Plunging into the mathematics of contract costing at the recent conference at Weakley Hall are, from left: Sierra Pacific Power Line Foreman Wayne Paterson, Business Rep. Randy Osborn, and Sierra Pacific Power Electrician Tom Cornell.

When Local 1245 went into General Bargaining with PG&E in 2002, the union had a secret weapon—the mathematical wizardry of Bargaining Committee member Stuart Neblett.

Though the negotiations were complex and sometimes contentious, Neblett’s skills enabled the union to calculate and compare the value of various company and union proposals in hard dollars.

Neblett’s knack for numbers proved invaluable, but his talent is by no means unique. Given the right tools, any union member with the right motivation can learn the art of turning the language of contracts into the language of money.

On March 30, Local 1245 convened its first-ever conference on “contract costing.” The historic meeting brought together union activists from throughout Local 1245’s diverse jurisdiction: private utilities, municipal utilities, irrigation districts, tree trimming companies, construction contractors, communications companies, water agencies, public utility districts, and federal employers. Armed with computers, calculators and coffee, they set up shop for three days at Weakley Hall in Vacaville to explore the sometimes puzzling but vitally important work of “costing” a labor agreement.

While conference participants were booting up their computers on
Ad Hoc Negotiations

By Perry Zimmerman, Business Manager

As I travel throughout Local 1245’s jurisdiction, the questions that I am asked most often pertain to the subject of ad hoc negotiations.

Our members, especially at PG&E, are very curious about the status of negotiations that affect them and, in many cases, frustrated by the lack of progress in these negotiations. Without getting into the specific progress of any of the committees, let me address the basic principles of ad hoc negotiations.

Ad hoc negotiations come in two varieties. Variety one is a committee that is created in general bargaining to pursue a specific subject once general bargaining is completed. Variety two is a committee formed by mutual agreement of the parties during the life of the contract to work on an issue or group of issues that have arisen and are not adequately addressed by the existing collective bargaining agreement.

The second type of ad hoc negotiations are usually understood. A good example of this type of negotiations is the committee that established the ground rules for rubber glove work by the Lineman classification. An opportunity was recognized by both the company and the union, and rather than wait until the end of the then-current contract, a committee was formed and eventually mutually acceptable compromises were worked out.

It is the first type of ad hoc negotiations, though, that are the subject of our membership’s curiosity and frustration now. When we completed general negotiations in 2003, part of the agreement was to form ad hoc committees on a number of subjects. High-profile issues such as high cost of living areas, system operator wages, Title 300 issues, and possible improvements in rubber gloving and CDL premiums were deferred to ad hoc negotiations.

Why were these issues deferred? Quite simply, because in general negotiations the company’s answer on these issues had been “no”—or “yes with these strings attached.”

Faced with rejection by the company yet unwilling to abandon the issues, we proposed and the company agreed to ad hoc negotiations.

These ad hoc negotiations do not exist because there was money on the table on these issues that we walked away from. Bob Choate and the negotiating committee did not leave money on the table. They took every penny that they could get, and then agreed to set up these committees in the hope of getting more later.

With ad hoc negotiations, the players who are most involved in the issue(s) are at the table, with their knowledge, background, and specific desires. With this type of focus, it is sometimes—but not always—possible to achieve through ad hoc negotiations improvements that were not and would never have been available in general bargaining. Because of their background and focused interest on a particular work group or issue, the ad hoc committees sometimes can see compromises and win-win solutions that are not readily visible to the general committee.

This, however, does not guarantee agreement in ad hoc committees. In fact, over the years the record has been what you would expect if you remember that every ad hoc committee created in general negotiations was created because the company or union said “no” to something the other side wanted. In each
Arnold prepares to launch Deregulation II

By Eric Wolfe

Gov. Arnold Schwarzenegger on April 28 threw his support to large electricity users who want to bypass utilities and obtain power instead from the electric market.

The governor apparently believes the economic (and occasionally criminal) forces that cost Californians some $80 billion during the 2000-2001 energy crisis will now function properly.

"By fostering competitive wholesale and retail electricity markets that are properly monitored by regulators, California can begin to lower electricity bills and once again become the job creation machine," Schwarzenegger wrote in a letter to the California Public Utilities Commission.

Lower electric bills is what the deregulators promised last time, too. Legislators even wrote it into the deregulation bill of 1996: consumers were to get two 10% rate cuts.

The rest, of course, is history. Rather than going down, customer rates rose 40%. Instead of market miracles à la Adam Smith, we got rate cuts that were actually rate hikes, à la George Orwell.

Those who make their living in the power industry, like the members of IBEW Local 1245, got an insider’s view of how nasty the electric market could get. When the lights went out due to the absence of planning or outright market manipulation, IBEW members took the angry phone calls and endured the insults out in the field. When extortionist wholesale prices drove PG&E toward bankruptcy, IBEW members were the ones threatened with layoffs, and in many cases saw a substantial chunk of their retirement savings head south along with PG&E’s stock prices.

"The last time we (tried deregulation), it was the blind date from hell," said Sen. Debra Bowen, chair of the Senate energy committee, responding to Schwarzenegger’s announcement. "I don’t want another blind date from hell."

But a blind date from hell is what the governor’s proposal could be.

Cost Shifting

By re-introducing a market, Schwarzenegger paves a road for large companies to start driving away from the huge costs of California’s last deregulation fiasco. Those costs are embedded in the over-priced long-term electricity contracts that the state was forced into when “market” prices went through the roof. If large customers are allowed to leave the system, their share of those costs could shift onto the remaining customers.

Expect a lot of talk about “exit fees” that companies will have to pay in order to leave the utility, but it won’t amount to much more than talk. If big companies are made to pay meaningful “exit fees”—so that the rest of us aren’t saddled with higher costs—then those companies will not be able to realize the savings that Schwarzenegger has promised. The hard truth about electric service is that we will never leave it to the marketplace. Not in the end. Reliable electric service is too essential to every citizen and to the economy as a whole. It can’t be left to a market because a market is not designed to forecast demand, nor can a market provide timely incentives for building new power plants.

"The governor's initial proposal takes us down a path well-traveled before and one that created the energy crisis and left consumers vulnerable to profiteering by out-of-state power generators," said Assembly Speaker Fabian Nunez. "It again trusts the so-called ‘invisible hand’ of the marketplace that in the past has picked the pockets of California consumers and businesses alike."

A report issued April 12 by California Attorney General Bill Lockyer warned that California remains vulnerable to manipulative strategies.

"Laws, rules and regulators are supposed to protect consumers and deter misconduct, but in the case of the California energy crisis, the system has sheltered wrongdoers and left ratepayers out in the cold," Lockyer said, noting that “substantial reforms” were needed in federal and state regulations to protect consumers against energy markets.

"The incentives to game the market and create disruption appear, for the most, to remain in place," Lockyer said.

In the end, when you strip away all the free market pomp and posturing, there will be regulation. This is quietly acknowledged even by the governor. He proposes that utilities be required to achieve a 15% power generation reserve by 2006, a tacit admission the market can’t be relied on to assure adequate power supplies. He also proposes new incentives for renewable energy sources, an admission that market forces have failed to develop the fuel sources of tomorrow in a timely way.

But Schwarzenegger appears determined to give big business one more bite at the apple before we finally sit down and face the facts: Pigs don’t fly. Elephants don’t fly. And electric markets don’t fly, either.

Eric Wolfe is Communications Director for IBEW Local 1245.
Underground with Pouk & Steinle

Story & Photos by Corrine Mascarenas

Where do our members in Outside Construction go when I dispatch them to a job? I recently had a chance to find out more about the types of work our members do when Pouk & Steinle General Foreman Dexter Smith allowed me to visit a couple of underground crews working near my home.

Working in a vault, for instance, took on new meaning. I had pictured something like a big bank vault, not the 10 by 5-foot hole in the ground I saw on this job.

When I arrived at the Rochester/Foothill show-up in Rancho Cucamonga, Foreman Gary Church told me the crews were at a huge industrial complex under construction near the 15 freeway. That’s where I found Lineman Allan McNew and 4th step Apprentice Bill Kessel “racking a vault.” The guys said that meant they were putting in racks on the side of the vault that would hold the 1 million underground cable in place once they pulled it from the previous vault.

Groundman Dale Barnhart pointed out the first vault, about 1,450 feet away. Foreman Gary Huberty explained how they used the underdawg puller to get the cable from point A to point B. However, they had run into a little problem earlier in the morning while pulling the three strands of cable.

They mounted the “Elephant trunk” with a triplexer and soaped up the line. (I can’t believe I actually know what this means). The hard wire on the underdawg puller snapped about 600 feet in. They needed to find where the cable was in the PVC pipe.

Gary called over Operator Bill Claunch to start digging. All of the tires were off the ground, the outriggers were down and the front loader was resting in the dirt. It looked like all of Bill’s body parts were moving at once as he performed the scooping, rising and dumping in a surprisingly smooth manner. He got about 6 feet down and used a delicate touch to work around the PVC and to knock some of the slurry away.

Next they cut out a small window in the PVC and found the broken hard wire. They tied the end to a hitch on the pick up truck and dragged the hard wire out.

Now they needed to “blow a rope” literally from the break to the vault, so they could attach the cable and re-pull it. Groundman Brian Church, Gilbert Benavedez and Lineman Lonnie Lonidier got the rope ready on a stand and then tossed the rope to Bill. An air compressor and a mouse (also known as a bullet or parachute) were hooked up to the rope and a blast of air shot the rope down to the second vault. It was there in less than 30 seconds.

This enabled them to hook the hard wire on the underdawg puller to the cable and bring it down. Local 1245 Business Rep. Jeff Johnstone came out later in the afternoon and fielded some questions from the members.

My trip into the field has given me a new appreciation of the amazing work our members do everyday.
Labor Educator Donald Spatz explains why it's important to know how much a contract proposal is worth.

May 2004

Business Manager Perry Zimmerman welcomes union members to the first-ever Local 1245 'Contract Costing' Conference at Weakley Hall in Vacaville on March 30.

'Struct Costing’ Conference

opening day, contract expert Donald Spatz challenged them with a question that got right to the heart of the matter: “Why does the union want to know the cost of contract proposals?”

"Because the employers will always say our proposals cost too much," Neblett responded, with the conviction of someone speaking from personal experience. “When we've costed the proposal, we can specifically state the true cost and show it doesn’t cost too much.”

Spatz, amplifying on Neblett’s answer, offered three basic reasons for contract costing:

• To help make decisions, while preparing for and during negotiations, on which proposals or counterproposals will best meet the needs of the members.
• To evaluate the total economic welfare of the contract and examine its components.
• To be able to check the validity of employer statements and proposals at the negotiating table.

Over the next two days Spatz helped the union members navigate their way through spreadsheets dealing with straight time hours, premium payments, shift differentials, skill-based hourly premiums, holiday pay, sick leave, vacation, and personal days. Also figuring into the equations were health insurance, disability insurance, dental insurance, and life insurance.

Spatz, an adjunct faculty member at the George Meany Center for Labor Studies in Baltimore, led participants through various “what if” scenarios, such as the consequences of “front-loading” versus “back-loading” particular benefits—all of it designed to help determine the real value of what’s on the table.

At times the conference turned into a sea of hands and a roar of voices as people peppered Spatz and each other with questions and advice. Some participants found the laptops cranky or the software hard to fathom, but in time the point of the exercises started sinking in: You don’t have to have a degree in quantum physics to get to the bottom of a contract proposal. What you need is good data, relevant software and a desire to learn.

On the third day, the conference tackled the issue of compensation surveys in a session led by Dick...
‘Contract Costing’ Conference

From Page 5

Norton, a compensation consultant with Towers Perrin, one of the pre-eminent compensation consulting firms in the country.

These surveys, which look at wages and benefits at other companies, often play a significant role in negotiations. Norton offered an inside look at how compensation surveys are constructed, examining survey methodology and survey interpretation.

Specifically, members learned the importance of being involved in the design of surveys as well as the interpretation of survey results.

“A critical example of that is being involved up front is the definition of the labor market to which you’re comparing, and the selection of the employers you’re going to be compared to,” said Senior Assistant Business Manager Tom Dalzell, who helped organize the conference.

Identifying the “Coster”

If “costing” a contract is such a good idea, why hasn’t the union done it before?

In point of fact, the union always has an identified “coster” when getting ready for negotiations with an employer. It may be a business representative, or a committee member, like Neblett.

But Neblett isn’t the only rank-and-file member with a mathematical bent. Jim Loy has filled that role in negotiations with the Sacramento Municipal Utility District, as has Tom Cornell at Sierra Pacific Power. Others who have brought a knack for numbers to the table include Guy Greenwood at AC Transit, Rick Brenes at Turlock Irrigation District, Darryl Huggert at the City of Redding, and Phil Alleman at Bella Vista Water District.

The valuable contributions of members at the bargaining table demonstrates that a vast reservoir of talent is available among the ranks. The union has learned to pull in this talent at bargaining time, according to Business Rep. Jack Osburn.

“Often people pick up various skills on the job—and then it’s just a matter of applying those skills on the bargaining committee,” Osburn said.

Kathy Huemerbein is a case in point. As a Public Works Administrative Coordinator at the City of Fernley, Nev., Huemerbein routinely uses Excel spreadsheets in her job duties.

You don’t have to have a degree in quantum physics to get to the bottom of a contract proposal. What you need is good data, relevant software and a desire to learn.
Attending from the Sacramento Municipal Utility District were Don Kreuter, left, and Ike Williams (right), who join IBEW Account Associate Joy Mohr in tackling a spreadsheet exercise.

Kathy Huemerbein, City of Fernley

"We go into negotiations next year, so it will be helpful," she said. "Going against who we have to go against, everything has to be proven in black-and-white terms over and over and over."

Business Manager Perry Zimmerman said you should never underestimate the value of good information during contract bargaining.

In negotiations with the City of

Page 8

Stu Nablitt, Pacific Gas & Electric

Bob Sandoval, City of Redding

Darryl Hughart, City of Redding (below, left) and Phil Alleman, Bella Vista Water District

From left: Dave Cuthbertson, Port of Oakland; Business Rep. Mike Haentjens; Rick Brenes, Turlock Irrigation District; Rich Lane, Turlock Irrigation District

May 2004 7
Gridley, for example, the union was able to achieve huge improvements "because we understood the cost of the proposals better than the employer did," said Zimmerman. "We found ways to shape a proposal that achieved substantial improvements over the life of the agreement without upfront costs."

It's also important to never underestimate members' motivation when it comes to self-improvement, Zimmerman said, whether they're experienced negotiators or just now wanting to get involved.

Robby McIntire, an Outside Construction member employed by Surgeon Electric, wants to get involved in negotiations some day, so he decided to buy a laptop specifically for the conference. "I'm learning a lot here," he noted.

Dave Cuthbertson, a veteran of four contract negotiations at the Port of Oakland, is already experienced in the use of spreadsheets during bargaining, but was looking to get something else out of the conference.

"I'm looking to pick up pointers on how to present a case," he said.

"A lot of this information I think we'll be able to put to good use," said Dave Vandermeer, a lineman at the City of Shasta Lake, where negotiations will commence in 2006. "I really wanted to get a jump on bargaining."

Exceeded Expectations

When the Costing conference was first conceived, the union thought it might attract a few dedicated numbers junkies. The response exceeded Dalzell's wildest expectations. Four dozen members and another couple of dozen union staffers ultimately took up the challenge, braving all manner of hardware, software and mathematical challenges.

"Not everybody came to the conference looking for exactly the same thing, but every single person was there because they wanted to learn something that would help them in negotiations," said Dalzell. And they did.
Dead and grounded: is it safe?

By Bob Burkle

The dangers in our business are manageable if we use our safety procedures at all times during our work. We are trained to stay in control of each different situation we encounter, thereby keeping ourselves aware of the hazards and protected from a shock or burn.

Lately, there have been some instances of workers getting injured or killed while working on overhead electrical lines that were dead, had been proven dead, and were in some stage of being grounded or had previously been grounded.

There is a lot of emphasis on the hazards of accidentally making contact with live electrical lines. We watch for that and keep much of our focus on that danger. The accidents of late have proven that a very real danger exists in lines that have been de-energized and proven dead.

At the point that we prove a line dead, there is a tendency to feel a sense of lesser danger. The accidents that continue to occur while lines are dead prove that we must treat un-grounded dead lines with extreme caution. The grounding wires, the ground electrodes, and the connections on each end must be handled as if they are deadly, because they are. When grounding, all connections must be made so that those connections will not come loose.

It’s also very important for foremen to remind all crew members of what procedures to use while handling a ground connection that must be moved or has come loose. This part of the tailboard could prevent a serious injury or death.

Before a member of the crew receives a shock from a static charge or EMF—that is the time to talk about any procedure involving a grounding wire. Making everyone aware of the danger gives them tools to do their job safely.

Remember also to remind all your people constantly that with underground wires, you can never be sure the wire you are focusing on is the wire that you think it is, until you prove it dead and grounded. This has fooled even experienced personnel on short runs of underground conductors.

Think before you reach out and touch.

Bob Burkle is a member of the 1245 Safety Committee.

Take time to do nothing

Are you too busy? Are you working too hard at your job? Is your pace always busy? Do you constantly feel under pressure by the clock? Are you tired and irritable more now than you have been in the past?

In the working world, many demands are put on us every day: to get the job done in a minimal time, to help one another, to be a team worker, to have a good attitude, and the list goes on.

We sometimes just need to relax. And sit back. And do nothing.

In order for our bodies and minds to relax, rejuvenate and regain needed energy, doing nothing may be the best prescription.

Sit down in your chair, think of nothing, do nothing. Learn to relax.

Let your body and all its muscles take a breather.

We use sleep to regenerate energy, but sometimes that isn’t enough and we wake up tired anyway.

The world moves fast. Often we get so caught up in activity that we fail to take time to catch our breath. But the reality is that a brief period of relaxation is good for the body, and can make us more productive in the long haul.

Take time to do nothing, and just enjoy the moment.

Stoney Burk

Proia wins safety tailboard award

PG&E Gas Service Representative Augie Proia was awarded a Local 1245 shirt for submitting the best question for the “Safety Tailboard” column during 2003.

Proia, who works at PG&E’s Richmond yard, wrote to the Safety Committee in November asking why prescription safety glasses were not required issue by the company. After some research, the Safety Committee found that OSHA regulations do not require prescription safety glasses but do require that employers provide safety glasses which fit over prescription glasses.

The 1245 Health and Safety Committee invites everyone to submit a safety question. All questions will be answered and the best one selected each month will be published in the Utility Reporter and win the writer a free Local 1245 shirt. A special thanks to everyone who submitted questions in 2003!

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 95686

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.

©2003 UCS

“Tough day at work, mom?”

May 2004
The Honorees

45 YEARS
Johnson, Darrell T
Corbin L.D.
Hamilton, Ronald J
Rees, Gale

30 YEARS
Alcaraz, Phillip
Andersen, Richard C
Anderson, Horace
Andona, Gary L
Apley, Grant S
Bates, Terry
Camenzind, Richard
Cardinale Jr, John
Chaves, Manuel V
Coggins, Carl
Emanuel, Kathy
Emanuel, William T
Genuit, Ronald
Glacosa, Michael
Gibson, Marcus
Gonzales, Andy
Granier, Susan
Hickman, Douglas
Hightower, Dale R
Jones, Thomas L
Lalonde, Michael S
Lang, Douglas G
Maddock, Molly A
Melaspinia, Wayne
McCoy, Scott
Menor, Richard
Morante, Robert
Moreno, Sherry D
Munoz Jr., Andrew M
Neillson, Ronald P
Ottman, Joseph
Pacheco, Daniel
Quijalvo, Ted C
Rodriguez, Ronald M
Robeber Jr, Jack
Salazar Jr, Rosalio
Santillanes, George
See, Marla K
Stevens, John L
Suiga, Anthony D
Woods, Michael

25 YEARS
Attaway, Deborah L
Bates, Bradley A
Brook, Raylon E
Bunney, Timothy M
Chavez, Jorge V
Clapper, Darrell
Collins, Patricia L
Cookson, David O
Cookson, Pamela V
Cooper, Steve M
Coulter, James
Craig III, Charles C
Crittenden Jr, Ulysses
Crump, Wayne A
Cummings, Michael E
Durston, David W
Fleming, Debra A
Good, Arthur R
Gouvelas, Dennis F
Harris, Daniel R
Hood, Lawrence
Ida, David L
Imperial, Albert
Johnson, Henry W
Kane, Jim L
Lachapelle, Dale L
Lawson, Terry J
Llamas, Jesus R
Lyons, Patricia
Madison, Bernadine
Manning, Monica
Martini, Renato R
Mallock, Paskel
McLaughlin, Rodney K
Mercerio, Olivia F
Moore, William W
Nakajima, Andrew I
Nunes, Gaelynn
Parks, Gary O
Peirano, Mike J
Prato, Stephen D
Ramos, Robert S
Richter, John E
Scott, Douglas R
Serna, Raymond A
Stoneker, Stavan
Stemen, Charlotte
Takahashi, John B
Turner, Terry D
Vacca, John C
Vanfleet, Aaron R
Vargas, Rodrigo R
Wethers, William R
Wooten, Robert J
Zaich, Paul D

45 Years: Congratulating Darrell Johnson on his 45-year award are, from left, Business Manager Perry Zimmerman, Business Rep. Gary Hughes, and President Ed Mallory.

40 Years: Gale Rees accepts 40-year award.

35 Years: Jim Anderson, Ron Perondi and Manuel Franco receive 35-year awards.

30 Years
Bill targets financial abuse of elderly

A bill under consideration by the California Assembly would require financial professionals to report suspected financial abuse of the elderly.

The bill is in response to a persistent threat to the elderly: theft of their savings or property. The reporting requirement proposed in Assembly Bill 2474 would apply to such financial professionals as accountants, bankers, credit union officers, insurance agents, investment officers, and real estate brokers.

The Sacramento Bee recently reported cases of financial abuse that illustrate the need for legislative action. In Yolo County, an 80-year-old woman wearing her nightgown was taken to a financial institution by her son's girlfriend to cash a $50,000 certificate of deposit.

In another case, a 90-year-old was escorted to his bank by a financial adviser and cashed a $100,000 certificate that was supposed to last the rest of his life.

Nor did anyone question a 65-year-old man who refinanced his debt-free home three times in two years until he lost the home by defaulting on the payments.

"We want people who are in a position to see this as it's happening to make a phone call before everything is gone," said state Assemblywoman Lois Wolk, D-Davis, the bill's sponsor, speaking to the Bee. Otherwise, "many of the elderly will be without the resources they worked all their lives to put together."

The California Bankers Association and other financial groups oppose the bill on the grounds that their employees are not trained to recognize elder abuse.

Wolk said her bill would provide immunity from liability for people who report suspected abuse and also would give training in how to spot abuse.

Senior advocates say theft and embezzlement are the fastest-growing forms of elder abuse. Seniors are vulnerable to fraud committed by home-repair workers, salesmen, caregivers and, sadly, even relatives.

AB 2474 provides that failure to report abuse is a misdemeanor punishable by imprisonment in the county jail not to exceed six months; by a fine not exceeding $1,000; or by both.

It also provides that failure to report abuse that results in a death or great bodily injury shall be punished by imprisonment in the county jail not to exceed one year; by a fine not to exceed $5,000; or by both.

The bill also provides that mandated reporters of financial abuse of an elder shall not incur any civil or criminal liability for any required report.

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, 8250 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.

- Jon E Allen, 41 years
  Cayucos, CA
- Viola S Brown, 38 years
  Berkeley, CA
- Effie Greene, 33 years
  Oakland, CA
- Stanley L Jamerson Jr, 32 years
  Sacramento, CA
- Salvador Lozano Jr, 33 years
  Salinas, CA
- James C Mauzey, 47 years
  Santa Cruz, CA
- James E Mc Cauley, 45 years
  Danville, CA
- Mervin G Mc Kenzie, 37 years
  Alta, CA
- Larry E Moneypenny, 37 years
  Pilot Hill, CA
- Douglas Patten, 26 years
  Lakeport, CA

May 2004 11
35 Years: Jess Jurado, second from left, and Paul Newman, third from left, accept awards from Recording Secretary Chris Habecker, left, and President Ed Mallory.

The Honorees

45 YEARS
James, Paul R
Connell, Gary
40 YEARS
Foster, Russell E
Baker, Gene T
Frisby, Larry
Johnson, Larry
Garza, Felix
Rich, Larry C
Hegland, Robert A
Belmontez, Fred
Herrera, Carlos
Breadmont, Ricardo
Horton, Kenneth
Christensen, Douglas B
Hogkins, Robert B
Clay, Theodore
Hultman, Timothy E
Kelly, Albert
Johnson, Michael
Koomjiam, Daniel J
McKinley, Jim
40 YEARS
Morales, Felix
35 YEARS
Ogami, David W.
Belknap, Rick E
Ortiz, Angelo
Bavington, Robert C
Prince, David
Brewer, Michael A
Red, Ronnie
Burgess, Bud R
Rohrmann, Robert
Castro, Robert C
Schellenger, Bob
25 YEARS
Castro, Gabriel M
Kane, Rick A
Charleston, Jeff
Kelley, Randall E
Colmer, Glen A
Krupens, Donald T
Dixon, Rodney L
Fields, Laron D
Dwyer Jr, Ed
Vasquez, Robert
Dixon, Rodney L
White, Robert E
Very, James O
Wagers, Robert
Fitter Jr, James O
Spain, Terry
Wagena, William M
Stafford Jr, Robert E
Garmel, Michael E
Connell, Gary
Gillespie, Jim F
Garza, Felix
Gross, William G
Herrera, Robert B
Hastie, John C
Vasquez, Robert
Hegland, Robert A
Johnson, Dale S
Herrera, Carlos
Jones, Steven A
Horne, Charles R
Juhrend Jr, William O
Holland, Charles R
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Hultman, Timothy E
Johnson, Michael
Johnson, Betty J
Johnson, Michael

The Honorees

45 YEARS
James, Paul R
Connell, Gary
40 YEARS
Foster, Russell E
Baker, Gene T
Frisby, Larry
Johnson, Larry
Garza, Felix
Hegland, Robert A
Herrera, Carlos
Horton, Kenneth
Hogkins, Robert B
Hultman, Timothy E
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
Fitter Jr, James O
French, John S
Garza, Felix
Hegland, Robert A
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
Fitter Jr, James O
French, John S
Garza, Felix
Hegland, Robert A
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
Fitter Jr, James O
French, John S
Garza, Felix
Hegland, Robert A
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
Fitter Jr, James O
French, John S
Garza, Felix
Hegland, Robert A
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
Fitter Jr, James O
French, John S
Garza, Felix
Hegland, Robert A
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
Fitter Jr, James O
French, John S
Garza, Felix
Hegland, Robert A
Johnson, Dale S
Johnson, Betty J
Johnson, Michael
Kelly, Albert
Koomjiam, Daniel J
McKinley, Jim
Morales, Felix
Ogami, David W.
Ortiz, Angelo
Prince, David
Red, Ronnie
Rohrmann, Robert
Schellenger, Bob
Spain, Terry
Stafford Jr, Robert E
Vasquez, Robert
Wagena, William M
Garmel, Michael E
Gillespie, Jim F
Gross, William G
Hastie, John C
Holland, Charles R
Johnson, Dale S
Jones, Steven A
Juhrend Jr, William O
Kane, Rick A
Kelley, Randall E
Krupens, Donald T
Landucci, Deborah K
Lindley, Stephen T
Madar, Richard A
Maffett, Ronald M
Mart, Steven P
12 Utility Reporter
Candidates for Office
IBEW Local 1245

♦ Officers
♦ Executive Board Members
♦ Advisory Council Members

Local union elections for the above-named positions will be conducted by mail ballots during the month of June. Local 1245 members should receive their ballot in the mail around June 1st. The ballot will contain instructions on the proper procedure for filling it out. Please follow the instructions carefully. A return envelope will be provided for you to use to return the ballot. Completed ballots must be received at the Post Office Box address shown on the return envelope by 10 a.m. on June 22nd in order to be valid. Any ballots received after that time will not be counted.

Candidate information begin on the next page.

This is Your Union. Exercise Your Right to Vote!
President and Delegate to the International Convention of the IBEW

Mickey Harrington


Ed Mallory

Initiated into IBEW Local Union 1245 in May of 1966. Member of Unit 1112, Auberry; Classification: Electrical Technician. Treasurer, 1989 to 1993; Recording Secretary, 1993 to 2001; President, 2001 to present; Shop Steward, 1977 to present; Member of Political Education Committee, 1993 to 2001; Executive Officer of Political Education Committee, 2001 to present; Ex-Officio Member of Local Union 1245 Ways and Means Committee, 2001 to present; Ex-Officio Member of Local Union 1245 Negotiating Committee, 2001 to present; Delegate to Kern-Inyo-Mono Counties Central Labor Council, 1986 to present; Served on Executive Board of CLC, 1996 to 2001; Attended Shop Steward Conferences, 1977 to present; Attended Local Union 1245 Leadership Conferences, 1978, 1981, 1984, 1990, 1996, 1999, 2002; 9th District Progress Meeting, 1992 to 1995, 1997, 2002; IBEW Utilities Conference, 1990 to 1993, 1996, 1999, 2001, 2004; Inter Union Gas Worker's Conference, 1997, 2000, 2002; California Federation of Labor Constitutional Convention, 1994, 1996, 1998, 2000, 2002; California Federation of Labor Pre Primary Convention, 1994, 1996, 1998, 2000, 2002; California Federation of Labor Legislative Conference, 1994 to 2002; Member of the International Fund of Employee Benefit Plans, 2001 to present; Member of Board of Directors Local Union 1245 Energy Workers Center, Inc., 1989 to 2001; Chair of Energy Workers Center, 2001 to present; Member of Local Union 1245 Pension Plan Board of Trustees, 2001 to present; Chair and Hearing Officer Local Union 1245 Trial Board, 2001 to present; Host for Local Union 1245 Leadership Conference; 2002; Instructor for Unit Chair Workshop.

Michael A. Scafani


Michael J. Davis

Initiated into IBEW Local Union 1245 in June of 1967. Member of Unit 1501, San Jose; Classification: System Operator. Southern Area Executive Board Member, 1983 to 1995; Treasurer, 1995 to 2001; Vice President, 2001 to present; Shop Steward, 1969 to present; IBEW NERC System Operator Committee, 1997 to 1998; 94-53 Committee Member; ECCO Labor Management Committee; Re-Rate Committee; San Jose Division Grievance Committee; Business Representative, 1977

Thomas O'Neill

Initiated into IBEW Local Union 1245 in March 1998. Member of Unit 3511, Auburn; Classification: Water System Operator, Shop Steward, 1998-Present.
Art Freitas

Initiated into IBEW Local Union 1245 in September of 1984. Member of Unit 1513, Santa Cruz; Classification: Electric Foreman’s Clerk. Unit 1513 Chairman, 1994 to present; Shop Steward, 1985 to present; Petty Cash Ad Hoc; GRC Communication Team; Election Board, 1998; Election Board Judge, 2001; Area 3 CMO Labor Management Co-Chairman; General Negotiation Committee, 2003; Exhibit 16 Contracting Committee, 2004; Delegate to Santa Cruz/Monterey Labor Council.

Christine “Chris” Habecker

Initiated into IBEW Local Union 1245 in January 1976. Member of Unit 1111-Fresno; Classification: Operating Clerk. Recording Secretary. Recording Secretary for the Advisory Council; Executive Board Southern Area Member; Clerical at Large Advisory Council. Shop Steward, 1982 to Current. Designated Alternate San Joaquin Valley Region Shop Steward for the Clerical Position evaluation System Appeals procedure, 1990 to Present (reference L.A. 90-43); Member of the San Joaquin Division Joint Grievance Committee, 1986-Present; Member of the 1989 Local Union 1245 Election Committee; Member of the PG&E General Negotiating Committee, 1990 & 1994; Member of the 1992 Telephone Service Study Committee (Reference L.A. R2-92-120-PGE); Member of the 1993 Telephone Service Improvement Workstation Station Evaluation Committee; Member of the 1994 IBEW Title 19 Presentations to PG&E’s Clerical Consolidation Impacted Members; Member of the 1994 BI-Lingual Telephone Center Study Committee; Member of the 1994 Video Display Terminal Committee (VDT); Member of the 1998 CISD Labor/Management Committee-Area 4; Member of the 94-53 Job Retention Subcommittee (General Rate Case); Member of the “No on Prop 9” Committee. Delegate to the 8th Annual Western Regional Summer Institute for Union Women at San Diego, CA, 1989; Attended 1991 and 1992 Conference for IBEW Local 1245 Union Women in Concord, CA; Delegate to the 1996 IBEW Utility Conference in Los Angeles; Delegate to the 1997 IBEW Utility Conference in New Orleans; Delegate to the 1998 IBEW Utility Conference in Ft Lauderdale, FL; Delegate to the 2003 IBEW Utility Conference in New Orleans; Delegate to the 2004 IBEW Utility Conference in Palm Springs; Delegate to the 1997 IBEW Nation Women’s Conference in Washington, D.C.; Delegate to the 1997 IBEW Ninth District Progress Meeting in Lake Tahoe, NV; Delegate to the 1998 IBEW Ninth District Women’s Conference and Progress Meeting in Portland, OR; Delegate to the 1999 IBEW Ninth District Progress Meeting in Maui, Hawaii; Delegate to the 2000 IBEW Utility Conference in St. Louis, MO; Delegate to the 2000 IBEW Ninth District Progress Meeting in Palm Springs, CA; Delegate to the 2002 IBEW Ninth District Progress Meeting in Kauai, Hawaii; Delegate to the 2000 IBEW National Women’s Conference in Washington, D.C.; Appointed to attend the Labor’s Victory 1998 Regional Conference in Fresno, CA; Delegate to the 36th IBEW International Convention in San Francisco, September 10-14, 2001; Delegate to the 2002 IBEW Utility Conference in Toronto, Canada; Delegate to the 1998 Consumer Federation of California Convention in Millbrae, CA; Delegate to the 2002 California Labor Federation AFL-CIO Convention 2002 in San Francisco, CA; Delegate to the 2003 Recall Convention, Manhattan Beach, CA. August 26, 2003; Delegate to the 2002 Inter-Union Gas Industry Workers Conference in Las Vegas, NV. September 16-19, 2002; Appointed as Delegate to the 17th Annual Western Regional Summer Institute for Union Women Conference in Berkeley, CA. July 6-11th, 1998; appointed as Delegate to the Western Regional Summer Institute for Union Women in Santa Cruz, CA in July 2002;

Cheryle Bradley

Initiated into IBEW Local Union 1245 in July of 1995. Member of Unit 1123, Merced; Classification: Customer Service Representative. Shop Steward, 1996 to present; 94-53 Committees; CQM; Silent Call Monitoring; CSR/SSR Training Rewrite; Scheduling Call Centers; Labor Management Committee Call Center; General Negotiating Committee; Contract Negotiations, 2002; “Future is Now”; Stewards Training; Summer School for Union Women, June 2003.
Joshua Alpine

Initiated into IBEW Local Union 1245 in July of 1997. Member of Unit 3511, Auburn; Classification: Power System Operator.

Manny Guzman

Initiated into IBEW Local Union 1245 in September of 1978. Member of Unit 1314, Kettleman; Classification: Gas Transmission Technician. Unit 1314 Chairperson Kettleman Compressor Station; IBEW Local 1245 Advisory Council: Pipeline Operations Department of PG&E; C.P. National: Needles Division and Henderson District; Shop Steward, 1982 to present; Pipeline Operations Southern Area Labor/Management Committee, 1982 to 1993; California Gas Transmission Labor Management Committee, 1993 to 2004; California Gas Transmission Title 8: 94-53 Negotiations Committee, 1994 to 1995; California Gas Transmission Train-

Tom Mapp

Initiated into IBEW Local Union 1245 in June 1970. Member of Outside Line-Riverside; Classification: Journeyman Lineman. Shop Steward various dates throughout career. Executive Committee Outside Line-Riverside, 2001-negotiating new agreement; Proposal Committee for Outside Line-Riverside, 2003; Sub-Committee Fact-Finding on Alternatives to Our Health & Welfare Insurance-Lineco. Attended Comet Class and Shop Steward Class.

Bob Uschmann

Initiated into IBEW Local Union 1245 in 1980. Member of Unit 3801, Sacramento Clerical; Classification: Senior Service Representative. Shop Steward, 1990 to 2003; Sacramento Call Center EE Participation Committee, 1995 to 2001; Overtime Committee, 2002; Call Monitoring Committee, 2002; Labor-Management, 2002 to 2003.

Perry “P.Z.” Zimmerman

Initiated into IBEW Local Union 1245 in December of 1964. In 1962, Perry Zimmerman began his career with Pacific Gas and Electric Company in the Sacramento Division. He joined the IBEW Local 1245 in 1964 and in 1975, served as IBEW Shop Steward representing PG&E employees in the Sacramento Division. Perry became an Advisory Councilman for IBEW Local 1245 on September 30, 1987. Your vote is your voice.
Ron Moon


Russ Rylee

Initiated into IBEW Local Union 1245 in December of 1978. Member of Unit 3212, Anderson; Classification: Transmission Troubleman for PG&E. Unit Chair for 3213, 2001 to present; Advisory Council Chair; Shop Steward, 2000 to present; General Negotiations, 2002 to 2003; Local Negotiation Committees at Diablo for Outage Letter of Agreements, 2001 to 2003; Delegate to IBEW Nuclear Workers Convention, 2000.

Anna Bayless-Martinez


Central Area Executive Board Member

Central Area Executive Board Member

James “Hammer” Hayes

Initiated into IBEW Local Union 1245 in October of 1984. Member of Unit 1220, San Luis Obispo/DCPP; Classification: Mechanic Rigger. Sergeant of Arms; Vice Unit Chair; Shop Steward, 2000 to present; General Negotiations, 2002 to 2003; Local Negotiation Committees at Diablo for Outage Letter of Agreements, 2001 to 2003; Delegate to IBEW Nuclear Workers Convention, 2000.

Dave Scott

Initiated into IBEW Local Union 1245 on March 31, 1979.

VOTE

May 2004 17
Northern Area Executive Board

Ken Amaral

Initiated into IBEW Local Union 1245 in March of 1977. Member of Unit 3511, Auburn; Classification: Senior Hydro Clerk. Shop Steward, 1994 to present; Special Advisory Committee of 50 on PG&E Contract Negotiations, November 2002 to September 2003; Special Advisory Committee of 4 on Unions Response to PG&E 2003 Contract Offer, August 2003; Participated in numerous Shop Steward Training Classes and various Negotiation Meetings on behalf of the Union.

Linda S. Jurado


Dan "Krusty" Parmenter


Liz Rounds

Initiated into IBEW Local Union 1245 in September of 1996. Member of Unit 3417, Paradise; Classification: Parts Clerk. Unit Recorder; Advisory Council – Clerical at Large, 2002-2003; Shop Steward, 1999 to present; Support Service Labor Management Committee, 2002 – 2003; Ballot Committee, May 2003; Ballot Committee, October 2003; Participated in Shop Steward Conferences and Business Representative “Future is Now” training on behalf of the Union.

Kathy Tindall

At-Large Executive Board Member

Jeff Barnard

Initiated into IBEW Local Union 1245 on June 30, 1985.

Scott Hudelson

Initiated into IBEW Local Union 1245 on November 30, 1996.

John Mendoza

Initiated into IBEW Local Union 1245 in December 1983. Member on Unit 2510-Manteca; Classification: GC Line-Equipment Operator (MEO) Local Union Offices held: Executive Board Member At-Large, July 1997-Present; Shop Steward, 1985-Present; Served on Union 1245 Partnership Committee, Main Title 8 Committee, 1997 Contract Negotiations Committee and 2510-Manteca Unit Chair.

Scott Branch

Initiated into IBEW Local Union 1245 on September 30, 1987.

Dan Mayo


Dan Mayo


Advisory Council: Coast Valleys Division of PG&E

John Thomas Delsman

Initiated into IBEW Local Union 1245 in March of 1973. Member of Unit 1211, Salinas; Classification: Troubleman. Unit Chairman for Unit 1211; Shop Steward, 1978 to present; Coast Valleys Labor Management Committee, 1979 to 1984; Joint Barehand Committee, 1990 to 1991; Joint EMF Committee, 1990 to 1991; Title 16 Negotiating Committee, 2000; General Negotiating Committee, 2002; Delegate to Monterey Bay Central Labor Council, 1982 to 1989; Member of Local 1245 Advisory Council Coast Valleys Division, 1982 to 1984; Business Representative for Local 1245—Southern San Joaquin Area, 1984 to 1985.

Mark Taylor

Initiated into IBEW Local Union 1245 in February of 1978. Member of Unit 1220, San Luis Obispo/DCPP, Classification: Control Technician-DCPP. Coast Valleys Area Advisory Council; Shop Steward, 1991 to present; Various Title 8, 94-53, and Labor/Management Committees at DCPP, 1991 to present; Delegate to several Nuclear Conferences sponsored by the International Organization; Delegate to IBEW 9th District Progress Meeting, 2002; “Future is Now” Training, 2003.

MORE OFFICES next page

May 2004 19
Advisory Council: Pipeline Operations Department of PG&E, C.P. National: Needles Division and Henderson District

Sam Burton


Peggy L. Daniel


Advisory Council: City of Santa Clara and San Jose Division of PG&E

Ram Charles Morrison

Initiated into IBEW Local Union 1245 in June of 1978. Member of Unit 1511, San Jose; Classification: System Operator I. Shop Steward, 1984 to present; Labor Management Committee, Cupertino, 1984 to 1991; Shop Steward Conferences.

Steve Lopez

Initiated into IBEW Local Union 1245 in January of 1977. Member of Unit 2317, Antioch; Classification: Gas System Operator. Shop Steward, 1980 to present; Steam Generation 94-53 Committee, 1995 to 2000; Steam Generation Labor Management Committee; Steward Training Conventions.

Dennis G. Thompson

Initiated into IBEW Local Union 1245 in July of 1972. Member of Unit 1511, San Jose; Classification: Corrosion Mechanic. Shop Steward, 1994 to present; San Jose Labor Management Committee, 1996 to present; Cinnabar Safety Walkaround, 1996 to present; Corrosion Mechanic Re-Write Committee, 2004 to present.

Advisory Council: Alameda/Contra Costa Transit District and East Bay Municipalities

Larry Rodriguez

Initiated into IBEW Local Union 1245 in February of 1966. Member of Unit 2317, Antioch; Classification: Electric Crew Foreman. Advisory Council: East Bay; Trustee, 1992 to present; D.O.T., 2003 to present; Ad Hoc – CDLA, ongoing.

Advisory Council: San Francisco Division of PG&E and General Office of PG&E

Bob Quinn

Initiated into IBEW Local Union 1245 in May 1971. Member of Unit 1512-Bulgingame/Peninsula; Classification: Gas Serviceman. Shop Steward, 1971-Present; Unit Chairman for 15 years; Advisory Council, 7 years. Served many various Committees throughout career; Advisory Council, 17 years; Unit Chairman, 15 years. Delegate San Mateo Labor Council, 14 years.

Advisory Council: Stockton Division of PG&E and City of Lodi

Grover Day

Initiated into IBEW Local Union 1245 in January of 1971. Member of Unit 2512, Angels Camp; Classification: Electric Crew Foreman. Local 1245 Advisory Council Member, 1984 to present; Recording Secretary for Unit 2514, Tracy, 1983 to 1985; Vice Chairman for Unit 2514, 1986 to 1988; Recording Secretary for Unit 2512, Angels Camp, 1990 to 1995; Vice Chairman for Unit 2512, 1996 – 1999; Unit Chairman for Unit 2512, 1999 to present; Shop Steward, 1982 to present; Union/Company Walk Around Safety

Advisory Council: Sacramento Regional Transit District

William Gilliam

Initiated into IBEW Local Union 1245 on April 30, 1988.

Advisory Council: Pacific Gas Transmission Company

John A. Felts


Advisory Council: Humboldt Division of PG&E

Lee Thomas

Initiated into IBEW Local Union 1245 in December of 1977. Member of Unit 3111, Eureka; Classification: Lineman. Shop Steward, 1979 to present; CDLA Ad Hoc Committee, 2004; Member of Humboldt Advisory Council, 1986 to present.

Advisory Council: Shasta Division of PG&E, City of Redding, Lassen Municipal Utility District, Shasta Dam Area Public Utility District, and Bella Vista Water District

John Harper

Initiated into IBEW Local Union 1245 in June of 1965. Member of Unit 3212, Redding; Classification: Transmission Troublemaker. Shop Steward, 1968 to present; Division Labor Management Committee, 1980 to 2000; Safety Walk Around Committee.

Ed Hood


Stu Neblett


Stu Neblett

Advisory Council: Humboldt Division of PG&E

Lee Thomas


Make your voice heard!
We are called a democracy for the administration is in the hands of the many and not of the few.

Thucydides, The Peloponnesian War (c. 400 B.C.)
Richard C. Perry

Dan Wyand

Casey Barker

Russ Blacker
Initiated into IBEW Local Union 1245 in April of 1985. Member of Unit 2317, Antioch; Classification: Electrician. Shop Steward, 1986 to present; Bargaining Committee, 2003 to 2004; General Construction Subcommittee; Title 300 Ad Hoc Committee, 2004; Title 300 Bargaining Committee, 2003-2004; Shop Steward Training.

Tom Burks
Initiated into IBEW Local Union 1245 in June of 1990. Member of Unit 1111, Fresno; Classification: Subforeman A.

Brian Kapaun
Initiated into IBEW Local Union 1245 in October of 1985. Member of Unit 2314, Hayward/Fremont; Classification: Sub-foreman A/Line man. Vice Chair of Unit 2314, 1999 – 2001; Sergeant of Arms for Unit 2314, 2002 - 2004; Alternate for General Construction Advisory Council, 2001 – 2004; Shop Steward, 1989 to present; Santa Nella IBEW/PG&E Partnership, 1995; Labor Management Committee; General Construction Safety Walk Around Committee for Area 2; Attends Annual Shop Steward Training Workshops, and participated in the 1994 walk from San Francisco to PUC about deregulation on behalf of the Union.

Gil Suarez
Initiated into IBEW Local Union 1245 in October of 1995. Member of Unit 4419, Redding/Davey/Utility Tree; Classification: Foreman 2. Unit 4419 Chairman, September 1998 to January 2004; Shop Steward, 1998 to present; Negotiating Committee (Davey Tree), 2001 to 2002; Safety Committee (Local 1245), February 2003 to present.

Nobody will ever deprive the American people of the right to vote except the American people themselves – and the only way they could do that is by not voting.

President Franklin D. Roosevelt, Oct. 5, 1944
Bush axes overtime pay for 8 million

> From Page 1

make his deeds match his words, the Senate and House last year backed legislation to block the part of Bush’s plan that takes away overtime pay from workers but would allow any expansion of overtime eligibility to workers not currently qualified. Republican congressional leaders, working with the White House, stripped this worker provision from the final version of appropriations bill to which it was attached.

Democratic senators plan to mount a last-ditch effort to legislate protections for overtime pay in the near future, using the Foreign Sales Corporation tax bill as a vehicle.

Significant Pay Cuts

Although the White House says its new overtime pay regulations will increase the number of workers eligible for overtime pay, pay cuts for America’s workers could be significant. Overtime pay accounts for up to one-quarter of the weekly earnings of workers eligible for overtime, an average $161 a week, according to an analysis by the Economic Policy Institute.

“Over the past year, in promoting its plan to eliminate overtime rights for 8 million workers, the Bush Administration has left an appalling trail of misstatements, evasions, half-truths, and outright falsehoods that destroy any credibility they might have as defenders of workers’ overtime pay,” said AFL-CIO President John J. Sweeney.

“The Bush Administration staunchly opposed legislation which would preserve overtime pay for all workers and instead pressed forward with eliminating overtime pay for a huge swath of middle-class workers—many who make as little as $23,600 a year.”