson from Turlock Irrigation District once again represented the union well at the 2018 American Public Power Association (APPA) Rodeo in North Carolina. They came in fourth place overall, and also took fourth place in Journeyman 4kV 600 Amp Switch Replacement; fifth place in the Journeyman 4kV Four Bell Change Out; second place in the Journeyman 4kV Crossarm Change Out; and fourth place in the Journeyman 4kV Jumper Replacement.



Photo by Ali Klikna



Carr Fire Accident Claims the Life of IBEW 1245 Member Jairus Ayeta

It is with an exceedingly heavy heart that we announce the passing of IBEW 1245 member Jairus Ayeta. Brother Ayeta, a PG&E GC apprentice lineman, was working to restore power in the Carr Fire zone when he was reportedly involved in a fatal off-road vehicle accident. He was just 21 years old.

Brother Ayeta hailed from Kampala, Uganda and was working out of the Davis yard at the time of his death. He had previously worked at Pike Electric in Florida. Friends describe him as upbeat, hard-working, personable and an avid learner.

He was also steadfastly committed to the craft. Shortly after securing his first job in the industry, he wrote on Facebook, "Working for a power company made me realize I made the best decision of my life, everyday's something new, can't wait to see what the future beholds."

His presence will be missed by his apprentice class and all those who had the fortune to know him.

"Brother Ayeta chose a great job and had a great future," said Business Manager Tom Dalzell. "His death is sad beyond words."

The investigation into the accident that took Ayeta's life is still ongoing, and Local 1245 is on the ground in Redding as the entire base camp copes with this devastating loss. More details will be posted on the union website as they become available.

For those who wish to honor Ayeta's memory and

support his family during this heartbreaking time, there are several ways to do so:

- IBEW 1245 members at PG&E can voluntarily sell their vacation time to assist Brother Ayeta's family by logging in to the PG&E vacation sale web portal (from a work computer, click About Me>My Time>My Vacation Sale, and then select Jairus "Jay" Ayeta's family). Questions on the vacation sale can be directed to Deborah Rose-Calilan, Operating Clerk, DCRG, 925-918-2639.

- Commemorative tee shirts can be purchased at <https://thelinejunk.com/carr-fire.html>, and all proceeds will be going to Brother Ayeta's family.

- Additionally, friends have set up a GoFundMe <https://www.gofundme.com/5x40meg> to help pay for Brother Ayeta's memorial expenses. Please donate what you can.



Co-workers at the PG&E base camp took up a collection for their fallen brother.



To honor Brother Ayeta's memory, his co-workers hung a flag at half mast at the PG&E base camp in Whiskeytown.

EYES ON THE PIPELINE



PG&E's Gas Distribution Control Center in San Ramon

Managing California's gas pipeline, which runs all the way from the Oregon border in the north to the Arizona border in the south, is a herculean endeavor, with numerous natural and man-made factors that could impact the system at any given time. Fortunately for all Californians who count on safe and reliable gas, the highly skilled IBEW 1245 members at PG&E's new state-of-the-art Gas Distribution Control Center (GDCC) in San Ramon are working around the clock, every hour of every day, to monitor and manage 6,750 miles of transmission pipeline and 42,000 miles of distribution pipeline.

Using a series of SCADA electronic devices and remote operated valves, the GDCC's system operators perform remote operations, monitor and respond to SCADA alarms, coordinate and collaborate with field employees using a "smart board" that updates in real time, and participate in emergency response plans, as well as predict and even prevent major issues from occurring. Other Local 1245-represented classifications at the GDCC include the senior distribution gas system operators who oversee all operations for the distribution control side of the house, as well as the communication specialists who serve as the central point of contact for all infor-

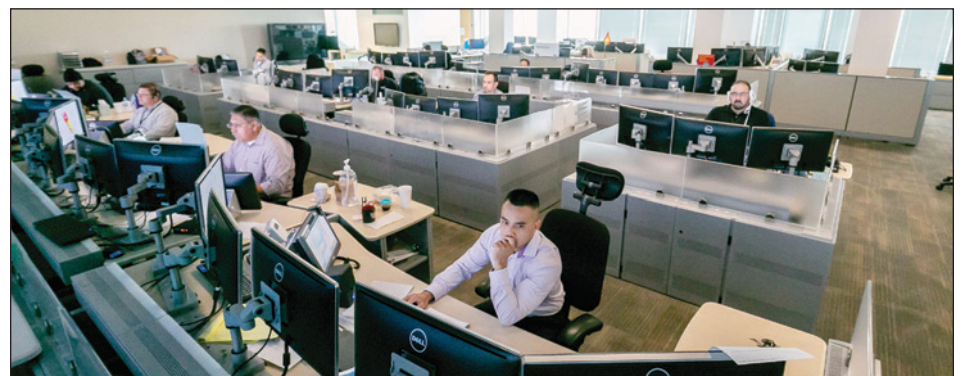
mation flowing in and out of the center.

The high-tech facility is one of the more expansive safety-oriented programs that PG&E has implemented since the devastating San Bruno gas explosion in 2010. The GDCC was intended to improve oversight and response to pipeline issues and abnormalities, and according to Senior Distribution Gas System Operator and IBEW 1245 Shop Steward Gilbert Martinez, it has surpassed all expectations.

"I think the GDCC has actually gone above and beyond what the company had originally planned," said Martinez. "It's allowing us to monitor the pipeline much more closely — we now have monitoring points that weren't there before. We're able to see every alarm, identify dig-ins, and catch emergencies a lot faster. It's a one-stop shop... and it's definitely the future of gas control."

Martinez and his team work around the clock to monitor and document every clearance, assess workload, and call in crews to address whatever may need fixing. And thanks to the cutting-edge tech at the center, if the crew in the field doesn't have the most up-to-date maps, the operators can pull them up and send them over to the crews in an instant.

The facility also features a simulation room, where the operators can train and prepare for emergency situations.



And when major events such as earthquakes, third-party hits on the pipeline, or the very rare over-pressurization events do occur, the Local 1245 members at the GDCC jump into action to formulate and execute an emergency response plan, minimize the impact through valve and reg station manipulation, and coordinate the response by the gas crews in the field.

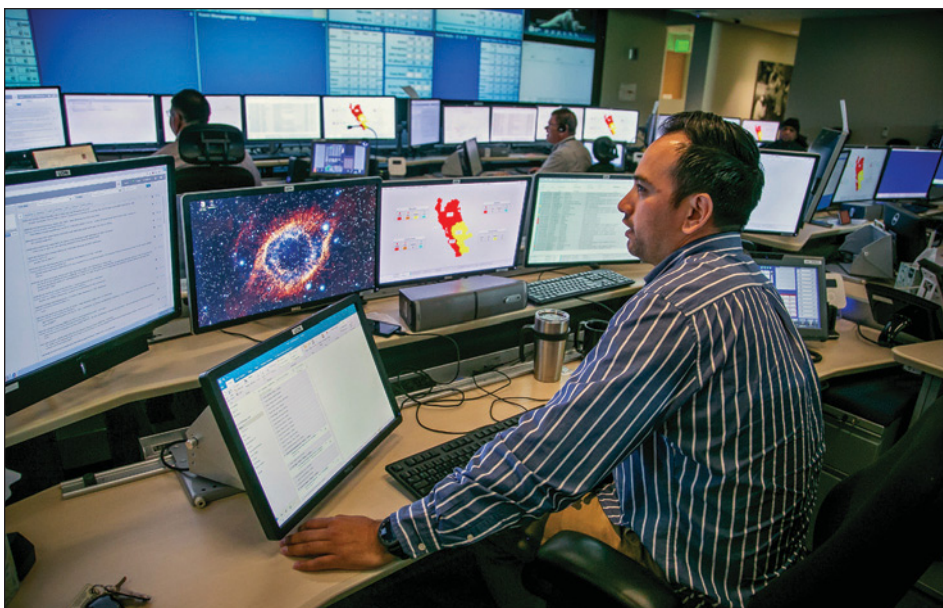
When the facility first opened, Martinez and his colleagues were not originally part of the IBEW bargaining unit, but they uniformly appreciate the fact that they now have union protection

and benefits.

"We came in as management, so we've seen both sides," Martinez explained. "We like the fact that now we can just do our jobs without having to worry about company politics... Someone always has our back, and we feel it was a great move for us. We're definitely seeing all the positives that come along with union representation."

— Rebecca Band, IBEW 1245 Communications Director
Mike Adayan contributed to this report.

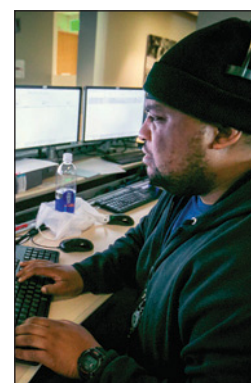
Photos by John Storey



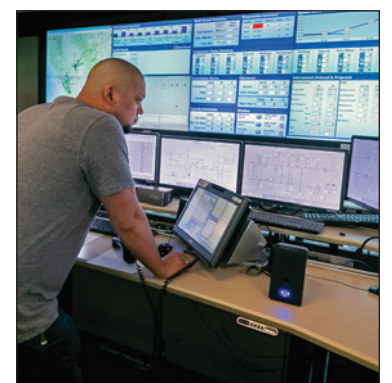
Gilbert Martinez
Utility Reporter



Ian Vickery



William Massey



Edgar Mandap



Jenni Green (left) and Rene Picazo (right)

BY THE BAY

LOCAL 1245 MEMBERS SERVE IN KEY ROLES AT PG&E'S SAN FRANCISCO GENERAL OFFICE

When PG&E's top executives head in to work at the company's historic General Office Building Complex in downtown San Francisco, they likely take for granted the fact that all of their lights will turn on, their equipment will power up, and their offices will be climate-controlled.

But they probably don't often stop to think of the dedicated IBEW 1245 members who work 24 hours a day, seven days a week, 365 days a year in order to keep the high-rise facilities up and running.

"We have 12 people on staff in this department that are responsible for the maintenance and operations of the whole general office complex, which consists of the corporate headquarters at 77 Beale St, the administrative and clerical offices at 245 Market, and the data center, telecom and power control at 45 Beale St," explained Critical Facility Technician Gary Maschio, a 38-year member of IBEW 1245 who also serves on the union's Executive Board. "And we're four people short, so our challenge is trying to take care of all the day-to-day tenant tags ... while also maintaining all the equipment here."

Facilities Management Operating Clerk Wes Miller agrees that the short-staffing effects the entire team, but he manages to juggle his many responsibilities with relative ease.

"I help out with the facilities management requests, I might dispatch the tags for the technicians, and I do follow-up phone calls on the work requests," said Miller. "I also do invoices, and get the bills paid for the entire PG&E territory. So anywhere the company is getting water service, trash service — even electric in the areas where they have different electric providers, we pay those bills."

Facilities management isn't the only General Office department with Local 1245 members. According to Local 1245 Business Rep Gerald Williams, the union also represents telecom technicians who work on the telecommunications system within the headquarters, troubleshoot and maintain the company's PBX internal phone line, and set up new user workstations within the building.

Down in the garage, another small but mighty group of Local 1245 fleet mechanics maintain and service PG&E's company cars, including many of the new clean fleet vehicles.

And at 245 Market, a team of Local 1245 members in the reprographics department keep PG&E's print shop humming with some remarkably sophisticated equipment.

"It's a one-stop shop. Pretty much anything that can be printed, we can do here. Plastics, aluminum signage,

banners, posters, cling-ons, all that stuff. Sometimes we do things that even amaze us, because we've never done it before," said Day Shift Lead Forrest Ebert. "The biggest challenge we face is getting the work to the client in a timely manner with such a small staff. We used to have three shifts and 73 people, now we're down to about eight people and two shifts. We're doing a lot more, with a lot less people."

Dedicated to this Union

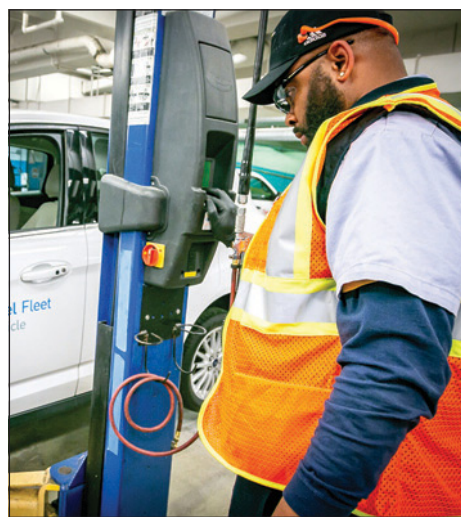
The Local 1245-represented work groups at the General Office may be understaffed, but what they lack in numbers, they more than make up for in union pride.

Ebert, who has been with the company for 28 years and has worked in an array of different departments, appreciates IBEW's long-standing commitment to safer workplaces.

"I like that the union is working to make sure our safety and training is up to what it should be," he said.

Gary Maschio's face lights up when he talks about Local 1245.

"I could go on forever about the union. The union provides great benefits, secu-



Montell Oliver



Fleet team members Montell Oliver, Josh Benton, and David Gentry



Forest Ebert

Photos by John Storey

rity, great paying jobs, not only in this department, but system-wide," said Maschio. "I've been a shop steward for 35 years. I am proud to work for 1245, I'm dedicated to this union."

Hi colleague Wes Miller shares his enthusiasm.

"I love the union. This is my first time working in a union [environment]. There are a lot of benefits as far as dealing with management — Gary has actually represented me a couple times as my shop steward," said Miller. "At my old job at the car dealership, they could just let you go whenever they want ... but with the union here, there are steps and processes that the company has to follow."

— Rebecca Band, IBEW 1245
Communications Director



Wes Miller



Facilities technicians (from left) Victor Givhan, Robert Sadler, John Saisi, Gary Maschio, Kevin Lavender, and Vince Almacen in the 2B switchgear room at 77 Beale



Forest Ebert, Paul Wong, Andria Martinez, and Ramon Tanaoco work in reprographics and the mail room.

Press Release: *BRITE Coalition Launches to Support Building Resilient Infrastructure for Tomorrow's Economy*

A broad coalition commits to work with Gov. Brown and bipartisan legislative leaders to build a safer, stronger California by upgrading our energy grid, updating our laws and improving public safety investment

SACRAMENTO, Calif. – A growing coalition of more than 300 organizations, individuals, labor unions, energy companies, public safety and community leaders has launched a statewide effort to support Governor Jerry Brown and the bipartisan group of legislative leaders in their work to protect California from threats of natural disasters caused by the changing climate.

BRITE – “Building Resilient Infrastructure for Tomorrow's Economy” – is a coalition spanning a wide range of interests from organized labor and community groups, environmentalists and public safety leaders, energy companies and many of the state's longest established business organizations. In addition to their support for strengthening the state's infrastructure for greater resilience in the face of extreme weather events, the group is also united in its urgency to act now.

BRITE is uniting to find solutions to address the areas of need raised by Gov. Brown and the bipartisan legislative leaders:

- Modernize vegetation and forest management practices for fire prevention and carbon sequestration;
- Ensure utility and public infrastructure is designed, constructed and operated to maximize resiliency to extreme weather events and natural disasters;
- Enhance the emergency response system, including consideration of mutual aid resources, telecommunications, 911 systems, and community needs, particularly in low-income and vulnerable rural

and urban communities;

- Examine the availability of insurance products in high wildfire areas in light of increased risks from climate change, and;
- Update liability rules and regulations for utility services in light of changing climate and the increased severity and frequency of weather events.

“We are proud to work with BRITE members from across California to find solutions that protect good jobs and keep communities safe,” said IBEW 1245 Business Manager Tom Dalzell. “Frontline workers, and the communities they serve, need a more resilient energy grid. California doesn't need finger pointing — it needs real leadership to modernize infrastructure and strengthen our public safety response to better serve all Californians.”

“Because of climate change, we're experiencing more intense wildfires,” said Jonathan Parfrey, executive director of Climate Resolve. “The smart approach is to work with our utilities today and not blame them for ‘the new normal.’ We are proud to join the BRITE coalition and support a secure energy future for California.”

“Energy workers, their families and the communities they serve need a safe and reliable grid,” said Jacque Bee, executive director of Recycling Black Dollars. “We're proud to stand side-by-side with BRITE coalition members across California who understand that good jobs, economic growth, and community safety depend on an infrastructure and system of laws and procedures that is resilient

in the face of extreme weather and natural disasters.”

“As the fifth largest economy in the world, California depends on the safe, reliable energy supplied by public- and investor-owned energy utilities,” said Jim Wunderman, Bay Area Council president and CEO. “Without a more resilient energy grid and updated laws that address the ‘new normal’ of extreme weather, we cannot meet the economic or environmental challenges we face. I'm happy to work with the BRITE coalition in their efforts to support economic growth and protect communities.”

“BRITE understands the urgency of addressing extreme weather and the changing climate, which has long been among the CalAsian Chamber's policy priorities,” said Pat Fong Kushi, president and CEO of the CalAsian Chamber of Commerce. “It's an issue that hits minority and low-income communities hardest. We need a reliable energy grid and investment in safety not just to protect Californians, but to create opportunities and offer pathways for California's most vulnerable.”

“Future generations are counting on California to continue to lead the way in clean energy production,” said Dr. Matt Rahn of California State University San Marcos — Wildfire Research Program. “We will not be able to meet our goal of reaching 50 percent renewable energy by 2030 without strong utility partners and a modern, resilient energy grid. That's why we're proud to join the BRITE coalition to advocate for a safe, secure energy future for every Californian.”

About BRITE

BRITE is a coalition supporting the bipartisan group of legislators and Gov. Brown, who characterized the effects of the changing climate in California as “the new normal.”

To meet the demands of the changing climate, grow our economy, realize California's clean energy future and address the challenges as described by Gov. Brown and the bipartisan legislative leaders, the BRITE coalition is working to:

- Achieve climate resiliency with a comprehensive approach to managing forests and other lands as well as energy infrastructure.
- Upgrade the emergency response system and provide communities the resources they need to meet the demands of climate change and resulting natural disasters.
- Reform our regulations and laws that govern public- and investor-owned utility companies to address the “new normal” of extreme weather.
- Ensure state and local governments, energy companies and communities work together to reach California's goal of delivering 50 percent of our energy from renewable resources by the year 2030.
- Preserve healthy, stable public and investor-owned utilities to continue to play their vital role in powering the world's fifth largest economy.

For more information on BRITE – “Building Resilient Infrastructure for Tomorrow's Economy” — or to join, visit <http://www.briteca.com/>



Nickey Dillard (front, center) with crew members Fernando Salinas, Tristan Terran, Sid Gutierrez, Ryan Cummings, Ben McMullen and Adam Price at the PG&E Green Valley Sub Station in Watsonville



Dillard (left) talks with Tristan Terran.

Photos by John Storey

Utility Reporter

Member Spotlight: Nickey Dillard

Not all subforemen are men.

At PG&E's Green Valley Substation, 11-year IBEW member Nickey Dillard works as a subforeman A, where she oversees the large-scale upgrade and modernization of the Watsonville plant.

“Right now we're doing our first phase of our breaker-and-a-half. We have three bays that we're building, Bays 4, 5 and 6. This is replacing old, oil-filled circuit breakers, making the older station up-to-date and new,” Dillard explained. “Sept. 1 is when the first bays become energized. And then we move on to second phase, and that's disassembling the older Bay 3, taking that out of service and then building a new one.”

Dillard has spent the past nine years working on substations in the Central Coast. Prior to coming on the job at Green Valley, she worked on the 230 breaker-and-a-half project at Moss Landing. As an experienced subforeman, Dillard has handled the challenges of the project — including the civil engineers on job alongside her crew — with relative ease.

“Civil was supposed to be done by the time we got here, but as you can see they're still here,” she said. “With us working around them and them working around us, it's been quite a challenge.”

As one of the sisters of the brotherhood, Dillard is clearly grateful to be part of the IBEW.

“The union protects us, that's for sure,” she said. “We're still doing good with our medical benefits, and Casey Barker [the business rep] comes around if we have questions or concerns about overtime and meals and seniority. We definitely look to the union for guidance, and we appreciate what the IBEW does for us.”

Local 1245 Organizing Stewards Demonstrate Support for SB 1088 at Assembly Committee Hearing

On June 20, 2018 a dynamic group of Local 1245 organizing stewards descended on the State Capitol once again to express support for SB 1088 as it came before the Assembly Utilities and Energy Committee. 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.

Organizing Stewards Sandi Busse, Georgette Carrillo, Alvin Dayoan, Hector Gonzalez, Ramon Gonzalez, Ricardo Hernandez, Brian Huffman, Nancy Martinez, Vanessa Mejia, Charlotte Stevens, Josh Wellman and Cory Alves quickly jumped at the chance to attend the hearing. Five of these organizing stewards had never attended any sort of legislative hearing before, and appreciated the opportunity to witness the process first-hand.

“I got to see how a bill goes through the process of either getting passed or rejected, with supporters and opponents expressing their views. Both [sides] put in a lot of time and effort into their explanations as to why they believe it should be passed or not,” said newcomer Ramon Gonzalez. “I did not



The delegation from Local 1245 at the Assembly Utilities and Energy Committee Hearing on June 20

know just how bad the current climate is with inverse condemnation, it’s absolutely something that needs reform. Thanks again for the opportunity to be a part of our union’s role in this process.”

“Every time I have the opportunity to represent my union at the State Capitol I take pride in the honor of being selected,” said longtime Organizing Steward Charlotte Stevens. “I have testified at

two previous hearings on SB 1088 and attended Lobby Day on this and other bills. I learn something new each time.”

“[After attending this hearing] I felt proud and honored to be a part of our IBEW family,” said Nancy Martínez, another newcomer. “I was glad to hear that most of the committee members understood the importance of reliability and safety and how it is reflected in this bill.”

At the end of the day, the bill made it out of this critical committee with no changes or amendments.

“It was a glorious day for us, because we got the committee to pass SB 1088 as written,” said Organizing Steward Georgette Carrillo, who helped lead the delegation. “This is not the end, but it is the beginning to a greater plan of action for all private utilities in California.”

Dalzell Testifies Before CPUC



IBEW Local 1245 Business Manager Tom Dalzell testified at the California Public Utilities Commission en banc hearing on infrastructure on June 22, 2018. Photo by John Storey

Assembly Utilities and Energy Committee Unanimously Approves Local 1245's Bi-Partisan Diablo Canyon Legislation

SB 1090, IBEW 1245's sponsored legislation to restore the original Joint Proposal Agreement at the Diablo Canyon Power Plant (including the original 25% retention package, not the 15% that the PUC awarded) has passed the California State Senate, and faced its first hearing in the Assembly before the Utilities and Energy Committee on June 27.

IBEW 1245 Business Manager Tom Dalzell, Senior Assistant Business Manager Bob Dean and Assistant Business Manager Hunter Stern attended the hearing, as did Local 1245's regulatory lawyer, Marc Joseph, and lobbyist, Scott Wetch.

The bill's author, Senator Bill Monning (D- Central Coast), explained the bill to the committee and detailed the critical need to retain Diablo's skilled work force as the plant transitions offline over the next seven years. The bill's co-author, Assemblymember Jordan Cunningham (R-San Luis Obispo), gave an impassioned speech in support of the workers. Committee Chair Chris Holden (D- San Gabriel Valley) and Assemblymember Chad Mayes (R-Inland Empire) also made strong remarks in favor of the bill.

Senior Assistant Business Manager Bob Dean testified before the committee on behalf of Local 1245.

"I spoke on DCPD being one of the safest plants in the nation, and explained that the highly skilled and extensively trained work force is irreplaceable," said Dean. "We bargained the Joint Proposal Agreement and retention bonus in good faith, and it would be unfair not to uphold that agreement."

Many other parties expressed support for the bill as well, including environmental advocates and local government

from San Luis Obispo county. There was very little opposition.

At the end of the hearing, the bill was unanimously approved by a vote of 13-0. Every single member of the committee — Republicans and Democrats alike —

voted in favor of the bill, thanks in large part to Local 1245's effort to reach out to lawmakers on both sides of the aisle.

"This unanimous, bi-partisan vote is practically unheard-of in the Capitol, and clearly demonstrates the strength of

our political presence in Sacramento," said IBEW 1245 Business Manager Tom Dalzell.

"We have confidence that the legislation will continue to draw broad support going forward," Dean added.



IBEW 1245 Senior Assistant Business Manager Bob Dean (left) testifies before the Utilities and Energy Committee. Photos by John Storey



IBEW 1245 Business Manager Tom Dalzell talks with California State Senator Bill Monning at committee hearing.



From left: State Senator Bill Monning, IBEW 1245 Business Manager Tom Dalzell, Assemblymember Chad Mayes, Assemblymember Jordan Cunningham, IBEW 1245 Senior Assistant Business Manager Bob Dean and IBEW 1245 Assistant Business Manager Hunter Stern pose for a photo after SB 1090 clears the Assembly Utilities and Energy Committee.

Local 1245 Physical and Clerical Members Approve Two-Year Contract Extension at PG&E

It's no secret that PG&E's current and future financial situation is extremely volatile. PG&E's stock has fallen 46% since the fires in the fall of 2017, meaning that its total worth or market capitalization has dropped from about \$36 billion to about \$21 billion. CalFire's reports on the cause and origin of the fires have continued to drive the stock price down and introduce great uncertainty, and the reports are not done. As of this writing (August 10, 2018), the CalFire report on the Tubbs fire, which is the single most destructive wildfire in California history, has yet to be released.

It is always the union's goal to provide its members with as much stability as possible, particularly during times of uncertainty. Given the fact that Local 1245's current collective bargaining agreement with PG&E expires in 2019,

and knowing that the instability and financial pressures on the company are likely to increase between now and then with the 2018 fire season already underway, IBEW 1245 Business Manager Tom Dalzell approached PG&E to discuss the possibility of a contract extension. The company responded by offering a two-year extension to the current contract, with a 3% general wage increase in each of the two years, and no changes to the current collective bargaining agreement. This proposal is outlined in Letter Agreement 18-09.

The union felt strongly that approving such an extension immediately would give Local 1245 members wage security and peace of mind in these increasingly precarious times. Additionally, extending the contract would enable the union to focus its resources on the many critical issues we're facing — such as invest-

ment in building a more resilient energy infrastructure that can better withstand extreme weather events; changing the state's strict liability law that holds utilities liable for any fire that involves their equipment; protecting and enhancing our members' jobs; and defending the contractual protections that our members have earned and deserve.

The union distributed contract extension ballots by mail to all physical and clerical members in early July, and the ballots were counted on August 10. The members overwhelmingly approved the extension.

The physical agreement was approved with 85.17% of members voting yes. A total of 3,271 ballots were cast on the physical agreement, and the final vote tally was 2786-481 (four ballots were returned with no selection indicated).

The clerical agreement was approved by an even larger margin, with 95.89% of members voting yes. A total of 949 ballots were cast on the clerical agreement, and the final vote tally was 910-37 (two ballots were returned with no selection indicated).

The ballot committee consisted of Election Judge Kevin Krummes and Tellers Garrett Markwood, Al White, Carlos Vidales and Marty Finnerty.

The contract extension pertains only to the physical and clerical agreements, and does not include the benefits agreement. As with the rest of the current agreement, the benefits agreement with PG&E is set to expire on Dec. 31, 2019. This would put the union on schedule to begin the negotiations process during the summer of 2019. These negotiations will focus only on the items covered under the benefits agreement, which includes medical, dental and vision insurance, as well as pension and long-term disability benefits. More information on those negotiations will be forthcoming.

Flex Your Muscle

Regional trainings empower members to build a stronger union

A union membership is a lot like a gym membership — you have to show up and really make an effort if you want to get stronger.

That's a notion that Local 1245's organizing stewards take to heart. At the conclusion of their last intensive organizing seminar in February, the organizing stewards in attendance were tasked with going back to their worksites and recruiting their coworkers to attend one of the union's Spring regional trainings. These unique trainings were designed to offer Local 1245 members a better understanding of the union, its history and its roots in organizing, as well as the critical need for member engagement in the face of existential threats to both the union movement and the utility industry.

The organizing stewards, in conjunction with their business reps, succeeded in recruiting more than 100 members to attend the regional trainings, which were held in Reno, Vacaville and Fresno during the month of May. Nearly 50% of the attendees were brand-new to the union organizing arena.

Each training included a brief history of the union and overview of IBEW

1245's organizing program; a detailed tutorial on "Right to Work," *Janus v. AF-SCME* and other attacks on labor; and a discussion of the many industry-specific threats facing Local 1245-represented utilities in both California and Nevada.

"We worked to develop a training that not only showcases what union organizing is all about, but also empowers members to go back and spread the word to their colleagues," explained IBEW 1245 Staff Organizer Rene Cruz Martinez.

What made these trainings so unique was the fact that they were predominantly member-led. Working closely with 1245's organizing team, lead organizing stewards played a substantial role in both the development and facilitation of the seminars.

Organizing Stewards Rita Weisshaar and Dorine Shaner were instrumental in the day-long Reno training which took place on May 2. Currently, Local 1245's Nevada members are facing a major threat with Question 3 — a Nevada ballot measure that seeks to deregulate the state's utility sector — and the training gave the members an opportunity to get a better understanding of the issue and

learn how they can fight back.

"It was a great day! We not only engaged our Reno active union members, but we also got to have face-to-face interaction with our organizers from Vacaville, which was very important for our 1245 Reno members," said Shaner. "The training gave them the bigger picture of the various assaults facing organized labor, and I appreciated listening to our 1245 Reno members share on what a difference the union makes in their lives."

"The most important and significant [component] for those who attended was learning of the different concentrated attacks on working families," added Weisshaar. "In the last group breakout session, members decided which of their fellow members they would talk to about becoming more involved. They also signed up to walk precincts in the upcoming election."

In Vacaville, Lead Organizing Stewards Nilda Garcia, Charlotte Stevens, Ivan Pereda, Steve Marcotte, Kim Camatti, Alyssa Fernandez, Arnaldo Lizarraga and Mike Patterson collaborated to facilitate the regional training on May 12, which drew in members from the Bay



Lead Organizing Stewards (from left) Nilda Garcia, Charlotte Stevens, Steve Marcotte and Kim Camatti helped lead the Vacaville training.

Area, Sacramento and the North Valley. The many new faces who attended the training left with a wealth of knowledge, as well as motivation to share that knowledge with others.

"I always thought that it was the employer who gave us our benefits and pay. But now I'm learning that it's the union who got us that contract and negotiated all of that for us," newcomer Menisha Smith, who works at the PG&E call center in Sacramento, said at the Vacaville training. "I didn't even know what I was a part of before, but now I am feeling very empowered. I can take the key things I learned here to go back and make a difference!"

"Prior to this training, I had never heard of 'Right to Work' and was shocked to hear all the potential effects it could have, not only for IBEW 1245 members, but also for the whole economy," Hector Gonzalez, who also attended the Vacaville training, reported a few days later. "Since the training, I have been proactively speaking about what I've learned, to not only my coworkers, but also friends and family, any chance I get."

Lead Organizing Stewards Melissa Echeverria, Que Thompson, Ashley Finley and Miguel Pagan coordinated the Fresno training on May 19, which drew the most newcomers out of the three locations. The training provided the members with a wealth of information, and the attendees left empowered to pass along what they learned.

"I think the most important thing that was said was how important it is for us to share our knowledge and get our peers



Reno regional training attendees



Fresno regional training attendees



Vacaville regional training attendees. Photos by John Storey



involved,” said Cindy Rodriguez, a prospective organizing steward who works at PG&E’s Fresno warehouse. “So I took 15 minutes yesterday in our all-hands tailboard to go over the notes that I took at the training with my co-workers, and I invited anyone to come talk to me anytime for more information.”

“I was impressed to see so many new faces in attendance. It’s great to see and hear others getting involved,” said Organizing Steward Teofilo Freeman, who works at the Fresno call center. “My personal highlight was the energy in the room as every table spoke about the good of the union and how we would speak to our peers to get them involved. It feels good to be a part of something so great, and I’m looking forward to making a difference and staying active.”

— Rebecca Band, IBEW 1245
Communications Director
Rene Cruz Martinez
contributed to this report.



Local 1245 Recieves Henry Miller Award for Organizing at IBEW 9th District Progress Meeting



For the fifth year in a row, IBEW Local 1245 received the esteemed Henry Miller Award at the IBEW’s 9th District Progress Meeting. The award is named for the founder of the IBEW and is given to Locals who demonstrate “ongoing commitment to the organizing principles upon which the IBEW was founded.”



The delegation from Local 1245 displays the Henry Miller award at the 9th District Progress Meeting.

Energy Choice California Call Center Reps Unanimously Choose IBEW 1245

More than thirty call center representatives at Energy Choice California elected to join IBEW 1245 on May 21, 2018, making them the latest in hundreds of CSRs and other clerical workers who have chosen IBEW representation. The result of their election, which was conducted at the employer’s facility in Santa Rosa, was a unanimous Yes with 25 valid ballots cast.

Energy Choice California is a woman-owned business which handles call center work for Calpine Energy Solutions, LLC. Calpine Solutions provides data management and customer contact services for the community choice aggregation (CCA) industry in California. ECC is also affiliated with AnswerNet, the call center/answering service contractor which originally provided this service to Calpine Solutions.

The bargaining unit started as a dedicated workgroup of 12 AnswerNet CSRs, who moved to a new, separate Energy Choice call center in late 2017. Since then, the unit has grown and continues to expand with a second location in Pittsburg.

Late last year, the CSRs began meeting to learn about the difference that IBEW membership makes for call center workers. For several months the highly motivated group built their support for organizing, engaged with new hires to explain the benefits of organizing, and stayed committed all the way to the finish line. Having won their election, the unit is excited to form their bargaining committee, draft proposals, and begin negotiations with the company.

— Rick Thompson, IBEW
International Lead Organizer



Election observers Jessica Watts and Sarah Hodson from Energy Choice California share the official ballot count just after their successful union election.

Dalzell on *Janus v AFSCME*

On June 27, 2018, the U.S. Supreme Court overturned more than four decades of precedent in its ruling on the *Janus v. AFSCME* case. By a vote of 5-4, the Court upheld its own unanimous decision in *Abood v. Detroit Board of Education* (1977), effectively taking away unions' ability to collect fair share fees to cover the cost of collective bargaining and representation in the public sector.

In a nutshell, this decision amounts to so-called "Right to Work" for public sector workers in all 50 states — including around 2,500 civil servants who are members of IBEW Local 1245 in California.

We knew this decision was coming, and we've been preparing for it for over a year. IBEW 1245's dedicated public sector member-leaders have joined together in Volunteer Organizing Committees (VOCs), and have been running highly effective organizing drives to make sure their co-workers understand the union difference and what we could lose if we do not stand together. This herculean effort has resulted in more than 85% of our public sector members committing to voluntarily maintain their union membership, and that number contin-

ues to grow every day.

You may have heard a lot of doom-and-gloom talk about the *Janus* decision in the news and at work. But despite what the media and naysayers may claim, the truth is that no court decision or politician can stop us from standing together in a union to get a better deal for our hard work. It's our right, and they can't take that away.

When we stand together, we have power. That power allows for us to bargain a good contract that includes fair pay, quality health care, safer working conditions and retirement security. It gives us a seat at the table to negotiate for things that improve our jobs and allow us to better serve our communities.

Our power in numbers is also what enables the Labor Movement to serve as the last line of defense for the entire middle class, which has been under attack by corporate special interests for decades.

If they succeed in tearing apart or-



ganized labor, we know what will happen next. The politicians will roll over us. We'll see even more attacks on our rights in both the public and private sectors. Wages will be slashed. Jobs will be outsourced. Retirement and health care benefits will be gutted. Safety regulations will be watered down or eliminated. And that's just the beginning.

That's why it's more important than ever for us to keep our union strong. When we stand together as a united force, we can beat back the attacks. We can look out for each other. We can create a better, brighter future for our families.

The billionaire CEOs behind this attack on Labor want us to be weaker, and they're counting on anti-union politicians and a handful of judges to make their job easier. We can't let them succeed. Now is the time to be loud and proud about being a member of IBEW 1245.

Let's stand together and show them

that we're united. We're sticking with the union, no matter what.

Here's what you can do to keep our union strong:

- Reaffirm your commitment to standing with your co-workers to protect our pay and jobs
- Take a moment to post support for our union on social media using the #UnionStrong hashtag
- Wear your IBEW t-shirts, stickers, hats and buttons with pride
- Tell everyone how being in a union and getting a good contract changed your life!

Remember, when working people stand together, the middle class thrives, and our future is bright. Together, there's nothing we cannot do.

— Tom Dalzell, IBEW 1245 Business Manager



Local 1245 members in the public and private sectors demonstrated their union pride at work on the day after the *Janus* ruling



On the Ground in Los Angeles

IBEW 1245 began preparing for the *Janus v AFSCME* decision more than a year in advance. Working closely with our organizing team and public sector business representatives, our member-led Voluntary Organizing Committees (VOCs) meticulously planned and flawlessly executed a highly effective campaign to reach out to their co-workers, tell them about the importance of keeping the union strong, and encourage them to commit to maintaining their union membership in the face of this anti-union Supreme Court case.

Our program was so effective that it soon became a model for other local unions to follow suit. In May, our sister local in Los Angeles, IBEW Local 11, in conjunction with the LA/OC Build Trades Council and the LA County Federation of Labor, reached out to Local 1245 for help with a massive organizing blitz to sign up and recommit their members in the public sector.

As always, Local 1245 Business Manager Tom Dalzell and the organizing team heeded the call, and dispatched four of our own VOC leaders to Los Angeles for the week-long blitz. Kim Camatti (SMUD), Mike Patterson (City of Oakland), Dave Williams (City of

Redding), and Darla West (SRT) traveled to LA in early May to support Local 11 and the Building Trades in their blitz, and together, they succeeded in helping to re-commit more than 1,000 members to the union.

Extremely Proactive

Each day of the trip, from before dawn until after dusk, the 1245 VOC leaders set out to talk with workers about the union, explain *Janus*, answer their questions, and invite them to recommit or sign up. Their grueling schedule began at 4:45am in the morning, but their diligence kept them invigorated.

“For me, the best part was talking to people one-on-one and explaining the importance of the issues and how important it is to be a union member,” said Michael Patterson.

By sharing their stories and discussing the contract improvements they’ve won, the benefits they’ve maintained, and the issues they still want to tackle, they were able to connect with a broad cross-section of workers who were not signed up as union members.

They also got down to brass tacks with the fee payers, and discovered that many of them didn’t even realize

that they weren’t full union members.

“I had many conversations with fee payers that thought the ‘agency fee’ on their pay stub went to their union membership,” said David Williams. “One of them even pulled their paycheck from eight years prior, only to find they were never in the union.”

Their trip to LA solidified their commitment to Local 1245, and helped them realize that their home local truly sets the standard when it comes to building union strength through internal organizing.

As Kim Camatti stated, “Being extremely proactive and organized in this fight in starting our campaign so early on is a powerful statement in how strong our union is.”

LA County Federation of Labor President Rusty Hicks expressed his appreciation to Local 1245 in a heartfelt thank-you letter.

“The leadership and organizing skills displayed by IBEW 1245 members Kim Camatti, Mike Patterson, Dave Wil-



The 1245 blitz team, from left: Michael Patterson, Kim Camatti, Darla West and Dave Williams with AFL CIO Organizing Institute Director Patricia Recinos (center)

liams and Darla West are a testament to your union and your Organizing Stewards program,” Hicks wrote. “The LA Fed and the LA/OC Building Trades Council are indebted to you for the great work and solidarity of your member leaders.”

Keeping the Labor Movement strong in the face of *Janus* will, without question, involve some hard work, but it is do-able. Together, we can and will continue to build a stronger movement through member engagement.



Local 1245 Members at Lockheed Martin Unanimously Approve New Agreement



IBEW 1245 members employed at Lockheed Martin have unanimously approved a new five-year agreement by a vote of 8-0 (with two members absent/abstained).

The new agreement, which runs from April 23, 2018 to April 22, 2023, includes general wage increases of 3% in year one, 2.5% in year two, 2.5% in year three, 2.5% in year four, and 3% in year five. Members will also receive a \$4,200 ratification bonus, by way of \$800 lump sum payments every year for the life of the contract. Additionally, the company agreed to a one-time equity adjustment of \$3 per hour, and an additional \$1.25 per hour for chief electricians (leads). Bargaining committee member and Shop Steward Todd Shiels presented a very compelling explanation regarding job duties and also provided wage comparisons, which helped the company understand and ultimately agree to the union's equity adjustment proposal.

Under the new contract, members have the option to move over to a high-deductible medical plan, with a one-time HSA company contribution of \$1,250 for singles and \$2,500 for families, and the opportunity to receive up to \$1,000 in annual wellness incentives for employees and spouses — or they can stay with their current Kaiser plans. Other improvements include a \$100 pension increase for each year of credited service, benefits in effect on day one for new hires, improvements to retirement plans, a \$200 safety shoe reimbursement, and three days of paid bereavement leave per occurrence (bereavement had been unpaid for many years and limited to once a year).

The bargaining committee was comprised of Shop Steward Todd Shiels and electrician Edward Cardenas.

— Cruz Serna, IBEW 1245 Business Rep

New Contract Ratified at Hitachi Rail

The IBEW 1245 members employed at Hitachi Rail US have ratified a two-year agreement by a vote of 19-6. The agreement includes a 3.2% (CPI) wage increase which went into effect on June 1, 2018. There were no other changes to the contract. Local 1245 member David Bernstein served as the union-side representative during bargaining.

— Cruz Serna, IBEW 1245 Business Rep

Members Ratify New Contract at Delta Star

The IBEW 1245 members at Delta Star ratified a new three-year agreement on May 29. The final vote tally was 105-30.

The new contract includes a 3% general wage increase in the first year, 3% in the second year, and 2.5% in the third year, and the members will continue to receive a monthly bonus based on gross sale and an "adder" (a percentage based on years of service ranging from 1% to 3.5% on top of their annual wage increases). The members also secured increases to their pension in each year of the agreement. Additional improvements include up to \$300 to replace damaged personal tools, a \$10 increase to the work boot allowance, and a shift differential increase for swing shift. There were no takeaways and no changes to the generous health care plan.

The bargaining committee was comprised of members Alberto Marquez, Sean Jacobs, Michael Aaron, and Cruz Guevara.

— Cruz Serna, IBEW 1245 Business Rep

Members Approve Six-Year Agreement at Tri-Dam Project



IBEW 1245 members at Tri-Dam Project have ratified a new six-year agreement by a vote of 12-4.

The agreement includes a 3% general wage increase in each year of the six-year term. The PERS contribution will stay at 2.86% for the classic member plan, and there are no changes to the health care plan.

The new agreement maintains double time for all emergency call-out work. We did concede to a 40-hour work week on overtime (as opposed to all time outside the scheduled five-day work week counting as overtime), however, we carved out exceptions for holidays and jury duty.

The bargaining committee was comprised of members Thom Hardie and Chip Barnes, and myself.

— Sheila Lawton, IBEW 1245 Business Rep

Members Approve New Agreement at Greater Vallejo Recreation District

IBEW 1245 members at the Greater Vallejo Recreation District (GVRD) ratified a new agreement with the District on May 10, 2018, which was subsequently approved by the District Board on June 14, 2018.

The three-year agreement includes general wage increases of 4%, 3% and 3%. Additional improvements include employer-paid prescription safety glasses up to \$200, a lower threshold for retiree medical (down to 20 years from 25 years), and the ability to accrue up to 360 hours of vacation along with the ability to sell back up to 60, as long as a minimum balance is maintained. PERS contributions will increase to 7% but medical caps will stay the same. All in all, this is a very positive agreement.

Local 1245's bargaining committee consisted of members Christopher Andrade, Jason Morgan, Patrick Smith and myself.

— JV Macor, IBEW 1245 Business Rep

IBEW 1245 Members at City of Redding Maintenance and Electric Approve New Agreements

The two IBEW 1245 bargaining units at the City of Redding both ratified new agreements this Spring.

The maintenance unit ratified a successor MOU on March 15, and the City Council approved it in April. The terms of the agreement include full utilization of 240 hours compensatory time off, with an extension of all other existing terms and conditions until December 31, 2018. The negotiating committee consisted of members Dave Williams, Chris Fleming, Darrell McDaniel, John Moore, Dominic McCurtain, and Mark Hall, along with IBEW 1245 Senior Assistant Business Manager Ray Thomas and myself.

The electric unit ratified terms of a tentative one-year agreement on May 23, and the City Council approved it in June. The agreement includes a total of 3% in general wage increases (2% effective Dec. 30, 2018 and 1% effective May 5, 2019), increased compensatory time-off accruals up to 240 hours, increased vacation cash-out option of 120 hours, increased boot reimbursement to \$350, and a new employee-funded pre-tax retirement health care savings account. The negotiating committee was comprised of members Rob Baber, Dustin Hamilton, Jeff Torres, Kenny Nachman and Chris Holdren, along with IBEW 1245 Senior Assistant Business Manager Ray Thomas and myself.

— Charley Souders, IBEW 1245 Business Rep

Members Ratify New Contract at Bella Vista Water District

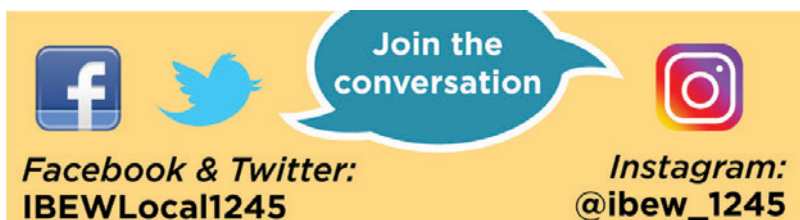
The IBEW 1245 members employed at Bella Vista Water District have overwhelmingly approved a new agreement, with 95% of the members voting Yes.

The agreement, which will be in effect until Dec. 31, 2021, includes an immediate 3% wage increase, and another 3% increase on Jan. 1, 2021. Additional improvements include sick time sell-back options of 33.3% at 10 years, 45% at 15 years and 60% at 20 years; reimbursement for notary public certification; and an increase in family sick leave time up to 60 hours.

The agreement also includes new fatigue rest time language that allows members to utilize their sick time if they feel fatigued and have worked a minimum of four hours of overtime (and the overtime has been completed less than eight hours prior to the start of their next regularly scheduled shift).

The bargaining committee was comprised of members Brad Solso, Ashley Lindell, Floyd Woolam and myself.

— Charley Souders, IBEW 1245 Business Rep



IBEW LOCAL 1245 31st Annual Golf Tournament



**SATURDAY
OCTOBER 6, 2018**
ENTRY DEADLINE
9/28/2018

Location

CYPRESS LAKES Golf Course
5601 Meridian Rd., Vacaville, CA
Registration begins **7:00 a.m.**
SHOT GUN START 8:30 a.m.

Name (Print):	REGISTRATION FEES: \$100 per golfer. Includes: Cart, Green Fee & BBQ Make check payable to "IBEW Local 1245" Mail to: Local 1245 Golf Tournament, P. O. Box 2547, Vacaville, CA 95696, Attn: Gail Varner
Cell No/Email Address:	
Name (Print):	
Cell No/Email Address:	
Name (Print):	CYPRESS LAKES Golf Course 5601 Meridian Rd., Vacaville Ca Registration begins promptly at 7:00 a.m. SHOT GUN START 8:30 a.m. BBQ & AWARDS after tournament will be at Weakley Hall (behind Home Depot) 30 Orange Tree Circle Vacaville, Ca John Mendoza, Chairman:(209)329-3449 Gail Varner, Bookkeeper:(707)452-2732
Cell No/Email Address:	
Name (Print):	
Cell No/Email Address:	

***If you don't have a 4-some, we will assign you or your group to a 4-some.



The East Bay team at a pro-union rally in Oakland



The Sacramento team helped shuttle voters to the polls.



The North Valley team with Assemblymember Heath Flora



The Fresno team helped get out the vote for Board of Supervisors candidate Eddie Valero.

Hit the Ground Running

Local 1245 gets out the vote for pro-union candidates

This spring, the IBEW Local 1245 organizing program dispatched five teams of organizing stewards to central labor councils in our service area, to help get out the vote for pro-union candidates for both local and state offices.

In the **Fresno** area, 1245 coordinated two teams in the two weeks before Election Day. The first team, which consisted of Miguel Pagan, Brittney Santana, PJ Saenz, Greg Simmons and Renae Mendez, hit the ground running during the last week of May, and the second team, comprised of Melissa Echeverria, Que Thompson, Ashley Finley, Gabrielle Baker and Teofilo Freeman, took over for the home stretch, up to and including Election Day. Both teams endured record heat as they went door-to-door in the far reaches of the valley to support labor-endorsed candidate Eddie Valero, candidate for the Tulare Board of Supervisors.

“We door-knocked, dropped literature, and surveyed the most rural and impoverished areas of Cutler, Oros, and Woodlake. Most people who answered the door were very surprised that we were even out in their area encouraging them to vote for Eddie,” said Organizing Steward Melissa Echeverria. “The biggest victory and highlight is that Eddie took the lead and won with 56% of the vote and was able to dethrone a 20-year anti-union [incumbent]! It was truly

inspiring to see how many people want to see change in their communities and took the initiative to get informed and get their vote in.”

In the **North Valley**, the Local 1245 team of Julie Gonzalez, Kristen Rasmussen, Rachel Ramirez and Aileen Zuehlke helped get out the vote for Stanislaus Board of Supervisors candidates Tony Madrigal and Frank Damrell. For the past 20 years, this Board of Supervisors has consisted entirely of anti-union politicians, and previous attempts to flip seats have not advanced past the Primary – until this year. Both Madrigal and Damrell secured enough votes to advance to the general election in November.

“While we were out precinct walking, the four of us had great conversations with the candidates’ constituents. Everyone seemed to be appreciative of the work we were doing for them ... A lot of people were also very optimistic about both candidates and seemed excited about having change happen in their communities,” said Lead Organizing Steward Julie Gonzalez. “Together, we knocked on close to 2,000 doors in three cities. We averaged 300 doors per day in Modesto, Salida and Stockton. I am extremely proud of my all-female team. They did an amazing job and hustled nonstop. Our hard work paid off with the end results!”

In **Sacramento**, the Local 1245 team

of Nilda Garcia, Charlotte Stevens, Ivan Pereda, LaDrena Gunn-Swagin, Marissa Nagore, Vanessa Mejia and Alvin Dayoan helped get out the vote for Congress and local City Council races, as well as Gavin Newsom for Governor and Tony Thurmond for State Superintendent. They were among the first to participate in California’s newly implemented Voter’s Choice Act process.

“The Sacramento Central Labor Council got a van, and I was able to pick voters up from their homes and take them to the voting poles. Because of the Voter’s Choice Act, I was also able to pick up ballots from voters and turn them in on their behalf,” said Organizing Steward Ivan Pereda. “I got so much appreciation from people while driving for them, and they were so happy and surprised that we’d do a service like this.”

“We got to do phone banking, and I called this elderly woman who said she was in a car accident a couple years ago, and hasn’t been able to vote since, because she can’t drive,” recalled new Organizing Steward Marisa Nagore. “I let her know that we have a van and would be more than happy to pick her up to go vote, or just to get her ballot to drop off [at the new Voter Choice Act center]. When I told her that, she almost started crying.”

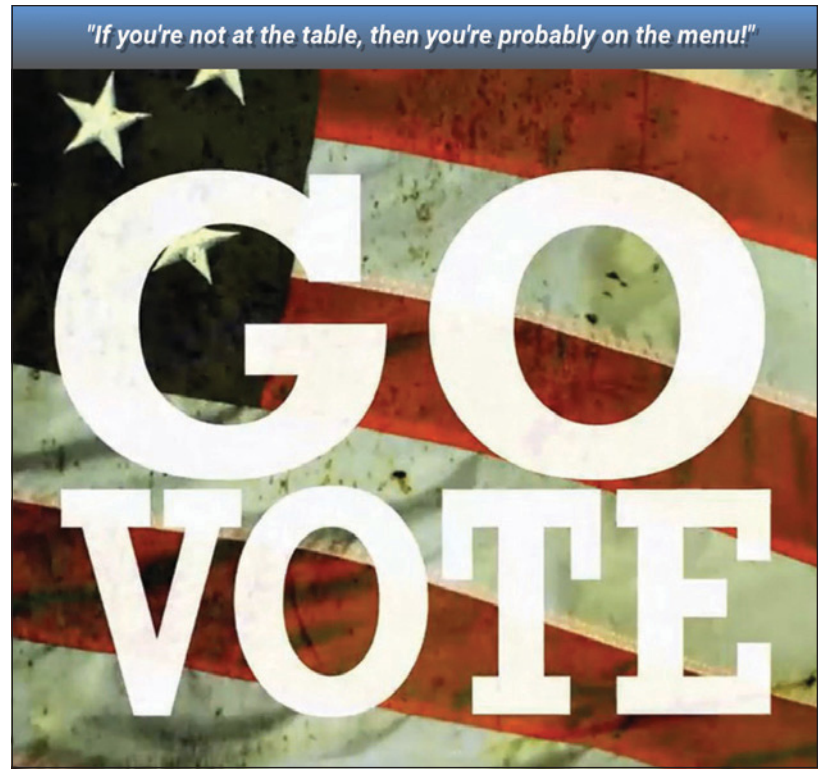
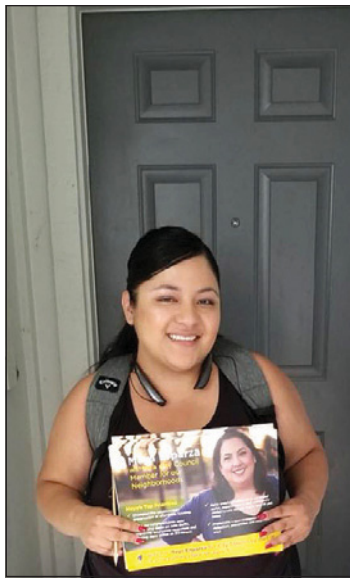
In the **South Bay**, the 1245 team of Alyssa Fernandez, Felicia Martinez,

Brenda Balcazar, Megan Franco and David Ly worked tirelessly for pro-labor candidates in local races, including City Council and County Supervisor.

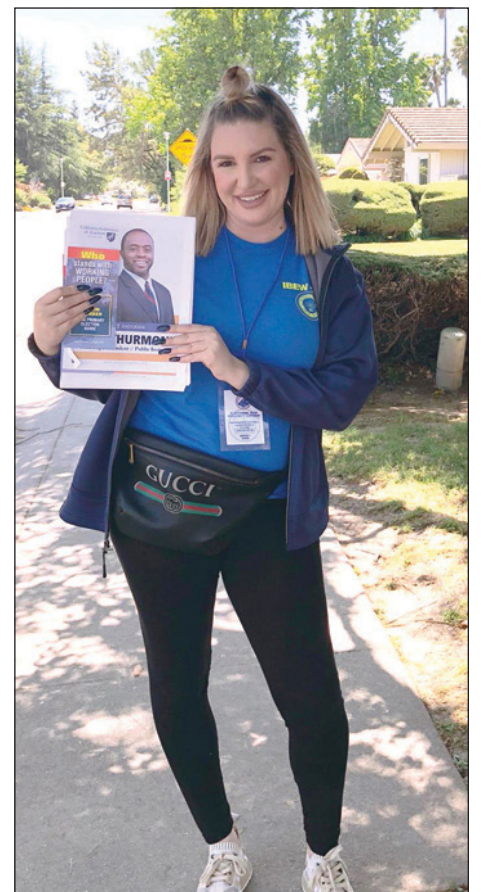
“I believe that the many hours of canvassing through the neighborhoods in the weeks leading up to Election Day had a huge impact,” said Organizing Steward Brenda Balcazar. “Not all the candidates we canvassed for made it to the general election, but I feel very proud to be able to participate in such an important part of the labor movement. It was not easy with the many miles we walked in many different neighborhoods for up to eight hours a day, but I would do it again in a second just because I see the benefit campaigns like this have on the labor movement.”

And in the **East Bay**, Local 1245 Organizing Stewards Arnaldo Lizarraga and Ruben Hernandez worked tirelessly over the final four days to get the vote out in Alameda County. They also participated in a *Janus* rally in Oakland on June 5, worked on advancing Measure A, and assisted with local races. Their hard work earned them special recognition from the Alameda Labor Council at their recent delegates meeting.

In addition to the extensive phone-banking and door-knocking that they did themselves, the organizing stewards were also tasked with recruiting their fellow 1245 members to volunteer to get out the vote over the weekends. Each



Looking for IBEW 1245's endorsements for the November 2018 General Election? visit www.ibewvotes.com



team of organizing stewards hosted a volunteer kick-off on the Saturday before their assignments officially began, and upwards of 30 volunteers from Local 1245 gave up their weekend day to participate on their own time. A whopping 16 volunteers from 1245 attended the Sacramento kick-off, with some Utility Reporter

also bringing along their family members, and Sacramento Labor Council Executive Director Fabrizio Sasso recognized Local 1245 for turning out the largest number of volunteers at a labor canvass. In Fresno, 11 members volunteered their time on the Saturday before Election Day, braving the scorching-hot

weather as they canvassed Tulare county to get out the vote for Eddie Valero. "The work that our organizing stewards did goes a long way," said 1245 Staff Organizer Rene Cruz Martinez. "Time and time again, Local 1245 continues to train and provide opportunities to our members to get more involved in

local issues. We are proud of what our members accomplished, and are looking forward to the General Election this fall."

— Rebecca Band, IBEW 1245 Communications Director
Rene Cruz Martinez contributed to this report.



Jorge Valencia cleans the turbidity meters at the reclamation plant.



Angie Koski works in the lab at the reclamation plant.



Nancy Ames accepts electric bill payments at City Hall.



Anika McLea, (left) and Valerie Macor work at Healdsburg's City Hall.



Bernice Garcia works at the fire department.



WORKING IN

Situated in the heart of Sonoma County, the city of Healdsburg is a quintessential wine country town, complete with picturesque vineyards, idyllic wineries and a quaint downtown plaza with an old-world feel. Consistently rated as one of the country's top ten small towns, as well as one of the best places to live in America, Healdsburg also boasts three of the country's greatest wineries, which draw thousands of oenophile tourists to the area each year.

Healdsburg is not a big metropolis, but its population and tourism industry are growing, and thanks to a small but hard-working team of IBEW 1245 members, Healdsburg's basic utilities and public services operate safely and efficiently for residents and visitors alike.

Ready to Drink

While Healdsburg is known for its wine, the city would be nothing without a reliable source of palatable water. The vast majority of the city's drinking water comes from its state-of-the-art 2.9 million gallon micro-filtration plant, which was constructed in 2005.

According to Water Utility Foreman Allen Roseberry, the water is pumped from the aquifer under the Russian River to a reservoir near the plant. From there, Roseberry and his team add chlorine, fluoride and a corrosion inhibitor prior to treatment. When the water leaves the plant, it's ready to drink.



Art Cruz grooms the Healdsburg Recreation Park for a baseball game.



Lineman Jorge Hernandez, left, and Apprentice Linemen Chayton Osmon replace a box.

Nearly all the water for the City of Healdsburg is treated at the plant, although there are two additional plants that help meet the increased demand during the hot summer months.

Roseberry started his career with the city as a temp 21 years ago, and is proud to be a Local 1245 member for 19 years — and counting.

"The union has helped us with our wages quite a bit, and has helped with a lot of the benefits we get here at City of Healdsburg," he noted. "My wage has gone up considerably over the years ... [and I value] the job security also."

Urban Forestry

Anyone who has driven through Healdsburg undoubtedly noticed its impeccable parks and lush landscape — and that landscape stays lush because of the Local 1245 members who work to maintain it.

A lifelong resident of the area, Park Caretaker Art Cruz is proud of the City of Healdsburg and has always felt at home here. He's worked for Healdsburg's Parks and Rec department for over 29 years, and his decades of experience have given him unique and comprehensive knowledge of the trees, grass, irrigation, facilities and maintenance needs that residents and visitors depend on to enjoy their beautiful parks and community recreation areas.

As a longtime Local 1245 member,

Cruz appreciates the role that the union plays in fostering a positive and collaborative relationship between the workers and the City, especially when it comes to improving safety for the workers.

"We're always working in poison oak and who knows what else. Back when we didn't have uniforms, I would actually take it home, and then someone else would get poison oak," said Cruz. "But we've got uniforms now, and that's because of [the union]."

Full Service City

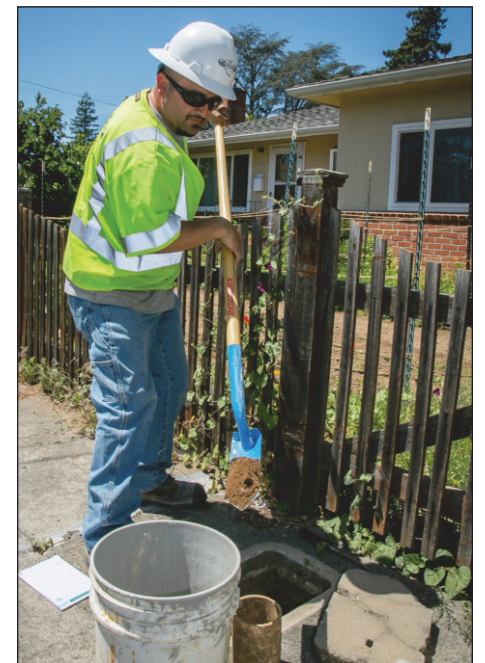
As a full-service city, Healdsburg has its own team of linemen and electrical workers who keep the power running to its public and private establishments and residences.

Lineman Jason Hegeman is part of this highly skilled and trained work group, performing repairs and preventative maintenance on both overhead and underground power lines that keep the lights on and appliances running all across town.

In residential neighborhoods, the



Chris Worlow and Ryan Alves put a camera into a sewer to do a visual survey.



Jose Vazquez digs out a water valve.

LOCAL 1245 MEMBERS AT THE CITY OF HEAL

N WINE COUNTRY



work can sometimes require digging up landscaping and front yards to access underground lines. Some residents may not be too keen on that, so the crews always take the time to talk to those who will experience outages and whose property is affected.

“We’ve taken a really good approach about it and people have had a really good reaction to it,” Hegeman explained. “We discuss everything with the homeowner so they know exactly

what we’re doing.”

“People will stand up for your rights”

Most Healdsburg residents and tourists take their sewer systems for granted, but without the workers, those systems could cease to operate — and that’s something that no one wants to experience.

Utility Maintenance Foreman Stephen Nelson is one of the Local 1245

members who work behind the scenes ensuring sewer lines operate properly and can accommodate new development. Nelson and his team use sophisticated CCTV equipment to locate sewer mains to plan for necessary equipment repairs. The camera enables them to map neighborhoods and rate the overall condition of the pipes.

Once they’ve been able to assess the situation, they can more efficiently order parts and plan for an under-

ground job, rather than starting a project and discovering surprises along the way. They can dig more safely and with more accuracy.

On why he’s been a Local 1245 member for 10 years, Nelson replied: “When you’re involved and part of a union ... you can’t just be overpowered or bullied by somebody that says ‘do this job.’ It’s nice to know that people will stand up for your rights. And there’s strength in numbers.”

Lineman Jorge Hernandez pulls cable.



Foreman Steve Nelson



Eric Webb locates and marks the street for future work.



John Sanneman dumps salt into a tank to make chlorine at the water micro-filtration plant.



Electric Crew Foreman Mike Courts, right, and Apprentice Lineman Garon Arata replace high voltage underground components.



John Sanneman, (left), and Eddie Uribe test filters at the Water Micro-Filtration Plant.



Local 1245 member Nathan Hernandez tests a meter.



Mechanic Dustin Huse works on a pump at the reclamation plant.

Photos by John Storey

HEALDSBURG KEEP THE QUAIN TOWN RUNNING

INDEPENDENT AUDITOR'S REPORT

To the Officers and Members of the International Brotherhood of Electrical Workers, Local No. 1245 Vacaville, California

Report on the Financial Statements. We have audited the accompanying statements of Financial Position arising from cash transactions as of December 31, 2017 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements. Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis: this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility. Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles. Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

Opinion. In our opinion, the accompanying financial statements referred to above present fairly, in all

material respects, the cash basis transactions of the International Brotherhood of Electrical Workers, Local 1245 for the year ended December 31, 2017 and its financial position (cash basis) at December 31, 2017 in accordance with the basis of accounting described in Note 1 to the statements.

Report on Supplementary Information Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounts and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

San Bruno, California

March 14, 2018

DALMAS ACCOUNTANCY CORPORATION

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 2017

Assets

General Fund:

Bank of the West - checking accounts	1,442,820	
Bank of the West - money market	<u>429,446</u>	1,872,266
Cash funds		5,450

Investments:

Merrill Lynch-Bank Deposit Program and other cash account		471,241
-Mutual Funds		7,285,013
-Common Stocks		1,349,439
Franklin Income Fund		1,757,776
200 shares PG&E common stock - at cost		<u>3,388</u>
Total General Fund		12,744,573

Political Donation Fund- checking account		7,574
Total Current Assets		<u>12,752,147</u>

Fixed assets, (Note 1):

Automobiles (63) at cost	1,810,026	
Less: allowance for depreciation	<u>1,161,082</u>	648,944
Furniture and office equipment - at cost	250,371	
Less: Allowance for depreciation	<u>200,368</u>	50,003
Building and land-Vallejo		<u>253,703</u>
Total Assets		<u>13,704,797</u>

LIABILITIES AND NET ASSETS

Liabilities:

IBEW per capita portion of December receipts to forward	512,624	
Vacation and other payables	<u>2,560,387</u>	
Current Liabilities		3,073,011
I/O Loan payable- assumed due to merger of Local # 2376		<u>439,000</u>
		3,512,011

Net Assets:

Unrestricted	10,185,212	
Designated - Political Donation Fund	<u>7,574</u>	<u>10,192,786</u>
Total Liabilities and Net Assets		<u>13,704,797</u>

The accompanying notes are an integral part of this financial statement.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS POLITICAL DONATION FUND Designated For the Year Ended December 31, 2017

Cash balance, December 31, 2016	7,619	
Receipts: Portion of Local Union dues directly deposited to this fund		97,040
Contribution refunded-Gray for Assembly Committee		<u>5,000</u>

Total receipts and balance		<u>109,659</u>
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Disbursements:

Capital Web Works- filing fees	130	
Kate Harrison	250	
Bay Area Legislative Leaders PAC	10,000	
Dean Deleesnyder-member refund	5	
Roseville First 2016	300	
Dave Tamayo SMUD	2,500	
Eggman for Assembly 2018	5,000	
Friends of Marc Levine for Assembly 2018	5,000	
Mike McGuire for State Senate 2018	5,000	
Bill Quirk for Assembly 2018	8,800	
Phil Ting for Assembly 2018	8,800	
Tony Thurmond for Supervisor 2018	2,500	
Adam Gray for Assembly 2018	2,500	
Ben Hueso for Senate 2018	5,000	
Eloise Reyes for Assembly 2018	5,000	
Rob Bonta for Assembly 2018	5,000	
Gregg Fishman SMUD	2,500	
San Mateo C.L.C. Cope	1,800	
Billy Pimental for Merced I.D.	5,000	
Kevin Gonzales for Merced I.D.	5,000	
Unity PAC Alameda	2,000	
Committee to Elect Nicole Cannizzaro	5,000	
Committee to Elect Patricia Farley	5,000	
Betty Yee for State Controller		<u>10,000</u>
		<u>102,085</u>

Cash balance December 31, 2017		<u>7,574</u>
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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS UNRESTRICTED NET ASSETS

Cash and investments balance, beginning December 31, 2016		<u>12,710,024</u>
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Receipts:

Local Union portion of receipts:		
"A" members' dues	1,302,194	
"BA" members' dues	18,023,821	
Initiation fees	54,177	
Reinstatement fees	4,440	
Agency fees	130,793	
Working dues	7,076,479	
Hiring hall dues	293,708	
Retiree's club dues	<u>16,549</u>	26,902,161

Reimbursements to General Fund:

Interest and investment income		1,291,281
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Refunds and reimbursements:		
Union Shopper	49,544	
Other receipts	203,421	
Automobiles sales	<u>5,000</u>	1,549,246

International portion of receipts:

"A" members' per capita	1,531,172	
"BA" members' per capita	4,632,933	
Initiation fees	64,334	
D.B.A.F fees	1,916	
Reinstatement fees	19,826	
Agency fees	<u>40,338</u>	6,290,519
Total receipts		<u>34,741,926</u>
Total balance and receipts		<u>47,451,950</u>

Disbursements, per Page 16 of Schedule of Disbursements		<u>34,707,377</u>
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Cash and investments balance, December 31, 2017, Details in Statement of Financial Position arising from cash transactions		<u>12,744,573</u>
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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH DISBURSEMENTS UNRESTRICTED NET ASSETS For the Year Ended December 31, 2017

Affiliation fees:

International Brotherhood of Electrical Workers	\$5,440,000
Santa Clara C.L.C.	11,388
Alameda C.L.C.	12,714
Kern / Inyo / Mono	2,702
Nevada State Electrical Association	1,260
Sacramento C.L.C.	13,665
San Francisco C.L.C.	18,102
Contra Costa C.L.C.	11,700
Marin County C.L.C.	8,358
San Joaquin and Calaveras C.L.C.	5,238
Butte-Glenn C.L.C.	1,500
Napa-Solano C.L.C.	4,596
Fresno-Madera C.L.C.	5,400
Merced-Mariposa C.L.C.	2,250
Stanislaus-Tuolumne C.L.C.	1,395
Marysville C.L.C.	1,200
Humboldt-Del Norte C.L.C.	844
Five Counties C.L.C.	2,547
Monterey County C.L.C.	3,630
Government Coordinating Council	600
San Mateo C.L.C.	5,309
Joint Executive Conference-N.C. Electrical Workers	353
Tri Counties C.L.C.	5,808
Maritime Trades Post Council	600
Northern Nevada C.L.C.	1,650
Forum - Alameda Retired Members	25

Coalition Calif. Utility Workers EMPL	664,692
California State Association of Electrical Workers	710,108
CARA	1,843
NV Alliance Retired Americans	200
Congress of Ca - Seniors	125
TCC-4	383
	<u>6,940,185</u>
Staff expenses:	
Salaries	12,385,190
Expenses	754,083
Automobile expenses	114,160
Auto Purchases	203,055
Fitness plan	843
	<u>13,457,331</u>
Research and Education:	
Subscriptions and publications	24,584
Scholarship fund	29,662
	<u>54,246</u>
Office salaries:	
Administration office salaries	459,787
Bargaining unit salaries	878,212
	<u>1,337,999</u>
Office expenses:	
Rent	480,000
Telephone	94,285
Postage mail service and meter expense	55,650
Print room/printing	145,674
Supplies	24,341
Equipment maintenance	7,157
Data processing	26,756
Equipment rental	22,790
Utility Reporter	409,490
Miscellaneous	118,094
Bank charges	45,711
Furniture and equipment purchases	258,938
Storage	12,422
	<u>1,701,308</u>

	Salaries Paid or Reimbursed	Expenses	Total
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Committee salaries and expenses:			
Executive salaries and expenses:			
Executive Board meetings	73,204	42,544	115,748
Advisory Council	31,085	111,276	142,361
Trustee Committee	10,381	6,713	17,094
Review Committee	24,619	14,564	39,183
Safety Committee	49,990	20,898	70,888
Shop Steward expenses	147,462	106,507	253,969
Other conferences	151,416	249,737	401,153
Labor Management		12,325	12,325
Organizing	13,648	22,771	36,419
Organizing-Steward	37,917	50,364	88,281
Grievance/FF/LIC	3,326	9,197	12,523
	<u>543,048</u>	<u>646,896</u>	<u>1,189,944</u>

Various Other Committees:			
Outside Line	1,796	4,262	6,058
Davey Tree	360	1,025	1,385
Retirees		3,230	3,230
Central Labor		140	140
Diablo Canyon	71,750	8,424	80,174
City of Healdsburg		1,416	1,416
Membership development	39,072	127,100	166,172
Foster Wheeler		208	208
Peer to peer	10,650	358	11,008
Utility Trees		1,494	1,494
Frontier committee		401	401
A.C. Transit	4,602		4,602
Joint Apprenticeship		2,295	2,295
Bella Vista	1,553		1,553
Mt. Wheeler		880	880
City of Vallejo		38,646	38,646
Sunoptics		324	324
City of Lodi	786	647	1,433
City of Lompoc		1,034	1,034
Wright Tree		31	31
Tri Dam		49	49
City of Oakland	2,336	165	2,501
Elect Workers W/O Borders	14,933	44,655	59,588
No. American Energy		274	274
Leadership	265,051	4,479	269,530
Lockheed Martin		91	91
Local Union Election	58,319	456	58,775
I/O Convention		17,914	17,914
Trucker Donner PUD		16	16
Ethos Energy	1,771	3,407	5,178
Trees Inc.	12,498	13,171	25,669
Merced ID	418	4,981	5,399
City of Fernley		20,048	20,048
NV Energy	8,041	6,019	14,060
Plumas Sierra Rural		1,333	1,333
City of Roseville		594	594
Utility Reporter			

Truckee Meadows		116	116
Modesto I.D.	31,422		31,422
Apprenticeship		43	43
Turlock I.D.	5,355	3,540	8,895
City of Redding	7,544	6,102	13,646
City of Woodland		748	748
Trans Canada		42,394	42,394
New Member training	5,025	10,120	15,145
Family Trees		199	199
Hold The Pull	155,205	71,541	226,746
Peer Volunteer program	34,216	5,769	39,985
Regional Transit		7,543	7,543
City of Santa Clara		6,161	6,161
Nevada ID		124	124
Liberty / Calpeco		950	950
USBR	2,020		2,020
WAPA	2,024	1,267	3,291
So. San Joaquin	11,636	1,063	12,699
Nevada De-Regulation		259	259
Port of Oakland	4,606	312	4,918
Charter Communications	777	274	1,051
Trees Master Agmt.	3,666	2,251	5,917
City of Berkeley	18,715	88	18,803
Trayer Engineering		641	641
No. California Power Agency		30	30
SMUD Neg.	37,322	49,551	86,873
Advance Carbon		257	257
Gill Ranch Gas Storage	1,116	824	1,940
Safety Summit	11,843	15,814	27,657
Member Dev. Public Sect.	65,544	59,056	124,600
#17-028 Peer Initiative		5,314	5,314
Competitive Challenge	10,000	13,377	23,377
Competitive Challenge			
AUG E/B		503,381	503,381
Safety-Speaker Training		86	86
Eaton Cooper		39	39
Bordan Lighting		95	95
Delta Star		22	22
City Light & Power	574	164	738
Drone Training	176	77	253
		<u>11,738</u>	<u>11,738</u>
	<u>902,722</u>	<u>1,130,897</u>	<u>2,033,619</u>

	Salaries Paid or Reimbursed	Expenses	Total
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PG&E Negotiation Committees:			
Departmental:			
Arbitration	5,646	30,191	35,837
Sub Station		26	26
Negotiations	135,176	131,120	266,296
Ad Hoc	8,217	11,811	20,028
Call Center		1,348	1,348
Exhibit XVI	19,413	10,067	29,480
Benefit Neg.		6,616	6,616
Crews		2,224	2,224
Hydro		674	674
Helicopter		544	544
GRS		1,063	1,063
Misc. Clerical Mtg	1,219	2,000	3,219
Sysop		155	155
Employee orientation	22,230	2,686	24,916
T & D	1,948	16	1,964
Gas Operations		724	724
Benefits		340	340
Job Bidding		888	888
Misc. Physical		351	351
First Response	1,769		1,769
T-Men		274	274
212 Committee		885	885
	<u>195,618</u>	<u>204,003</u>	<u>399,621</u>

Membership expenses:	
Supplies - Intl.	\$8,583
Supplies - Local	64,967
Membership fees	42,217
Labor Day Picnic	673
Union Shopper	48,025
Lineman Rodeo	119,265
Clay Shoot	10,840
Soccer tournament	1,163
Translation to Spanish	4,972
Golf tournament	(903)
	<u>299,802</u>

Membership benefits:	
Group life insurance	261,825
Unit drawing award	600
Individual drawing award	600
Service award dinners	119,528
Flowers/donations/bibles	754
Social fund	36,500
	<u>419,807</u>

Payroll taxes:	
Employee portion:	
U.S. income tax withheld	(2,394,616)
FICA withheld	(786,220)
California income tax withheld	(872,198)
SDI withheld	(73,567)
U.S. income tax forward	2,394,616
FICA forward	786,220
California income tax forward	872,198
SDI forward	73,567
Local Union's portion:	
FICA	781,223
California Unemployment	20,362
U.S. Unemployment	16,529
	<u>818,114</u>

Employee benefits:	
Health and Welfare plans	2,694,774
Group life insurance	167,217
Pension plan	2,042,631
Other costs, pension plans	33,988
	<u>4,938,610</u>

Other disbursements:	
Legal fees	172,557
Hall rentals	126,838
Workmen's compensation insurance	161,153
Refunds	21,191
PRD fees	20,663
Miscellaneous taxes	856
USE-7106 CCA E/B # 15-045	177,348
Insurance- travel	1,000
Insurance - auto	60,746
Insurance - bonds	570
Insurance - professional liability	101,617
Audit fees	55,500
Charitable donations	28,300
Miscellaneous fees	1,754
Sales tax	11,149
UCC-7	6,719
Community Unit Fund	32,300
Lobbying-NV	19,000
Lobbying-CA	22
Website	18,050
Consulting website	7,558
Sponsorships	34,251
Injured workers	(9,252)
Payroll withholdings to be forward	(2,049)
Consulting fees	68,950
	<u>1,116,791</u>
Total Disbursements	\$34,707,377

Support the Local 1245 Family Who Lost Their Sister and Daughter in Work Accident

Together with our brothers and sisters of UA Local 38, we are mourning the tragic death of SFPUC Pipefitter Lilianna Preciado, who was killed on the job in San Francisco. Lilianna was a member of Local 38, but she's also a part of our IBEW 1245 family, as her father, Jose Preciado, and three brothers, Damian Padilla, John Preciado and Michael Preciado, are all 1245 members.

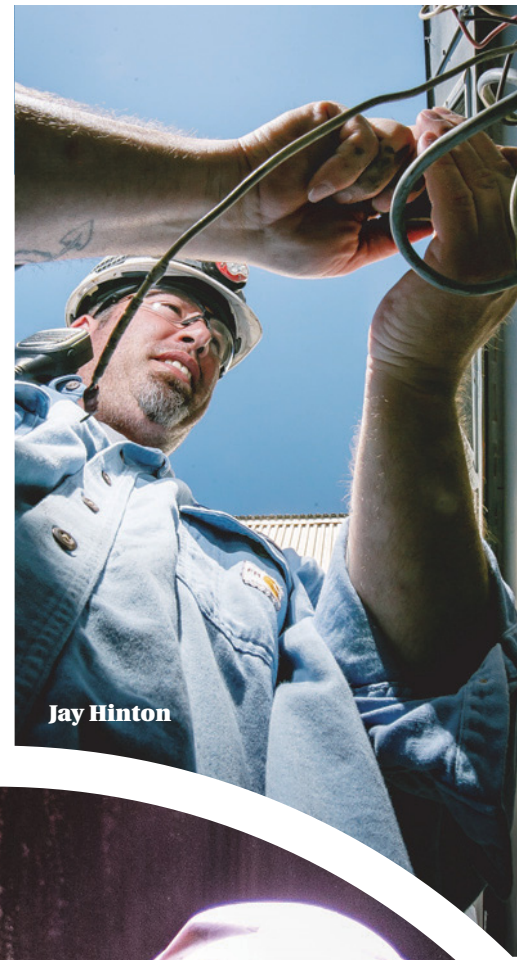
The Preciado family, including the two-year-old daughter that Lilianna left behind, need our support during this especially difficult time. Please donate what you can using the link <https://www.gofundme.com/preciado-memorial-fund>.





Jim Combes

Louis Kelly



Jay Hinton



David Jones



Tim Dorning



Carl Rose



Nate Lavitzen



Barbara Synek

The Last Coal Power Plant in NV

Located about 200 miles northeast of Reno in rural central Nevada, NV Energy's North Valmy Power Plant is a dual-unit coal-fired generation station that can produce enough energy to power approximately one-third of all Nevada homes.

But that power doesn't just happen. It takes a dedicated team of 55 IBEW 1245-represented workers to keep Valmy safe and operational. These workers perform a wide range of jobs, including control room operations, fuel handling, waste disposal, mechanical maintenance, welding and more.

Like Shooting Ducks

As a plant operator at Valmy, six-year IBEW member Tim Dorning has a job that many firearms aficionados might dream of, as one of his daily maintenance tasks, known as "de-slagging," is reminiscent of a day at the gun range.

"We take industrial shotguns and actually shoot into the slag, which is the built-up ash on the burner fronts," said Dorning. "We get all our equipment and our safety gear on, and we literally just aim and shoot into the portal, just like we're shooting ducks. I shot 75 shells this morning, and I'll probably shoot another 75 this afternoon."

It can take anywhere from one to three hours to shoot down all of the slag, and the variation is due to the different types of coal that the plant receives and uses.

"Depending on the BTUs — the heat rating of the coal — the ash can build up, or it can melt away," Dorning explained. "It looks kind of weird-science-y when it melts, because the burner front will just go to goo, and drip away — or it can build up a foot-and-a-half. It all depends on the mineral content of the coal."

Coal Keeps the Lights On

The coal that keeps Valmy running comes from a number of different mines in nearby states, and is brought in every two days on a massive train that can carry roughly 13,000 tons at a time. That's enough to run the plant at its maximum capacity for about 48 hours, but the plant isn't always operating

at full load, so the extra coal gets added to the back-up stockpile.

"This here is about a 45- to 60-day supply of coal for the plant," said 11-year IBEW member Nathan Lauritzen, gesturing to the stockpile. "It's on site in case something happens and the train can't run — like if there's a natural disaster, or a problem at the mine. This is what will keep your lights on, in case our coal shipments are interrupted."

Although Valmy runs entirely on coal, its smoke stacks do not actually emit plumes of gray smoke that are commonly associated with coal-fired plants. This is due to a wide variety of emission control technologies that have been implemented in recent years, including fabric filters, a dry solvent injection system on unit 1, and flue-gas scrubber technology on unit 2.

Despite these emissions-reducing innovations, coal plants like Valmy are being phased out and replaced with newer, greener options. In fact, Valmy is the only remaining utility-owned coal plant still in operation in Nevada, and the company has already begun to minimize its use as it shifts to more environmentally friendly options.

"The last two years, we've become only summer-run," said Local 1245 member Louis Kelly, who has worked at Valmy for 31 years. "Usually we get ready in early May and run all through summer [when demand for power is highest] — we were told next year we've got to be ready even sooner, because of the load. And we usually run until about mid-October."

During the winter months when the units are out of service, the Valmy team works together to inspect and perform maintenance on all of the large equipment, a task that used to be handled by contractors, but has since been brought in-house as the plant's usage has decreased.

"The Union Protects Us"

According to media reports, NV Energy intends to keep the plant operating until 2025, despite the fact that the plant's co-owner, Idaho Power, has indicated a desire to shutter one of the units as soon as next year. In a recent filing, NV Energy stated that keeping the plant online until its scheduled decommissioning in 2025 will mitigate the risk of energy shortages and price fluctuations, but environmental groups are pressing for a more expeditious shutdown.

The workers know that Valmy won't be in operation forever, and given the uncertain future of the plant, they're all that much more grateful to have the union on their side.

"The job [security] in coal is iffy, but the pay is incredible, and the work conditions are excellent," said Lauritzen. "I really appreciate the safety protections... I was on the safety committee for eight or nine years."

"The union protects us, that's for sure," said Dorning. "Anytime any of the MPAT [management and other non-bargaining unit classifications] steps out of line, or if one of our union members feels like they need to have protection — in terms of both job safety and personal safety — the union is definitely there for them. I've seen it quite a few times."



Members Unanimously Approve New Contract at City of Fernley

The IBEW 1245 members employed at the city of Fernley, NV have unanimously ratified a new four-year agreement. The Fernley City Council also approved the contract unanimously.

The agreement includes a 2% general wage increase in each year of the contract, with the possibility of additional wage increases up to 3%, depending on the Net position of the city in 2019, 2020, and 2021. The committee was also able to raise the starting pay for new and existing employees from 50% up to 70% of the top wage per position.

There were no changes in current medical coverage, but the union and the

company agreed to meet if medical premiums increase by 10% in any one year of the contract. If this happens, the only items on the table for discussion will be health care and wages.

The bargaining committee consisted of members Lilian Cabral and Adam Hayes, IBEW 1245 Senior Assistant Business Manager Ray Thomas and myself. Special thanks to recently retired Business Rep Randy Osborn, who played a key role in meeting with the company and opening non-binding conversations on both wage studies before we started negotiations.

— Adam Weber, IBEW 1245 Business Rep



Safety stewards at Local 1245's Hold the Pull Safety Summit on June 20, 2018

Photos by John Storey

Hold The Pull Summit Empowers Safety Stewards With New Skills and Tools

Hold the Pull is IBEW 1245's groundbreaking peer-to-peer program that seeks to motivate IBEW members in the electrical field to promote safety through mutual support and protection on the job. The goal of the Hold the Pull initiative is for all workers to take responsibility for their own safety and the safety of their crewmates.

On June 20, 2018, Hold the Pull held its annual peer safety summit, and more than three dozen IBEW 1245 safety stewards came together at the union hall in Vacaville for the day-long training.

"We have a diverse group of people from a lot of different utilities, ranging from 6 years to 44 years of experience, and a variety of different classifications," said Hold the Pull Advisory Committee member Gregg Bargas, who emceed the summit. "The presenter is rolling out some great information ... and the way he's presenting it actually gives you a way to think about it and use

it the way you want to."

That presenter, Max Fuentes, is a former SMUD lineman and IBEW 1245 member who now works as a utility industry consultant. His comprehensive skills-based training touched on a number of factors that can impact a safety steward's efficacy, including leadership ability, inter-generational communication, professionalism, managerial communication and more.

"My main focus today is to give you tools," Fuentes told the stewards at the start of his presentation. "A lot of you are very passionate about what you do, but you may not have the tools you need to communicate about safety with your peers and supervisors."

"I came today to try and get some good information from Max," said Local 1245 Safety Steward Kevin Simpson of Liberty Energy. "I've heard a lot of good stuff about him, he's pretty well-known in the trade. So I'm just looking to pick up some good info that I can take back and apply to my own work."

Not all of those in attendance were from Local 1245. Brannon Nichols, a business rep from Local 1547, travelled all the way from Alaska to attend the Hold the Pull summit.

"We've had accidents in the past, just like you guys have, so we're looking to get a similar type of safety program rolling in our area," said Nichols. "This is my first look at it, and I like that you've got a lot of members from all your different properties here exchanging information. It seems to work pretty well."

Really Important to Our Trade

In addition to Fuentes' training, the summit also focused on providing the safety stewards with innovative web-based tools that they can use to help them communicate with one another, as well as with their colleagues at the worksite. Those tools include a unique, private online forum just for safety

stewards, as well as a new educational emotionally charged web video that was put together by the Hold the Pull committee.

At the end of the day, the safety stewards left with a wide range of new tools to use, as well as a strong feeling of empowerment.

"I think the safety steward program is really important to our trade. The best way to promote safe work is to get the linemen on the crews on board with it, and getting the guys involved with programs like this," said Simpson.

"I value that our union is strong with safety," concurred Bargas. "We're always fighting for our wages and benefits and all that, but none of those things matter without our safety. Having the union back us, allowing us to work safely and giving us the support we need through programs like Hold the Pull, it really makes a difference."

VIDEO: Hold The Pull — An Important Safety Message from IBEW 1245

IBEW 1245's "Hold the Pull" Peer-to-Peer Safety Committee has an important message to share about working safe. Watch it on YouTube at bit.ly/holdthepull2018



Max Fuentes



Local 1245 Peer Groups Support Local 77 Safety Initiative

On March 24, members of IBEW 1245's three peer-to-peer safety programs traveled to Spokane, Washington to participate in what is hoped to be the birth of a new peer safety program at IBEW Local 77. Hold the Pull Committee Chairman Mike Van Egmond, Keep the Clearance Chair Carlos Rodriguez and Control the Pressure Chair Ernie Pena, along with 1245 staff members Casey Kelley and Rich Lane, facilitated a set of breakout sessions and a panel discussion related to how to start and run a peer program.

Approximately 110 IBEW Local 77 members from various utilities and construction trades throughout the Inland Northwest gave up their Saturday to talk safety issues and hear from speakers who showed up in support of the program, dubbed the George Brooks Safety Initiative. The program is named for George Brooks, a local electrical line visionary and safety advocate who proposed and attempted to enact Washington State's first electrical safety orders in the early 1900s. In reaction to his efforts, he was terminated as a lineman at Seattle City Light and blackballed from working in the state. However, Brother Brooks later went on to experience great success and patent what every climbing lineman knows as Brooks Hooks.

The day's events were emceed by IBEW 77 Executive Board member Rick Luiten and Assistant Business Manager Mike Brown. They introduced the various speakers who spoke directly about the need to stay vigilant about safety within the various crafts represented.

"IBEW was founded principally on safety," Local 77 Business Manager Lou Walters shared. "We have an obligation to ourselves and future generations to keep faith with that foundation."

Tim Ormsby, a member of the Washington State House of Representatives and a proud card-carrying bricklayer's union member, recalled how the union made financial security possible for his family, both as a child and as an adult. That security eventually led Ormsby to college and the House of Representatives. Ormsby stated that none of that would have been possible if his father did not work safe.

An impactful personal experience of a high voltage contact was shared by inland power lineman and self-

described cowboy Ed Bageant.

"Look at me. My whole life I've been a cowboy — from the boots and hat to my work attitude — and that's how I got myself between a ground and a primary phase and almost killed myself," said Bageant. "When you get that close to death, it changes you, and it changed me. I think I survived for a purpose."

Perhaps the most poignant story was an old one shared by Brady Hansen, Avista trainer and the founder of the Suriname American Brotherhood Initiative (SABI). Hansen shared the biblical story of Cain and Abel and tied the story into the term "Brother's Keeper." According to the passage, after Cain slew Abel, God asked Cain where his brother was, and Cain stated he was not his brother's keeper.

"As union members, we are all our brothers' and sisters' keepers," said Hansen. "We use that term to remind us of our responsibility to each other and how much we need each other to stay safe."

After lunch, the Local 1245 peer group gave a presentation explaining the history of the 1245 program, some of its challenges, and how it shapes up today. Business Representatives Rich Lane and Casey Kelley were honest in what they felt worked and didn't work and the challenges and successes that can be experienced. Two sets of slides were shown to the group displaying the names of the 30 members of Local 1245 who died on the job between 2003 and 2017.

"You may look at these slides and say the program is not very successful," said Lane. "However, I look at it, and it tells me the work never ends. We can't surrender the battle to end fatalities."

Casey Kelley spoke to the way the members have become more mature in their attitude toward safety, not accepting pressure to put production over their well-being.

"That has happened throughout this program. The mutual support is not possible in any other way," said Kelley. "It's much deeper than a company safety program. Members controlling their own decision-making has a power that can't be matched."

IBEW Local 1547 Business Representative Julius Mathews spoke in support of the Local 77 effort, pointing out that



Local 77 Business Manager Lou Walters



Brady Hansen



in Alaska many safety issues involve risky decision-making by the membership that has resulted in serious consequences, but guidance by a peer can make the difference. Local 1547 was the second union-based peer program created after the Local 1245 model, but Mathews pointed out that 1547 members have "made their own model," reflecting the unique safety needs of the membership in both populated and remote areas throughout the state of Alaska.

Toward the end of the day, the Local 1245 peer group moved into four breakout sessions comprised of electrical line, gas, trees and generation groups. Each group discussed a set of questions created by the Local 1245 peer members to identify safety problem areas and polled the participants for interest in serving with the George Brooks peer

initiative as either committee members or safety stewards. All of the information was gathered after the hour-and-a-half breakout and delivered to Brooks program members as the group reassembled in the main hall to participate in a panel discussion with the Local 1245 members.


The panel fielded questions from the crowd that ranged from how to grow a program, gather interest and increase participation, as well as some of the pitfalls they've experienced. Finally, Local 77 President Rick Johnson stood up and thanked the group for turning out in such great numbers and wanted a show of hands in support of a George Brooks Safety Initiative. The response was overwhelmingly in favor, and the George Brooks Safety Initiative was endorsed.

— Rich Lane, IBEW 1245 Business Representative



Control the Pressure Chair Ernie Pena leads the gas breakout session.



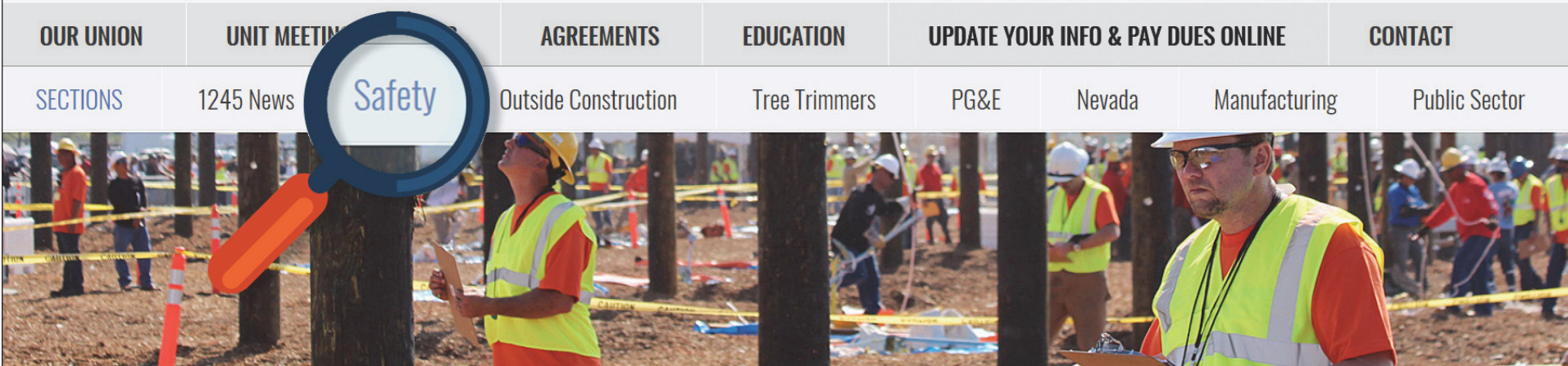


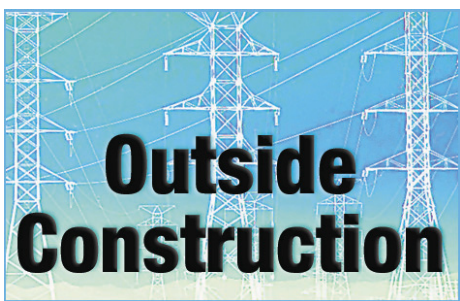
IBEW 1245

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WORK PICTURE

The work picture throughout our jurisdiction remains very strong with no end in sight for both California and Nevada. We are routinely running unfilled calls for linemen, which remains a concern for the future as more and more work is being released. In addition to all the work with plenty of overtime, we are going to have to prepare for another huge initiative that PG&E will be embarking on around 2020 to harden their system for fire. The amount of work on this initiative alone — which is expected to go on for 15 years — has the possibility of doubling our current work load. We need to be planning now for how this work will be manned to achieve what will be asked of our membership in the safest and most productive way.



Ralph Armstrong

Some of the current projects going on in both California and Nevada, as reported by IBEW reps, include:

California

- PGM and Dacon are working in Bakersfield at the Kern Power Sub. This project should go until 2019. PGM and Dacon are also working in Huron at the Gates Sub. This should go until the end of 2018 or later.
- PAR has projects associated with Kern Power and Gates Subs, installing dead end structures and some conductors. PAR also has some tower raising and re-conductor work between Kern Power and Midway Sub in Buttonwillow. The last we heard, this project should start in

October 2018. Par has crews working in Turlock for TID and has tower painting going on throughout the Bay Area.

- Asplundh is working in Santa Maria and Salinas doing pole replacement and re-conductor work.
- Intren is working in the Bay Area and Fresno area, and is also doing work for SMUD.
- ILB, Basin and Intren have been working off and on in the Fresno area on the high-speed rail project.
- Summit Line is working in Cal Flats on a solar project, as well as performing pole replacement work and CCM tag work in the Auburn area.
- MGE is working in various areas doing overhead and underground work.
- Cupertino is working on the MHP and lightning arrestor project in various areas. Cupertino is also working on distribution projects in the Bay Area.
- Hot Line had a job for MID at Pioneer Sub that should be finishing up soon.
- Henkels McCoy had some distribution pole change-out work in the Auburn area. They also have lots of substation work in various areas.
- Pinnacle Power is working in various areas doing Rule 20s, and fiber work in San Francisco.

Nevada

Local 1245 is seeing some good sized substation and transmission projects, and some good distribution work in Nevada as well.

- PAR has crews working in Reno for NV Energy and in North Lake Tahoe for Liberty Utilities on new business and maintenance work on a T&E basis. The Tahoe work is here and there. PAR has also recently completed a 120 KV project with two miles of UG 120KV cable, and is wrapping up a small reconductor in Coleville for Liberty.
- Wasatch has 14 doc linemen working at various locations for NV Energy. Wasatch also has a doc crew in Yerington working on a T&E basis. The five sub techs were laid off and will most likely return later this year.

- Titan Wyoming is moving along well on its 4/25kv cut over/re-conductor project in Reno. They were also awarded another 4/25kv cutover job off of El Rancho, and a UG replacement job in Elko that will be starting after the sub-structure install is complete.
- Summit Line is moving along well with its five-mile section of 120 KV line at the Reno Tahoe industrial park west of Reno. This project is between Dove Sub and Switch. Summit has started a 120 KV pole replacement job and a small 120 KV UG project in Truckee for a new commercial complex.

Street Light & Traffic Signal Maintenance

The Street Light and Traffic Signal agreement was ratified by the membership in late June 2018. Bear Electrical, Siemens ITS and DC Electric work groups ratified the agreement with 100% yes vote in Northern California.

Highlights of the tentative agreement:

- Five-year term
- 3% wage increase the first three years. Minimum of 2% and maximum 3% wage increase in years four and five.
- Added a Health Reimbursement Account (HRA). Employers will contribute \$0.50 cents for every hour worked.
- Added two holidays
- Added 24 hours of sick pay. Unused sick pay will be paid out at the end of the year.

GRIEVANCES

With the amount of work Local 1245 has in our jurisdiction, it goes without saying that there will be contractual issues. The OSL reps are handling these issues daily and resolving these disputes at various steps in the grievance process. The vast majority of these grievances deal with pay and paycheck issues that are pretty easy fixes, especially if we get involved early on in the dispute.

All members should be familiar with the grievance language in their respective agreements, as there are specific

timelines that must be met for the process to be effective. Members working under the OSL agreement and any of the other 30-plus agreements covered under the Construction workgroup should be diligent on the reporting of any dispute, as it requires that the process begins within five days of the violation, or when the member is made aware of the possible dispute. There are instances where members will have logged the disputes in a tablet for weeks, months and even years, and then when they are laid off or leave that employer, they come to the union with the list, expecting the reps to cash in for all the past issues. This will not work due to the timeliness of the dispute, and the delay makes it difficult for us to correct the possible violations. Whenever there is a contractual violation, the sooner we are made aware of the issue, the faster we can resolve the issue.

- Currently, we have one grievance that is in its later stages which involves a wrongful termination. All the facts are still being reviewed.
- Another contractor recently made a donation to the injured workers' fund as result of using the wrong classification (Fab Tech) to perform work that should have been performed by LEMs and GM.

JATC

In late February, the JATC application process opened up for the first time in over two years. There were a few changes to the criteria to apply, one of which is the requirement to have a CDL at the time the application is submitted. Additionally, applicants now must take an aptitude test, which is done prior to the interview, adding an extra day to the process. During the 10-day open application period, there were close to 800 applications that were returned and advanced on to the interview process. The first round of those interviews took place in June, and the next will be done in August.

The JATC trustees have been looking for property in the north area to build a northern campus, which would provide a facility that can be used all week long and allow us to increase the number of apprentices in the program. Efforts were unsuccessful to obtain a piece of property in Winters, as both sides were too far apart on price. We continue to look, with the biggest obstacle being finding land that is zoned for what we intend to use it for.

We encourage the contractors in 1245's jurisdiction to use more apprentices as the indenturing of new apprentices is done by supply and demand. Current JATC numbers are:

- 344 outside line apprentices registered in our JATC program
- 8 traveling apprentices in our jurisdiction
- 114 apprentices are working out of Local 1245
- 204 are working out of 47
- 7 are working out of 396
- 20 are unemployed (but 14 can't work)
- 7 are unavailable/on leave

Dispatch	2018 Year-to-Date Call Counts								2018 Monthly Totals	2017 Monthly Totals
	APPR	CABLE SPLICER	LINE EQ MAN	FAB TECH	GRDMN	JRY LMN	SUB TECH	TPT/ OTHERS		
JANUARY	19	0	12	16	42	82	13	0	184	79
FEBRUARY	20	0	2	18	4	17	16	5	82	95
MARCH	13	1	16	21	47	151	8	15	272	245
APRIL	27	0	13	6	73	102	17	12	250	229
MAY	27	3	20	21	86	195	5	20	377	197
JUNE	13	4	22	26	104	118	7	8	302	293
JULY*	9	0	8	16	27	105	6	9	180	369
Total by Classifications	128	8	93	124	383	770	72	69	1,647	1,507

* July totals as of 7/18

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

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

We continue to have standing calls for journeyman linemen, many of which are paying double subsistence. Please call the hotline for details on all available calls!

continued on page 36

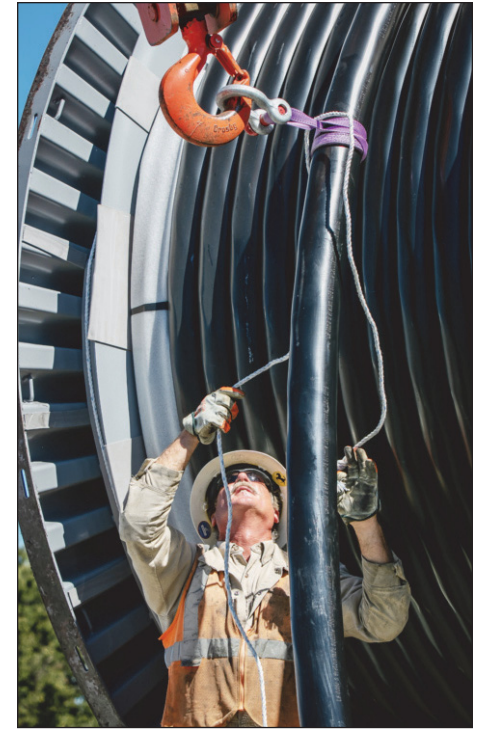
July – September 2018



Kyle Jones of PGM looks over the plans.



Jorge Uribe with Dacon pulls a line.



Bob Hawk of Dacon guides the cable.

Building the Rail Lines of the Future

IBEW 1245 outside construction crews are hard at work on the preliminary development of Caltrain's 50-mile rail electrification project from San Francisco to San Jose. The project, which broke ground last year, is providing ample work for dozens of IBEW members, who will continue on through the various phases of the job until the electrified trains are up and running, which is slated to occur in 2021.

Caltrain plans to replace around 75% of its current diesel trains with electric trains, which will be cleaner, greener, quieter, and more reliable — and with significantly more capacity to boot. According to Caltrain, the new electric trains will be able to accommodate 80 percent more passenger trips per day, removing 619,000 cars from the Bay Area's congested daily commute, while simultaneously reducing CO2 emissions by 176 metric tons per year.

This electrified rail line will eventually be "blended" into California's highly anticipated high-speed rail system, upon which travelers will be able to get from Los Angeles to San Francisco by train in under three hours. That system is scheduled to come online around 2029.

Building a New Substation

A large part of the preliminary phase of the electrification involves the construction of a new substation, to take the place of the existing FMC substation located near San Jose's Mineta Airport. Transitioning to a whole new substation requires a lot of work, and much of the infrastructure being constructed in this

early phase will be torn out and replaced in a couple years — but the project could not proceed without this initial groundwork, which will allow for the transition to take place.

IBEW member Robert Brock, a general foreman with Dacon Corporation, has been working on the electrification project in San Jose for several months. When the *Utility Reporter* caught up with Brock and his crew, they were laying high voltage underground cables at the FMC sub, in order to facilitate the construction of the new substation on the far side of the freeway.

"Right now we're pulling in 115kv

underground cable; we're pulling in a phase a day," said Brock. "We pulled one phase yesterday, we're doing B phase today, and hopefully if everything goes right we'll pull in C phase tomorrow."

Maneuvering the large, heavy cable is no easy feat. Brock notes that the cable weighs 23.5 pounds per foot, with an outside diameter of five inches. The crews had to use electric cable rollers to pull the cable, which is carefully controlled from the reels so that it rolls off smoothly. According to Brock, the biggest challenge is keeping enough slack at all times — as the cables come off, the reel becomes lighter and lighter,

requiring steady and careful attention. Brock expects this phase of the project to be complete in the next few months.

Meanwhile, IBEW member Jim Burrow and his colleagues from PGM are also hard at work at the FMC substation, laying pipe which will eventually be used for ultra-high-tech fiber-optics.

"We've got one crew digging the ditch, four feet deep, and another crew is putting four inches of sand under the four-inch pipe," Burrow explained. "Then we'll get it inspected and wet it down, and then we're going to throw 12 inches of sand on top of the pipe — so if anyone digs in, they'll see the sand and stop digging."

After this phase of the project is complete in the next couple of weeks, Burrow plans to come back in a few months for the next phase of the project.

Burrow, an 18-year member of IBEW 180 in the North Bay, is grateful for the wages, protections and job security he is afforded through the union.

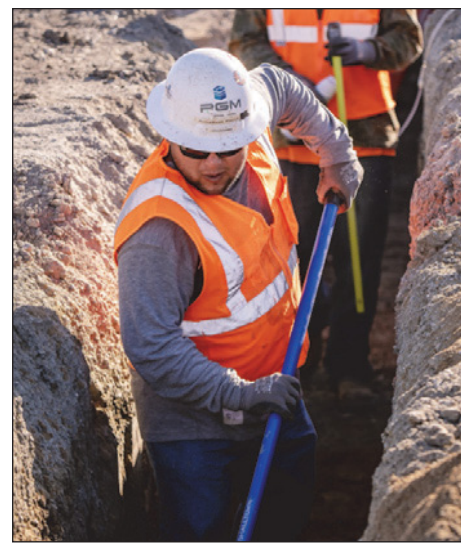
"They've always got my back," he says of the IBEW. "The pay is right. And I've always got work."

As an IBEW member for 50 years who hails from Texas, Brock also values everything that the union has provided him over his long career — particularly after an off-the-job motorcycle accident left him partially disabled.

"I could sit here all day talking about how good the union has been to me," he told the *Utility Reporter*. "I had an accident 13 years ago and lost this left leg. The union and my company both took care of me, I'm still working."



Ana Arceneaux and Carlos Lawson with PGM



Jonathan Perez with PGM



Members pull cable.

Utility Reporter

Photos by John Storey



Tom Stansberry with Dacon on the cable puller

Line Clearance Tree Trimmers



New Contract, New Challenges

Northern Area

Now that the new contract has been signed and put into effect in California, things have seemed to get back to normal. All companies have issued the retro pay for the insurance. This took longer than expected, and some members were getting restless wondering if it was going to happen. The new contract books are being printed and we will be distributing them out to the members very shortly. There is still a lot of confusion on the difference between the new sick days and the old emergency days and how they are to be used. There is a difference, and we are getting the word out at all the unit meetings.

The V.C. department of Trees LLC has had new fire protection rules placed on them, and they must now carry the water backpack with them to every pole that they are working around. This has created quite an uproar with the employees, since they were already overloaded with gear, including weed eater, blower, shovel, pole pruner, safety gear, etc. With the addition of a 40-pound water pack, members are having to make multiple trips to the pole to pack in all the gear before they can do their work. This has greatly reduced production, and now they are having to work overtime to keep on track. The company is trying out a new style of water pack that does seem a little easier to pack, and this has helped a lot.

Fire protection is a huge priority right now for all tree companies. We have all seen how the cost of just one small fire can quickly reach an amount that can totally wipe out a company. With all the fires lately, the pre-inspection companies have been listing bigger clearances and more trees than expected. This has made the tree companies forecast more than double in some areas. They have gone from being on schedule to up to 10% behind in just a matter of a few weeks. In an effort to get back on schedule, most crews are working 50-hour weeks with optional weekend work available. Just about every company is looking to hire more employees to ramp up production. This has placed a lot of pressure on our members, as they are being pushed very hard for more production. Safety is a big concern here, and we are constantly reminding them to not take short cuts on safety just to increase production.

Overall unit meeting turnout has been a little lower than usual. After working 10 hours in the heat, most guys just want to get home. Grievances have also slowed slightly. Most problems have been worked out without going through the whole grievance process. Both the tree companies and the members seem to be pushing through this tough time, all hoping for a good outcome in the end.

Central Area

Asplundh Tree Expert – Nevada Energy

The Asplundh LCTT Nevada contract expired on January 30, 2018 for both the north and south areas of NV Energy property. The NV Energy and Asplundh agreement also expired, which NV Energy extended as the overall LCTT agreement went out to bid. After a lengthy delay and Asplundh being awarded a new three-year contract with NV Energy, negotiations began in Las Vegas, NV on May 30, 2018. The union and the company agreed to hold the meeting jointly with Local 396 and Local 1245 since the service territory covers all of the NV Energy. We were able to come to a table settlement on a four-year package with a wage increase and a boot allowance after a period of employment, which the membership overwhelmingly rejected. We recently met with the group along with Senior Assistant Business Manager Ralph Armstrong to discuss the plan for further discussions with the company. We plan on holding a follow-up meeting once we have an offer on the table. We currently have 13 crews working between Reno and Incline Village. The company also brought in nine outside ATE crews to perform work for the utility. Nevada Energy wants Asplundh to build up to 30 crews to cover the northern territory. Unit meeting attendance has been fair.

Mowbray – PG&E & SMUD

The complaining about the lack of gear has become an ongoing issue with the company. In early May, the company informed the union of a planned reduction of crews at SMUD, due to the cutback of units to be trimmed. The union directed the company to make sure the contract was being followed per the articles of the contract. The company implemented the layoff incorrectly, and then did an additional layoff. Unfortunately, when the last group was rounded up for layoff, the less senior personnel were allowed to transfer over to PG&E, and the senior personnel were laid off. Grievances have been filed against the company for numerous violations that are being challenged by the union, including terminations (7), improper pay, final vacation pay, jury duty pay, change of company seniority, demotion, improper layoff and demotion, and funeral leave pay. We're working on a date for the next grievance committee meeting. Based on the current level of cooperation from the company, we will prepare for a long fight to settle these cases! The company has not paid the Lineco reimbursement for 2018, as agreed in the new contract. We're following up with the company to address this matter ASAP. Unit meeting attendance has been good.

Mountain Enterprise – Liberty Energy & PG&E

Mountain has numerous crews working all over the PG&E system and for

Liberty Energy in South Lake Tahoe and near Truckee.

Davey Tree Surgery & Pole Test and Treatment

The GRC is still working on a few open grievances. One huge grievance is the I-9 grievance that was filed in the second quarter of 2018. The company terminated numerous employees for an alleged falsification of documents of proper work documentation. The company has allowed these employees to return as new employees, which means they are losing their company seniority. Several of the employees had changes in their status and became legal US citizens. The union is challenging the company and disagrees with the manner in which the employees are being treated. The company does not agree with our position. We are preparing to take the matter to arbitration. We still have the Idaho employee grievance open. We hope to secure a date with the Grievance Review Committee in late August. There was a grievance filed in Sierra of a suspension of signing a tree that was completed. When working with another crew (2), members are not allowed to sign off work that is not their assigned work. PG&E inspectors found a tree in Foresthill that was not completed. The other foreman on the job said all the work was done. We had an issue in Diablo where it was alleged a crew took extended lunch, and subsequently the foreman on the crew was terminated and the climber was suspended. We're grieving the action taken. We're being told crews are being ordered to take out trucks with not enough gear to properly conduct the job safely! We continue to get complaints from crews feeling disrespected, and being pushed for production when the work is problematic and takes more time to do. Meeting attendance has been very good.

Utility Tree Service – Golden Gate, De Anza, San Jose, Peninsula, Solano, and Yolo Counties

We held a GRC meeting with UTS South on July 3, 2018. All open matters were discussed. The open grievances were resolved and only issues were left open in the South. We expect to secure another meeting in December or January.

We've had several members complaining about not being able to use their sick days. We contacted the company and secured the code to use for the sick days on the time sheets. The company has been using Mario's Tree Service and Core Tree Service. We had a member that became ill and was suffering from heart complications. The member was off work for a lengthy period. Keep in mind when drinking highly caffeinated, sugary drinks (like Red Bull, Rock Star, and Monster), you do not know what all these ingredients can do to you. Stick with clean fresh drinking water! The push for production continues from the general foremen in each yard.

Synergy Tree Service

Crews continue to work in Mountain View and the Peninsula. We continue to have progression issues, which are currently being addressed by the company. We know HR had a few changes in the office. We hope to meet with the company to discuss these matters directly.

Wright Tree – SMUD & Truckee Donner PUD

All the crews are scattered all over the Sacramento contract. The company ramped up to 27 crews, and also has work in East Bay and South Bay transmission. In other words, the company's hiring right now! Anyone interested in or looking for work should contact the union ASAP.

Southern Area

It has been a very busy year, starting with the new tree agreement that was voted in on May 7. We have been trying to get the tree contractors to pay the retroactive back pay to our members. All were finally paid in July, but it was like pulling teeth to get information on when it would be paid. We also had a hard time getting some of the employers to give their employees their negotiated sick leave days. Many were getting the company payroll departments to adjust to the change, and one employer was trying to blame the union, saying that we did not send them a signed agreement stating how and when they can use the sick leave days.

Mario's Tree Service

Crews are helping Utility Tree in the Sonora district and in the East Bay division. They are also helping Davey Tree on CEMA and reliability projects in the Sierra division. They are also working for Trees Inc. in the Yosemite division and in the Stockton division. They are working six 10-hour days. I have started a grievance with the company for not following the contract agreement. They have not been paying the Lineco medical insurance, the tree pension plan, and are late in paying union dues.

Osmose (Pole Test & Treat)

They are busy working in the San Jose division. I have been in contact with employees staying in Gilroy Best Western Motel. I am asking supervision to help with some of their employees that we do not have paper work for but are paying union dues.

Wright Tree Service

They are trying to hire some new crews due to all the work that is being generated. They are currently working transmission and have called tree business representatives to help them find workers.

Davey Tree

We have a grievance with the company for firing some employees for not having their papers in order. It's a long story, but now our lawyers will get involved to try to get these employees their sonority back.

Utility Tree LLC

All my areas are working eight-hour days, I still have some problems with the company paying for paid sick days.

Los Podadores de árboles para el despeje de líneas enfrentan nuevos retos con el nuevo contrato

Zona norte

Ahora que el nuevo contrato ha sido firmado y está en vigencia, las cosas parecían volver a la normalidad. Todas las compañías han emitido los pagos retroactivos correspondientes al seguro. Esto tomó más tiempo de lo esperado, y algunos miembros estaban inquietos preguntándose si realmente iba a suceder. Los nuevos contratos están en proceso de imprimirse y los distribuiremos entre los miembros pronto. Todavía hay mucha confusión sobre la diferencia entre los nuevos días de licencia por enfermedad y los días para emergencias que existían anteriormente, y cómo se van a utilizar. Existe una diferencia, y la estamos explicando en las reuniones de la unidad.

El departamento de Control de Vegetación de Trees LLC ha recibido nuevas regulaciones sobre protección contra incendios, y ahora los empleados deben llevar una mochila con agua a cada poste eléctrico alrededor del cual estén trabajando. Esto ha creado todo un alboroto con los empleados, que ya estaban sobrecargados con equipo, incluido un cortador de maleza, soplador, pala, podadoras de pértiga, equipo de seguridad, etc. Al agregar un recipiente con agua de 40 libras de peso, los miembros tienen que hacer varios viajes hasta el poste para tener todo lo que necesitan en el sitio antes de que puedan hacer su

trabajo. Esto ha reducido considerablemente la producción, y ahora tienen que trabajar horas extraordinarias para mantenerse al día. La compañía está probando un nuevo estilo de recipiente de agua que parece un poco más fácil de empaquetar, y esto ha ayudado mucho.

La protección contra incendios es una enorme prioridad actualmente para todas las compañías de poda de árboles. Todos hemos visto cómo el costo de solo un pequeño incendio puede rápidamente alcanzar una cantidad tal que puede aniquilar totalmente una empresa. Con todos los incendios que ha habido últimamente, las compañías de pre inspección han fijado distancias de despeje mayores y más árboles de los que se esperaba. Esto ha hecho que las proyecciones de las compañías de poda de árboles sean más del doble en algunas zonas. En tan solo unas pocas semanas, han pasado de estar al día, a tener un retraso de hasta el 10%. En un esfuerzo para volver a estar al día con el programa, la mayoría de las cuadrillas están trabajando 50 horas a la semana y hay disponible trabajo opcional durante el fin de semana. Casi todas las compañías están buscando contratar más empleados para aumentar la producción. Esto ha colocado una enorme presión sobre nuestros miembros para que aumenten la producción. La seguridad es una gran preocupación, y constante-

mente estamos recordándoles no tomar atajos en la seguridad solo para aumentar la producción.

En general, la participación en las reuniones de la unidad ha sido menor de lo habitual. Después de trabajar 10 horas en el calor, la mayoría solo quieren llegar a casa. Las quejas también han disminuido ligeramente. La mayoría de los problemas han sido resueltos sin pasar por todo el proceso de resolución de quejas. Tanto las compañías de poda de árboles como los miembros están superando estos tiempos difíciles, con la esperanza de tener un buen resultado final.

Zona central

Asplundh Tree Expert – Nevada Energy

El contrato de Asplundh LCTT venció el 30 de enero de 2018, tanto para las zonas norte y sur de las instalaciones de NV Energy. El acuerdo de NV Energy y de Asplundh también venció, y NV Energy lo prorrogó al mismo tiempo que el acuerdo general LCTT salió a licitación. Tras una prolongada demora y la adjudicación a Asplundh de un nuevo contrato de tres años con NV Energy, el 30 de mayo de 2018 comenzaron las negociaciones en Las Vegas, Nevada. El sindicato y la compañía acordaron celebrar una reunión conjuntamente con el Local 396 y el Local 1245, ya que el terri-

torio donde prestan servicio cubre toda la región de NV Energy. Hemos podido llegar a un acuerdo en la mesa de negociaciones de un paquete de cuatro años con un aumento salarial y un subsidio para la compra de botas después de un período de empleo, el cual fue rechazado abrumadoramente por los miembros. Recientemente nos reunimos con el grupo junto con Ralph Armstrong, Gerente Asistente de Negocios, para discutir el plan para continuar las conversaciones con la compañía. Tenemos previsto celebrar una reunión de seguimiento una vez que tengamos una oferta sobre la mesa. Actualmente tenemos 13 cuadrillas trabajando entre Reno e Incline Village. La compañía también aportó nueve cuadrillas ATE externas para realizar trabajos para la empresa de electricidad. Nevada Energy quiere que Asplundh organice hasta 30 cuadrillas para cubrir el territorio del norte. La participación en las reuniones de la unidad ha sido aceptable.

Mowbray – PG&E y SMUD

Las quejas por la falta de equipo se ha convertido en un problema permanente con la compañía. A principios de mayo, la compañía le informó al sindicato sobre una reducción prevista de cuadrillas en SMUD, debido a la reducción de unidades a podar. El sindicato le dio instrucciones a la compañía para que se asegurara de cumplir con las cláusulas del contrato. La compañía implementó el despido incorrectamente y luego hizo un despido adicional. Lam-

Continúa en la página 34

Loose Limb in the Sierras

When a large black oak tree near the Rollins Lake reservoir in Colfax, CA snapped and took out some other trees along a 12kv power line, a two-man IBEW 1245 crew from Davey Tree was quickly dispatched to address the issue.

“There’s one spar left that’s hung up in a tree that we have to remove in order to prevent fires and protect the power lines,” explained Tree Trimmer Sean Eylar, a three-year member of IBEW 1245. “It’s dangerous because the piece that we’re taking down is completely free; it’s pretty much just gravity holding it in place. So we have to rig it down, slowly and controlled, for the climber’s safety, and also for the power lines.”

Eylar removes trees every day at work, but this particular job was a bit

out of the ordinary for him.

“We don’t usually do a lot of emergency damages like this unless it’s bad weather,” Eylar said. “Our routine [tree trimming] work is to prevent stuff like this from happening.”

The job itself was far from simple, as the crew encountered a number of terrain-related challenges. The tree itself was situated in a heavily wooded area with no vehicle access, so the crew had to hike up a fairly steep hillside in a densely wooded area, carrying all of their tools and equipment with them. When they arrived at the tree, they found that the surrounding area was covered in debris and poison oak, so they had to perform some ground clean-up to ensure the area would be safe for them to work.

After clearing the ground, Eylar and his partner, Josh Gallagher, were finally ready to do the tree work. First, they rigged up the broken tree with a rope to make sure they could control it as it came down. Then Eylar climbed up to cut it loose with his chainsaw, while Gallagher secured Eylar’s rig, as well as the rope that held the tree. Finally, they were able to carefully release the broken limb and finish up the task.

Every component of the job had to be meticulously coordinated to keep everyone safe and ensure that nothing came into contact with the power line, but Eylar and Gallagher handled the work like consummate professionals.



Sean Eylar of Davey Tree taking down a fallen tree threatening power lines



Josh Gallagher, left, and supervisor Ben Dibbern secure the rig.

Photos by John Storey



Collaboration and Question 3: Advisory Council Hosts Q&A with NV Energy CEO

In 2016, Nevada voters overwhelmingly approved a deceptive “energy choice” ballot question, which would allow the state to de-regulate its energy market. If enacted, this policy would result in higher energy prices, large-scale job loss, and potentially even “energy deserts” in some rural parts of the state.

This measure, known as Question 3, is a state constitutional amendment, and Nevada law requires such amendments to be approved by voters twice before going into law, which means that Question 3 will once again be on the ballot this November.

IBEW 1245 has been expressing op-



Dalzell and Caudill share a few words at the Advisory Council meeting in Reno.

position to Question 3 since it was first introduced in 2016. At that time, NV Energy had opted to remain neutral on the measure, but the company has since changed its position, joining Local 1245 in strongly opposing Question 3. In fact, according to NV Energy CEO Paul Caudill, the company has committed \$35 million to defeating the measure.

Caudill took time out of his busy schedule to attend the July Advisory Council meeting in Reno, where he led a candid and detailed discussion with the union’s leadership regarding Question 3. Since taking over as CEO shortly after NV Energy was acquired by Berkshire Hathaway in 2013, Caudill has proven to be exceptionally collaborative with the union, and that unique labor-management dynamic was on clear display during the Advisory Council meeting.

“When Paul came in as CEO, in very short order, our relationship with NV Energy went from worst to first,” Dalzell told the Advisory Council as he introduced Caudill. “He insisted that ... with collaboration, we could all achieve more. He set the tone, and our relationship pivoted in a matter of months and became the model within Berkshire



NV Energy CEO Paul Caudill

Hathaway.”

Caudill began his presentation by expressing his appreciation for the positive, solutions-oriented relationship between the company and the union.

“I think about where we would be if we hadn’t made the changes that we did with the IBEW and the AFL; we’d be in a completely different situation right now,” Caudill told the Advisory Council. “It was a rough start, but it didn’t take long for us to realize there was an opportunity for us to do something different.”

After espousing his gratitude to the union and its members, Caudill proceeded to explain the ins and outs of Nevada’s energy market, the role of the state legislature in the enactment of Question 3, and the drastic impact that it would have on the entire state. He shared excerpts from a Blue Ribbon Panel report on Question 3, which found that the enactment of such a policy would result in residential rate increases for at least 10 years, and lead to hundreds of lost jobs, if not more.

“The report says that 400 workers would be impacted — but I think

that’s an understatement,” Caudill said. “Quite frankly, we could lose 1,000 employees in the transition.”

Caudill also explained how Question 3 would stagnate the development of more clean and green energy resources.

“The proponents [of Question 3] have been saying that energy choice would open up opportunities for renewables, but it’s really the opposite,” Caudill said. “Uncertainty is the enemy of renewable energy.”

Caudill underscored the exceptionally diverse nature of the No on 3 coalition, which includes both Republican and Democratic lawmakers, several chambers of commerce, the AARP, the Sierra Club, veterans groups, many of Nevada’s rural electric co-ops, and the Nevada AFL-CIO.

Caudill emphasized that, despite the fact that the measure passed in 2016 by more than two-to-one, the current polling on Question 3 shows a dead heat, putting the No on 3 campaign in a strong position this fall.

After Caudill answered several questions on topics ranging from energy regionalization to campaign tactics, Dalzell once again echoed the importance of getting out the vote to defeat Question 3 this fall.

“We’re going to have our retirees, organizing stewards and volunteers walking precincts to get out the No on 3 vote, and each of the other Berkshire Hathaway utility locals from Iowa, Illinois, Utah and Oregon is sending two people to walk as well. IBEW Local 1 in St. Louis will be sending people, and so will IBEW 1547 in Alaska,” Dalzell told the Advisory Council. “Local 1245 is treating this like the fight of our life.”

IBEW 1245 Supports Family of Heroic Member Who Was Killed in Santa Rosa

In late June, the life of IBEW 1245 member Tim Gillaspie was cut short far too soon. Gillaspie, who worked as a PG&E Senior Compliance Inspector, was shot and killed while attending a dinner party in Rincon Valley with his family at a friend’s house. According to reports, the gunman, armed with two firearms and five homemade explosives, came to the home looking for his estranged wife (who was not there). In an effort to protect his family and friends, Gillaspie heroically attempted to block the gunman at the door, and was subsequently shot and killed.

Local 1245 continues to mourn the loss of this brave brother, and has been working to provide support to his family during this difficult time. As part of that effort, the union purchased 100 commemorative “Brother’s Keeper” baseball caps, which quickly sold out.

“Every cent from the sale of these hats is going to Tim’s family,” Assistant Business Manager Bob Gerstle told the Advisory Council.

In addition to the \$3,300 raised via hat sales, the union will be sending a modest cash donation to Gillaspie’s wife and family.

Those who wish to purchase hats can do so by contacting Sonoma Design Apparel at (707) 578 - 4739.

Gillaspie’s wife, Katrina, and two sons could use all the support then can get during this gut wrenching time. Please use www.gofundme.com/support-gillaspie-family to donate what you can and leave a condolence message for the family.



There is also a memorial fund account set up at Redwood Credit Union under Tim Gillaspie. Account number is 577151. Business tax ID # is 831026005.



A vacation sale has been arranged with the company. bit.ly/TimGillaspie

IBEW 1245 Announces Scholarship Winners

The IBEW 1245 Executive Board is pleased to announce the winners of this year’s scholarship contest.

Adam Garcia has won the **Al Sandoval Memorial Scholarship** essay-writing contest, and will receive a \$2,500 scholarship, renewable for up to four years, which can be used for tuition at a certified and accredited university. Adam is the son of IBEW 1245 member John Garcia, who is employed by Eppler & Eppler, Inc.

Victoria Sanchez is the winner of the **Roger Stalcup Community College Scholarship**, and will receive a \$1,500 annual scholarship, renewable for up to two years, which can be used for community college tuition. Victoria is the daughter of IBEW 1245 member Teresa Sanchez, who works for PG&E in the Fremont materials facility.

A heartfelt congrats to the winners! The 2019 scholarship application will be available this winter.



Advisory Council and Executive Board members and guests with candidates Steve Sisolak, Kate Marshall and Zach Conine

Nevada State Office Candidates Express Support for Unions, Opposition to Question 3

Nevada gubernatorial candidate Steve Sisolak, along with Kate Marshall, candidate for lieutenant governor, and Zach Conine, candidate for state treasurer, stopped by the July Advisory Council meeting in Reno to express their support for

unions, as well as their opposition to Question 3, the energy-deregulation constitutional amendment which will once again go before voters this November.

“I’m as ‘No on 3’ as you can get ... and I’m not afraid to say I’m union strong!”

said Sisolak. “We have a great chance this election to make some changes and elect some people who are going to protect working families and labor unions. We need to energize everyone on the ground to come out and vote this November!”

“I grew up in a union family ... [organized labor] has done more than just support me in campaigns, you supported me growing up!” said Marshall. “We are not second-class — we make this country!”

“Thank you for investing your time into making our state better,” added Conine. “It’s going to be the men and women in this room — the men and women who work for a living — that are going to help us get elected!”

Local 1245 Assistant Business Manager Hunter Stern explained the importance of electing Sisolak, Marshall, Conine and other union-friendly candidates in Nevada.

“No on Question 3 is our biggest push this year, but these other elections matter too,” emphasized Stern. “We need to put people in office that will make sure that de-regulation doesn’t keep coming up again and again.”



Zach Conine



Steve Sisolak



Kate Marshall



Retired Local 1245 Business Rep John Stralla (center in striped shirt) with Local 1245 members, leaders and retirees from Nevada

Retired Business Rep John Stralla Visits Advisory Council

Back in 1970, the founder of IBEW Local 1245, Ron Weakley, hired a Local 1245 member named John Stralla to join the union staff as a business rep. Stralla was well known around the union as a dedicated member of the Lo-

cal 1245 bargaining committee at Sierra Pacific (now NV Energy). He proceeded to serve the union’s members in Nevada as a business rep for 28 action-packed years, until he retired in 1998.

After 20 years in retirement, Brother

Stralla still has a strong affinity for the union, and decided to attend the quarterly Advisory Council meeting in Reno to commemorate his time with the IBEW.

“John was a part of the 1245 family for

a long time, and he did a fantastic job,” said Business Manager Tom Dalzell. “He thought about us today, and decided to join us. We’re glad to have him, and we appreciate his many years of service to the union.”



Andrew West Wins Quarterly Photo Contest



West's winning photo

IBEW 1245 member Andrew West, a PG&E lineman out of Grass Valley, has won the IBEW 1245 quarterly photo contest. He accepted his \$500 prize at the July Advisory Council meeting in Reno.

"Andrew has been stalwart in the IBEW's Linemen Without Borders program, he's served on our review committee, and he founded our union new member orientation program," Local 1245 Business Manager Tom Dalzell told the Advisory Council. "He's a great steward, and, as it turns out, he's a great photographer too."

West took this unique photo using a high-tech 360-degree camera. It has two spherical lenses, one on the front and one on the back, allowing it to capture an image from every angle. The camera's software stitches the two images together and allows the photographer to spin, rotate, zoom in or out and apply other effects to the photo.

"This particular effect is called 'tiny planet,' which I think is kind of fitting for the work we do," West told the Advisory Council as they admired his eye-catching image.

Pictured in the photo are West and two of his colleagues, Lineman Luis Sotomayor and Apprentice Lineman Mike Anderson.

Send high-res photo contest submissions to RGB1@ibew1245.com.

West with IBEW 1245 President Art Freitas at the Advisory Council meeting in Reno



Outside Construction, from page 22

- 32 apprentices have graduated to journeyman lineman.
- We have indentured 27 outside line apprentices, and a new climbing class began on July 16, 2018

EVENTS CALENDAR

- First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento locations.
- Annual Golf Tournament – October 6, 2018 in Vacaville.
- International Lineman's Rodeo –

October 13, 2018 Bonner Springs, KS

ORGANIZING

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

- Primoris Electric
- Power Contracting, LLC
- M&M Electric

INJURED WORKERS FUND

As of June 30, 2018, the balance of the

Injured Workers Fund was \$1,202,085.35

As the fund balance continues to rise, the trustees are constantly looking at new ways this money can benefit the outside line membership who pay into the fund.

Effective March 1, 2018, the fund started offering parental leave benefits and non-work disability benefits. The details, including the eligibility requirements, were mailed to all active outside 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 EJM@ibew1245.com.

Get the latest news at

www.ibew1245.com

With each passing year, more and more women are joining the IBEW, not just here in Local 1245's territory, but throughout the United States and Canada. As females working in a predominantly male industry, the women of IBEW continue to face their fair share of challenges both on and off the job, but the IBEW has been making great strides to ensure that women feel at home in the union.

Nowhere is that effort more apparent than at the IBEW International Women's Conference, which draws hundreds of IBEW women (and some men too) from all across the United States and Canada every other year.

Fifteen members of Local 1245 attended this unique conference this June in St. Paul, MN. The Local 1245 delegation, which represented a wide range of both physical and clerical classifications from every corner of the local's jurisdiction, arrived at the conference eager to learn, expand their horizons and bond with their sisters.

"I was very excited to be chosen to attend the conference. I have been an IBEW Local 1245 member for almost 18 years and this was the first time I had ever even heard of the Women's Conference," said Erica Skutt-Johnson, who works at Plumas Sierra Rural Electric Co-op. "It was very exciting to see how many women belong to the IBEW and all the different fields we represent."

IBEW International President Lonnie Stephenson welcomed the delegates with some candid yet motivating words about the expanding role of women in the IBEW.

"Our workplaces are more female than ever," Stephenson said, noting that the number of women working in the trades has increased 80% over the last 30 years. "If we want to grow our union, recruiting and organizing women is absolutely key to our success. We can't win without you."

This year's conference was themed "Signaling Success," and featured work-



Signaling Success — 2018 IBEW International Women's Conference

shops and plenaries that touched on the many pressing issues that matter most to IBEW women, including sexual harassment and workplace discrimination; mental health and substance abuse; leadership development; interpersonal communications; and family-friendly workplace policies.

"I think my favorite workshop was on mental illness. It focused on helping someone who may be considering suicide, but [the presenter] also spoke a lot about anxiety," said Lori Mobley, a 33-year IBEW 1245 member who works at PG&E. "The stress of a full-time job — and a second full-time job if you have children — is exhausting ... and the pressure on women working in a male-dominated field is so hard. I took with me some really good tips to help others in need."

There were also regional and branch-specific caucuses held throughout the conference, which gave the members an opportunity to connect with others with whom they share commonalities. IBEW 1245 member Kim Camatti served as one of the designated mentors during the Non-Traditional Utility Occupation Branch Caucus, where she talked about her experience organizing her co-workers at SMUD as part of the union's "I'm

IN" campaign to fight back against *Janus v. AFSCME*.

Camatti found the Caucus and the entire conference to be incredibly uplifting.

"It was an invaluable experience meeting and connecting with sisters who also work in the field and have experienced similar situations I've come across in my many years working in a predominantly male environment. I feel a renewed sense of purpose, armed with new knowledge and tools as well as valuable new contacts and friendships," said Camatti, a 12-year IBEW member who works as a materials specialist at SMUD. "I found affirmation, solidarity and humor for things I thought were mine alone to carry. I walked away feeling stronger than when I came, and I am grateful."

Union newcomer Candace Koff, who just joined IBEW 1245 last year, agreed.

"My experience at the Women's Conference was incredible and surpassed any expectation I had going into the conference. I loved not only bonding and meeting my sisters from my local but having that connection and love with other sisters from other IBEW locals," said Koff, who works in the police department at the City of Lom-

poc. "I am truly grateful that my local IBEW 1245 sent me to this conference, as I feel like every experience — from the plenaries, to the workshops, to bonding with new friends from not only my local but others — helped me grow as a better coworker, friend, mom, and woman."

"I loved meeting all the women from all over the United States and sharing the ups and downs of our work experience — and also I liked just being an ear for some the women who are struggling in their current situations, and trying to offer them some support if possible," said PG&E GC Field Clerk Jennifer Threlfall, a six-year member of Local 1245. "The whole experience was a very emotional one. Some days, I felt uplifted and empowered ... and then the next day I would feel frustrated and truly heartbroken for the women who shared stories of what they are still, to this day, experiencing at their jobs. It is so hard to comprehend that some of my sisters still have to deal with being treated as less than equal."

"I realized we have a very long way to go to be equal to men. I went away sad for us, but I also went away wanting to fight," said PG&E Materials Handler Cindy Rodriguez, a 17-year member of Local 1245. "I want to fight for the future, for my daughter and my nieces. We can't go backwards, we must keep this thing moving forward."

— Rebecca Band,

IBEW 1245 Communications Director



Candace Koff and Cecelia De La Torre

Local 1245 member Kim Camatti (in the yellow top) was tapped to serve as a mentor at the Non-Traditional Utility Caucus.



Local 1245 members from left: Janelle Bucci, Erica Skutt-Johnson and Rachel Ramirez with IBEW International President Lonnie Stephenson



The Local 1245 delegation at the IBEW International Women's Conference in St. Paul, MN



Units lend a helping hand

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

Fresh Pond/SMUD Unit #3912 donated \$500 to the SMUD Employee Association's Fishing Derby.

Frontier/Burney Unit #4015 donated \$250 to Burney Little League and \$250 to Intermountain Youth Sports AAU 6th grade traveling team.

North Tahoe/Cal Peco Unit #5232 donated \$200 to Reno American Little League and \$100 to Northern Nevada Soccer League.

Merced Irrigation District Unit #1122 donated \$500 to Hooked on Fishing, a fishing derby event for mentally and physically handicapped individuals.

City of Lodi Unit #2516 donated \$500 to the Hospice of San Joaquin.

SMUD Unit #3912 donated \$500 to sponsor the Rosemont Wolverine Baseball team.

South Tahoe Unit #5231 donated \$500 to the Loyal Order of Moose, Lodge 1632 for the kids fishing derby.

The Yerington Retirees Club donated \$250 to the Yerington Food Bank and \$250 to the Lyon County Museum.

Sonora Unit #2517 donated \$300 to the Oakdale Soccer Club.

Marysville Unit #3611 donated \$500 to the Dance for Our Stars event to benefit Rideout Health Foundation.

Ukiah Unit #3714 donated \$500 to the Rusty Bowl BMX of Ukiah, Inc, to purchase bicycles for needy children to ride at the track.

Santa Maria/Davey Tree Unit #4726 donated \$500 to sponsor Nipomo Youth Football.

Local 1245 Members Join IBEW International Utility Conference in Portland

A dynamic contingent of IBEW Local 1245 members travelled to Portland this Spring to attend the IBEW International Utility Conference. They were joined by IBEW members employed at dozens of other utilities throughout the United States and Canada.

"This conference was a great opportunity to meet our brothers and sisters from other locals within the IBEW family," said PG&E Materials Handler Lucha Prado. "I had the opportunity to meet people from as far away as Canada and

as close as Minnesota."

The two-day convening featured speeches from a variety of elected officials, union leaders and policy experts, as well as workshops that touched on a number of different topics ranging from the IBEW Code of Excellence, to the energy revolution, to politics and legislation.

But the aggressive attacks on unions via so-called "Right to Work" laws and the *Janus v. AFSCME* Supreme Court case clearly dominated the conference agenda. Many of the speeches and

workshops emphasized the importance of a strong and united union to combat these existential threats.

"Multiple speakers stressed how organizing, full membership involvement and participation is key to ensure our success," said PG&E Customer Service Rep Jerry Perez. "They reminded us that there were many who went before us and gave so much of themselves, and that we should honor their legacy by standing together as IBEW brothers and sisters to further their cause, so we may continue to have the right to a fair collective bargaining agreement, wages, and to the right for a safe work place."

"I wasn't surprised *Janus* was top of the list," said PG&E Operating Clerk Miguel Pagan. "I'm proud of Local 1245 for proactively grabbing the bull by the horns, what seemed to me to be almost a year ahead of IBEW International."

"My highlight of the trip to Portland was my conversation with IBEW International President Lonnie Stephenson," said PG&E Customer Service Rep Julie Gonzalez. "He was praising 1245 for all of the hard work that we do and how he was so proud of us all. The last comment he made is one that I will always remember. His words were '1245 has a lot of talent' — and that we do."



Local 1245 members at the IBEW International Utility Conference in Portland

Local 1245 Members Attend Convention of the Coalition of Black Trade Unionists

A delegation from IBEW 1245 attended the 47th International Convention of the Coalition of Black Trade Unionists (CBTU) in Orlando, FL in late May.

CBTU is comprised of 50 chapters in the US and Canada, with representatives from dozens of different unions. CBTU describes itself as "the fiercely independent voice of black workers within the trade union movement, challenging organized labor to be more relevant to the needs and aspirations of Black and poor workers."

The theme of this year's CBTU conference was "From Surviving to Thriving," and focused on the specific issues that have the greatest impact on com-

munities of color, as well as the different methods of resistance that can affect positive change.

The workshops and plenaries were led by a wide array of thought leaders, elected officials and notable thinkers, all of whom shared their wisdom and vision with the conference attendees. Topics ranged from coalition-building, to the school-to-prison pipeline, to leadership development, to voting rights for formerly incarcerated individuals, and more.

"The presenters and speakers were knowledgeable," reported Alfonso Estes III, an IBEW 1245 member who serves on the executive board of the Northern California chapter of CBTU. "The infor-

mation shared related to much of the founding principles of the CBTU and the importance of continuing and maintaining the organization."

"Attending the CBTU conference allows me to gather information and resources to bring back to our local and engage our members," said IBEW 1245 member Charlotte Stevens. "I appreciate and honor the opportunity to be selected as a delegate."

"This convention opened my eyes to battles on many fronts being fought in a long war. Brought to light were the harsh realities that the cards are stacked against us as union laborers — and even more so as minorities," said Local 1245 member Joseph Stewart. "The CBTU 2018 convention has re-fueled the desire to rise to action and given me insight on ways to contribute to positive change."



The IBEW 1245 delegates sold tee shirts to support the Northern California chapter of CBTU during the 47th international convention.

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Local 1245 Members Work Through Fourth of July to Restore Power After Pawnee Fire

Thanks to climate change, California's fire season – which used to begin at the very end of summer or early fall – is now longer and more destructive than ever.

For a prime example of this new normal, look no further than the Pawnee fire, which tore through 15,000 acres in Lake County in late June, two full

months before fire season traditionally starts.

The exceedingly dry, hot and windy conditions made containment of the blaze challenging, and the IBEW 1245 crews from PG&E who were called up to do the restoration were actually turned away by the fire department when the blaze kicked back up again after an initial period of containment.

The four crews were finally able to get in on July 3, and immediately went to work building a back-tie to restore power to about a dozen customers. The steep, rough terrain and lack of passable roadways made access a huge challenge, and the crews had to rely on helicopters to fly in all of the poles and wires. Some areas were entirely inaccessible to trucks, and the crews had to utilize ATVs to transport themselves and their equipment over a small, rugged road built specially for them.

The crews worked all the way through the scorching hot Fourth of July holiday – but managed to finish up the job by nightfall, just in time to return to town and watch the fireworks with their families.



Damien Byrd releases a pole from the helicopter



Casey Prine works in a bucket



From left: Lucas Ramirez and Tyler Somers

From left: Damien Byrd, Lucas Ramirez and Tyler Somers



More photos and news from this summer's wildfires will appear in the next edition of *Utility Reporter*.

Support Local 1245 Member Whose Daughter Died in Bike Accident

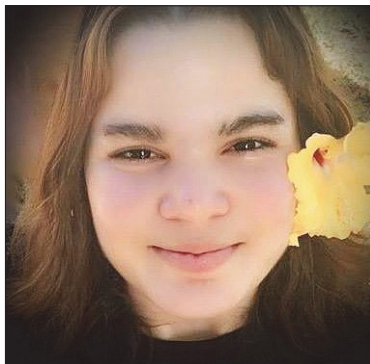
Twelve-year IBEW member Ricardo V Perez, who works as a tool repairer for SMUD, is reeling from an unexpected and devastating tragedy. His 18-year-old daughter, Jennifer, suffered head trauma after falling from her bicycle. She was taken to the hospital where she was expected to get better, but she quickly slipped into a coma and was later pronounced brain dead.

"We decided we could not let her die at such a young age. We made the decision to donate her organs so she can live on through others," according to Perez. "Our hearts broke as we said our final goodbyes. We talked to her and sang to her, holding on to the belief that she can hear us tell her how much we loved her even in her unconscious state."

Jennifer was passionate about animals. She participated in horse therapy, brought home 12 stray dogs over the years, and wanted to work as a canine rescuer when she grew up.

"Before Jennifer slipped into a coma, one of the last wishes she made was to have another dog," said Perez. "We believe our daughter is in Heaven surrounded by all the puppies and doggies she could ever want."

Perez and his family could use support during this difficult time. Please contribute what you can and leave a message for the family using <https://www.gofundme.com/angel-fund-for-jennifer-amp-family>



From left: Brandon Davis, Lucas Ramirez, Gabe Lozano, and Frank Hanlon





SERVICE AWARDS

San Francisco
March 30, 2018



45 Years From left: Business Rep. Roberto Balstreri with Rodney Sala

Congratulations on your service!



40 Years
From left: Alton Halvorson, Nancy Huey and Elizabeth Palter

Photos by John Storey



35 Years
From left: Karen Romagnoli, Rainer Herbst and Helen Jackson



30 Years
Front row, from left: Lino Blandino Jr. and Alicia Huerta. Back row, from left: Ryan Weaver and Luis Machado



25 Years
From left: Garrett Dempsey, (Balstreri) and Brian Grant



10 Years
From left: (Balstreri) with Jose Castromayor



15 Years From left: front row; Alicia Cervantes, Jacky Villareyes and Michelle Garibaldi. Back row, from left: James Barry, Jeff Bauer and An Lam Ochoa

HONOREES

45 Years

Gee, Sandra
Kapadia, Hansa
Kwan, Bing Bing
Lopes, Vern
Ramirez, Luis
Sala, Rodney

40 Years

Abriam, Edward
Canada, David
Dea, Robert
Gee, Marvin
Halvorson, Alton
Huey, Nancy
Lopez, Criselda
Palter, Elizabeth
Ramos, Emma
Regan, Evelyn
Siordia, Richard
Vella, Norma
Wu, Alice

35 Years

Hoffert, John
Jackson, Helen
Maxwell, Richard
Reed, Wayne
Romagnoli, Karen

30 Years

Blandino Jr., Lino
Carreon, Adler
Churchill, Tom
Cissell, Jason
Courpet, John
Garcia, Ramiro

Huerta, Alicia
Ramsey, Jacquelin
Weaver, Ryan

25 Years

Dempsey, Garrett
Joe, Andrew
Martinez, Victoria
Navarro, Alvaro

20 Years

Cervantes, Juan
Galligani, Anthony
Galligani, Robert
Gonzalez, Roberto
Guerrero, Raul
Han, Hendrick
Ledbetter, Charles
O'Driscoll, Eamon
Trayer, Joshua
Valdivia, Fernando

15 Years

Aker, Barbara
Barry, James
Bauer, Jeff
Brown, Florence
Canaya, Caroline
Cervantes, Alicia
Clark, Dan
Garibaldi, Michele
Gartner, James
Gutierrez, Juan
Hofland, Kasey
Johnson, Priscilla
Keate, Michael
Ku, John
Lam, An

Lam, Nam
Lee, Howard
Olivolo, Brian
Pasion, Anthony
Perez, Alejandro
Sales, Marcial
Singh, Sanjeev
Vazquez, Salvador
Villareyes, Jacky

10 Years

Andrews, Demetrius
Bordessa, Gioachino
Boyea, Christopher
Breiz, Jareau
Butler, Sam
Castromayor, Jose
Dawson, Kenneth
Foster, Gregory
Garivay, Manuel
Hawthorne, Clifford
Kunkel, Matt
Lideros, Marvin
Lindsey, Joseph
Marcaida, Felicito
Matsu, Vincent
McCown, Jesse
Pasion, Rudy
Pineda, Marcus
Preciado, Michael
Tierney, Joseph
Vanpool, Joseph

5 Years

Acevedo, Gilberto
Allen, Walter
Alvarez, Victor
Baliu, Damian

Boren, Tanner
Camacho, Gregory
Campos, Alexander
Chen, Louis
Davila, Thomas
Debien, Dustin
Do, John
Flores, Damon
Freudenberger, Matthew
Frink, Jason
Fuller, Lloyd
Grech, Raymond
Griffin, Ryan
Hauschildt, Christopher
Hay, Xuan-Lan
Hobbs, Taylor
Johns, David
Jose Jr, Romeo
Lam, Eric
Leahy, Daniel
Lopez, Christian
Merlo, Brian
Miranda, Adalberto
Moses, John
Preciado, John
Pring, Andrew
Saggese, Robert
Santos, Kraig
Scover, Diego
Solario, Stephen
Taylor, Eva
Tinoco, Georgiana
Torres, David
Velez, Erminia
Vuong, Van
Williams, Benjamin
Wolf, Jason
Zemichael, Faniel



5 Years Front row, from left: Brian Merlo, Kraig Santos and Jason Wolf. Back row, from left: Gilberto Acevedo, Thomas Davila and Jason Frink



SERVICE AWARDS

East Bay April 6th, 2018



35 Years From left: Business Rep Michael Adayan with Frederick Asche



30 Years From left: (Adayan) with Juan Zunia



40 Years
Front row, from left: Sandra Barairo and Steven Chin.
Back row, from left: Francisco Gonzalez, IBEW 1245 Business Manager Tom Dalzell, Phyllis Robinson and Gene Tafoya



20 Years From left: Chris Hess with Business Rep. Ralph Kenyon



15 Years From left: Senior Assistant Business Manager Bob Dean with Melvin Colobong



5 Years
Front row, from left: Kimberly Ussery, Beth Bungart and Marlene Chana.
Back row, from left: Darnell Robinson, DeMario Hammon, Nathaniel Joseph and Jeff Davis



10 Years
From left: Ramon Marin, Kelly Willard Edwards and Cloudell Douglas

Photos by John Storey

Congratulations on your service!

HONOREES

45 Years

Goulding, Michael
Johnson, John
Kelley, Gary
Manuchehri,
Catherine
Sala, Rodney

40 Years

Barairo, Sandra
Blattler, Mike
Bomagat, Romeo Rb
Brown Jr., Tommie
Chin, Steven
Costa, James
Digiovanni, Vincent
Dillon, David
Dunlap, Rodney
Evans, Henry
Fyfe, David
Galicia, Rosemary
Gonzalez, Francisco
Gutierrez, Rosa
Hamilton, Raymond
Hayes, Peter
Hearne, Elisabeth
Keener, Dennis
Lachina, Michael
Lee, Tim
Lopez, Steve
Pilat, Barbara
Robertson, Phyllis
Rocha, Richard
Sabiniano, Corazon
Sofranac, Dan
Tafoya, Gene
Thaxton, Melvin
Turner, Caleb
Vera, Ernesto
Villalobos, John

Wong, Paul
Yordamlis, Steven
Young, Norman

35 Years

Andrews, David
Asche, Frederick
Baptist, Dale
Bushnell, Gary
Cardoza, Kirk
Fabella, Rebecca
Franzel, Ben
Furtado, Tina
Guterres, David
Harkins, John
Henderson, John
Herbst, Rainer
Leon, Felix
Lopez, Steven
Lui, Michael
Miller, Laura
Pfann, Fredrick
Raygoza, Arthur
Rouanzoin, Patrick
Sutton, Michael
Sweet Jr., Donald
Williams, Rodney

30 Years

Kemp, Jim
Book, Douglas
Brinkley, Billie
Chen, Seamew
Childress, Morual
Colivas, Chris
Kinores, Gloria
Lewis-Adamou,
Michele
Mayfield, Arthur
Nunez, Tamra

Perry, Richard
Ramirez, Rico
Walker, Todd
Zweig, John

25 Years

Bates, Jeff
Brewer, Dale
Brown, Dean
Brown, Eleanor
Carter, Willie
Davis, John
Ferguson, Kenneth
Mitchell, James
Nelson, James
Pollard, Michele
Roa, Peter
Sarino, Peter
Surges, Richard

20 Years

Boyce, Donald
Chavez, Gabino
Huey, Elaine
Kang, Sandeep
Le, Phuong
Lowther, Kenneth
Magana, Jose
Maldonado, Laura
Marsh, Terah
McKinney, Brett
Monds, Kevin
Price, Jeffrey
Rutland, Gary
Tadena, James
Tilson, Claudia
Valdez, Guido

15 Years

Abdullah, Rasheed

Aceves, Berta
Adams, Marcus
Ambriz Jr, David
Amodeo, Lori
Baros, Manuel
Bignone, John
Byrd, Romell
Carrión, Andres
Cerruti, Brian
Christopher, Shaun
Colobong, Melvin
Darnell, Brian
Dumalag, Rualdo
Duquette, John
Edwards, Blake
Gallagher, David
Gilley, Christopher
Goehring, Daniel
Gray, Rosette
Griffin, Michael
Hayes, Aaron
Heberlein, Justin
Jackson III, William
Juarez, Ramon
Juracich, Robert
Keeling, Curtis
Krieg, Sean
Maffei, Luke
Marchand, Glenn
Martin, Roberto
Mathiason, David
Mc Daniel, Winston
McConnell, Jeff
Mendoza Jr., Martin
Ming, Bobby
Moa, Linikoni
Naicker, Kameel
Parks, David
Prada, Andre
Presley, Jonathan
Pruett, David
Ramos, Noel
Raquiza, Manuel
Ray, William
Reisinger, Kurt

Saephan, Lio
Schwab, Chad
Scott, Antonio
Serrano, Sergio
Simpson, Aldwayne
Smithwick, Tom
Thompson, Russell
Vohs, James
Wehrle, Ken
Wilson, Reed
Wong, William

10 Years

Allen, Christopher
Almaguer, Rolando
Ascarrunz, Casto
Avery, Desiree
Aviani, Patrick
Baker, Lynedra
Blanco, Teresa
Borunda, Daniel
Brown-Wright,
Felicia
Castaneda, Jose
Castro, Jeffrey
Collins-Petersen,
Christopher
Cook, Jason
Data, Nicholas
Dhesi, Paul
Douglas, Cloudell
Ebarvia, Rizaldy
Eck, Steven
Estep, Nate
Flores, Juan
Frazier, Christopher
Fuentez, Serena
Garcia, Alfredo
Garcia, Joshua
Garcia, Julio
Ingram, Brett
Josefa, Joseph
Jeu, Kenny
Johnson, Thomas
Lawrence, Joseph

Lawrence, Tonya
Leung, Kwok
Lovett, Michael
Lutisan, Joseph
Marin, Ramon
McLean, Brandon
Medrano, Justin
Ochoa, Vanessa
Olmedo, Juan
Pledger, Richard
Rodas, Carlos
Rosales, Carlos
Shier, George
Singleton, Edmund
Suarez, Jose
Thomas, Demond
Torre, Ben
Ureno-Escobar,
Ruben
Ventura, Frank
Walters, Matthew
Wang, Jesse
Wasson, Philip
Willard, Kelly
Wilpolt, Andy
Wright, Javon
Zaballos, Jeffrey

5 Years

Aguila, Julia
Aguirre, Marcos
Alderete, Roger
Amate, Troy Michael
Amezcu, Roseanna
Andreoli, Matthew
Ayon, Cesar
Bahamondes, Anton
Banta, Ilorlina
Barber, John
Barkus, Maurice
Baxley, Justin
Bazan, Miguel
Bedell, Paul
Bernal, Alejandro
Bireley, William

Blake, Shannon
Boyd, Brian
Brady, Matthew
Brown, Josette
Brown, William
Bungart, Elizabeth
Burley, Dontorius
Cacuyog, Jeffrey
Cadena, Satomi
Casiano, Clyde
Chaidez, Oscar
Childers, Justin
Cisneros-Sarmiento,
Cesar
Contreras-
Hernandez,
Marcos
Cordova, Jacob
Cruz, Gyle
Davis, Brian
Davis, Jeff
Demry, Jevary
Dhillon, Balbir
Duncan, Jennifer
Dunn, Jazmonet
Egan, Benjamin
Erazo, Alexis
Fears, Kirby
Feyling, Christopher
Ford, Darlene
Gallardo Jr, Mario
Gillespie, Travis
Gonzales, David
Gordet, Christina
Grajeda, Gilberto
Green, Joseph
Gustafson, Kyle
Hammond, Demario
Han, Samuel
Harris, Russell
Heffinger, Max
Hennigan Jr.,
Thomas
Hicks, Erin
Hilderbrand, John

Ho, Phong
Hodoh, Ashleigh
Hogg, Matthew
Hung, Thomas
Hurd, Jeremy
Ilunga, Jeremie
Jackson, John
Jay, Norma
Johnson, Lonny
Johnson, Matthew
Johnson, Tamara
Joseph, Nathaniel
Kirtley, Damone
Knowlton, Kevin
La, Dung
Land, Matthew
Lee, Darren
Lee, Sarah
Leonetti, Gabriel
Lideros, Daniel
Lindquist, Aleksandr
Lockhart, James
Lovely-Williams,
Shawana
Mael, Nathnael
Marin, Simon
Marquardt, Ashley
Martin, Cj
Martin, Roberto
McBee, Dennis
Meitzenheimer,
Kellan
Merritt, Shannon
Mijares, Raoul
Minyon, Dina
Morgan, Daniel
Moses, Brittany
Murillo, George
Najera, Jesus
Newman, Susan
Nguyen, Tam
Nordson, Benjamin
Nuno, William
Ortiz, Damian
Overton, Christine

Pacheco, Aaron
Patchin, Michael
Pel, Rotanak
Perez, Alexander
Plummer,
Christopher
Radisch, Steve
Ramirez, Ashley
Ramirez-
Hernandez,
Everardo
Ramos, Wilfredo
Ray, Brian
Richards, Cerelle
Rios, Pedro
Robinson, Darnell
Rocha Jr, Richard
Rodriguez, Brian
Rodriguez, Jorge
Rogers, Christina
Romo, Alberto
Segura, Armando
Smith, Ruben
Szucs, Bryan
Tafa, Hilamani
Talton, Maurice
Tan, Marcus
Thompson, Jason
Thouraphanh,
Tiffany
Torres, Eddie
Torres, Saul
Trujillo Sr, Carlos
Ussery, Kimberly
Minyon, Rolando
Vazquez, Raul
Vera, Erica
Voong, Vay
Weseloh, Robert
Williams, Shavon
Witrykus, Brian
Woods Jr, Henry
Wright, Eric
Yee, Mannie
Young, Toni

The Truth About Your Retirement Security

Retiring after a long career is like graduating from high school. You don't want to be anywhere or do anything that looks like work or controls your life. That is understandable, but the attack against the public pension system is relentless and requires strong action by all of us. These attacks, which take place on many fronts, should not go unchallenged. You have important knowledge that is vital in this fight — and you have a major stake in a favorable outcome.

Today, in the wealthiest county of the world, children are doing worse than their parents. An increasing number of people are falling to the poverty level of the Great Depression. Higher education, once the great equalizer and the vehicle to upward mobility, is now only for the wealthy. And retirement security for public employees, once thought an unassailable gold standard, could soon be a thing of the past.

The assault on public employees is at a dangerous precipice. If we do nothing, pensions could be lost. Without an abundance of involvement, your pension could vanish. So I am urging you to get involved locally and at the state level. The truth needs to get out, and the strength of your presence is needed to stop this assault.

It is imperative that the truth be at the forefront of discussions regarding

public employee pensions. You cannot allow your pension to be defined as a benefit or as an unearned entitlement. You need to re-frame the discussion to accurately reflect the facts. In truth, a pension is created by the earned income you deferred from your hourly wages when you were working. It is pay for work you already performed. The income you receive from a pension is similar to the income that you receive from a personal IRA. Both are created when you set aside current income to provide money to live on when you retire. I am certain you would correct anyone that suggests you did not earn your IRA. Your pension is no different. You earned your pension each day you worked. So enjoy it and defend it with the truth. Gently explain to anyone that says otherwise, "I earned it one hour at a time."

In addition to saving public employee pensions, we must include all Californians in the discussion of retirement security. There are so many issues that need to be addressed and too few people to do the necessary work.

I know you have looked forward to retirement and feel you don't have the energy to fight the 'inevitable.' But remember, public employees didn't always have a pension. That's right. It was someone many years ago that made your retirement security possible. It was

someone many years ago that invested the necessary energy to ensure that it was 'inevitable' you would have retirement security. It was someone many years ago that put aside their tiredness to fight for themselves, their brothers, their sisters, their children, their grandchildren and you. So please think about those future workers and enter the fight to ensure that you are not the last generation able to retire.

It is important to understand that the forces that are working to destroy public pensions have been active for many years and will continue unabated, if we do nothing. You and I can not allow this scenario to play out. We must stop it.

IBEW 1245 is in the forefront of the efforts fighting this assault on public pensions. Other organizations include the California Alliance for Retired Americans (CARA) and the Retired Public Employees Association (RPEA). Each are dedicated to the principle that everyone should have retirement security and guaranteed healthcare.

But it won't happen without your



involvement. Will you join with me to ensure that all Californians have retirement security? Will you join with me to ensure that all Californians have guaranteed healthcare? Will you join with me to break the chains of economic oppression being imposed by the wealthy of America?

You and I need to rededicate ourselves. Please join with me in the effort to take back America for the working people of America, and for the future of America.

Bill Wallace is a long-time IBEW 1245 activist who retired from the City of Santa Clara in 2004. Contact him at takineasyst@sbcglobal.net.

Reno/Sparks Retirees Donate Fans to Low-Income Seniors

For the third year in a row, the IBEW 1245 Reno/Sparks Retirees Club held its annual Spring fan collection drive to benefit Washoe County Senior Services.

"This year, we matched our goal of 60 fans for seniors who can not afford air conditioning during the hot summer days in Washoe County," said Reno/Sparks Retirees Club President Ron Borst.



From left: Vickie Borst, Program Coordinator Todd Ackerman, Cyril Escallier, Ron Borst, Frank Istrice, Washoe County Senior Services Administrator Len Reidenbaugh, Chip Chadwick, and Mike O'Neal



Ron and Cyril placing IBEW stickers on the fans

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!

Abriam, Edward 40 years San Francisco, CA	Carpenter, Dennis 34 years Hauser, ID	Earl, Patrick 39 years Barstow, CA	Hong, May 29 years Castro Valley, CA
Abueg, Almario 34 years Pacifica, CA	Carr, Clinton 35 years Bakersfield, CA	Edwinson, Margaret 20 years Concord, CA	Hurtado, Susan 36 years Fresno, CA
Anderson, Richard 33 years Klamath Falls, OR	Cates, Douglas 41 years Atascadero, CA	Eugenio, Dannie 35 years Hayward, CA	Huskey, Gary 26 years Foresthill, CA
Araya, Anthony 32 years Fairfield, CA	Chin, Sylvia 16 years Alameda, CA	Feik, Donald 28 years Paradise, CA	Hutchison, Robert 20 years Plymouth, CA
Baca, Robert 32 years Auburn, CA	Collins, Gary 40 years Morro Bay, CA	Fitzgerald, Maureen 34 years San Jose, CA	Janssen, Ernest 21 years Vacaville, CA
Ballard, David 33 years Nipomo, CA	Conley, Joseph 29 years Garberville, CA	Galan-Garcia, Patricia 39 years Merced, CA	Jaster, Richard 33 years Oroville, CA
Baptist, Dale 35 years Benicia, CA	Contreras, Dan 40 years Bakersfield, CA	Gerhart, Michael 33 years Alameda, CA	Johnson, John 45 years Hayward, CA
Barrett, Penny 7 years Sequim, WA	Cox, Robert 34 years Templeton, CA	Gomes, David 45 years Turlock, CA	Jones-Massey, Susan 30 years San Luis Obispo, CA
Beeler, Rudy 33 years Ripon, CA	Davis, Richard 38 years Gilroy, CA	Greer, Jeffrey 13 years Vallejo, CA	Kaddas, James 16 years Redwood City, CA
Bilbro, Kirk 34 years Cloverdale, CA	Davis-Lauth, Mary 11 years Scotts Valley, CA	Harman, Robert 39 years Red Bluff, CA	Kaiser, Ross 39 years El Dorado Hills, CA
Black, John 17 years North Fork, CA	De Lima, James 21 years Danville, CA	Harriger, Evelyn 18 years Marysville, CA	Kan, Celeste 19 years Foresthill, CA
Bodoh, Gary 32 years Willows, CA	deTurk, Christopher 12 years Santa Rosa, CA	Harvey, John 39 years Redding, CA	Kestel, Gregory 18 years Guerneville, CA
Bodoh, Gary 32 years Willows, CA	Dockery, David 6 years Pacifica, CA	Headley, George 38 years Chico, CA	Landgraff, Dorothy 16 years Lincoln, CA
Bomagat, Romeo 40 years Antioch, CA	Dominguez, Diana 41 years Fresno, CA	Heaps, Heather 28 years Los Osos, CA	Langworthy, Gary 40 years San Jose, CA
Bowman, Timothy 40 years Orland, CA	Dooley, Raymond 39 years Hidden Valley Lake, CA	Herd, Kevin 27 years Patterson, CA	Lee, Alan 38 years San Francisco, CA
Burson, Michael 16 years Wheatland, CA	Drennon, Alice 22 years Antioch, CA	Himan, Nancy 46 years Las Vegas, NV	Lee, Susie 37 years El Sobrante, CA

continued on next page

Nuevo contrato, a partir de la página 33

entablemente, al formar el último grupo para su despido, se permitió que los miembros con menor antigüedad se transfirieran a PG&E y el personal con mayor antigüedad fue despedido. Se han presentado quejas contra la compañía por numerosas violaciones que están siendo cuestionadas por el sindicato, incluidos despidos (7), pagos con errores, pago final de vacaciones, pago por servicio de jurado, cambio de la antigüedad en la empresa, reducción en la clasificación, despido improcedente y reducción en la clasificación, y pago por ausencia para asistir a un funeral. Estamos trabajando para fijar una fecha para la próxima reunión del comité de quejas. Sobre la base del nivel actual de cooperación de la compañía, ¡nos prepararemos para una larga lucha para resolver estos casos! La compañía no ha pagado el reembolso correspondiente a Lineco para 2018, como se acordó en el nuevo contrato. Estamos realizando seguimiento con la empresa para abordar este asunto lo antes posible. La participación en las reuniones de la unidad ha sido buena.

Mountain Enterprise – Liberty Energy y PG&E

Mountain Enterprise tiene numerosas cuadrillas trabajando en todo el sistema de PG&E y también para Liberty Energy en South Lake Tahoe y cerca de Truckee.

Davey Tree Surgery y Pole Test and Treatment

Estamos trabajando en algunas quejas pendientes con el Comité de resolución de quejas. Una enorme queja es la que se refiere al formulario I-9 que se completó en el segundo trimestre de 2018. La compañía despidió a numerosos empleados por una presunta falsificación de documentos relacionados con la documentación sobre trabajos ejecutados. La compañía autorizó a estos empleados a regresar como nuevos empleados, lo que significa que pierden su antigüedad en la compañía. Varios de los empleados habían cambiado su estatus legal y se convirtieron en ciudadanos estadounidenses. El sindicato está disputando la decisión de la

compañía y no está de acuerdo con la manera en que los empleados están siendo tratados. La compañía no está de acuerdo con nuestra posición. Nos estamos preparando para llevar el asunto a arbitraje. Aún tenemos pendiente la queja del empleado de Idaho. Estamos trabajando para fijar una fecha para la próxima reunión del Comité de resolución de quejas a finales de agosto. Se presentó una queja en Sierra sobre la suspensión de la firma para aceptar un árbol que se completó. Cuando se trabaja con otra cuadrilla (2), los miembros no están autorizados a firmar para aceptar un trabajo que no sea el trabajo asignado a ellos. Los inspectores de PG&E encontraron un árbol en Foresthill que no se había completado. El otro capataz en el lugar había dicho que todo el trabajo se había completado. Tuvimos un problema en Diablo donde se alegó que una cuadrilla se tomó un tiempo de almuerzo extendido y, posteriormente, el capataz de la cuadrilla fue despedido y el escalador fue suspendido. Estamos protestando la decisión tomada. ¡Nos dicen que se les está ordenando a las cuadrillas que se lleven los camiones sin el equipo suficiente para ejecutar el trabajo de manera adecuada y segura! Seguimos recibiendo quejas de las cuadrillas que sienten que no las respetan y los presionan para producir cuando el trabajo es problemático y toma más tiempo para ejecutarlo. La participación en las reuniones de la unidad ha sido muy buena.

Utility Tree Service – Condados de Golden Gate, De Anza, San Jose, Peninsula, Solano, y Yolo

El 3 de julio de 2018 se celebró una reunión del Comité de resolución de quejas con UTS. Se discutieron todos los asuntos pendientes. Se resolvieron las quejas pendientes y solo quedaron pendientes los asuntos del Sur. Esperamos fijar otra reunión en diciembre o enero.

Varios miembros se han quejado de no poder utilizar sus días de licencia por enfermedad. Nos pusimos en contacto con la compañía y nos entregaron el código que se debe usar en las hojas de tiempo para informar sobre los días de

licencia por enfermedad. La compañía ha estado usando Mario's Tree Service y Core Tree Service. Uno de los miembros se enfermó y padecía de complicaciones cardíacas. El miembro estuvo fuera del trabajo por un período prolongado. Cuando tomen bebidas con alto contenido de cafeína, o bebidas azucaradas (como Red Bull, Rock Star, y Monster), recuerden que no se conocen los efectos que todos estos ingredientes pueden tener sobre el cuerpo. ¡Es preferible tomar agua fresca potable! Los capataces generales en cada patio continúan presionando para aumentar la producción.

Synergy Tree Service

Las cuadrillas continúan trabajando en Mountain View y Peninsula. Seguimos teniendo problemas con los ascensos y la compañía actualmente está abordando dichos problemas. Sabemos que Recursos Humanos realizó algunos cambios en la oficina. Esperamos reunirnos con la compañía para discutir estos asuntos directamente.

Wright Tree – SMUD y Truckee Donner PUD

Todas las cuadrillas están diseminadas a lo largo de todo el contrato de Sacramento. La empresa aumentó el número de cuadrillas a 27 y tiene también trabajo en East Bay y trabajos de líneas de transmisión en South Bay. En otras palabras, ¡la compañía está contratando empleados ahora mismo! Cualquier persona interesada debe ponerse en contacto con el sindicato lo más pronto posible.

Zona Sur

Ha sido un año muy ocupado, empezando con el nuevo acuerdo con las compañías de árboles que fue aprobado por votación el 2 de mayo. Hemos estado intentando que las compañías contratistas de árboles hagan los pagos retroactivos a nuestros miembros. Finalmente, todos los pagos se realizaron en julio, pero fue difícilísimo obtener información sobre cuándo se haría el pago. También tuvimos dificultad en lograr que algunos empleadores les otorgaran a sus empleados los días de licencia por enfermedad negociados. Muchos empleadores estaban traba-

jando con sus departamentos de nómina para adaptarse al cambio, y un empleador trato de culpar al sindicato diciendo que no le habíamos enviado un acuerdo firmado que indicara cómo y cuándo se pueden utilizar los días de licencia por enfermedad.

Mario's Tree Service

Las cuadrillas están ayudando a Utility Tree en el distrito Sonora District y en la división de East Bay. También están ayudando a Davey Tree en CEMA y en proyectos de confiabilidad en la división Sierra. También están trabajando para Trees Inc. en la división Yosemite y en la división Stockton. Están trabajando seis días de 10 horas. Inicié un procedimiento de quejas con la compañía por no cumplir con el acuerdo general. No han pagado el seguro médico Lineco ni el plan de jubilación de los podadores de árboles, y están en mora en el pago de las cuotas sindicales.

Osmose (Pole Test & Treat)

Están ocupados trabajando en la división San Jose. He estado en contacto con los empleados alojados en el motel Best Western de Gilroy. Le he pedido ayuda a los supervisores con algunos de sus empleados que no han entregado sus formularios al sindicato, pero que están pagando las cuotas sindicales.

Wright Tree Service

Están tratando de contratar nuevas cuadrillas debido la cantidad de trabajo que se está generando. Actualmente están trabajando en líneas de transmisión y han llamado a los representantes de negocio de los podadores de árboles para ayudar a encontrar trabajadores.

Davey Tree

Presentamos una queja a la compañía por despedir a algunos empleados por no tener sus documentos en regla. Es una larga historia, pero ahora nuestros abogados están involucrados para tratar de que estos empleados recuperen su antigüedad.

Utility Tree LLC

En todas mis zonas se está trabajando ocho horas al día, sigo teniendo algunos problemas para que la compañía pague los días de licencia por enfermedad.

Retirees, from page 42

Lopez, Criselda
40 years
So San Francisco, CA

Lorenz, Joe
34 years
San Luis Obispo, CA

Lovergine, Ronda
32 years
Hydesville, CA

Marsh Jr., Leroy
35 years
Eureka, CA

Martin, Fredrick
32 years
Vacaville, CA

Marting, Paul
15 years
Pismo Beach, CA

McBride, Andrew
33 years
Lincoln, CA

McGee, Joyce
38 years
San Leandro, CA

Mendes, Joseph
34 years
Auberry, CA

Mendoza, John
35 years
Manteca, CA

Mentzer, Michael
42 years
San Bruno, CA

Meyer, Michelle
12 years
Roseville, CA

Miller, Kathy
34 years
Grover Beach, CA

Miller, Robert
37 years
Paso Robles, CA

Monahan, Richard
38 years
Spofford, NH

Newbill, Stephen
34 years
Oakdale, CA

Oelrichs, Michael
33 years
Red Bluff, CA

Olson, Mark
32 years
Brisbane, CA

Palmer, David
37 years
Fremont, CA

Patterson, Norrell
45 years
Clovis, CA

Pederson, Gregory
26 years
Atascadero, CA

Pfeifer, Donna
21 years
Santa Rosa, CA

Pinnell, Barry
27 years
Antioch, CA

Pond, Deborah
46 years
Fortuna, CA

Porep, Ella
43 years
Union City, CA

Powell, Jerry
38 years
Jackson, CA

Primeaux, Nelson
22 years
San Jose, CA

Quiroz, Carmen
43 years
Sacramento, CA

Radov, Terry
20 years
San Mateo, CA

Ray, Gary
38 years
Bakersfield, CA

Reilly, John
29 years
Vacaville, CA

Reyes, Jose
36 years
Roseville, CA

Richter, Julie
12 years
Fresno, CA

Robles, Magdalena
41 years
San Jose, CA

Rodriguez, Lorene
41 years
Santa Maria, CA

Ross, William
34 years
Templeton, CA

Rowe, Susan
25 years
Arroyo Grande, CA

Rowland, Katherine
16 years
Fairfield, CA

Royal, Jason
5 years
Georgetown, CA

Sanders, Barbara
43 years
Cassel, CA

Santos Jr., Roger
39 years
Vallejo, CA

Shiple, Donald
34 years
Ripon, CA

Siordia, Richard
40 years
Pacifica, CA

Smith, Kevin
38 years
Santa Rosa, CA

Solloway, Kevin
33 years
San Mateo, CA

Souza, Michael
34 years
Madera, CA

Spoonhour, Theresa
32 years
Lodi, CA

Sterling, Prime
5 years
Pacific Grove, CA

Storment Jr., Ralph
46 years
Boulder Creek, CA

Suhar, William
29 years
Sacramento, CA

Sullivan, John
38 years
Benicia, CA

Taramasso, Denis
33 years
Santa Rosa, CA

Teasley, David
28 years
Burney, CA

Thomas, Mark
35 years
Felton, CA

Tilson, Claudia
20 years
American Canyon, CA

Trueworthy, Charles
27 years
Vacaville, CA

Turnbull, George
34 years
Napa, CA

Villa, Ruben
44 years
San Lorenzo, CA

Warzecha, Daniel
15 years
Ft. Mohave, AZ

Wells, Thomas
34 years
Hidden Valley Lake, CA

Wert, Joyce
21 years
Georgetown, TX

Wertz, Richard
33 years
Nampa, ID

Whiddon, Arland
14 years
Lake Tapps, WA

Willey, Norman
21 years
Pocatello, ID


Wilson, Linda
38 years
Hayward, CA

Witt, Tricia
35 years
Paso Robles, CA

Young, Larry
37 years
Vacaville, CA

Congratulations Retirees!

We want you to STAY CONNECTED



to IBEW 1245.

Return to Suriname

For the third year in a row, IBEW 1245 sent a small group of members to the South American country of Suriname to participate in a safety training mission with the Suriname American Brotherhood Initiative (SABI).

SABI was founded by IBEW Local 77 member Brady Hansen in 2013, after Hansen witnessed first-hand the dangerous conditions that the linemen in the small, developing nation were dealing with every day at work. In 2014, Hansen came to the Local 1245 union hall and shared an eye-opening presentation about the realities of Surinamese linework. His presentation caught the attention of the union leadership, and the following year, Local 1245 sent a team of linemen, along with a wealth of tools and equipment, down to Suriname on one of Hansen's training missions. Local 1245 has continued to participate in these annual training missions over the past few years, embracing the opportunity to provide sorely needed training and safety skills to the Surinamese linemen.

"This was my third trip to Suriname, and by far the most productive," said NV Energy Lineman Samson Wilson. "We witnessed marked improvement in the safety culture and the peer-to-peer accountability. The majority of the linemen have taken ownership of what it takes to grow their skills and return home safely, because they aren't naive to the extreme dangers of this trade like they were before."

The changes that the SABI trainers have brought down are not only concentrated on the linemen. The Suriname utility company, EBS, has also been impacted by the SABI experience. As a result of the SABI missions, the company has purchased new equipment, and is now phasing out the outdated and hazardous equipment the Surinamese were working with before. Additionally, during the 2018 trip, Wilson and the other SABI trainers were able to work with management to begin to establish policies that will create a more stringent safety culture and hold the linemen accountable (previously, there were no consequences for workers who violated safety rules). Wilson credits Sonny Letnom for much of the progress that has been made with management.

"All in all, it was an incredible experience again," said Wilson. "The friendships and professional relationships



The EBS linemen got to experience the physical difference between a body belt and a harness for bucket use.

continue to grow, and I can't wait to return — not only to see how they have grown, but to continue the learning experience I have received from them. So proud and humbled to be a part of this unprecedented program."

For more photos, videos and information about SABI, visit www.facebook.com/SurinameAmericanBrotherhood.



At a new business project to improve voltage, the SABI trainers were thrilled to see the Surinamese linemen implementing the safety standards they were taught, including high visibility vests, traffic control with road cones, three-way communication, bucket harness, tying off ladders, and grounding the primary and isolating secondary from back feed.



EBS linemen in the Nickerie farm district pose for a photo upon completion of the SABI training program.



Some of the new line crew vehicles that the company has invested in thanks to SABI



Local 1245 Lineman Samson Wilson with safety lead Sonny Letnom