

Interim committees at PG&E tackle broad agenda



Eric Wolfe

PG&E GENERAL CONSTRUCTION

Meeting last month at Weakley Hall on PG&E General Construction issues is the union committee consisting of, clockwise from left foreground: Business Rep. Hunter Stern, Business Rep. Roy Runnings, Assistant Business Manager Roger Stalcup, Business Rep. Mike Haentjens, Ron Malfotti, Lonnie Crawford, Larry Darby, Alan Parker, Russ Blacker and Business Rep. Joe Osterlund.

Members of Local 1245 have begun tackling a broad range of issues in accordance with provisions of the new labor agreement with Pacific Gas & Electric.

Through the committees, union members will have an opportunity to voice their concerns and apply their collective strength to gaining improvements in numerous areas.

The following is a brief overview of the status of these interim negotiations:

◆ **Cost of Living:** Union's objective is to address problems associated with high cost-of-living areas. A union-only meeting of the committee was held Jan. 22. The union is scheduled to meet with the company on Feb. 20. Serving on the commit-

tee for the union are Senior Assistant Business Manager Tom Dalzell, Brett Wolterman, Maryann Dennehy, Bob Bruce, Gene McCandless, and Al Estes.

◆ **System Operator Program:** Union's objective is to obtain equity increases in keeping with market survey data and in recognition of the increased complexity of the job. The committee met Dec. 12. Another meeting for union members only was held on Jan. 21. The union is currently seeking dates to meet with the company in February. Serving on the committee for the union are Senior Assistant Business Manager Tom Dalzell, Rod Sammon, Dave

Page 8 ►

Yuba County Water Agency pact

A new agreement ratified by members of Local 1245 improves wages and benefits at Yuba County Water Agency.

Under the pact, the Agency agreed to continue wage parity with provisions established in the contract between Local 1245 and PG&E.



Carter

Improvements to the PERS retirement formula were also negotiated, according to Business Rep. Phil Carter. The Agency agreed to pick up 50% of the employee contribution to the PERS

retirement plan. Formerly, employees paid 100% of the contribution.

The Agency agreed to increase the sick leave buyout from 35% to 45%, with a limit of 1040 hours.

Funeral leave was increased from one day to a maximum of three days.

The monthly baseline contribution for retiree medical was increased from \$16, which had been applicable only to the employee/retiree, to a new maximum of \$750 applicable to the combined medical premium for the employee/retiree and spouse.

Negotiating for the union, in addition to Carter, were William Zollen, Rose Shipman and Ron Knutson.

The Future Is Now



Business Manager Perry Zimmerman kicks off the union's third "The Future Is Now" workshop to recruit and train potential union staff members. The two-day workshop, held Jan. 13-14, acquainted about two dozen participants with the basic operation of the union, including history, structure, organizing, apprenticeship, health and safety, and political action, among other topics.

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Feature



Outside Construction in Livermore 6-7

Members at Work Wells REC 12

Inside

Your Union Safety 2

In Memoriam Andrew 'Tube' Dudley 3

Retiree Corner Age Discrimination 11

Safety Matters Bush & Workplace Safety 10

Political Action Primary Endorsements 9

FEBRUARY 7-8

Advisory Council
Vacaville, CA

FEBRUARY 21

Service Awards
Stewards Conference
Bakersfield, CA

FEBRUARY 28

Public Sector
Stewards Conference
Vacaville, CA

MARCH 6

Service Awards
Stewards Conference
Rohnert Park, CA

MARCH 12

Service Awards
Eureka, CA

MARCH 13

Stewards Conference
Eureka, CA
Stewards Conference
San Jose, CA

APPOINTMENTS

PACIFIC GAS & ELECTRIC

CDLA Ad Hoc Committee
Mike Jameson

Building Department Labor Management Committee

Alton Halvorson
Ruben Villa
Mark Shoulet
Vince Almacen
Gary Maschio

ADELPHIA**Bargaining Committee**

Janise Ramos
Jay Resse
Steve Stephens
Cathy Jones - Alternate
Roger Cutting - Alternate

CONFERENCES, COUNCILS & CONVENTIONS**HAI Heli-Expo 2004**

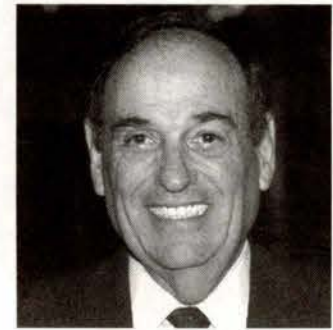
Howard Stiefer
Braxton Mosley
Eric Barron
Joe Ferreira

IBEW Telecommunications/Broadcasting Conference

Ray Thomas
Santiago Salazar
Sheila Lawton

Tragic reminders of the importance of safety

By Perry Zimmerman, Business Manager



The primary motivation behind the founders of the IBEW in the 19th century was safety. Unsafe working conditions were killing and maiming linemen and electricians at an alarming rate. The founders felt that only by banding together and speaking collectively could they fight the powerful industry and create safe working conditions.

Today, working conditions are far, far safer than they were in the 19th century when our founders launched this union. That does not mean that safety is no longer an issue. It is.

In the last several months, we have seen four brothers killed on the job and two others hurt seriously in falls. In January, I went to two funerals of Local 1245 linemen who had been killed on the job.

Many of you, the members of Local 1245, face danger on the job routinely.

Many of you work at dangerous heights.

Many of you work with sharp, unforgiving tools.

Many of you work with pressurized gas or steam.

Many of you work in the near proximity of radioactive material.

Many of you work with highly toxic materials.

Many of you work with machinery that is entirely unforgiving of error.

Many of you drive as part of your job, often many hours a day.

And many of you work long hours in stormy darkness, doing your job to restore service after an outage.

Your work is dangerous, and the moment that you forget that it is, you will be reminded the hard way.

In the 1800s, it was easier to identify and fight the causes of unsafe working conditions. Greedy employer for whom safety was not even

a consideration were easy targets. The problem today is far more difficult to identify and fight, but if we don't, we will be reminded of our failure in the most painful possible way—by the grief of the family who sent a father or mother, brother or sister, son or daughter off to work in the morning and did not see them again.

Yes, we at Local 1245 can and will look for safer work methods. Yes, we will examine root causes of safety problems, such as understaffing, unrealistic production standards, and the like. But, if we don't look within ourselves, the serious injuries and fatalities will, sadly, continue.

Every moment of every day you must remember how dangerous your job is. You must never—never—forget how close the margin is between your safety and a fall, electrical contact, or gas explosion. A momentary lapse of attention is all it takes to cross the line between safety and danger.

Every moment of every day, you must work with the diligence and care that your job demands. I don't want you to work safely because of accident prevention rules, and I don't want you to work safely because of disciplinary action.

I want you to work safely because you want to go home safe and alive at the end of the day. The wages and fringe benefits that we have worked long and hard to negotiate mean nothing if you are not there to enjoy them. Nothing—and I mean nothing—is more important than your health and safety.

We will do our part in protecting your safety on the job, but our work means nothing if you don't do your part. Your constant commitment and vigilance is the single most important factor in preventing accidents. If you don't do it, nobody can do it for you, not your employer, not your union, not your safety committee—nobody. Do your part, please, and we'll do ours.



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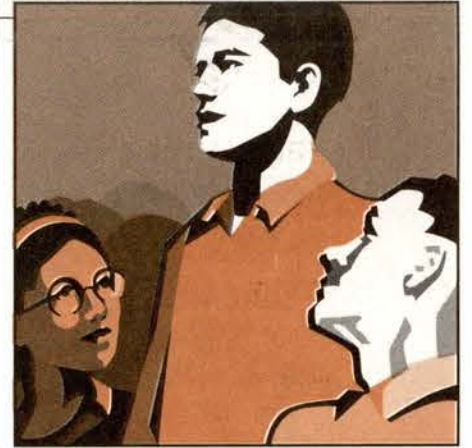
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Words of praise for brother Dave Enriquez



Editor's Note: The following letter was shared with the Utility Reporter by Renee Enriquez, widow of Dave Enriquez, who was a Fieldman in General Construction for PG&E. Dave Enriquez died at his home on Nov. 10.

Dear Mrs. Enriquez,

You don't know me, but your husband worked on Washington Blvd. in Fremont these last few months. He went out of his way to be

pleasant, stopping cars so we could get out of our driveway, because of all the PG&E construction.

He always had a smile. I just wanted you to know how very sorry we are to hear such sad news. But we wanted you to know how he touched our lives. He worked so hard every day—these guys don't stand around, they really work hard.

We have had a lot of workers out

here from time to time, but never like your husband and the great men he worked with. They are a very special brand of men.

Your husband will be greatly missed by all who knew him—even the strangers whose lives he touched by his kindness.

God bless you all. You are in our prayers.

Mr. & Mrs. Neil Spagnuolo

Speak Out!

Got something to share with your fellow union members? Send letters (with name and phone number) to:

Utility Reporter Letters
IBEW 1245
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Vacaville, CA 95696

Note: We can't print personal attacks or letters dealing with union politics. Opinions expressed in Speak Out are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.



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Andrew 'Tube' Dudley found the best in people

Anybody can run a crew of superstars," Tube Dudley was fond of saying, "but it takes a real foreman to take the dregs of society and handmold them into the nucleus of a working linecrew."

Andrew Dudley, "Tube" to those who knew him, was a teacher at heart, a man who wanted others to succeed, no matter where they might have started from.

"He could take guys maybe nobody else wanted. He'd find the best in people," said Rod Peterson, who knew Tube for over

30 years.

"People enjoyed working around Tube," said Peterson, now a Field Superintendent for Henkels McCoy. "He was just a special person."

Dudley, who died Dec. 7, was a big bushy-bearded man, always ready to help an apprentice, and deeply devoted to his union.

"He was a very very good union brother," recalled Local 1245 Business Rep. Jeff Johnstone. "He was always stepping up for the union."

Dudley was initiated into IBEW on Dec. 31, 1956. Among other union activities, Dudley served as

Outside Unit Chairman, on the Outside Executive Committee, on the Outside Negotiating Committee, and as a shop steward. In 1989 he was elected Member-at-Large to the Local 1245 executive board, a position he held until 1998.

"I met him on my first job as an apprentice in 1973," said Johnstone. "He looked like a big grizzly bear, had that full beard. He was slow-spoken but something good always came out."

Teacher is a word that comes up often when you talk to people about Tube Dudley. Another word is safety.

"He followed safety rules completely," said Johnstone.

"In the 30 years I knew him," said Peterson, "I don't think he ever got anyone hurt. Safety was first."

At home, family was first. Tube reveled in his grandchildren.

"He was very family-oriented," said Peterson. "If I sat there at his



Tube Dudley

house watching football, there'd be five little monsters running around and it didn't bother him a bit."

He is survived by his wife, Darlene, three daughters, and many grandchildren.

Local 1245 mourns the loss of our friend and union brother, Tube Dudley.

"People enjoyed working around Tube. He was just a special person."

Rod Peterson



Bush & vets, seized smelters, 'naughty' workers

More help for rich from Bush

The fiscal year 2005 budget proposal issued by the White House on Feb. 2 shortchanges America's workers while showcasing the Bush Administration's top priority—cutting taxes for the nation's super-rich.

The Bush budget proposal permanently locks in multitrillion-dollar tax breaks that mostly benefit the nation's wealthiest, according to an analysis by the AFL-CIO. To finance these tax cuts for millionaires and billionaires, the budget inflates the already record-high \$477 billion US deficit and shortchanges or cuts funds for the domestic programs working families need most—from job creation to health care, transportation and education.

The president's proposed "21st Century Jobs Initiative" to train workers for what it calls the "jobs of the future" says nothing about stemming the loss of current well-paying US jobs. And funding increases for worker training do not begin to restore earlier Bush cuts in job training and dislocated worker programs.

Bush now has called for a spending cap to address the soaring budget deficit. But Bush's millionaire tax cuts, which he now wants to make permanent, are the largest specific cause of today's declining federal revenues, according to the Center on Budget and Policy Priorities.

Bush inherited a \$5 trillion, 10-year surplus when he took office in early 2001, but has managed to saddle the nation with a \$4.3 trillion deficit over 2001–2011, according to the Center.

America's 26 million veterans are on the list of those who could be hurt by the the Bush Administration's plan to take overtime pay away from millions of workers. Buried in one paragraph in the middle of the proposed new overtime rules is a change that explicitly mandates that "training in the armed forces" could be the basis for an employer to decide some workers shouldn't get overtime pay. The Bush Administration is moving toward announcing a final implementation date for the overtime pay take-away before March 1. Soldiers or veterans have been targeted on other fronts by the Bush Administration, which has:

- √ Sought to cut \$75 a month from the "imminent danger" pay added to soldiers' paychecks when in battle zones.

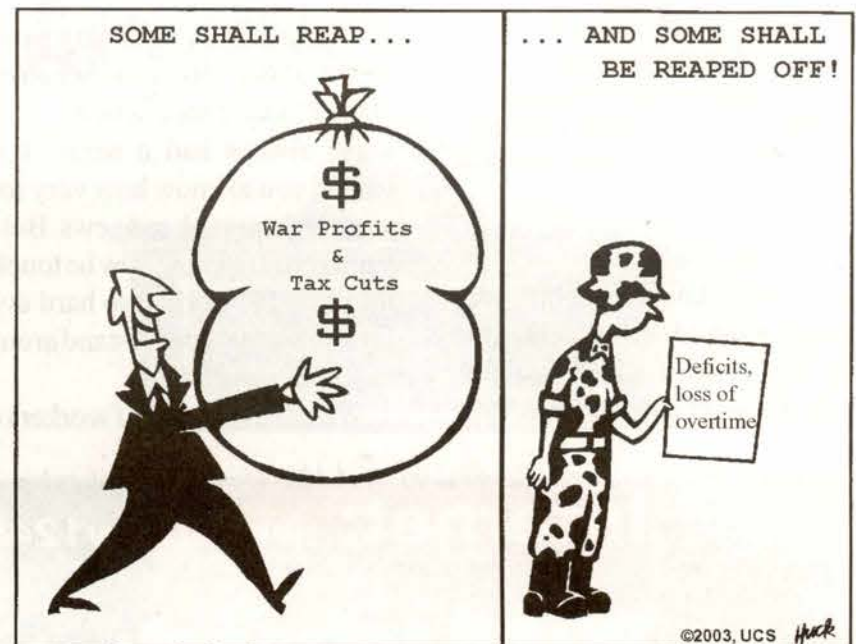
- √ Sought to cut by \$150 a month the family separation allowance offered to soldiers and others who serve overseas away from their families.

- √ Budgeted \$3 billion in cuts for Veterans Affairs, despite 9,000 casualties in Iraq and an aging force of Vietnam veterans.

- √ Charged injured GIs from Iraq \$8 a day for food when they arrived for medical treatment at the Fort Stewart, Ga. base where most injured are treated.

- √ Sought to block a federal judge's award of damages to a group of servicemen who sued the Iraqi government for torture during the 1991 Gulf War.

▶ **Low-Pay Job Growth:** Low-pay sectors dominate job growth in the US, according to a new study by the Economic Policy Institute. In California, industries that are hiring pay 40% less than those that are shrinking, the study found. Jack Kyser, chief economist for the Los Angeles County Economic Development Corp., told the Los Angeles Times that the trend to low-pay jobs



is "really scary," because an economy increasingly dependent on lower-wage jobs will have a smaller tax base and see less consumer spending — checking economic growth and reducing the quality of public services and infrastructure. Ways of reversing this dangerous trend include raising the minimum wage, attaching labor standards to trade agreements to discourage outsourcing of manufacturing jobs, and encouraging unionization in low-paying sectors.

▶ **Grocery Strikers Rally:** Thousands of Southern California grocery clerks, struggling under the financial strain of a nearly four-month-long supermarket strike, rallied in Inglewood with supporters from other unions Jan. 31 to urge store owners to return to the bargaining table, the Associated Press reported. Bargaining is deadlocked over company proposals for huge takeaways in health care. State Attorney General Bill Lockyer is suing several of the supermarket companies on grounds that a financial mutual-aid pact struck by their Southern California chains violates antitrust laws and has harmed consumers.

▶ **Safeway CEO in Trouble:** Meanwhile, Safeway Inc. Chair-

man Steve Burd is having trouble maintaining his popularity on Wall Street. Nearly two-thirds of Safeway's market value has evaporated in the past three years, wiping out more than \$20 billion in shareholder wealth. Analysts believe the southern California strike is saddling the company with at least \$20 million in losses a month.

▶ **Slap 'Naughty' Workers:** Indonesian Manpower Minister Jacob Nuwa Wea caused a stir recently when he said police should not hesitate to take firm action against workers, the Jakarta Post reported. "If they (workers) are out of order, it's OK for the police to slap them around a little bit. We often slap our children at home if they are naughty, don't we?" he said.

▶ **Workers Seize Smelter:** Unionized workers seized a Quebec aluminum smelter owned by Alcan Inc., Canadian Press reported. A company official said the workers had operated the smelter well on their own since taking it over in late January to protest plans to close it this spring, affecting 550 jobs. The spokesman said the company hadn't given any deadline to the workers, who are represented by an affiliate of the Canadian Auto Workers union.

Improvements at Merced Irrigation District

Wage increases and wage premiums were part of a new agreement ratified in December by members of Local 1245 at Merced Irrigation District, Business Rep. Mike Grill reported.

General wage increases of 5% were effective Jan. 1, 2004. In addition, 12 classifications received equity wage increases of 5%, and a 5% rubber gloving premium was instituted.

A 3% reduction in the members'

PERS contribution (from 7% to 4%) will be effective on Jan. 1, 2005.

On Jan. 1, 2006 there will be a Cost of Living Adjustment (COLA) based on a 12-month average from October to September, using the Consumer Price Index as a basis.

Also on Jan. 1, 2006 there will be an additional 1% reduction in the PERS contribution from 4% to 3%.

The minimum call-out was increased from two hours to three hours, paid at time-and-a-half.

The agreement provides five days paid funeral leave if it is 300 or more miles away.

Approximately 100 Local 1245 members work at Merced Irrigation District.

Negotiating for the union, in addition to Grill, were Jerry Fletcher, Jerrid Fletcher, Isreal Haley, and Richard Leonardo.



Grill

Tree Trimmers review CDL regulations



Ray Thomas

Line Clearance Tree Trimmers working in the North Valley participated in a California Highway Patrol presentation on Commercial Vehicle pre-inspection and applicable California Vehicle Code regulations. Business Manager Perry Zimmerman reiterated Local 1245's strong commitment to members in Line Clearance Tree Trimming. Also attending were Local 1245 Business Reps. Ray Thomas and Junior Ornelas, as well as Organizer Carl Lamers.

Dennis Price, Modesto ID foreman

Dennis Price, a Crew Leader in the Line Construction Department at Modesto Irrigation District, died Nov. 10 after a brief illness.

Brother Price participated in unit meetings and followed contract negotiations closely, according to co-workers.

Karri Daves, Service Center Rep. II, and Kurt Celli, who worked closely with Dennis, remembered him as a hard worker, well-liked and respected by management and those who worked with him.

"Dennis was down to earth and fun to work with. He was gullible when it came to practical jokes and would fall for a story hook, line and sinker," they recalled.

Price worked at Modesto Irrigation District for 30 years. Local 1245 extends its condolences to the family, friends and co-workers of Brother Dennis Price.

Kevin Knutson

Pacific Gas & Electric Lineman Kevin Knutson, 47, died on Jan. 13 while working on a 115kv tower between Morro Bay Power Plant and the community of Los Osos. Knutson was initiated into the IBEW in 1978 and worked for many years in Outside Construction before coming to work for PG&E in 1997. He is survived by his wife Jan and a grown step-daughter. The incident is under investigation. Local 1245 extends its condolences to the family, friends and co-workers of Brother Kevin Knutson.

Randy Imai

Randy Imai, a 29-year member of Local 1245, died Jan. 5 from injuries sustained in a fall from a pole while performing work as a lineman for Pacific Gas & Electric. Cal-OSHA is conducting an investigation of the accident.

Brother Imai is survived by his two adult daughters, his parents, and his brother and sister.

Local 1245 extends its condolences to the family, friends, and co-workers of Brother Randy Imai.

Unit updates

Unit 3512, City of Roseville, now meets at Fast Freddie's Pizza, 130 Main St., Roseville.

Jack Osburn
Business Rep.

Unit 3011, Sacramento Regional Transit, meets at 4:30 pm. The time was listed incorrectly in the January Utility Reporter.

Sam Glero
Business Rep.

Unit 1215, Pismo & San Luis Obispo, now meets at Vallarta's Mexican Food & Cantina, located at 1761 Monterey, in San Luis Obispo.

Dan Lockwood
Business Rep.

Unit 3514, Chilcoot, has a new location and a new name. Now called Plumas Sierra unit, the meetings are at Beckworth Tavern, Highway 70, Beckworth, Ca.

Randy Osborn
Business Rep.

Unit 3310, Truckee, and the other units listed below, had incorrect meeting dates published in the December Utility Reporter. The correct dates for Truckee are: Jan. 28, Mar. 31, and May 26. No meetings in February, April or June. Unit chair is D. Romeo.

Unit 3313, Yerrington. The correct meeting dates are March 22 and May 24. No meetings in February, April or June.

Unit 3315, Ely/Mt. Wheeler, Nev. The correct meeting dates are March 8 and May 10. No meetings in February, April or June.

Unit 3318, Elko, Nev. The correct meeting dates are March 17 and May 19. No meetings in February, April or June.

Unit 3319, Wells, Nev. The correct meeting dates are March 18 and May 20. No meetings in February, April or June.

Sal Salazar
Business Rep.

Power for Livermore

IBEW members at New River Electric last fall completed a substation to increase electric capacity in the Livermore Valley. Three transformers were installed, with room for more in the future.

Sturgeon Electric laid the conduit and set the underground vaults, where the sections of cable

could be spliced together. Underground cable was pulled by Contra Costa Electric.

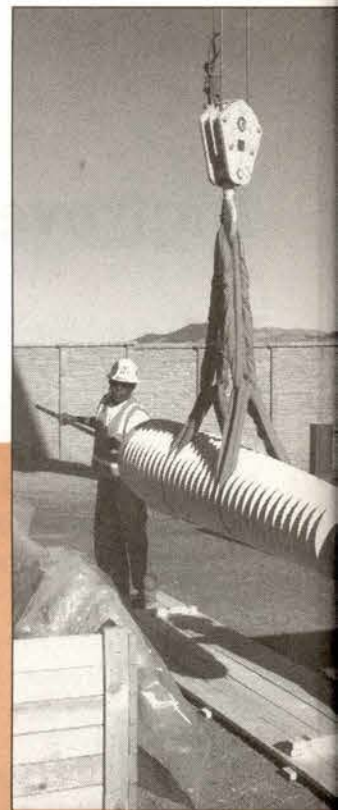
Over 13,000 feet of German cable used on the job came packaged in 12-foot reels, each reel containing 2300 feet of cable weighing 42,000 pounds.

Due to requirements of the cable supplier, German personnel were on hand to terminate the wire.

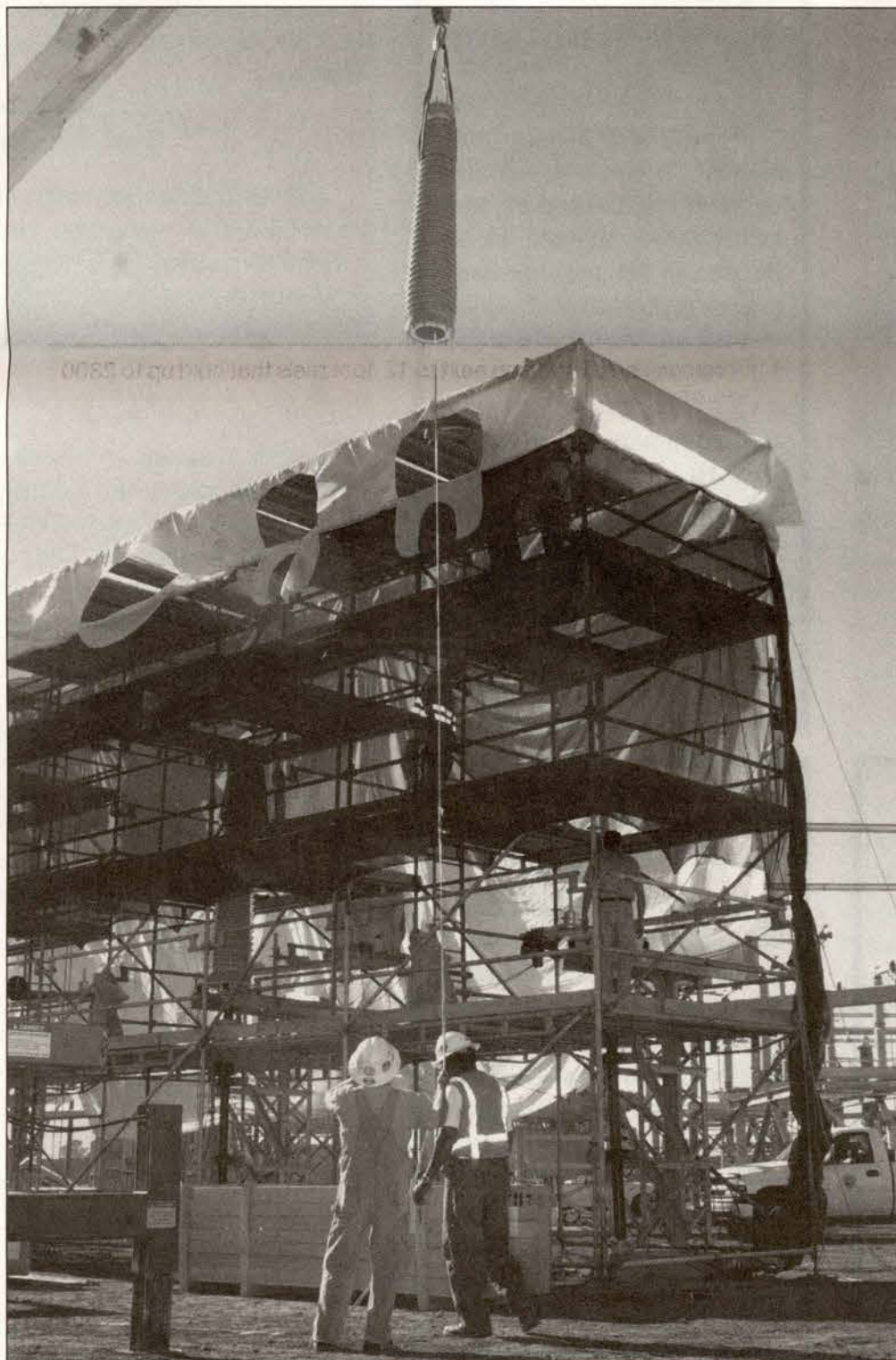
The job, begun early last summer, was completed before the end of 2003.

"In 20 years, Livermore has just about doubled in population," noted Foreman Larry Thompson, a Livermore resident himself.

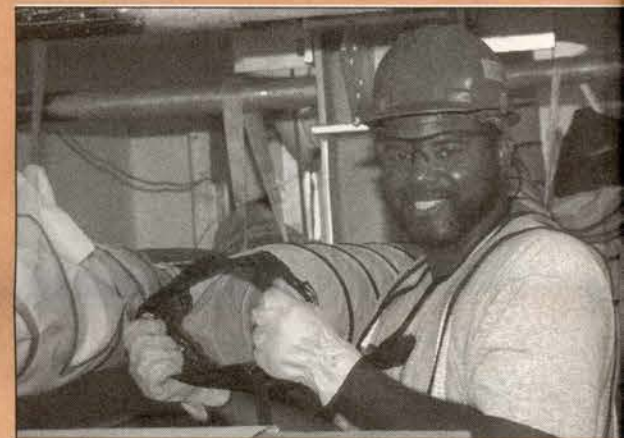
The new substation, performed under contract with PG&E, will help assure that the growing population has the power it needs.



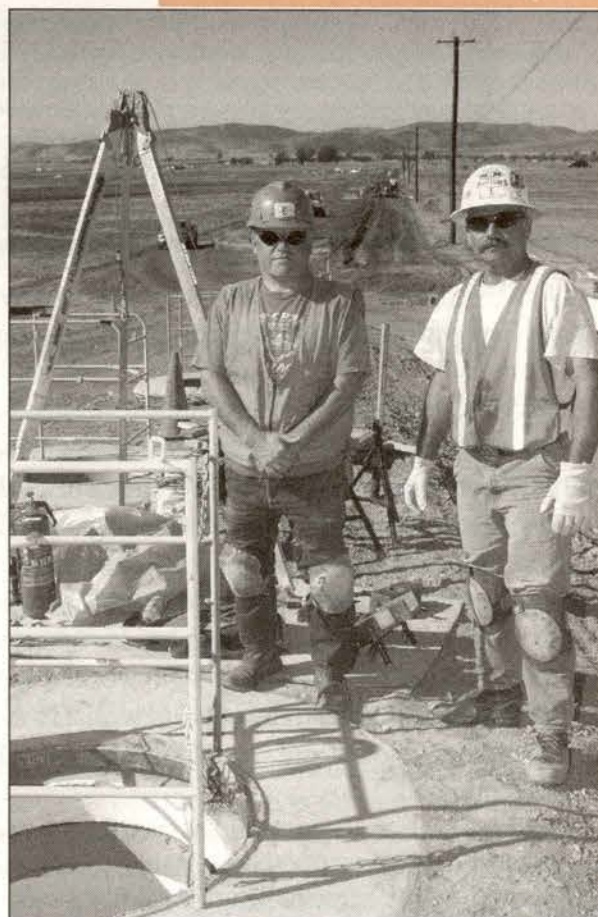
Groundman Franklyn Rawlinson and Splicer Bob Rangel clean pots to be installed on cables.



Lowering the pothead into position.



Wireman Byron Thomas



Ray Deardorf (left), Wireman, and Gary Robison, Groundman.

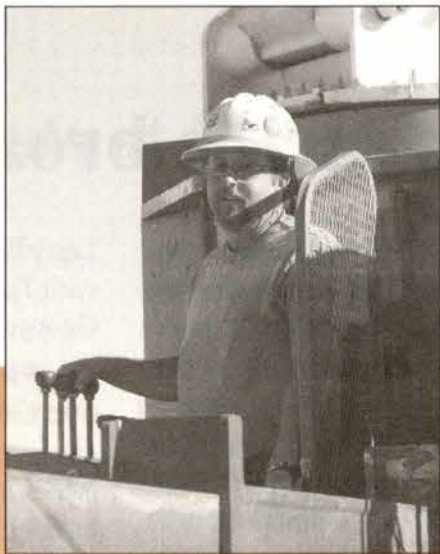
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...ead and get it ready

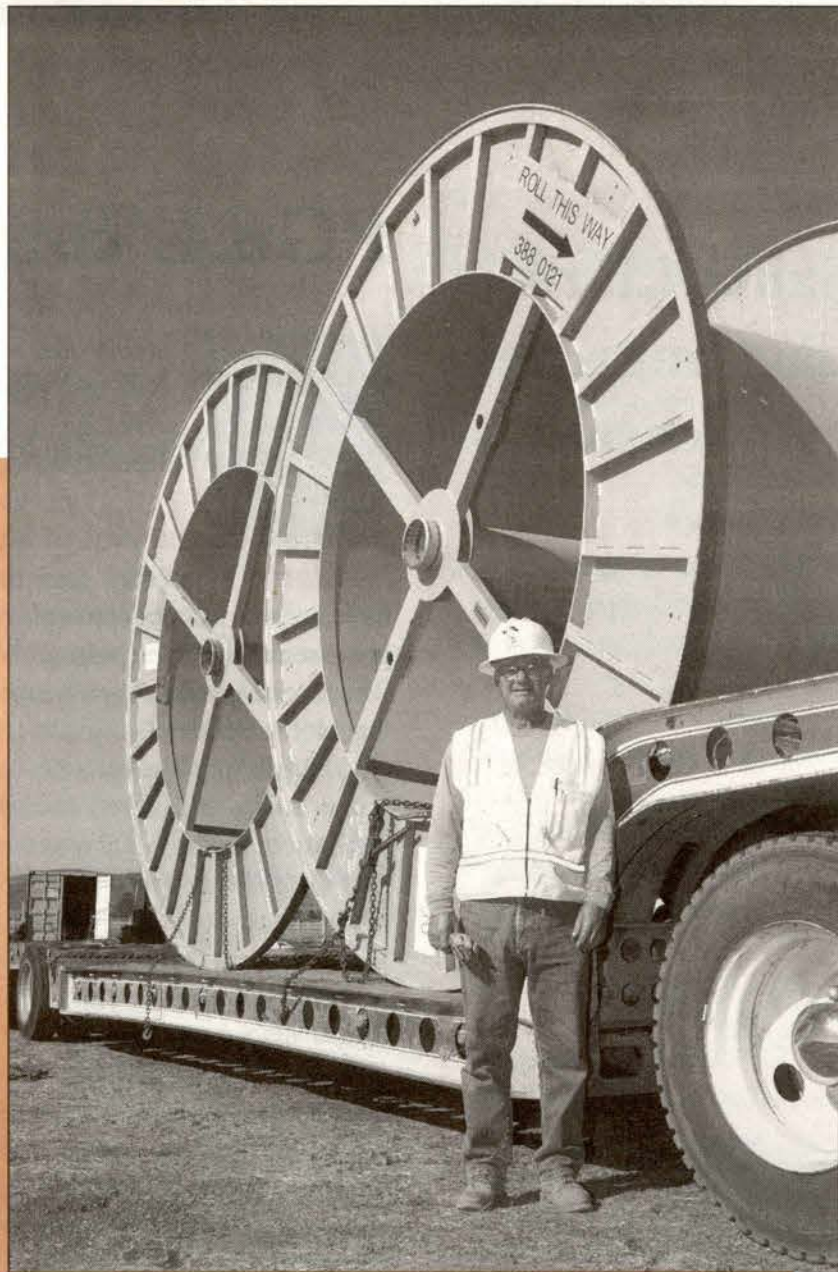
by Eric Wolfe



Operator John Conroy.



Lineman Philip Hamblock installs glass for the jumpers.



Foreman Larry Thomson next to 12-foot reels that hold up to 2300 feet of wire.



Lineman Ron Barrette bolts the jumpers.



...va Aguilar and Juan Menjivar.

Santa Clara pact improves compensation

Members of Local 1245 have ratified a new agreement with the City of Santa Clara.

Under the City's "total compensation" structure, the new agreement will provide, with adjustments, an increase of 6.74% in total compensation.

The agreement was effective Dec. 21, 2003.

The City agreed to pay 50% of the employer's increase for CalPERS. Previously employees had to pay 100% of the employer's increase.



Morel

"That's a big gain," said Business Rep. Lynne Morel, who led the union's bargaining committee.

Electric Utility Equipment Operators received a 2.5% equity adjustment.

The pact creates a new medical benefit for retirees, with the City paying \$250 per month toward the medical premium until the retiree becomes eligible for Medicare, at which time the City's contribution will drop to \$150.

The City agreed to a pilot program of 9-80s (80 hours of work every two weeks, spread over nine work days), coupled with a rubber gloving program.

The pact also made improvements in the application of longevity pay.

Negotiating for the union, along with Morel, were George Tway, Ralph Muraca and Doug Baldanzi.



PG&E committees tackle broad agenda

► From Page 1

Steves, Daryl Turner, and Bob Dean Jr.

◆ **Pre-Assessment of Meter Readers:** Company and union have agreed in concept to a physical pre-assessment test for potential Meter Reader candidates. The objective of the Meter Reader Committee is to ensure that the physical assessment test is validated. Upon successful validation, the physical assessment will be implemented and administered to any potential candidate for a Meter Reader position, including but not limited to new hires, transfers, and displaced employees. After an initial meeting on Nov. 21, the committee met again on Jan. 21 to review the letter to go to meter readers. Serving on the committee for the union are Assistant Business Manager Dorothy Fortier and Business Reps. Arlene Edwards and Bill Brill.

◆ **Premium Standardization:** The scope of this committee's work is to discuss simplification of payroll rules to facilitate administration in the current environment and to successfully position for future system implementation. The committee first met on Dec. 3 to discuss scope of work and review prior committee work. The next meeting will be in late February or early March. Serving on the committee for the union are Assistant Business Managers Dorothy Fortier and Sam Tamimi, and Stu Neblett.

◆ **Clerical Job Definition:** The scope of this committee's work is for the company and union to review the Position Evaluation Questionnaire benchmark job duties to clarify job definitions. The committee's next scheduled meeting is Feb. 4. The union committee is in formation, under Assistant Business Manager Dorothy Fortier.

◆ **Working Foreman/Lead Classification:** The objective of this committee is to review job expectations of lead positions, identify qualifications necessary for lead po-

sitions and identify a selection process to ensure that employees are qualified for lead positions, consistent with the language in Subsection 205.14(a) of the Physical Agreement and Section 18.13 of the Clerical Agreement. No meetings have been scheduled to date. The union committee will include Assistant Business Managers Dorothy Fortier and Howard Stiefer, and Senior Business Rep. Frank Saxsenmeier.

◆ **Exhibit XVI:** This committee will review the administrative process used to track work performed by outside contractors. No meetings have yet been scheduled. Committee is in formation, under Assistant Business Managers Dorothy Fortier and Ken Ball.

◆ **Commercial Drivers License:** This committee was formed to discuss the requirements of positions requiring a CDLA and related issues. The committee's first meeting was Jan. 20, with the next meeting scheduled for Feb. 23. Serving on the committee for the union are Assistant Business Manager Dennis Seyfer, Business Rep. Rich Cowart, Leroy Foster, Lee Thomas Jr., and Mike Jameson.

◆ **Rubber Gloving Premium:** The committee was formed to discuss improvements in productivity and safety and related issues. The initial meeting was held Dec. 10, where the committee discussed the scope of its work and reviewed the Rubber Glove Agreement. The committee met again on Jan. 21 to continue reviewing the Rubber Glove Agreement. The union gave the company a proposal. Serving on the committee for the union are Assistant Business Managers Howard Stiefer and Bob Choate, Business Reps.

Larry Pierce and Rich Cowart, along with Tom Burks, Willie Bouzek and George Lindsey.

◆ **Physical Job Descriptions and Lines of Progression:** Various groups will be meeting on these issues as soon as other committees have concluded their work.

◆ **Diablo Canyon Power Plant Chem/Rad Techs:** This committee will discuss establishing separate Radiation Protection Technician and Chemistry Technician classifications and associated training programs at Diablo Canyon. The committee, in formation, will include Assistant Business Manager Manny Mederos and Business Rep. Dan Lockwood.

◆ **Diablo Canyon Maintenance:** This committee will discuss establishment of a multi-skilled journeyman classification in the Mechanical, Electrical and I&C disciplines at Diablo Canyon. The committee, in formation, will include Assistant Business Manager Manny Mederos and Business Rep. Dan Lockwood.

◆ **Meals:** This committee will meet to develop clarifications for various meals issues. No meetings have been held to date. Serving on the committee for the union are Assistant Business Manager Manny Mederos and Senior Business Rep. Ken Ball.

◆ **Long-Term Disability:** The committee met Dec. 18 and again in January. The committee developed a charter. Company has created a "Return to Work" department. The committee has facilitated the return of eight people to work so far. Serving on the committee for the union is Assistant Business Manager Bob Choate.

Local 1245 Union Election Reminder

The election process will begin in March of this year for Local 1245 officers and Advisory Council, with balloting in June for new three-year terms. See last month's Utility Reporter for the full announcement. Complete information on nominations, elections, duties, and qualifications of officers are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to: IBEW Local Union 1245, P.O. Box 2547, Vacaville, CA 95696.

Candidate Endorsements

California Primary Election ❖ March 2, 2004



U.S. SENATE

Barbara Boxer

BALLOT PROPOSITIONS

55. Kindergarten-University Facilities Bond YES

This act provides for a bond issue of twelve billion three hundred million dollars (\$12,300,000,000) to fund necessary education facilities to relieve overcrowding and to repair older schools.

- Funds will be targeted to areas of greatest need and must be spent according to strict accountability measures.
- Funds will also be used to upgrade and build new classrooms in the California Community Colleges, the California State University, and the University of California, to provide adequate higher education facilities to accommodate growing student enrollment.
- Appropriates money from General Fund to pay off bonds.

56. Budget Accountability Act YES

The Act holds legislators accountable for passing a budget on time and works to eliminate the budget gridlock:

1. If the state budget is not passed by the June 15th Constitutional deadline, the Governor and members of the Legislature will permanently forfeit their salary and other expenses until the budget is adopted and signed into law.
2. The Legislature must remain in session and is barred from acting on other legislation until the budget is adopted.
3. Requires the Official Voter Information Guide prepared by the Secretary of State to explain how the State spends the funds it receives.
4. Requires a 55% vote of the State Legislature to adopt the State budget and related tax legislation. Currently a two-thirds vote is required, making passage extremely difficult.
5. Would set aside a portion of revenues in a "rainy day fund" that could be used only when revenues fall below current service levels in hard economic times or in an emergency declared by the Governor.

U.S. CONGRESS

District

1. Michael C. Thompson
2. No Endorsement
3. No Endorsement
4. No Endorsement
5. Robert T. Matsui
6. Lynn Woolsey
7. George Miller
8. Nancy Pelosi
9. Barbara Lee
10. Ellen O. Tauscher
11. No Endorsement
12. Tom Lantos
13. Fortney "Pete" Stark
14. Anna Eshoo
15. Mike Honda
16. Zoe Lofgren
17. Sam Farr
18. Dennis Cardoza
19. No Endorsement
20. Jim Costa
21. No Endorsement
22. No Endorsement
23. Lois Capps
24. Brett Wagner
25. No Endorsement
26. Vicki Lynn Johnson
27. Brad Sherman
28. Howard L. Berman
29. Adam B. Schiff
30. Henry A. Waxman
31. Xavier Becerra
32. Hilda L. Solis
33. Diane E. Watson
34. Lucille Roybal-Allard
35. Maxine Waters
36. Jane Harman
37. Juanita Millender-McDonald
38. Grace Flores Napolitano
39. Linda T. Sanchez
40. Christina Avalos
41. No Endorsement
42. No Endorsement
43. Joe Baca
44. Louis Vandenberg
45. John W. Thomas
46. Jim Brandt
47. Loretta Sanchez
48. No Endorsement
49. Michael P. Byron
50. No Endorsement
51. Bob Filner
52. No Endorsement
53. No Endorsement

CALIFORNIA SENATE

District

1. Allan L. Dollison
3. Carole Migden
5. Michael J. Machado
7. Tom Torlakson
9. Don Perata

11. (Dual)
Ted Lempert
S. Joseph Simitian
13. Manny Diaz
15. Margaret A. Pinard
17. Jonathon Daniel Kraut
19. No Endorsement
21. Jack Scott
23. Sheila James Kuehl
25. Edward Vincent
27. Alan S. Lowenthal
29. No Endorsement
31. No Endorsement
33. Randall Daugherty
35. Ken Maddox
37. Pat Johansen
39. Christine Kehoe

CALIFORNIA ASSEMBLY

District

1. Patty Berg
2. Barbara Mclver
3. Robert A. Woods
4. No Endorsement
5. No Endorsement
6. Joseph Edward Nation
7. (Dual)
Jim Leddy
Noreen Evans
8. Lois Wolk
9. Dave Jones
10. No Endorsement
11. No Endorsement
12. Leland Y. Yee
13. Mark Leno
14. Loni Hancock
15. Elaine Dugger Shaw
16. Wilma Chan
17. Barbara S. Matthews
18. Johan Klehs
19. Eugene Mullin
20. Alberto Torrico
21. Ira Ruskin
22. Sally Lieber
23. Joe Coto
24. Rebecca Cohn
25. No Endorsement
26. No Endorsement
27. John Laird
28. Simon Salinas
29. No Endorsement
30. Nicole M. Parra
31. Juan Arambula
32. Marvin Armas
33. No Endorsement
34. Maggie Florez
35. Pedro Idelfonso Nava
36. No Endorsement
37. No Endorsement
38. No Endorsement
39. Cindy Montanez
40. Lloyd E. Levine
41. Fran Pavley
42. Paul Koretz
43. Dano Frommer
44. Carol Liu
45. Jackie Goldberg
46. Fabian Nunez
47. Karen Bass
48. Mark Ridley-Thomas
49. Judy Chu
50. Hector de la Torre
51. Jerome Horton
52. Mervyn M. Dymally
53. Mike Gordon
54. Betty Karnette
55. Jenny Oropeza
56. Rudy Bermudez
57. Ed Chavez
58. Ron Calderon
59. Dan Harden
60. No Endorsement
61. Gloria Negrete-McLeod
62. David Roa Pruitt
63. Elia V. Pirozzi
64. Robert Melsh
65. Rita Ramirez-Dean
66. Laurel Nicholson
67. Dave Silva
68. Al Snook
Van Tran
69. Thomas J. Umberg
70. Carl Mariz
71. Bea Foster
72. Ross W. Johnson
73. No Endorsement
74. No Endorsement
75. Karen Heumann
76. No Endorsement
77. No Endorsement
78. (Dual)
Patricia Davis
Arlie Ricasa
79. Juan Vargas
80. No Endorsement

**Vote
March 2!**



By the Local 1245
Safety Committee

Use your head: wear a helmet

An estimated 5 million new head injuries occur in the United States each year.

Most such head injuries result in nothing more serious than bumps and bruises. The bumps and bruises that result from these injuries are usually cared for in the home with icepacks and pain relievers, but sometimes complications require emergency treatment and hospitalization.

Head injuries are potentially dangerous because brain damage may result. Indications of brain damage include unconsciousness, headache, convulsions, vacant or dazed expression, drowsiness, vomiting for no apparent reason, and loss of memory of the injury. There may be unequal pupil size and paralysis.

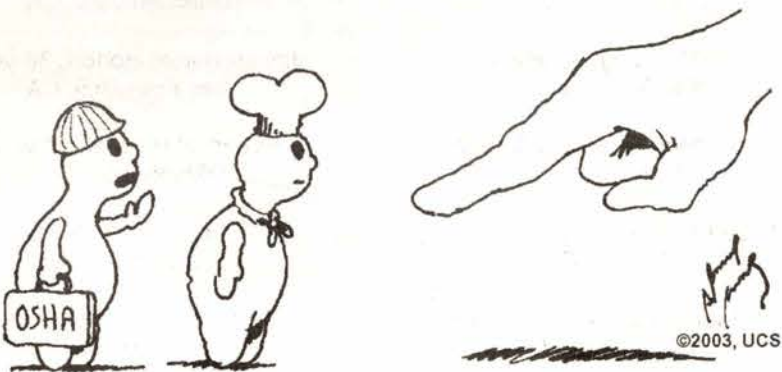
If you receive a head injury while working and it is anything other than the most superficial injury, you should see a doctor. Co-workers should observe the victim carefully and report all symptoms.

Such symptoms include: victim sleeps more than usual, or becomes difficult to wake up; or clear fluid or blood comes from the nose, ears or mouth.

The use of proper safety equipment, such as an approved safety helmet, can greatly reduce the effects of blows to the head.

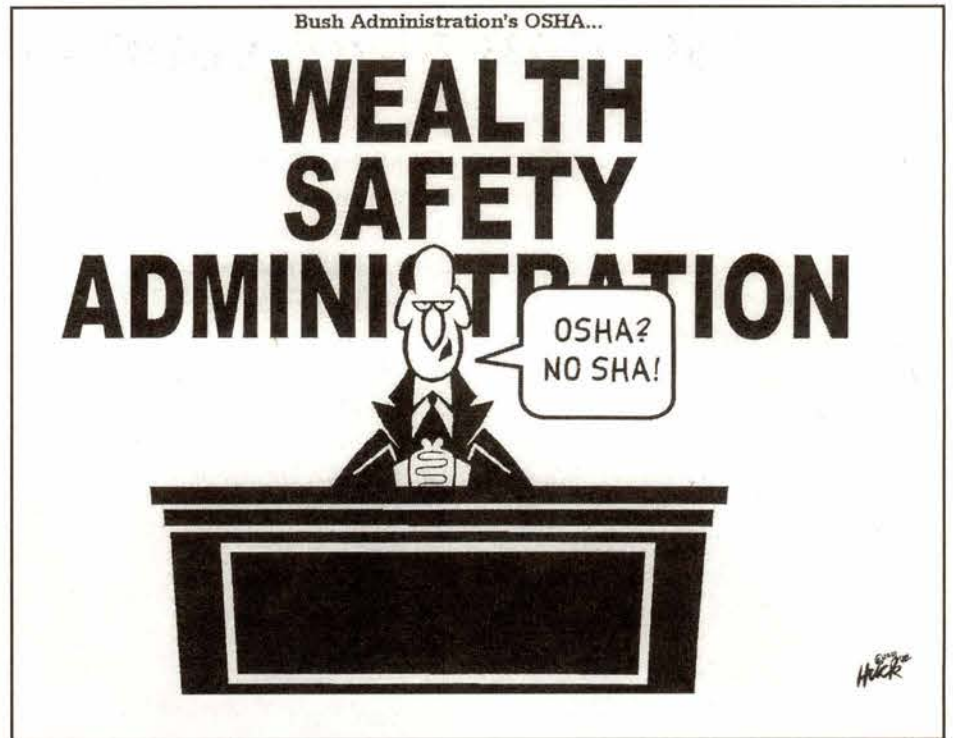
So, use your head when it comes to this safety issue and *always* wear your helmet!

Gil Suarez



"First off, the poking has to go."

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 Manny Mederos (standing in for Jim McCauley who is on sick leave).



Bush & workplace safety

The Bush Administration continues to hand out favors to the business community at the expense of the health and safety of workers.

On Dec. 31, the Bush Administration's Occupational Safety and Health Administration (OSHA) decided not to go forward with protections against workplace exposure to tuberculosis.

The move to establish a TB rule began in 1993, and OSHA proposed a TB rule in 1997 under the Clinton presidency. The proposed exposure standard would have protected workers from tuberculosis by requiring airborne disease control measures.

The Centers for Disease Control and Prevention and the World Health Organization recommend many of the same precautions to protect against severe acute respiratory syndrome (SARS) that were included in the proposed tuberculosis rule.

Bush doesn't even take care of those who work directly for his ad-

ministration. Under Bush, OSHA has refused to order blood tests for hundreds of its active and retired inspectors who may have been exposed to the toxic metal beryllium, one of the agency's own regional administrators said in a complaint filed last October with the US Office of Special Counsel.

Metal beryllium is believed to cause a fatal lung disease.

The administrator, Dr. Adam Finkel, said as many as 500 OSHA workers may have been exposed to the metal during inspections of plants where it is used.

Meanwhile, the Bush Administration's 2003 report on mining fatalities reports that deaths in the nation's mines fell by 18%, but the report downplays the fact coal mining deaths actually increased by 7%. The drop in mine fatalities occurred in metal and nonmetal mines, not in coal mines where the death rate increased, according to the Mine Safety and Health Administration (MSHA).

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 Manny Mederos, IBEW 1245, PO Box 2547, Vacaville, CA 95696

Age discrimination complaints on the rise



When long-time champion of consumer rights Paula Lyons, 57, was dismissed from her job as a TV reporter last year, she figured it was for being too old.

Now, according to the Boston Globe, Lyons is championing a new cause: she's filed a complaint of age discrimination under the Age Discrimination in Employment Act.

Originally passed in 1967, the Act has generated more and more complaints in recent years—a 40% jump since 1999.

Americans have never exactly revered older workers. "Elders have had a hard time in American culture

for hundreds of years, and there is always some new reason for why the older worker is perceived as not being as productive or effective as the younger worker," Pam Haldeman, a sociologist at Mount St. Mary's College in Los Angeles, told the Globe.

"In agricultural America, and Western society in general, they were seen as a burden because they were less physically productive, and they held control of the land that would have been passed on to the next generation," Haldeman said. "In industrializing America, they were looked on as physically less capable of handling complex machinery.

Now we're saying it again about computers: 'They can't handle the new technology. They're not sharp enough.' Only the work context has changed."

Seniors dump AARP

At least 45,000 people have quit the American Association of Retired Persons (AARP) over its support for Medicare legislation last year. Seniors groups charged that Bush's Medicare reform bill was designed to benefit insurance companies while leaving many seniors with huge out-of-pocket expenses.

Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

East Bay Chapter:

Meets 2nd Thursday each month, 10 a.m., at IBEW Local 595, 6250 Village Parkway, Dublin, CA.

San Jose Chapter:

Meets 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose.

Congratulations!

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in — or start! — a Retirees Club chapter in your area.

Bob Koval, 25 years
Santa Cruz, CA

Buzz Lenahan, 33 years
Chico, CA

Pete Schamber, 30 years

Bill Wallace, 26 years
San Jose, CA

Danny G Ahles, 36 years
Stockton, CA

Charles Andrews, 31 years
Acampo, CA

Wendell Loyd Andrews, 25 years
Chico, CA

Sammy J Angotti, 34 years
San Lorenzo, CA

James M Blevins, 37 years
Yuba City, CA

John Brent Borges, 31 years
Folsom, CA

James Stephen Brady, 34 years
Sebastopol, CA

Robert D Bulterma, 31 years
Durham, CA

James W Cady, 39 years
Los Osos, CA

Ronald E Cameron, 34 years
Kingsburg, CA

Leslie James Carson III, 33 years
Vacaville, CA

Robert W Carston, 37 years
Woodland, CA

John R Christman, 40 years
Scotts Valley, CA

George Joseph Cisneros, 32 years
Salinas, CA

Charles John Claffy, 31 years
Bakersfield, CA

Gretchen J Conn, 31 years
Elk Grove, CA

Larry L Darby, 36 years
Fremont, CA

Gary Del Bono, 37 years
Applegate, CA

Marsdon Andrew Dotson, 34 years
Rodeo, CA

Ray W Douglas, 34 years
Antioch, CA

Ronald Art Ellis, 20 years
Salida, CA

David M Estrella, 38 years
Napa, CA

Cynthia L Evans, 33 years
Fair Oaks, CA

Arthur L Fegley, 18
Cambridge, ID

Jovel Burl Findley, 26 years
Fresno, CA

Wayne R Fippin, 35 years
Murphys, CA

Eddie Flores, 38 years
San Jose, CA

Franklin Fong, 38 years
San Rafael, CA

David Rodney Fraguglia, 31 years
Merced, CA

Carol A Garrison, 30 years
Petaluma, CA

Carol Louise Goforth, 26 years
El Dorado Hills, CA

William P Goodin, 33 years
Vallejo, CA

Mike Gragg, 36 years
Rohnert Park, CA

Charles K Gundersen, 33 years
San Jose, CA

Wilburn D Hairgrove, 39 years
San Luis Obispo, CA

David Allen Haley, 36 years
Napa, CA

Gary K Halstead, 31 years
San Jose, CA

Rollin Fisk Harlow, 19 years
Fresno, CA

Oscar Harris, 35 years
Fresno, CA

Robert L Haskin, 38 years
Fortuna, CA

Donald Hayworth, 35 years
Ione, CA

Manuel Hernandez Jr, 32 years
Mountain View, CA

James Harold Horton, 36 years
San Francisco, CA

Robert W Howard, 37 years
Bakersfield, CA

David W Irvin, 35 years
San Jose, CA

Dennis L Keller, 31 years
Modesto, CA

Robert Jack La Riviere, 35 years
Los Osos, CA

Philip K Laster, 30 years
San Luis Obispo, CA

Emelita B Leonardo, 30 years
Daly City, CA

Sharon L Manfredi, 36 years
Fairfield, CA

James M Marley, 31 years
Modesto, CA

Up to the challenge

The logic of an electric cooperative is apparent in a community like Wells, Nevada. The member-owned non-profit cooperative known as Wells REC was established in 1958 to obtain central station power for this ruggedly beautiful but remote part of Nevada. (While Wells shares a Nevada birthright with Reno and Carson to the west, Wells sits much closer to Salt Lake City, Utah to the east and Twin Falls, Idaho to the north.)

Rural areas like Wells have traditionally faced a tougher challenge obtaining electricity than their urban counterparts. When they've been overlooked or underserved by large utilities based in urban areas, many American communities have turned to the cooperative approach.

Wells REC began service to 583 customers in 1960.

With the acquisition of Wendover Power Co., the purchase of Carlin's municipal power plant, and the addition of Pine Valley residents, Wells REC customer/member base has grown to around 3,800, according to the cooperative's website.

Serving these customers is the job of members of IBEW Local 1245, who successfully organized Wells REC in the

late 1970s. Local 1245 members provide the line, meter and engineering skills needed to keep the power on.

But union members' contribution to the community doesn't stop there, according to Local 1245 Business Rep. Sal Salazar.

"Everyone at Wells REC at one time or another is contributing to the town by their involvement in soccer or wrestling or other community sports," said Salazar. And when they saw the need, Local 1245 members got together and organized a Little League baseball league.

Commitment to community athletics extends all the way to the top at Wells REC. General Manager Clay Fitch has been varsity basketball coach for over a decade, according to Salazar.

If Wells REC is a part of the wider community's success, Local 1245 is a part of the success of Wells REC. Recently the union worked with the company to establish contractually-based job descriptions, something that had been missing from the contract previously. Issues of common interest are addressed in the labor-management committee.

Wells REC provides electric service to over 10,000 square miles in northeastern Nevada and part of Tooele County in Utah. The IBEW workforce, barely two dozen people, have been demonstrating for years they're up to the challenge.



Union members on the Labor Management Committee are, from left: Steve Enos, Engineering Tech, Ryan Brodsho, App. Lineman, Torrey Leach, Lineman.



Adela Morrison, Engineering Tech (left) and Allen Hess, General Foreman (right)



Shawn Kelley, Meter Tech Electric and Negotiating Committee member.

Wells REC



Chad Swett, Foreman Substation/Metering



Line Department, from left: Ryan Brodsho, Ron Agnew, Pete Battenfield, Torrey Leach, and Negotiating Committee member Rick Carner.

Photos: Santiago Salazar