



OCTOBER 18, 2003

A GRAND OPENING!

IBEW LOCAL 1245



Ronald T. Weakley Hall

See Page Nine



NOVEMBER 1-2
Advisory Council
Vacaville, CA

NOVEMBER 15
Service Awards
Riverside, CA

APPOINTMENTS

CITY OF ROSEVILLE

Negotiating Committee
Terry Albers
Michael Bonomi
Brian Bracco
Tom Cox
Larry Kostakis

ARBOR TREE SURGERY

Negotiating Committee
Enrique Hernandez
Raul Ruano

MT. WHEELER POWER

Negotiating Committee
Sue Gulley
Aron Huntington
Mike Venturino

PACIFIC GAS TRANSMISSION NW

Benefit Negotiating Committee
Sue Corey
John Felts
Jeff O'Donnell

CONFERENCES, COUNCILS & CONVENTIONS

California Alliance for Retired
Americans Founding Convention
Jack Hill
Waite Anthony

2-Day High Voltage Safety Seminar

Al White
Art Torres

Coalition of Labor Union Women
12th Biennial Convention

Kathy Tindall
Dorothy Fortier

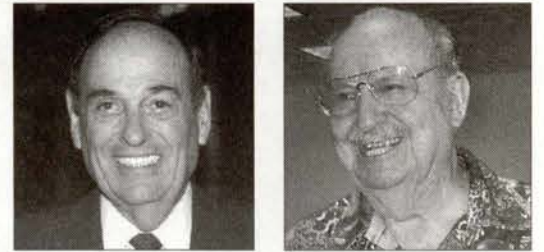
TCC-2 Fall Meeting

Ray Thomas
Karen Carter
John Ramos

2003 Recall Election Special
Convention

Ed Mallory
Chris Habecker
Jim McCauley
John Mendoza
Ron Moon
Landis Marttila
Hunter Stern
Dave Scott
Anna Bayless

Thank you, friends



By Ron Weakley, Business Manager 1951-1971

Our union was very fortunate to have Ron Weakley here last month to help us celebrate the opening of Weakley Hall, our new headquarters. It is an honor to reprint his speech here as a "guest business manager" column.

Perry Zimmerman

I don't have any notes because I couldn't see them anyway.

President Mallory, Vice President Davis, Business Manager Zimmerman, members of the Executive Board, Advisory Council, business staff, union staff, committee members, shop stewards, retirees and guests.

This is a great honor for me to come to this dedication. I spent about a third of my life involved in the initiation and development of this fine organization, which has the most

democratic structure in the labor movement, and also the best wages, conditions, and benefits in the industries in which our people are employed.

I thought I'd go back and review for you where we lived in the old days. First, the old 1245 had some units out in the field, the outlying areas of PG&E, and they had headquarters in San Francisco at 910 Central Tower which was on Market Street in San Francisco. The business manager and his tiny staff stayed there with the International Vice President, because it was the Vice President of the IBEW's office.

In the CIO, we had eight local unions. Most of them operated out of people's kitchens. We had regular meetings at these various areas in the Bay Area. And then we had a joint

council in Oakland on Grand Ave., where we held our monthly meetings to coordinate the activities and policies of the eight local unions, which were very democratic but so democratic that we could hardly ever get a majority to agree on anything.

Then, when we chartered Local 1324, which was the way to come in from the CIO to the AF of L, they housed us in the Sailor's Union building in San Francisco, down near the water front. We operated out of there until 1952 when we merged with old Local 1245, Local 1324 and the Outside Lineman's Local 50 into one local, and that became the current Local 1245.

In 1952 we moved to Oakland and we resided in the building owned by Local 595, the inside wireman. It had no off-street parking. It was a very difficult place to operate in. And we kept growing all the time. So finally I arranged to move from Oakland to the southern part of Walnut Creek on Boulevard Way. We purchased a building there and it had off-street parking. We also had a barber shop and a drugstore as tenants to help us finance the mortgage. We stayed in that building until I left.

After that, under L.L. Mitchell, they purchased a building in northern Walnut Creek, and moved over there and had off-street parking and a lot more office space. And it kept growing.

Then Jack McNally, the business manager, had the idea either to expand the building on the location where they were by purchasing an additional adjacent lot, or packaging the whole thing and financing a move somewhere else to a new building.

Under Perry Zimmerman and the Executive Board they completed that



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Pros and cons of retiree medical changes

Editor's Note: The following e-mail was received by Business Manager Perry Zimmerman. It is reprinted with the author's permission.

To Perry Zimmerman:

Just received your letter in the mail today asking the retirees to give serious consideration to the cheaper retiree plans that PG&E is offering.

I was with a group of PG&E retirees tonight for dinner and one of the discussion topics was trying to

justify the cheaper plans mentioned in your letter.

Sure, the monthly premium is lower, but when one is old, the chances of ending up in the hospital or requiring major medical care is greater and any monthly savings would be quickly eaten up by the cheaper plans paying less.

To save say \$40.00 a month in premiums and then pay hundreds or more in bills not covered by the

cheaper plans makes no sense. That's why the majority, even if they can't afford it, struggle to pay for Cap and Nap.

Just thought I'd let you know how our group viewed your letter.

But, on a positive note, we truly appreciate the \$7,500 to help tide us over.

Linda Lillehaugen
Santa Cruz



YOUR UNION

Thank you, friends

► From Page 2

whole process and ended up here in this building where you are right now.

I'd like also to remind you that this is the 50th anniversary of the founding of the Utility Reporter, which we started in 1953 because we knew we needed a communication medium for the whole spread-out organization. The Executive Board allocated me the sum of \$100 to establish the first issue. That was quite a bit of money in those days. So I had a friend, who was a reporter on the San Francisco Chronicle. His name was Pierre Salinger. He helped me put the thing together and we launched it together in 1953. Pierre Salinger, of course, went on to become the press secretary to President John Kennedy.

Under the direction of Eric Wolfe, the communications director now, it has become nationally known and we have had many awards on a national and regional basis. I'm glad that we established it and I'm glad it has lasted so long, and most people like it very much.

I note that another Ronald, Ronald Reagan, has his name on a federal building, and an airport, and now an aircraft carrier. That's quite a distinction, very impressive. But there's one thing that I have over him: he'll never have his name on a union office building.

Thank you friends.

'Electric Deregulation: the Sequel'

By Eric Wolfe

Never mind that it helped destroy his predecessor: Arnold Schwarzenegger says he wants to give electric deregulation another twirl.

The last experiment with electric deregulation ended in one of the largest financial disasters in state history. The state endured blackouts. Fifty billion dollars disappeared—mostly into the pockets of out-of-state energy pirates. Customers hit the roof, and Pacific Gas & Electric—employer of 13,000 Local 1245 members—went into bankruptcy.

But, turning to former Gov. Pete Wilson's policy team for advice, Schwarzenegger has decided to embrace "direct access."

This key feature of electric deregulation seeks to carve out a larger role in California for unregulated power producers and marketers. For all of those who managed to avoid indictment in the last deregulation rip-off, this will be great news indeed.

Under direct access, residential users and small businesses would continue to get power from the state's utilities, while large users could make deals to obtain the

cheapest available power from unregulated suppliers—and perhaps slip out from under the \$20 billion in utility debt that other customers will have to pay off over the next decade or so.

Local 1245 has supported legislation to put regulated utilities like PG&E back in charge of the state's electric system, with a strong emphasis on long-range planning and appropriate incentives to assure the state's long-range power supply. Schwarzenegger, if he succeeds in carving out a broad new role for unregulated generators and marketers, would lead California in exactly the opposite direction. Instead of planning for the future, we would just let the market sort things out.

Unplug Your Fridge

James Sweeney, an energy adviser to Schwarzenegger, explains how this will work. To tame prices, he told the San Diego Union-Tribune, just pass all the costs on to consumers immediately.

"People would be turning off lights and unplugging refrigerators and that would have disciplined the market much more than government mandates ever did," said Sweeney.

Sweeney's strategy fits perfectly

with textbook theory on laws of supply and demand. But it is completely out of touch with reality.

People *did* turn off appliances during the crisis, but the drop in demand had virtually no effect on market manipulators.

More to the point, there are only so many appliances people will turn off. Market forces just don't work when you're dealing with an essential service—something people are unwilling to do without.

And why *should* people do without their electric appliances? Before deregulation, the law provided that people had a right to electric service at reasonable prices, and that utilities had an obligation to provide it.

People may like a market in theory, but we'll see how deep that affection runs when Schwarzenegger's team forces them to turn off their freezers in order to "tame the market."

If Schwarzenegger wants to avoid the fate of the man he just replaced, he will put as much distance as possible between himself and loonies who think Californians want another spin around the dance floor with electric deregulation.



Unions help oust Bolivian leader

Bolivian President Gonzalo Sanchez de Lozada resigned Oct. 17 after a revolt by workers, indigenous groups, and students, the Washington Post reported.

His resignation followed a month of demonstrations organized by union leaders to condemn the government's proposal to build a \$5 billion pipeline and sell natural gas to the United States and Mexico. The demonstrations grew into a much broader repudiation of globalization, foreign economic influence and the violent suppression of the protests by security forces.

"Bolivia is not for sale," chanted thousands of protesters who paraded through the streets of the capital. Others shouted, "the murderer must go," referring to Sanchez de Lozada. Some protesters held up sticks of dynamite as they marched.

"The man works against the Bolivian people," said Carlos Tinelli, a 26-year-old welder who joined a protest march in downtown Cochabamba on Oct. 17. "He wants to sell Bolivia to the highest bidder and leave nothing for our children and nothing for our parents."

Vice President Carlos Mesa, a former television journalist and a political independent, was sworn in as the new president.

Bolivia is among Latin America's poorest nations, and many Bolivians believe that globalization caused deepening poverty during the 1990s. Sanchez de Lozada ushered in a series of privatizations of state-run businesses and other free-market reforms during his first term of office, from 1993 to 1997.

Pension blues, nuclear strike & 8000% pay hike

The number of workers unemployed longer than 26 weeks, and even longer than 39 weeks, has risen sharply over the past year-and-a-half, according to a new study by the Economic Policy Institute. Jobs, the study found, have contracted for two-and-a-half-years, an unprecedented length of time. Job vacancies continue to shrink, "help wanted" ads have declined by more than 20% since early 2002, and the average length of unemployment is now almost five months. The Institute argues that these chilling numbers justify a renewal of the Temporary Extended Unemployment Compensation program to give workers who have exhausted their benefits another 13 weeks of coverage, or another 26 weeks in a few states with the highest unemployment rates.

Verizon Pact: 78,000 Verizon Communications workers last month ratified a five-year labor agreement. Members of the Communications Workers and the Electrical Workers agreed to smaller wage increases and some increases in health care costs in return for job security.

Altered Time Cards: Cedars-Sinai Medical Center last month said it would pay employees \$875,000 in overtime wages after an internal audit found hospital officials had inappropriately altered some timecards.

Hospital officials said that inconsistencies in overtime pay had arisen because employees had clocked in to work before their shifts began and the hospital had later altered their time cards to deduct unearned pay. But the California labor code prohibits employers from deducting wages to recoup payments. The hospital will have to file claims for damages in court if it wishes to contest the payments.

Pension Blues: The director of the Pension Benefit Guaranty Corp. told a Senate committee last month that without structural changes the system that insures corporate pension plans would collapse. The agency, which insures retirement plans for 44 million American workers and retirees, is running a record deficit of \$8.8 billion. The PBGC estimates the private pension system is underfunded by \$350 billion.

Drawing the Line: Nearly 2,000 union members employed by Los Angeles County rallied on Oct. 28 to protest stalled contract talks and proposed increases in employee contributions to health plans, the Los Angeles Times reported. Workers and representatives from more than a dozen unions packed a Board of Supervisors meeting, blowing on shrill whistles and hoisting signs that read "We're drawing the line."

Rights Activist Murdered: Columbian women's rights activist Esperanza Amaris Miranda was murdered and her body abandoned in the street on Oct. 16 in Barrancabermeja,



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"Who says I don't give anything back to the community? Last quarter I gave back 1500 employees!"

Columbia, the International Confederation of Free Trade Unions reported. She had been declared a "military target" by paramilitary groups following her organization's refusal to collaborate with the paramilitaries.

Nuclear Strike: Workers at Britain's Sellafield nuclear plant will go on strike within the next two weeks, union officials told the Associated Press on Oct. 28. The Amicus and GMB unions accuse British Nuclear Fuels, which runs the plant, of reneging on a 1999 promise to close a 2,000 pound (US \$3,394) gap in shift pay between blue collar workers and white collar staff. The site in northwestern England employs around 10,000 workers, a quarter of whom are involved in the dispute.

8000% Pay Hike Sought: Doctors at Zimbabwe's government hospitals have gone on an indefinite strike demanding an 8,000% pay increase, their union leader said late last month. The doctors, who earn a gross monthly salary equivalent to 473 US dollars are demanding that their new basic salaries be equivalent to 37,500 US dollars.

Aussie Dereg Protest: Unions in West Australia are planning a mass walk-out and public rally this month to protest against the deregulation of their state's electricity market, which they say would harm the reliability of the state's electricity supply, and lead to higher electricity prices and possible job losses, the Western Australia reported.



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"Well, that's one less we'll have to lay off."

Frontier Unfair

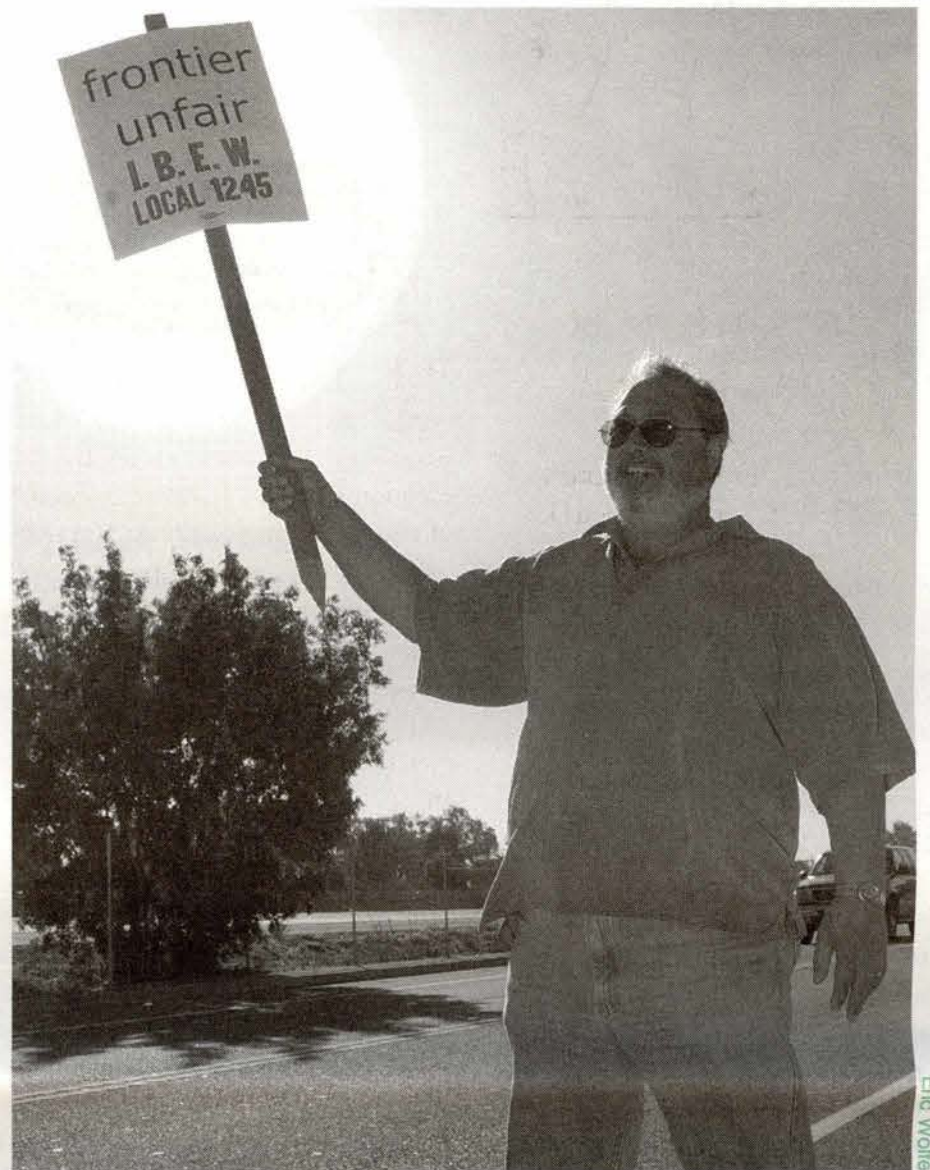
Local 1245 mounted a boisterous picketline outside the Elk Grove headquarters of Frontier on Oct. 10 after filing Unfair Labor Practice charges against the communications company.

"This company has refused to bargain in good faith," said Senior Business Rep. Ray Thomas. "They've pushed for major concessions during bargaining, and they have refused to bargain at all since the contract evergreened on Sept. 30."

The union has organized resistance to Frontier on several fronts in recent months. Local 1245 last

spring designed and distributed unity ribbons that have been worn by members at 17 IBEW local unions at Frontier properties around the country. Last month, following the Elk Grove protest, Local 1245 secured a pledge from the Telecommunications Coordinating Council #2—a union organization—to contact Frontier's chairman to protest the company's bargaining tactics.

To keep the pressure on, Local 1245 last month dispatched Thomas to make a surprise appearance at the New York bargaining table where



Business Rep. Gary Hughes, above, tells passing motorists what the union thinks of Frontier's actions at the bargaining table. Below, Local 1245 takes the protest to Frontier's doorstep in Elk Grove, Ca.

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Protesting at Frontier are, from left, Darryl Norris, Gary Hughes, Barbara Osburn, Jack Osburn, Ray Thomas, Phil Carter, Dennis Seyfer and Junior Ornelas.



Ray Thomas

Members in Susanville, from left: Wayne Perry, 24 years; and Richard Withrow, 34 years.

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Frontier was demanding concessions from IBEW Local 363.

On Oct. 27, members of that local voted to reject Frontier's concessionary contract offer.

"The members of Local 363 were very angry about Frontier's offer," observed Thomas.

The Local 1245 labor agreement with Frontier has an evergreen clause that provides for the continuation of the contract's provisions even if a new contract has not yet been negotiated. When the union's agreement with PG&E, for example, termed out at the end of 2002, its provisions remained in effect while the parties continued bargaining for another

eight months.

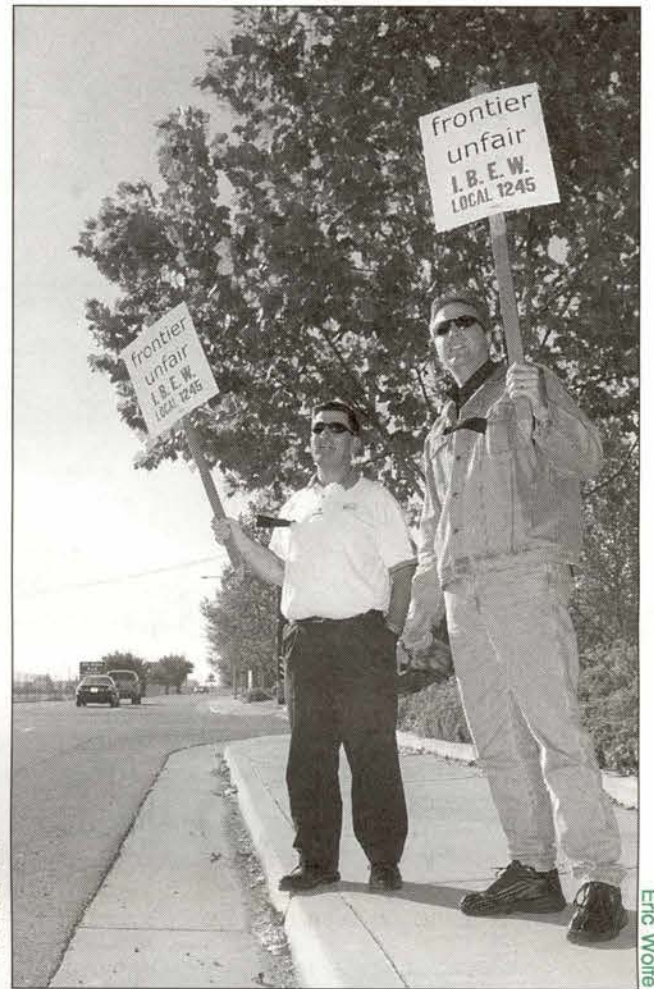
Frontier, however, appears to believe it is under no obligation to bargain now that the contract has expired. Neither side has exercised the option of cancelling the contract.

When the company walked away from negotiations on Sept. 30, it had placed several concessions on the bargaining table, including:

- Elimination of the 401K match
- Increasing medical co-pays and premium contributions
- Gutting the subcontracting language
- Creating disincentives for taking sick leave

"This is wrong," said Kevin

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Business Reps. Darryl Norris, left, and Phil Carter walk the picket line in front of Frontier headquarters in Elk Grove.

Eric Wolfe

Dave Morrison, who represents Frontier workers on the Local 1245 Advisory Council, didn't seem concerned about what management would say about him walking picket during his lunch break. "If they say anything, I'll just tell them, 'Talk to my union rep—you can find him right outside.'"



Eric Wolfe



Eric Wolfe

Waving the colors and encouraging motorists on Highway 99 to honk in support of the picketline are Business Reps. Junior Ornelas (above), Jack Osburn (right) and Sam Glero (far right). Truck horns blasted against the walls of Frontier headquarters every few seconds for most of the morning.



Eric Wolfe



► From page 6

Fitzgerald, a 23-year union member at Frontier in Palo Cedro. "I can't believe they would expect us to accept this [package]."

Wayne Perry, a 23-year member working in Susanville, called the company's last offer "a slap in the face."

Frontier, formerly Citizens Communications, has been one of the most intransigent employers faced by Local 1245 members in recent years. The company's insistence on takeaways has puzzled its employees, some of whom have worked at the company for decades.

"We do a great job for the company," said Karen Carter, a 38-year

member and chief shop steward. "We deserve better than this."

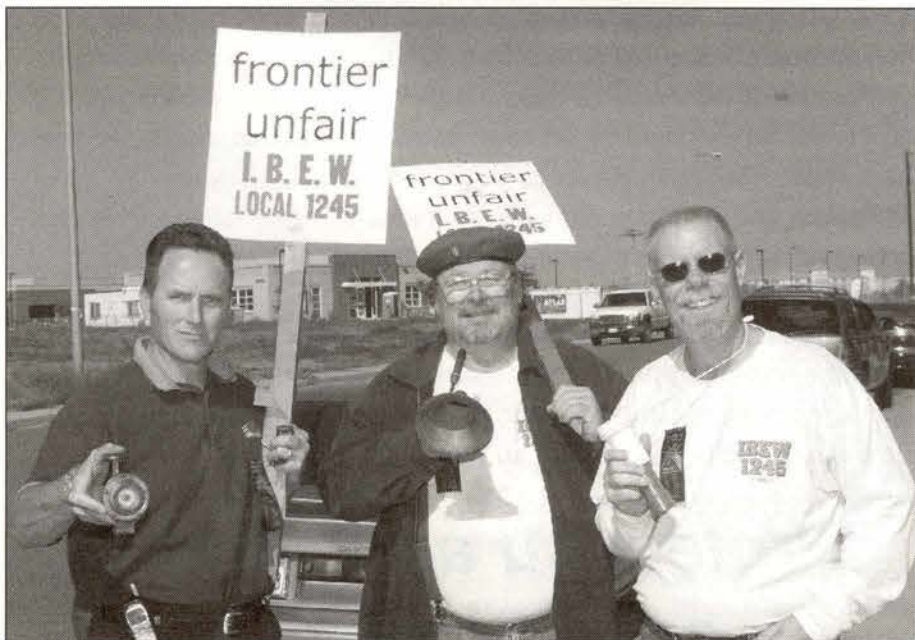
Many employees came out during breaks to express support for the union staff members who walked picketlines to protest the company's bad faith bargaining. Dave Morrison, who represents Frontier workers on the Local 1245 Advisory Council, didn't seem concerned about what management would say about him walking picket during his lunch break.

"If they say anything, I'll just tell them, 'Talk to my union rep—you can find him right outside.'"

Continuous Racket

It would have been hard to miss the Local 1245 staff members walking the picketline. They made a continuous racket all morning, utilizing an antique automobile oo-gah horn, a foghorn, a motorcycle horn and multiple car horns.

Walking the line were Assistant Business Manager Dennis Seyfer, Senior Business Rep. Thomas, and Business Reps. Jack Osburn, Gary Hughes, Junior Ornelas, Darryl Norris, Phil Carter and Eric Wolfe.



Eric Wolfe

Adding the soothing sounds of an oo-gah horn, an antique car horn and a foghorn to the Frontier protest are, from left, Senior Business Rep. Ray Thomas, Business Rep. Jack Osburn, and Assistant Business Manager Dennis Seyfer.

Ray Thomas



Members at Frontier in Palo Cedro, front row, from left: Karen Carter, 38 years; Dan Miller, 2 years; Brian Coleman, 26 years; and John White, 6 years. In back: Dave Albrecht, 26 years, left; and Kevin Fitzgerald, 23 years.

"We do a great job for the company. We deserve better than this."

Karen Carter
38-year member

Ray Thomas



Local 1245 Chief Shop Steward John Shepphird, left, and Steward Bruce Gilbert in Susanville.

Protect your union seniority

Notice to all line clearance tree trimmer and vegetation control employees

Effective in 2002 the IBEW Local Union Bylaws were amended in order to more fairly administer the provisions of the "Union Seniority" guidelines of our Line Clearance Tree Trimming contracts. Prior to this amendment taking effect, the proposed changes were read for discussion at all IBEW Local 1245 Unit meetings.

Concerned with increasing turn over of the Union Line Clearance Tree Trimming Companies performing work for Pacific Gas & Electric, Local 1245 has been successful in negotiating securities based on your Union initiation date.

Not long ago, when one Union Contractor replaced another, the new Contractor would determine who they would hire, regardless of your years of service with the former Contractor. If you were hired, you would have to start accruing vacation or PTO as a new employee, at the bottom.

Over the years Local 1245 has enhanced the retention provisions (Article 6 of your Labor Agreements) to require that the new Union Contractor hire the employees of the former Union Contractor in order of their IBEW Local Union 1245 Seniority, and base their vacation and PTO accumulations on the Union Seniority also. Further, Local 1245 will continue working to advance the value of your Union Seniority in future collective bargaining.

If you desire to initiate and maintain your IBEW Local Union 1245 Seniority, you must protect your Local 1245 initiation date as follows:

1. Subject to our Line Clearance Labor Agreements, new employees are required to comply with the membership criteria within 31 days of employment. It is critical that new employees sign up with the Local in a timely fashion, it does impact their initiation date.

2. Once you have secured your Local 1245 initiation date you have the right to protect that date during a Leave of Absence, Industrial Injury etc. If you are off of work for an extended length of time, you may forward Non-Working due to IBEW Local 1245. This will assure that you keep your current initiation date, which protects your Union Seniority rights under Article 6 of our Agreements.

Subject to the IBEW Local 1245 Bylaws, if you are off of work and accumulate more than three months of indebtedness of dues you will receive a new initiation date when returning to Local 1245. This new date will determine your new Union Seniority.

***Protect Your
Union Seniority!***

Proteja su antigüedad en el Sindicato

Aviso a todos los empleados que trabajan en la poda de árboles y el control de vegetación cerca de líneas eléctricas de transmisión

En el año 2002, los Estatutos del Sindicato IBEW fueron enmendados para administrar más justamente las provisiones de las pautas de «Antigüedad en el Sindicato» de nuestros contratos para la poda de árboles cerca de líneas eléctricas. Antes de que esta enmienda entrara en vigor, los cambios propuestos fueron leídos y discutidos en todas las reuniones del Local 1245 de la IBEW.

Preocupados por el número cada vez mayor de compañías, dedicadas a esa poda de árboles, que dejan de trabajar para Pacific Gas & Electric Company, el Local 1245 ha tenido éxito negociando la seguridad de su empleo, basándonos en su fecha de iniciación en el Sindicato.

No hace mucho tiempo, cuando un contratista con personal del Sindicato reemplazaba a otro, el nuevo contratista determinaría el personal que deseaba contratar, sin importar el número de años de servicio que el empleado tuviera con el contratista anterior. Si era contratado, tendría que comenzar a ganar su tiempo de vacaciones o tiempo «PTO» como un nuevo empleado, comenzando desde abajo.

A través de los años, el Local 1245 ha mejorado las provisiones de retención (Artículo 6 de sus Convenios de Trabajo) para requerir que el nuevo contratista que utilice personal del Sindicato, contrate los empleados del contratista anterior en el orden de antigüedad con el Local 1245 de la IBEW y para que base también las acumulaciones del tiempo de vacaciones y de PTO en la antigüedad con el Sindicato. El Local 1245 también continuará trabajando para aumentar el valor de su antigüedad en el Sindicato en las negociaciones colectivas futuras.

Si desea iniciar y mantener su antigüedad en el Local 1245 de la IBEW, usted debe proteger su fecha de iniciación en el Local 1245 de la forma siguiente:

1. De acuerdo con nuestros convenios de trabajo para la poda de árboles cerca de líneas eléctricas, los empleados nuevos deberán cumplir con el criterio que requiere que se vuelvan miembros del Sindicato dentro de 31 días de haber sido empleados. Es muy importante que los empleados nuevos se inscriban en el Local tan pronto sea posible, ya que eso tiene un impacto sobre sus fechas de iniciación.

2. Una vez que haya obtenido y asegurado su fecha de iniciación con el Local 1245, usted tiene el derecho de proteger esa fecha durante un Permiso de Ausencia del trabajo, si sufre una lesión industrial, etc. Si no puede trabajar durante un largo período de tiempo, puede calificar para pagar solamente una cuota reducida al Local 1245 de la IBEW. Esto asegurará que su fecha corriente de iniciación sea mantenida, lo que protegerá sus derechos de antigüedad bajo el Artículo 6 de nuestros Convenios.

De acuerdo con los Estatutos del Local 1245 de la IBEW, si está sin trabajo y debe más de tres meses de cuotas, usted recibirá una nueva fecha de iniciación cuando retorne al trabajo con el Local 1245. Esta nueva fecha determinará su nueva antigüedad con el Sindicato.

***Proteja su antigüedad
en el Sindicato***

Weakley Hall

A Very Grand Opening

Local 1245 played host on Oct. 18 to a very grand opening of Ronald T. Weakley Hall, the union's new headquarters in Vacaville, Ca. Hundreds of union members, retirees, their families and friends, and local politicians made the trip to Vacaville to celebrate the union's achievements, dine on the union's peerless barbecue, and to greet the union's principal founder, Brother Ron Weakley himself.

"I am sure that Ron Weakley is honored that this new union hall is named for him," said Business Manager Perry Zimmerman. "But in reality the honor is ours."

The union's legislative lobbyist, Art Carter, presented Weakley with a proclamation from the California Legislature (see page 12) that recounted Weakley's career:

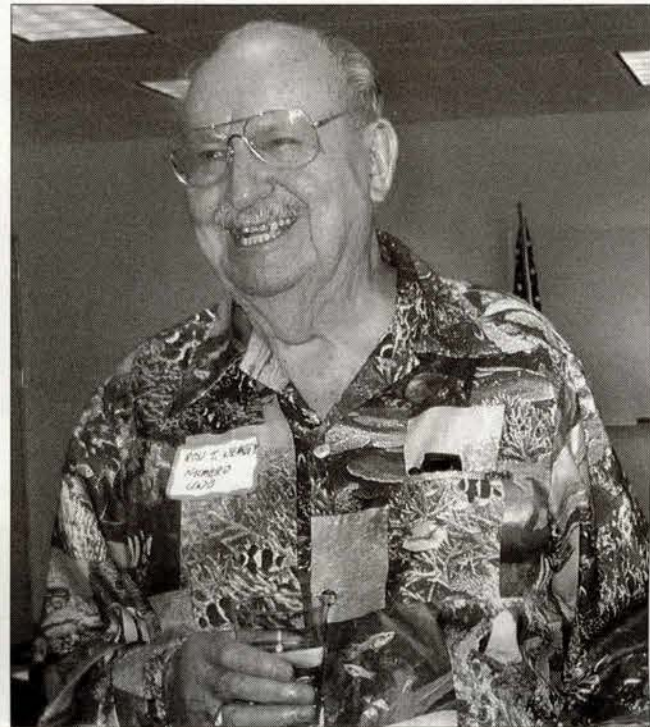
The young man who hired on as a PG&E power plant worker in 1940. The driving force in the Utility Workers Organizing Committee. The mastermind behind the great switchover to the IBEW in the late 1940s and the historic union representation election at PG&E. And finally, the innovative first business manager who authored Local 1245's uniquely democratic structure, forged alliances with political leaders, built bridges to other unions around the world, and negotiated historic contracts with PG&E that remain the standard in the industry.

Mike Machado, who represents Vacaville in the California Senate, offered his congratulations to Weakley and welcomed the union to his district, as did Assembly Member Lois Wolk.

Local 1245 President Ed Mallory greeted Weakley on behalf of the Executive Board. Communications Director Eric Wolfe offered a special tribute to long-time union activist Don Hardie (see page 13), and then introduced three union leaders for whom meeting rooms in the new building have been named: Assistant Business Manager and long-time President Howard Stiefer, former Assistant Business Manager Orv Owen, and former Business Manager Jack McNally.



Ron Weakley accepts a Legislative Proclamation in his honor from Local 1245 Legislative Lobbyist Art Carter, center, and Business Manager Perry Zimmerman, right.



Ron Weakley, October 18, 2003. It was clear he had lost none of the wit and charm that inspired a legion of followers more than a half-century ago

Other rooms, Wolfe explained, have been named for five departed leaders: union co-founder and Business Manager L.L. Mitchell, Senior Assistant Business Managers Mert Walters and Larry Foss, President Leland Thomas Jr. and Assistant Business Manager John Wilder.

But the moment everyone had been waiting for arrived when Weakley himself took the microphone. Though his gait is now slow and his eyesight fading, when Weakley reached the podium it was clear that he had lost none of the wit and charm that inspired a legion of followers more than a half-century ago.

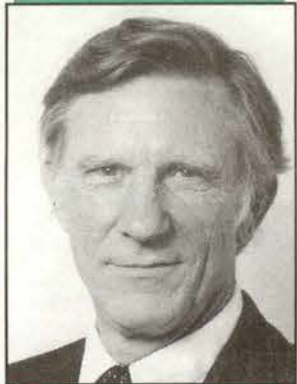
"You'll notice I don't have any notes," Weakley quipped after a thunderous ovation had subsided. "I couldn't read them anyway."

Weakley called it a "great honor" to have the Vacaville headquarters bear his name, and recounted for the assembled guests the various locations IBEW Local 1245 has called home during its 62 years of existence. He noted that 2003 is the 50th anniversary of the union's newspaper, the Utility Reporter, and explained how he had started the newspaper with assistance from a young reporter from the San Francisco Chronicle by the name of Pierre Salinger, who later gained fame as the colorful press secretary for President John F. Kennedy.

"I note that another Ronald—Ronald Reagan—has his name on a federal building, and an airport, and now an aircraft carrier. That's quite a distinction, very impressive," said Weakley. "But there's one thing that I have over him: he'll never have his name on a union office building."

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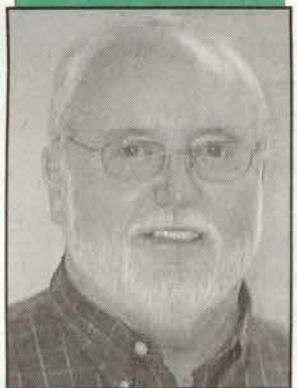
Weakley Hall Meeting Rooms Named For Union Leaders



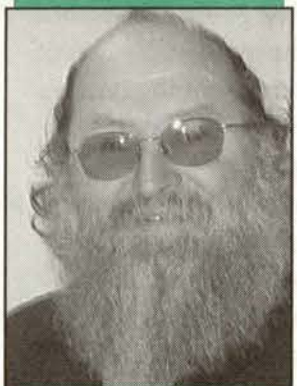
L. L. Mitchell
Union Co-Founder
Business Manager
Conference Room



Orv Owen
Assistant
Business Manager
Hotel Office



Jack McNally
Business Manager
Executive Board Rm.



Howard Stiefer
President & Assistant
Business Manager
Exec. Board Offices



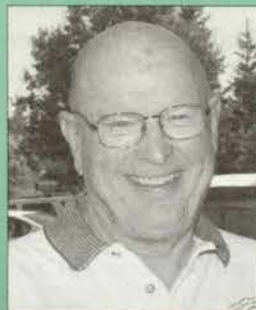
Rousing tunes were rendered by labor troubador Jon Fromer of the Freedom Song Network.



Local 1245 Vice President Mike Davis.



Former Business Rep. Jim McMullen, left, and Senior Business Rep. Frank Saxsenmeier.



Local 1245 President Ed Mallory.



Local 1245 member Marty Finnerty, PG&E Concorde Working the chow line are, front to back, Business Temporary Business Rep. Joe Osterlund, Recording Secretary and Business Rep. Hunter Stern.



Former Advisory Council member Linda Jurado, left, and Local 1245 Recording Secretary Chris Habecker.



Retired staff members, from left: Ed James, Orv Owen, Ron Weakley and Spike Ensley.



State Senator Mike Machado



Assemblymember Lois Wolk



Joy Mohr (left), and steward

Weakley Hall
A Very Grand Opening

Photos by Dorothy Fortier, Eric Wolfe & Tonya Alston-Maxwell



Family fun at the Local 1245 Grand Opening.

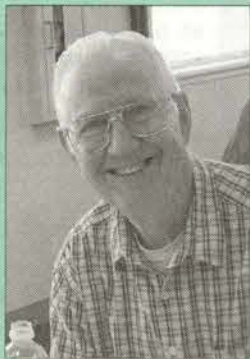
Weakley Hall Meeting Rooms Named For Union Leaders



lines up for grub.
Rep. Roy Runnings,
Secretary Chris Habecker,



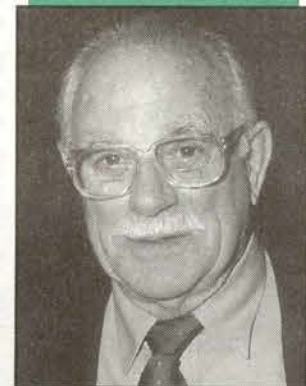
Retiree Club member
John Perkins.



Retiree Club member
Tom Young.



Senior Assistant Business Manager Tom Dalzell,
with Cathy and children Charlotte and Rosalie.



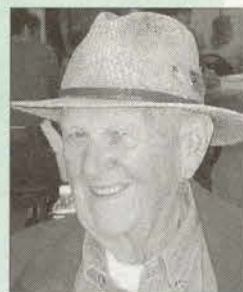
Larry Foss
Senior Assistant
Business Manager
Library



cue chefs extraordinaire Sam Glero, left, and Darryl Norris.



Office Manager Tonya Alston-
Maxwell, left, and Executive Board
members John Mendoza and
Anna Bayless.



Retiree Club member
Richard Murphy.



Mert Walters
Senior Assistant
Business Manager
File Room



Delores Zimmerman



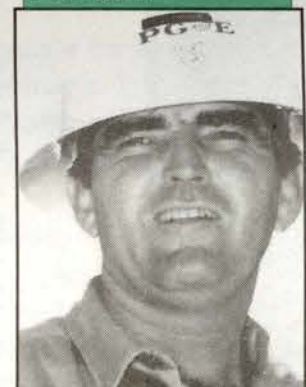
Local 1245 Accounting Associate
Spring Thomas, former union
Nevada.



Jack McNally and Perry Zimmerman.



Cheryle Bradley,
PG&E Bargaining
Committee 2002-
2003.



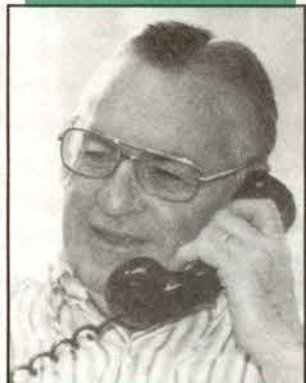
Lee Thomas Jr.
President
Conference Room



Local 1245 Trustee Norma Ricker and Arbitrator
Pete Guidry.



Retiree Club member Jack Hill,
left, and retired Business Rep.
Micky Harrington.



John Wilder
Assistant
Business Manager
Conference Room

Resolution of the California Legislature

Whereas, Ronald T. Weakley this year celebrates his 55th anniversary as a member of the International Brotherhood of Electrical Workers, and whose extensive contributions to workers in the utility and other industries span over 63 years and are deserving of special public recognition and the highest commendations; and

Whereas, Ronald T. Weakley has dedicated his life to promoting democratic unionism and empowering workers to improve their standing in the workplace through collective bargaining; and

Whereas, Ronald Weakley's passion for workers' rights and unionization was influenced by his step-father's membership in the IBEW as a journeyman lineman and construction electrician; and

Whereas, Ronald Weakley gained an appreciation for the vulnerability of workers while spending time at sea and participating in the Marine Fireman's union, an activity that resulted in him being fired and put ashore in Baltimore, Md., far from his home in San Francisco; and

Whereas, Ronald Weakley at age 19 joined other workers in walking off the job during the 1934 San Francisco General Strike, and, despite his youth, assisted the General Strike by carrying messages, ferrying supplies to strikers and demonstrating at City Hall for food relief for strikers; and

Whereas, Ronald Weakley served his country in the United States Navy from 1934 to 1938; and

Whereas, Ronald Weakley began his career at Pacific Gas & Electric in 1940, and quickly came to realize that employees there were powerless to affect their own destiny without a labor organization to represent them; and

Whereas, Ronald Weakley in 1941 led a small group of PG&E workers in gaining a charter for Local 169 of the Utility Workers Organizing Committee (UWOC), an affiliate of the Congress of Industrial Organizations (CIO), and commenced organizing PG&E employees in the East Bay; and

Whereas, Ronald Weakley, in recognition of his superb leadership skills and commitment to working people, was chosen to lead the Joint Council of the UWOC, comprising eight UWOC locals in the Bay Area in the 1940s; and

Whereas, Ronald Weakley had the political acumen to recognize that a strong union could not be achieved at PG&E as long as two different unions-- the Utility Workers union and the International Brotherhood of Electrical Workers--battled for the right to represent PG&E workers, and in pursuit of unity, led some 5,000 Utility Workers into the IBEW in the late 1940s; and

Whereas, Ronald Weakley became a driving force in the IBEW's final push for a union representation election at PG&E, leading to one of the largest successful union representation elections in the nation's history, with 100 polling places throughout most of California and with 50 National Labor Relations Board representatives presiding; and

Whereas, Local 1245 was re-chartered by the IBEW on February 28, 1951, and Ronald Weakley was elected shortly thereafter as the union's first Business Manager, serving in that capacity from 1951 to 1971; and

Whereas, Ronald Weakley envisioned and brought into being a unique organizational structure for this new union, providing for rank-and-file control of the union through a democratically elected Business Manager, Executive Board and Policy Committee, later known as the Advisory Council, which continue to assure a maximum voice for the membership in union affairs to this day; and

Whereas, Ronald Weakley, with his senior assistant L.L. Mitchell, negotiated precedent-setting labor agreements at PG&E that raised wages, improved worksite safety, established equitable procedures for promotion, created fair and equitable apprenticeship programs, established uniform grievance and arbitration procedures, and expanded employee benefits including vacation pay, sick leave, holidays, health insurance, and pensions, among others; and

Whereas, Ronald Weakley established and served as the first editor of the Utility Reporter, a union newspaper that has served as a voice for working people within the IBEW for 50 years; and

Whereas, Ronald Weakley, in the belief that all working people must stand together, led IBEW in successfully organizing workers of other employers, including municipal utilities, irrigation districts, rural electric cooperatives, electric manufacturing plants, utility tree trimming contractors, telephone workers, and Navy personnel in Alameda, among other workers; and

Whereas, Ronald Weakley actively cultivated relations with trade unions in other countries in the belief that working people must learn from each other's experiences in the on-going quest to strengthen workers and expand their rights in the workplace; and

Whereas, Ronald Weakley promoted diversity within his own ranks by hiring the union's first African-American and female business representatives at a time when many unions were slower to recognize the importance of diversity in the labor movement; and

Whereas, Following his retirement as Business Manager of IBEW Local 1245, Ronald Weakley was selected by the federal government in 1972 to be in charge of a union representation election at the United Mine Workers, a union that was struggling at that time to achieve a more democratic structure; and

Whereas, In his professionalism and dedication, Ronald Weakley was an invaluable asset to IBEW Local 1245 and to the men and women he represented, and his efforts earned for him the highest esteem of his associates; and

Whereas, IBEW Local 1245 has named its new offices in Vacaville "The Ronald T. Weakley Union Hall," in recognition of founder Ronald Weakley's visionary leadership and steadfast commitment to the cause of justice for working people;

Now, Therefore be it Resolved by the Senate Rules Committee, That the members take great pleasure in honoring Ronald T. Weakley for his outstanding leadership and dedication to working men and women throughout the State of California in his capacity as founder and long-time leader of the International Brotherhood of Electrical Workers Local Union 1245, and extend to him our appreciation for his many contributions and his continuing devotion to the cause of democratic unionism.

I Was There!
Weakley Hall
Grand Opening
Oct. 18, 2003



Spike Ensley



Ken Lohre

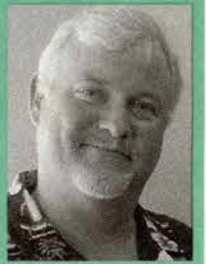


Future Member



Art Murray

I Was There!
Weakley Hall
Grand Opening
Oct. 18, 2003



Mike Henneberry



Future Member



Dale Thomas



Future Member

Pulling the Oars: A Tribute to Don Hardie

Editor's Note: The following tribute to Don Hardie was presented at the Grand Opening of the new Ronald T. Weakley union hall in Vacaville, Ca. on Oct. 18.

Ron Weakley has said that organizing a union is like a operating a boat: You need a pilot, but you also need people to pull the oars.

With the Grand Opening of Weakley Hall, Local 1245 is honoring our pilot, Ron Weakley. But we also honor one of the people who pulled the oars. That man is Don Hardie. Don could not be with us for the Grand Opening because he recently moved to southern California. But we think it is appropriate on the occasion of our Grand Opening to recognize Don Hardie's contribution to the creation of IBEW Local 1245.

Don never served on the union staff. He didn't want a union career. He wanted a union to represent him in the workplace. And he was willing to work hard to make that happen.

The first company to feel the heat from Don Hardie was the American Potash and Chemical Co. in Trona, California. Don hired on there in 1933 as a power plant operator and became active in trying to organize a union at the plant.

Don came to work for PG&E in San Francisco in December 1940.



Don Hardie, 1991

Eric Wolfe

He worked at what is now called the Potrero Power Plant. In 1941 he was transferred to one of the power plants in Contra Costa County, where he met Ron Weakley.

Together Ron Weakley and Don Hardie were at the heart of a union organizing campaign at PG&E. They helped start the Utility Workers Organizing Committee. Ron was the leader of this effort, and Don Hardie became one of his most trusted allies. Ron called Don his "co-conspirator."

Back in those days, the early 1940s, they were struggling to get union recognition and to bargain a contract for their local area. The Grievance Committee was a key function of this young union. To chair this committee, Ron needed someone he could count on. He chose Don Hardie.

Don had the skills you need on a Grievance Committee. In Ron's words, Don Hardie was a "contemplator" and "a logical guy." If you spend just two minutes with Don you understand what Ron means by this. Don doesn't shoot from the hip. He studies issues. He has a carefully honed sense of what's fair. When he offers an opinion, you know he's put some thought into it.

Ron relied on Don Hardie's advice and support in times of crisis. When the Utility Workers Organizing Committee was no longer effective, Ron decided it was time to jump ship. He asked the regional director of the Utility Workers for a meeting. Don Hardie accompanied Ron Weakley to that meeting. In fact, the meeting was at Don Hardie's house.

Ron was determined to get a single union for all PG&E workers. If it couldn't be done with the Utility Workers Organizing Committee, he decided the IBEW was the way to go. He went to meet with the IBEW in Oakland to set this project in motion. The person by his side at that meeting was Don Hardie.

PG&E was afraid the IBEW would succeed in organizing the workforce. The company tried to exclude more than 50 classifications from the bargaining unit. When

the NLRB held hearings, lawyers for PG&E tore into the union witnesses. They called them communists, questioned their patriotism. But the union men kept their cool, and saved those classifications. These two union men were Ron Weakley and Don Hardie.

Ron and Don shared a deep commitment to creating a democratic union. They wanted a strong union with strong leadership, but they also wanted the rank and file to have control. As Don put it, they wanted "solidarity and democracy at the same time." The IBEW had some problems with this idea and resisted the idea of an Advisory Council. Ron Weakley had many meetings with the IBEW to work this out. The man he took with him was Don Hardie.

There was already an IBEW local at PG&E. It was called IBEW Local 1245, chartered in 1941. But Weakley and Hardie wanted a separate local, structured along the democratic principles they favored. The IBEW created a new local for them, IBEW 1324, but kept both locals under supervision. Ron Weakley became a business representative for IBEW 1324. Don Hardie was elected trustee and served on the Executive Board during this period of transition.

The next problem was to convince a majority of the Utility Workers to come over to the IBEW. Union meetings got very heated. One night there was a meeting in Pacheco. When Don learned that a Utility Workers representative was going to be there, he called Ron Weakley. Ron said, "This is right in the heart of our jurisdiction. Go get him!" Don said, "OK, I'll get a bunch down there and we'll take them on."

Hardie rounded up about a half-dozen IBEW members and headed to Pacheco. The Utility Workers thought they were going to have a meeting. But Don Hardie remembered what really happened that night: "They didn't have any meeting. They just had an argument." Don made sure of that.

IBEW finally won the election.



The IBEW locals were amalgamated and a re-chartered Local 1245 became the union for all of PG&E. Don Hardie easily could have landed a position on the union staff. He had the skills, the experience, and the connection with Weakley. But he chose to remain with PG&E. As Ron Weakley put it: "Don wasn't interested in the union as a profession. He just believed in it."

Don remained deeply engaged in union affairs after the union election victory at PG&E. He served on the grievance committee and on the bargaining committee. Those were the years when the union was fighting for seniority rights, for appropriate overtime pay, for better grievance procedures, and all those things that we take for granted today. Don Hardie was in the thick of it.

Don retired from PG&E in 1975. But he didn't retire from the union. In the 1980s he helped organize the Local 1245 Retirees Club, where he served as an officer. He also became involved with the Federation of Retired Union Members and other groups. He walked picketlines. He represented our retirees at meetings in Sacramento. He remained true to his convictions.

And those convictions, throughout his 70 years of union activity, are rooted in a deep belief that people must act together.

"Nothing's perfect," Don once said. "I don't think corporations are perfect and I don't think unions are perfect. I don't think the government is perfect. But if they're going to work for you, you've got to organize them."

"He is a straight shooter," said Weakley. "He is sincere about everything."

Despite all that he did, Don Hardie is reluctant to take credit for helping create IBEW Local 1245. In his view, it's just something that a person does. Don once put it this way:

"You've got a conscience and you've got a set of principles and you live by them or you don't. I don't think there's anything exceptional about it."



WOMEN WORKERS' HISTORY

Greatly Depressed

The United States had known many economic depressions, but nothing like the deep depression that followed the stock market crash of 1929. President Herbert Hoover assured the nation that "Prosperity is just around the corner" as jobs disappeared. The number of unemployed grew from 3 million in 1930 to more than 15 million just three years later. Wages dropped by 45%.



As the Great Depression worsened, more and more women workers found themselves out of work. Competition between men and women for jobs intensified. The president of the Carnegie Institute of Technology in Pittsburgh went so far as to suggest that 75% of available jobs be reserved for men.

Some state legislatures enacted laws removing married women from state jobs; although overturned, the intent of such discriminatory laws was carried out through executive orders in Indiana, Pennsylvania and Rhode Island restricting employment of married women. Factories, schools and public utilities laid off or imposed bans on hiring married women.

But fully 40% of women working in industry were married, most bringing home wages supplementing the meager earnings of others in the family. "If you are a woman, you will understand what it means to work in the factory and keep house," wrote one woman in 1930. "I have been working, even when my husband had a job, in order to make ends meet. Now he is out of work since last October, and don't ask me how we get along on my miserable earnings. But without it we would starve."

(To be continued)

Dealing with domestic violence

What is domestic violence?

Everyone has experienced tension in their relationships. Domestic violence is not a disagreement, a marital spat or an anger management problem. Domestic violence is a pattern of assaults and controlling behavior that restricts the activity and independence of another individual. It can include physical, sexual and psychological attacks, and economic control.

Domestic violence affects persons of all cultures, religions, ages, sexual orientations, educational backgrounds and income levels.

Fact: In one year alone, almost four million American women are physically abused by their husbands or boyfriends.

Fact: 34% of Americans say they have directly witnessed an incident of domestic violence.

Fact: 94% of corporate security directors surveyed rank domestic violence as a high security problem at their company.

Domestic Violence Is a Workplace Concern

Domestic violence can result in reduced productivity, increased medical expenses, absenteeism, and increased risk of violence at the workplace. Workplaces are an ideal place for employees facing domestic violence to get help—after all, it's the place many spend at least eight hours a day, away from their abusers. There is much an employer can do to make a difference.

The Workplace Safety Plan

It is a good idea for women facing violence at home to create a safety plan, both for home and for work.

Here are some suggestions for women dealing with abuse:

- ◆ Talk with someone at the workplace you trust, such as your supervisor, human resources manager, employee assistance counselor or union representative.

- ◆ Notify security of your safety concerns, if your company has security. Provide a picture of the batterer and a copy of protective orders to security, supervisors, and reception area staff.

- ◆ Have your calls screened, transfer harassing calls to security, or remove your name and number from automated phone directories.

- ◆ Review the safety of your parking arrangements. Have security escort you to your car, and obtain a parking space near the building entrance.

- ◆ Ask co-workers to call the police if your partner threatens or harasses you at work.

- ◆ Ask about flexible or alternate work hours.

- ◆ Ask to relocate your work space to a more secure area.

- ◆ Review the safety of your childcare arrangements. Give a picture of your batterer and a copy of your protective order to the day care provider. If necessary, consider selecting a new day care site.

The Personal Safety Plan

No one deserves to be abused at home. If this is happening to you, it is not your fault and you are not alone. You have choices and there are people who can help and support you. Here are some suggestions for keeping safe at home:

- Find out where you can go for help. Tell someone what is happening to you.

- If you go to a hospital or doctor because you are hurt by your husband or boyfriend, tell the doctor

what happened and ask him or her to document it in your medical file. Keep any evidence of abuse, such as photos of bruises and injuries, or ripped clothing. All of this may be helpful if you decide to take legal action in the future.

- If you are thinking of leaving, plan now. Hide a spare set of keys, some money and extra clothes in case of emergency. Collect important papers for both you and your children, such as birth certificates and social security numbers. Also collect any evidence of your partner's assets (such as paycheck stubs) if you plan to seek alimony or child support.

- Consider obtaining a protective order.

- Call the National Domestic Violence Hotline at 1-800-799-SAFE for referrals.

How Co-Workers Can Help

- Be alert to possible signs of domestic violence: changes in behavior and work performance, lack of concentration, increased or unexplained absences, placing or receiving harassing phone calls, bruises or injuries that are unexplained or come with explanations that just don't add up.

- If someone confides in you that they are being abused, believe them. Listen without judging. People often believe their abusers' negative messages and feel responsible, ashamed and afraid they will be judged. Tell them they don't have to stay in the abusive situation and that help is available.

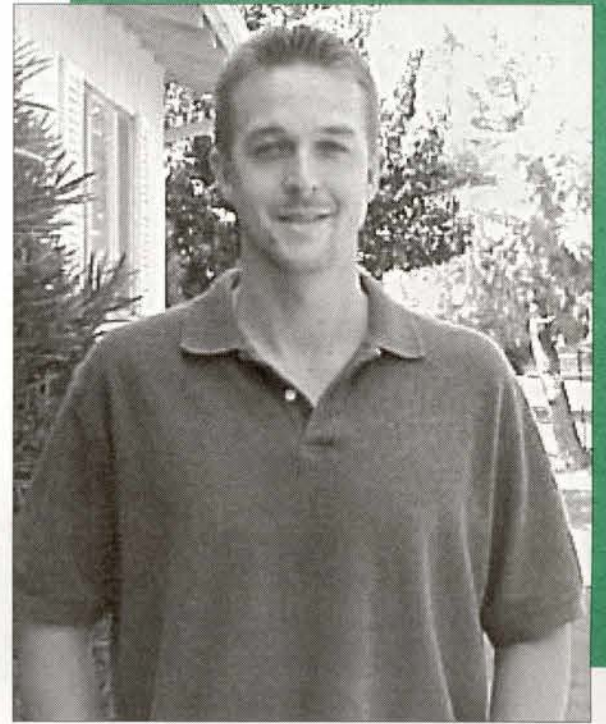
- Call the employer's Employee Assistance Program for confidential advice and resources.

Source: "Work to End Domestic Violence," Family Violence Prevention Fund.

Rescue

By Eric Wolfe

What caught Richard Leonardo's attention was the water. A privately-owned ditch had flooded a pasture and water was approaching the road. To Leonardo, on routine patrol for the Merced Irrigation District, it just didn't look right.



Leonardo pulled over his District truck and approached the house. Maybe they didn't realize the ditch was flooding.

Nobody answered his knock at the front door. Leonardo went to the back of the house and knocked again. Nobody home.

Maybe they went to town for a bit, Leonardo thought as he returned to his truck. Still, the situation seemed strange. As a facilities inspector, it's part of his job to pay attention to anything that seems out of the ordinary.

That's when he saw it. An arm sticking up out of the flooded ditch. Toby Silvera's arm, waving in the air.

Silvera, a farmer near the City of Atwater, had fallen into the ditch. Maybe not such a big problem if you can climb. Silvera, an elderly man who uses a cane, couldn't get out. A neighbor stepped outside but didn't hear Silvera's cries for help and went back inside. For nearly an hour Silvera maintained his precarious footing—up to his neck in frigid water, his body temperature plummeting.

Still, he had the strength to wave his arm. And Leonardo, who drives a hundred miles a day inspecting facilities for the District, made it his business to be there and see it.

"He couldn't get out of the water," said Leonardo. "It was cold. He was in shock."

Leonardo, concerned that the man might have sustained a back injury, asked Silvera if it was all right to pull him out. It was.

"I pulled him out of there. The water was ice cold. I couldn't believe how cold the water was," said Leonardo, who is chief shop steward for Local 1245 when he's not busy rescuing people.

Silvera couldn't stand. Leonardo was alarmed, and for good reason. Silvera's body temperature, they would later learn, had dropped to 90.5 degrees.

"How long have you been in there?" Leonardo asked.

Silvera said he thought it had been 45 minutes, maybe an hour. Then Silvera asked Leonardo if he could get the water shut off. The memory makes Leonardo laugh.

"I was worried about hypothermia ... He was still worried about the water."

Leonardo started to pick up Silvera to get him to the house. It was harder than it looked. The man's clothes were soaked. Fortunately, a truck pulled up. The driver was the husband of Silvera's granddaughter. Together they carried Silvera to

the house and tried to warm him up. Silvera's daughter, Pam Duarte, arrived about 10 minutes later.

"They got him to the emergency room," said Leonardo. Silvera recovered.

A couple of weeks after the dramatic rescue, Duarte came by the Merced Irrigation District to see Leonardo. Toby Silvera, fully recovered, was with her. He thanked Leonardo for saving his life.

A few people in the office found out what Leonardo had done. Then the District presented him an award for actions above and beyond the call of duty. News of the rescue began to spread.

"When I got this award it really got around, people teasing me, calling me hero," said Leonardo. He found the sudden attention a little hard to fathom. "I just did what any other person would have done—I saw him and got him out of there."

But maybe there's a little more to it than that. After meeting Silvera under drier circumstances, Leonardo found that he liked the old gentleman.

Leonardo lost his grandfather a couple of years ago. In the person of Toby Silvera, he got the chance to help someone about the same age.

"Toby's a heck of a guy," observed Leonardo. The feeling is surely mutual.

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PG&E Intranet

wwwhr/ibew





Merced, CA
May 10, 2003



35 Years



30 Years



25 Years

The Honorees

35 YEARS

Jameson, Larry
 Mai, Gary C.
 Nunes, William E.
 Porter, Anthony
 Roberts, James A.

25 YEARS

Allgood, Steven
 Barnett, Clinton E.
 Carr, S. W.
 Colgrove, Michael
 Dillon, Mike E.
 Fisher, Preston C.
 Gates, Irving M.
 Hicks, John R.
 Holcombe, Ricky D.
 Horn, Mark A.
 Kazakos, T. M.
 Kish, Kenneth D.
 Kraemer, Kurt B.
 Martini, James E.
 Marks, Kitty M.
 McKim, John D.
 McNeil, Ralph E.
 O'Bannon, Russ W.
 Puglzevich, Susan L.
 Rose, Edward F.
 Wert, Arthur M.
 Wolcott, William L.

30 YEARS

Browner, Arthur, Jr.
 Buckmaster, Ralph Jr.
 Camarena, Daniel R.
 Casillas, Frank
 Cooper, Bob
 Esquivel, Angelita
 Fraguglia, David
 Fraguglia, Michael
 Gomes, David J.
 Iwata, Dan H.
 Ornelas, Michael A.
 Torres, Robert
 Witherell, D. A.

Goodbye new ergonomic rule

When employers fill in the required Occupational Safety and Health Administration Form 300, an annual log of worker illness and injury, there will be no column to list ergonomic ailments.

The Bush Administration last summer axed a record-keeping rule issued by the Clinton Administration. The new rule would have required employers starting Jan. 1 to take special note of worker injuries considered musculoskeletal disorders—health problems arising from repetitive motions, bending and twisting, and lifting heavy loads.

As reported by Cindy Skrzycki in the Washington Post last month, the death of the new rule will spare employers a bit of paperwork. But it will also destroy a valuable paper trail.

Unions believe the record-keep-

ing is necessary to highlight the severity of the problem, especially since the official count of these injuries is based on those that require days away from work. They argued that musculoskeletal disorders account for about a third of all injuries in the workplace that required time off, and that eliminating the specific column on the form is a way for the Bush administration to minimize the problem.

Peg Seminario, director of the department of occupational safety and health at the AFL-CIO, said, "You'll never have an idea of how many [musculoskeletal disorders] there are." Seminario said eliminating the ergonomics category was "cynical" since the Bush administration has emphasized a voluntary approach by employers to address the problem: "They just took away the tools to do that," she said.

Proia wins Tailboard prize

This month's Safety Tailboard prize goes to member Augie Proia of Concord, Ca. who submitted the following question. The answer was researched and written by Richard Lane for the Local 1245 Safety Committee.

Question: Why don't we have prescription safety glasses? Wouldn't it be a lot safer?

This is a very good question that has been asked by many people. The topic of prescription safety glasses is frequently a negotiation item at contract time. Some companies provide prescription safety glasses for their employees while some employers do not.

I agree that prescription safety glasses would be safer, yet OSHA (1910.133 CFR) regulations require that employers provide eye protection that incorporates the prescription in its design, or protection that can be worn over the prescription lenses without disturbing the proper position of the prescription lenses or the protective lenses. In reality, the first option can be quite costly while the second is less costly.

All eye protection must meet American National Standards Institute (ANSI) Z87.1 requirements, and this and the manufacturer must be clearly marked on the glasses. Always wear your safety glasses. You deserve to see everything the world has to offer.

References: OSHA 1910.133, Eye and Face Protection. General Industry Manual Cal/OSHA Title 8 Section 3382, Eye and Face Protection. website: www.dir.ca.gov/Title8/3382.html

Safety Tailboard

Receive an IBEW cup and cap for submitting a safety question selected for publication in the Utility Reporter's Safety Tailboard. Safety Tailboard is an open forum for discussion and learning about safety issues. Submit your question, along with your name and phone number, to:

Safety Tailboard,
c/o Jim McCauley, IBEW 1245, PO Box 2547, Vacaville, CA 95696

By the Local 1245
Safety Committee



Why have a Safety Committee?

At first a company thinks an employee away from their normal function of work is lost productivity. However, a well-run safety committee may result in lower injury rates and increased employee morale, according to the National Safety Council.

There are nine elements to a successful safety committee:

1. Buy-in from upper management—offering support when the safety committee has a problem.
2. Good representation from operations or production areas, with about 40% of the committee coming from management.
3. Orderly meetings—familiarity with Roberts Rules of Order is a help.
4. Company safety director should be the facilitator; non-management employees should be in key

positions, such as chair, vice chair, and recorder.

5. Create by-laws, and have terms of service for committee members. Job duties of officers should be spelled out.

6. Develop a mission statement.

7. Meetings should discuss all details of injuries, accidents and near-miss incidents as the first order of business.

8. Meet on the same day each month so members can get input from their fellow employees and bring it to the meetings.

9. Distribute meeting minutes to all employees and solicit feedback.

An active safety committee—with a buy-in from both sides—can bring down injury rates and prevent financial losses. Safety committees truly create a win-win situation.

David Vipond

Not worth the gamble

When working in today's trades, we use many different types of tools. Some are people-powered, some pneumatic powered, some electrical powered, some battery powered, and some solar powered.

No matter what tool we are using for the job, we need to use it properly and respect it. If we take shortcuts and do not use the proper tool, or remove guards, or modify tools, or use frayed power cords, etc., we are gambling with our safety. It's only a

matter of time before we lose the wager and become injured.

Some workers end up paying for such mistakes for the rest of their lives.

So let's be smart when working with tools at work and at home: know the dangers and respect the safety features of our tools.

If you see someone ignoring safety features or safety precautions, remind them it's not worth the gamble.

Stoney Burk

Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecomm.; Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; Art Torres, Sacramento Municipal Utility District; Gil Suarez, Davey Tree; Bob Burkle, City of Santa Clara; and Assistant Business Manager Jim McCauley.



**INTERNATIONAL
BROTHERHOOD
OF ELECTRICAL
WORKERS®**

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Washington, DC 20005
(202) 833-7000
<http://ibew.org>

EDWIN D. HILL
International
President

JEREMIAH J. O'CONNOR
International
Secretary-Treasurer

June 10, 2003

TO: ALL FINANCIAL SECRETARIES

Dear Sisters and Brothers:

This is a reminder to you that there will be a \$1.00 increase in per capita tax to become effective January 1, 2004. This increase was approved by the delegates of the 36th IBEW International Convention, which was held in San Francisco, California, during the week of September 10 through 14, 2001. Accordingly, the following rates will apply for all per capita payments covering the period of January 2004, and thereafter:

"A" Members - \$21.30 per month

"BA" Members - \$10.00 per month

In accordance with Article IX of the *IBEW Constitution*, \$10.00 per month from each member shall go into the General Fund, and the additional amount paid by our "A" members of \$11.30 per month shall go into the Pension Benefit Fund.

Please notify all of the members in your local union concerning this dues increase, and you may also need to notify the employers to increase payroll deductions. In addition, if your local union is submitting Per Capita Reports to this office by computer, please make sure that the new rates are entered in your system. It will not be necessary to amend the local union bylaws with respect to this dues increase, because this action was approved at the IBEW International Convention.

This monthly per capita tax payment to the International Brotherhood of Electrical Workers is a duty that is required of each individual member. It is the responsibility of each Financial Secretary to collect and forward all per capita payments to the International Office in a timely manner.

Best wishes.

Fraternally yours,

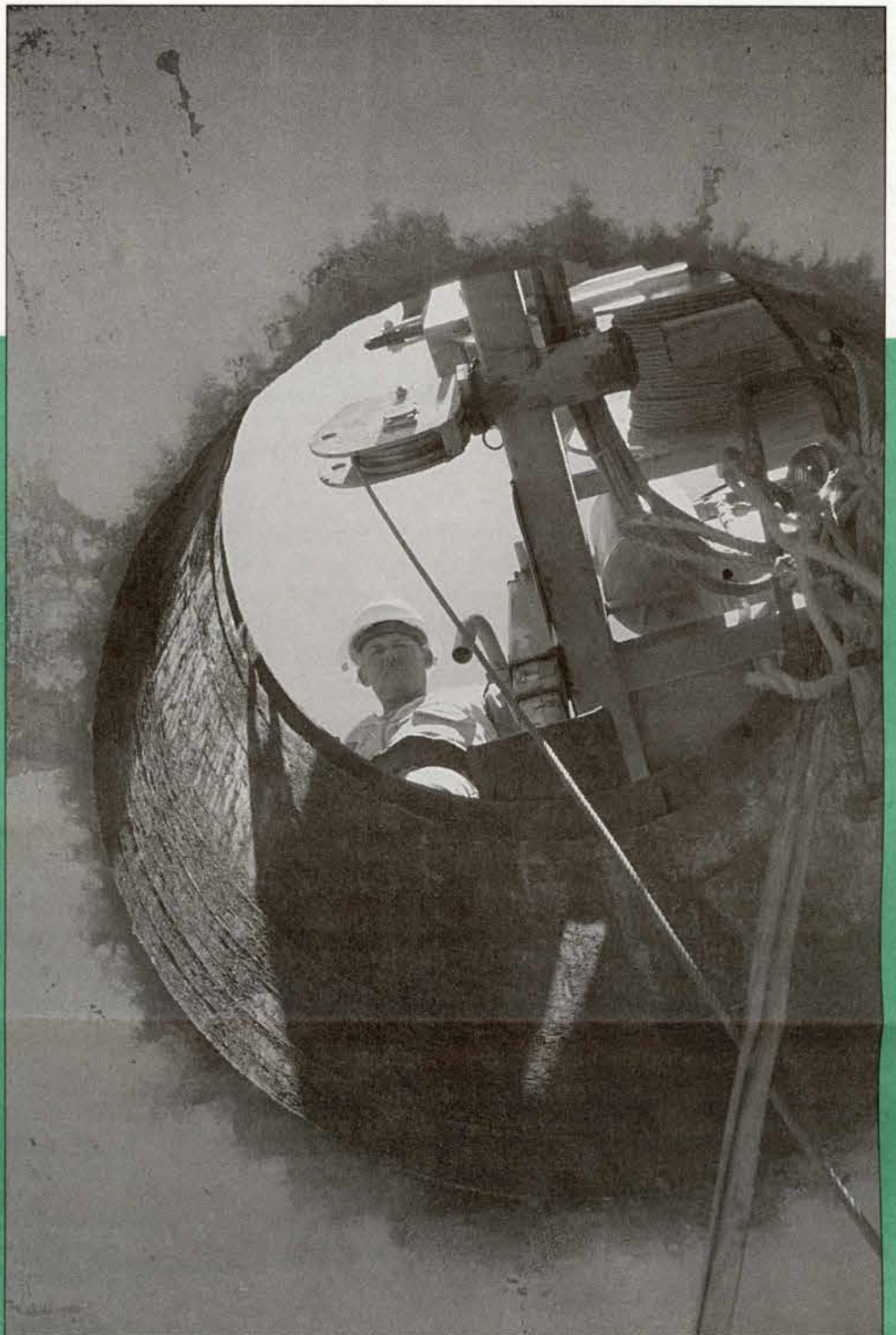
Edwin D. Hill
International President

Jerry J. O'Connor
International Secretary-Treasurer

EDH:JOC:smj
Enclosure
Copy to All International Officers

Underground

Plans for undergrounding electric cable in the City of Roseville came a step closer to completion when an electric crew led by Line Crew Supervisor Terry Bakkie pulled in 1500 feet of 60kv underground cable along Cirby Way last June. The crew – which included Lineman Jim Morrison, Temporary Groundman Rod Thompson and Cable Splicer Tech. Paul Boudreau – was pulling in the final piece of a loop for the 60kv system. The new underground line is expected to enhance system reliability in Roseville.

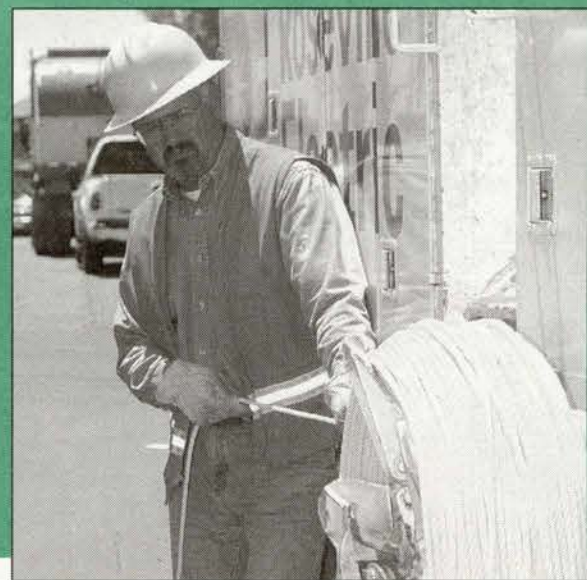


Line Crew Supervisor Terry Bakkie looks into the vault.



Lineman Jim Morrison, left, and Groundman Rod Thompson, watch as the wire goes through the roller.

Photos by
Eric Wolfe



Cable Splicer Tech. Paul Boudreau runs the take-up reel, pulling the hard line in.



50 Years: William Chase, right, receives award from Business Manager Perry Zimmerman.



40 Years: Thelma Dowell, left, receives award from Business Manager Perry Zimmerman.



35 Years



30 Years



25 Years

Redding, CA
March 21, 2003



25 Years



25 Years

Honorees

50 YEARS

Chase, William L.

40 YEARS

Dowell, Thelma J.

35 YEARS

Hanes, Sammy
Johnson, John R. Jr.
Molakides, Gregory J.
Neblett, Stuart

30 YEARS

Barlow, Michael
Chambers, William E.
Friesen, Cliff
Galimba, David
Guilford, Harry

Lucero, Michael
Lucero, Robert
McFarlan, Dennis
Rink, Alan
Smith, Betty A.
Thomas, Jeffrey S.
Valderrama, Robert M

25 YEARS

Anderson, Donald R.
Boone, Daniel
Bradley, James S.
Burgon, Mark A.

Carpenter, Gary A.
Chase, William D.
Colgate, Tom
Colvin, William M.
Delgado, Sharon G.
Elder, Timothy
Esparza, Ruben M.
Foster, James L. Jr.
Foong, Kit
Fountaine, Mike S.
Gibson, L. E.
Griggs, David A.
Hayes, James A.
Hebert, Daniel V.

Hutchison, Charles G.
Kendall, Kurt
Kissick, Daniel J.
Klingerman, David
Martin, Larry W.
Mcteer, Michael T.
Mort, Tim D.
Morton, Michael
Navarro, Don
Nuckols, Eugene L.
O'Dell, James E.
Paul Curtiss
Pearson, Kenneth
Peery, David

Pereira, Dino R.
Riggs, Larry G.
Rossi, John
Rylee, Russell W.
Shaw, Jon
Silva, Joe A.
Thomas, David V.
Tregoning, Gerald W.
Walsh, William M.
Weston, Kevin D.
Wilson, Eugene D.
Zaballos, Alan