



First-Ever Conference on Contract 'Costing'

Figuring a contract's worth – in hard dollars



Eric Wolfe

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 proper 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 con-

vened 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

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Bush axes overtime pay

The Bush administration's Office of Management and Budget on April 20 unveiled the final version of a new rule that takes away overtime pay protections for as many as 8 million workers.

The announcement caps a year-long assault on overtime pay by the Bush administration. Bush used the federal regulatory process to gut over-

time pay because it does not require congressional approval.

Employers can begin implementing the new rule after 120 days, approximately Aug. 20.

Bush has claimed his measure will help more workers become eligible for overtime. In an attempt to

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Local 1245 election reminder

Read about candidates for local union office in this issue of the Utility Reporter, beginning on Page 12. Ballots for the union election will be mailed on May 28 to all eligible Local 1245 members. Completed ballots must be received at the post office no later than 10 a.m. on June 22. Late ballots will not be counted. Any member who does not receive a ballot by June 10 should notify the union immediately at (707) 452-2700.

SMUD storm response



Glen Korengold, courtesy of SMUD

Line and tree crews at the Sacramento Municipal Utility District worked around the clock to restore power after a late February storm knocked down 83 power lines and 24 utility poles, cutting power to over 75,000 customers. Among those responding, below, are (from left): Jeff Palm, Dave Trigeiro, Eli Escamilla, Bill Campbell and Dan Maki.

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Local Union Election

Candidates for Office 12-24

MAY 15

Service Awards &
Stewards Conference
Pacifica, CA

MAY 22

Stewards Conference
Service Awards
Emeryville, CA

MAY 28

Local Union Election:
Ballots Mailed

JUNE 5

Stewards Conference
Service Awards
San Bernardino, CA

JUNE 22, 10 A.M.

Deadline for receiving completed
local union election ballots at the
designated post office box.

APPOINTMENTS

SIERRA PACIFIC POWER

Generation Ad Hoc
Gary Bailey
John Mauldin

OUTSIDE LINE

**Journeyman (Policy 22)
Examination Committee**
Roy Dunkin

CONFERENCES, COUNCILS &
CONVENTIONS

**California Labor Federation 2004
Legislative Conference**
Dave Scott
John Mendoza
Jim Findley
Mike Davis
Jack McNally

**33rd Annual Outside Line
Apprenticeship Conference**
Robert Van Noy

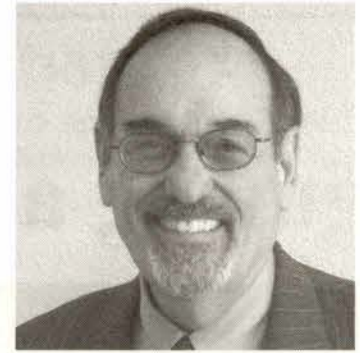
**Worker Occupational Safety &
Health Training Session**
Gil Suarez
Art Torres

**Alliance for Retired Americans
Regional Conference**
Richard Murphy
Bill Wallace

**Congress of California Seniors 27th
Annual Convention**
Jack Hill
Watie Anthney

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 agreeable 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



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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.

nized the problem, they were thwarted by the high cost of fixing the problem. In the case of Title 300 issues, the company was not willing to change language that was only negotiated three years earlier. In the case of rubber gloving, the company was not convinced that savings from the work procedure justified further compensation.

And so on.

I fully understand the interest of our membership in the ad hoc negotiations. In my travels, when I explain that every ad hoc committee created by the general bargaining committee was created because of a deadlock in negotiations, I see a far

"The last time we (tried deregulation), it was the blind date from hell. I don't want another blind date from hell."

Senator Debra Bowen
Chair, Senate Energy Committee

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 As-

sembly 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.

YOUR UNION

Ad Hoc Negotiations

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committee that is near and dear to our members, the company said "no".

In the case of System Operators, the company was not sure that an equity increase was warranted and there were multiple contact language changes they wanted. In the case of wages in high cost of living areas, I think that it is fair to say that while the company recog-

greater appreciation and understanding. We don't walk away from money on the table. We don't guarantee success, just that we will work as hard as we can to change the company's mind.

In four weeks, ballots will be mailed for the election of union officers. Over the last three years, we have seen an unprecedented level of involvement by our members in shop steward training, pin dinners, conferences, and ratification votes. It is my fervent hope that this level of involvement continues. The more you are involved (which here translates to voting), the stronger we are as a union.

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

underdavg 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 underdavg 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 underdavg 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.



Looking for the break in the hardline.



Gary Huberty, Dale Barnhart and Gary Church pass down tools to Allen McNew and Bill Kessel.



Bill Claunch cuts window in PVC to find end of hardline that snapped during a 1450-foot pull.



Operator Bill Claunch at the controls.



From left: Lonnie Lonidier, Gilbert Benavedez, Brian Church and Gary Church.

'Contract Costing' Conference

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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



Labor Educator Donald Spatz explains why it's important to know how much a contract proposal is worth.



Sonya Hubbard, Lassen Municipal Utility District

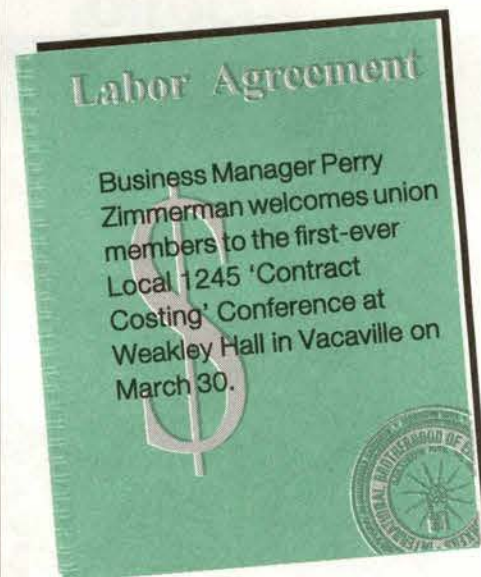
at the George Meany Center for Labor Studies in Baltimore, led participants through various "what if" scenarios, such as the consequences of "front-loading" versus "back-loading" particular benefits—all of it designed to help determine the real value of what's on the table.

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

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'Contract Costing' Conference

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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 mathemati-



Taking a look at Excel spreadsheets on their laptops are, from left, Business Reps. Bob Martin and Debbie Mazzanti, and Outside Construction member Robby McIntire.



Paul House, Northern California Power Agency



Business Rep. Lynne Morel, left, and Kurt Celli, Modesto Irrigation District.

cal 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 tal-

ent 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 Huernerbein is a case in point. As a Public Works Administrative Coordinator at the City of Fernley, Nev., Huernerbein 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.



Kathy Huernerbein,
City of Fernley

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.



“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

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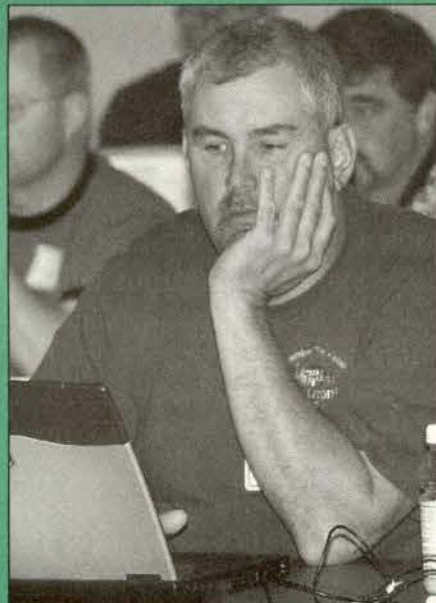


From left: Dave Cuthbertson, Port of Oakland; Business Rep. Mike Haentjens; Rick Brenes, Turlock Irrigation District; Rich Lane, Turlock Irrigation District

Story & Photos
by Eric Wolfe



Stu Neblett, Pacific Gas & Electric



Bob Sandoval, City of Redding

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



'Contract Costing' Conference

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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 Sturgeon 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.



Rose Shipman, Yuba County Water Agency



Business Rep. Jack Osburn, left, and Tom Greer, Frontier.

Attendees: IBEW Local 1245 Contract Costing Conference, Vacaville, California

AC Transit Guy Greenwood	City of Shasta Lake Dave Vandermeer	Modesto Irrigation District Kurt Celli	Resort Improvement District Doug Culbert	Turlock Irrigation District Rich Lane Roderick (Rick) Brenes	Arlene Edwards Sam Glero
Adelphia Communications Janise Ramos	City of Ukiah Phil Hyre	Mountain Power Aaron Ebo	Sacramento Regional Transit Rod Beverly	Unites States Bureau or Reclamation Dan Wyand	Mike Haentjens Jeff Johnstone
Alameda Power & Telecom Larry Rodriguez Al Fortier	City of Willits J.C. England	National Energy & Gas Transmission John Felts Jeff O'Donnell	Sierra Pacific Power Company Wayne Paterson Tom Cornell	Western Area Power Administration Ron Cochran	Bob Martin Debbie Mazzanti
Bella Vista Water Phil Alleman,	Davey Tree Surgery Company Matt Gilliam, Jim Gorman	Northern California Power Agency Jesse 'Paul' House Frank Carter	SMUD Ike Williams Don Kreuter	Yuba County Water Agency Rose Shipman	Joy Mohr Lynne Morel
City of Fernley Kathy Huernerbein	Foster Wheeler Tony Williams	PG&E Mike Scafani Mark Newman Stu Neblett	Sturgeon Electric Robby McIntire	IBEW Local 659 - Medford, OR Darrin Morgan Kelly MacDonald	Darryl Norris Randy Osborn
City of Lodi Rob Aadland	Frontier Communications John Shepphird	Plumas- Sierra REC Debbie Murphy	Truckee Meadows Water Authority Steve Enos	IBEW 1245 STAFF Bill Brill Rich Cowart	Jack Osburn Santiago Salazar
City of Oakland Mike Patterson	Henkels & McCoy Jeff Pedersen	Port of Oakland Dave Cuthbertson	Truckee PUD Mike Connell		Dennis Seyfer Hunter Stern
City of Redding Darryl Hughart Bob Sandoval	Lassen Municipal Utility District Sonya Hubbard				Ray Thomas Carl Lamers
	Mirant Barry Mitchell				Roy Dunkin Tonya Alston-Maxwell
					Joe Osterlund Junior Ornelas
					Dorothy Fortier Eric Wolfe

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 ungrounded dead lines with extreme caution. The grounding wires, the ground electrodes, and the connec-

tions 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 Local 1245 Safety Committee.

Safety Tailboard

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 95696

By the Local 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



"Tough day at work, mom?"

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.



Stockton, CA
January 30, 2004

The Honorees

45 YEARS
 Johnson, Darrell T

40 YEARS
 Corbin L.D.
 Hamilton, Ronald J
 Rees, Gale

35 YEARS
 Andersen, James F
 Franco, Manuel S
 Gray, Leroy W
 Johnson, Chester L
 Meyer, John A
 Munoz, Jerry R
 Perondi, Orlando D.
 Perry Jr, John
 Poggio, Gary C
 Quitiquit, Marion C
 Romero, Larry
 Waltrip, Charles G

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
 Giacosa, Michael
 Gibson, Marcus
 Gomez, Arthur M
 Gonzales, Andy
 Grenier, Susan
 Hickman, Douglas
 Hightower, Dale R
 Jones, Thomas L
 Lalonde, Michael S
 Lang, Douglas G
 Maddox, Molly A
 Malaspina, Wayne
 McCoy, Scott
 Menor, Richard
 Morante, Robert
 Moresco, Sharal D
 Munoz Jr., Andrew M
 Neilson, Ronald P
 Ottman, Joseph
 Pacheco, Daniel
 Quisjalvo, Ted C
 Rodriguez, Ronald M
 Roeber Jr, Jack
 Salazar Jr, Rosalio
 Santillanes, George

See, Marla K
 Stevens, John L
 Suniga, Anthony D
 Woods, Michael

25 YEARS
 Attaway, Deborah L
 Bates, Bradley A
 Brock, Raylon E
 Bunney, Timothy M
 Chavez, Jorge V
 Clipper, Dan R
 Collins, Patricia L
 Cookson, David O
 Cookson, Pamela V
 Cooper, Steve M
 Coutler, James J
 Craig III, Charles C
 Crittendon Jr, Ulysses
 Crump, Wayne A
 Cummings, Michael E
 Durston, David W
 Flemons, Debra A
 Good, Arthur R
 Gouveia, Dennis F
 Harris, Daniel R
 Hood, Lawrence
 Ide, David L
 Imperial, Albert
 Johnson, Henry W
 Kane, Jim L
 Lachapelle, Dale L
 Lewallen, Terry J
 Llamas, Jesus R
 Lyons, Patricia
 Madison, Bernadine
 Manning, Monica
 Martini, Renato R
 Matlock, Paskel
 Mc Laughlin, Rodney K
 Mercado, Olivia F
 Moore, William W
 Namekata, 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
 Sloneker, Steven
 Stemen, Charlotte
 Takahashi, John B
 Turner, Terry D
 Vacca, John C
 Vanfleet, Aaron R
 Vargas, Rodrigo R
 Weathers, William R
 Wooten, Robert J
 Zaich, Paul D



40 Years: Gale Rees accepts 40-year award.



30 Years



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.



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



25 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, 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.

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

Fresno Hot Tap Crews



Fresno "hot tap" crews ready for work on Dec. 8, 1936, for San Joaquin Power & Light, whose service territory is now served by Pacific Gas & Electric.



Fresno, CA
March 27, 2004



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.

30 Years



25 Years

The Honorees

45 YEARS
 James, Paul R

40 YEARS
 Baker, Gene T
 Johnson, Larry

35 YEARS
 Heck, Jack
 Jurado Jr, Jess
 Newman, Paul B
 Rich, Larry C

30 YEARS
 Belmontez, Fred
 Breadmont, Ricardo
 Christensen, Douglas B
 Clay, Theodore
 Cofa, Rudolph

Connell, Gary
 Foster, Russell E
 Frisby, Larry
 Garza, Felix
 Hegland, Robert A
 Herrera, Carlos
 Horton, Kenneth
 Hoskins, Robert B
 Hultman, Timothy E
 Johnson, Betty J
 Johnson, Michael
 Kelly, Albert
 Koomjam, 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
 Wagers, Robert
 White, Robert E

25 YEARS
 Belknap, Rick E
 Bevington, Robert C
 Brewer, Michael A
 Burgess, Bud R
 Cajita, Robert C
 Castro, Gabriel M
 Chapman, Scott A
 Charleston, Jeff
 Cotner, Glen A
 Dixon, Rodney L
 Dwyer Jr, Ed
 Fields, Laron D

Fifer Jr, James O
 French, John S
 Gammel, Michael E
 Gann, William M
 Gillespie, Jim F
 Gross, William G
 Hastie, John C
 Helms, Lynn F
 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
 Lindsey, Stephen T
 Madrom, Richard A
 Malfatti, Ronald M
 Marten, Steven P

Moore, William H
 Moses, Victor E
 Mosley, Braxton
 Nickerson, David N
 Parmer, Billy W
 Patchell Jr, George W
 Paul, William D
 Paulson, James E
 Pharis, Diana
 Pizarro, Richard G
 Poe, James A
 Preo, Mark L
 Rodriguez, John
 Silva, Eddie M
 Smith, Jack G
 Torres, Mannuel P
 Tucker, Stephen R
 Turner, Victor H
 Weissmann, Helmut K
 Yeverino, Conrad J

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



Initiated into IBEW Local Union 1245 in March 1960. Member of Unit 3214-Red Bluff; Classification: Equipment Operator HH-as of April 16, 2004. 1967-68 Executive Board at Large; 1967-68 Local Union Ways and Means Committee; 1968-72 Public Employees Council; 1971-74 Local Union Recording Secretary; 1971-74 Secretary to the Policy and Resolution, Staff Benefit Committee and Political Action Committee and Chairman Local Union Ways and Means Committee; 1966-68 Unit 3815 Vice Chairman-G.C. Davis; 1971-76 Unit 3815 Chairman-G.C. Davis; 1976-78 Unit 3815 Recorder-G.C. Davis; 1962-68 Shop Steward-G.C.; 1968-71 Business Representative Local 1245; 1971-78 Shop Steward-G.C.; 1978-99 Business Representative Local 1245; 2001-03 Unit 3214 Recorder-Red Bluff. 1966 Ballot Committee; 1966 Election Committee; 1966-80 G.C. Grievance Committee; 1970-73 G.C. Line of Progression Committee; 1970-71 G.C. Equipment Committee. 1984-85 Spokesman for City of Lodi Negotiations; 1985-88 Spokesman for Tri-Dam Negotiations; 1987-89 Spokesman for Oakdale Irrigation District Negotiations; 1985-87 Spokesman for South San Joaquin Irrigation District Negotiations; 1985 Spokesman for Hinkle and McCoy; 1988-90-93 Spokesman for Lassen MUD Negotiations; 1989-92 Spokesman for Citizens Utilities Negotiations; 1991-94-96-98

Spokesman for Plumas Sierra REC and Telecommunications Negotiations; 1990-93 Spokesman for Chambers CATV Negotiations. 1974, 1978, 1982, 1986, 1991, 1996 and 2001 IBEW International Convention; 1985, 1987, 1989, 1993, 1995, 1997, 1999 and 2001 National AFL-CIO Convention; 1968, 1972, 1984, 1986, 1988, 1990, 1992, 1994, 1996, 1998, 2000 and 2002 California State AFL-CIO Convention and served as member of the Credentials Committee from 1984 to date; 1972 Nevada State Association of Electrical Workers; 1968, 1970, 1980 and 1991 9th District Progress Meeting; 1973 and 1985 IBEW Utility Conference; 1974 and 1998 Inter-Union Gas Conference; 1972, 1982 through 2000 California State COPE Pre-Primary Convention; 1980 to 1990 San Joaquin Central Labor Council; 1984, 1986, 1988, 1990 and 1992 Telephone Conference; 1972, 1982 through 2002 California State Legislative Conference; 1984-90 Secretary of the San Joaquin/Calaveras Central Labor Council; 1980-90 San Joaquin/Calaveras Labor Council on Political Education; 1990-Present Butte/Glenn Central Labor Council, serving as President for 1997 to date. 1996 Konocti Leadership Conference; 1971, 1974, 1977, 1980, 1983, 1986, 1989, 1992, 1996 and 2001 Leadership Conference Dr. Morris Hurleys Management and Industrial Relation Program; Attended UCB classes on the following subjects: Public-Private Sector Negotiations, Communications, Cost of Living Adjustments, Labor Law, Bargaining Techniques, Interest Arbitration, Training Union Leaders, Psychology of Leadership Workshop and Mutual Gains Bargaining.

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; Ex-Officio Member of Political Educa-

tion 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 Committees, 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, 1989 to 1992, 1995 to 1997, 2002; IBEW Utilities Conference, 1990 to 1993, 1996, 1999, 2001, 2004; Inter Union Gas Worker's Conference, 1997, 2000, 2003; California Federation of Labor Constitutional Convention, 1994, 1996, 1998, 2000, 2002; California Federation of Labor Pre Primary Conference, 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.

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.

Michael A. Scafani



Initiated into IBEW Local Union 1245 in June 1978. Member of Unit 3712-Santa Rosa; Classification: Gas Crew Foreman-Welding. Shop Steward, 1995-Present. 2003 PG&E General Negotiations Committee; 2000 PG&E General Negotiations Committee; Exhibit 16 Committee, July 2000-Present; 306-206-19 Rewrite Sub-committee, 1999. GRC Communications Team; "Future is Now"; 1995 Santa Nella Summit; 1245 Delegate.

Vice President

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

to 1980; South Bay Labor Council; Graduate of University of California, Berkeley's Labor Studies Program.

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.

Recording Secretary

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;

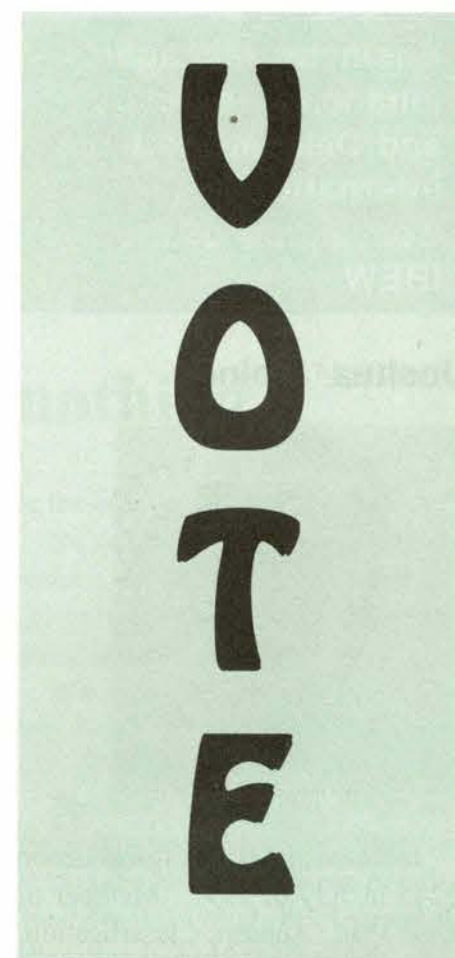
Labor Management Committee Call Center; General Negotiating Committee; Contract Negotiations, 2002; "Future is Now"; Stewards Training; Summer School for Union Women, June 2003.

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 Women in the Workforce Confer-

ence, 1986; 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 Washing, 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; Delegate to the



"Women in the Trades Conference" May 5, 2002 in Sacramento, CA; Delegate to the Central Labor Council of Fresno and Madera Counties, 1991 to Present; Appointed as Trustee to the Central Labor Council of Fresno and Madera Counties, 1993 to 1994; Elected as Recording Secretary to the Central Labor Council of Fresno and Madera Counties, 1994 to 1997; Member of the Central Labor Council of the Fresno and Madera Counties, 1994 to current; Participated as a "rank and file member" at the December 21, 1994 meeting with Stan Skinner; Attended numerous Shop Steward Training Conferences; Attended Effective Grievance Resolution Training; Attended Positive Discipline Guidelines Training in 2003; Chairperson of the Fresno Unit 1111, 1989 to present; Advisory Council Clerical at Large, 1994 to 1995; Southern Area Executive Board Member elected in 1995 to November 2001; Recording Secretary of IBEW Local 1245 appointed in November 2001 to present; Recording Secretary for the IBEW 1245 Advisory Council appointed in November 2001 to present.

MORE OFFICES next page ▶

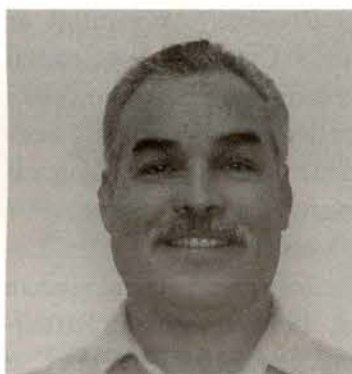
**Business Manager/
Financial Secretary
and Delegate to the
International
Convention of the
IBEW**

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-

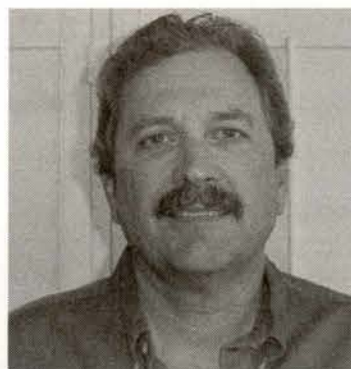
ing Adhoc Committee, 1994 to 1996, 2000 to 2004; California Gas Transmission Crew Leader Adhoc Committee, 2002; Lindmore Irrigation District Contract Negotiations Committee, 1993; C.P. National Needles Division and Henderson District Contract Negotiations Committee, 1992; Initiated into the Bakersfield Central Labor Council Hall of Fame, May 21, 1993; Delegate to Inter union Gas Conference in Las Vegas, Nevada, 1993; Delegate to the IBEW Minority Caucus in Portland, Oregon, 1994; IBEW Local Union 1245 Unit Officers Leadership Conference, 1992; Union Business Representative for PG&E portions of Fresno Division (Coalinga, Lemoore, Corcoran), Kern Division, California Gas Transmission (Topock to Walnut Creek), Citizens Communications/Needles, Lindmore Irrigation District, 1992 to 1995; IBEW Local 1245 Advisory Council: Pipeline Operations Department of PG&E, C.P. National: Needles Division and Henderson District, 1988 to 1992; Mutual Gains Bargaining Training in Sacramento, California, 1994.

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 in 1980, and joined the staff of IBEW 1245 as a Business Representative in 1981. The following are Perry's assignments with IBEW prior to his retirement in February of 2000: Business Representative for PG&E Sacramento Division, August 1981 to March 1984; Business Representative for Citizens Communication, Sacramento Regional Transit, and other Irrigation Districts, March 1984 to September 1984; Business Repre-

sentative for Local 1245 – North Bay Division, September 1984 to July 1987; Business Representative for Local 1245 – San Francisco Division, July 1987 to July 1988; Relief Business Representative supporting IBEW area wide, July 1988 to January 1989; Business Representative for Local 1245 – East Bay Division, January 1989 to January 1990; Business Representative for Sacramento Municipal Utility District (SMUD), January 1990 to June 1992; Assistant Business Manager for IBEW Local 1245, June 1992 to February 11, 2000; After his retirement, Perry returned in July 2001 to serve as Business Manager/Financial Secretary for IBEW Local 1245, and has continued in this position to the present day; Delegate to Sacramento County Labor Council, August 1981 to September 1984; Delegate to North Bay Labor Council, September 1984 to September 1987; Delegate to International Convention, 1986 in Toronto, Canada; Delegate to International Convention, 1991 in St. Louis, MO; Delegate to International Convention, 1996 in Philadelphia, PA; Delegate to International Convention, 2001 in San Francisco, CA; Vice President/Executive Council of the California Labor Federation.

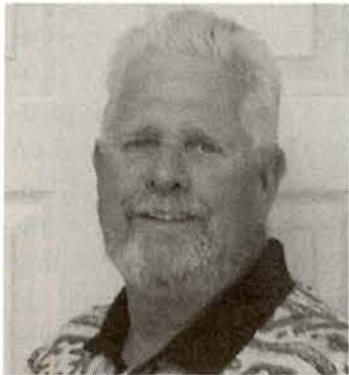
Treasurer

Cecelia De La Torre

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

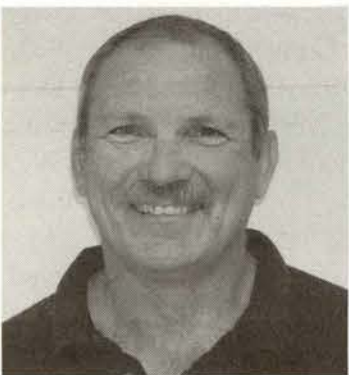
**your vote is
your voice**

Ron Moon



Initiated into IBEW Local Union 1245 in August 1996. Member of Unit 1121, Bakersfield; Classification: Lineman. IBEW Local Union 1245 Treasurer, November 2002-Current; Advisory Council Member representing San Joaquin Division, July 2001-November 2002; Shop Steward, October 1997-Current. Committees: Underground Joint Trench Committee, 1984-85; Exhibit XVI Grievance Committee, August 2003-Current; San Joaquin Division Joint Grievance Committee, 1981-86. Attended Inter-Union Gas Conference, September 29-October 1, 2003; California State Federation on Labor Convention, August 26, 2003; Utility Conference, March 2003; Business Representative Training, February 2003 and several Shop Steward Conferences.

Russ Rylee



Initiated into IBEW Local Union 1245 in December of 1978. Member of Unit 3212, Anderson; Classification: Transmission Troublemaker for PG&E. Unit Chair for 3213, 2001 to present; Advisory Council Shasta Division, 1989 - 1991; Ballot Committee, 1989; General Bargaining Wage Opener, 1992; Lineman Advisory Council, 1989; Barehand Committee, 1990 - 1994; General Bargaining, 1996; Switch-

ing Committee, 2002 to present; Transmission Line Committee, 1997; 94-53 Safety Committee; 94-53 Ergonomics/Tool Committee; Temporary Business Representative for Local 1245, 2002; Division Labor Management, 1980 to present; Region Labor Management; North Valley Labor Management, 1998 to present; Former member of the Five Counties Central Labor Safety Walk-Around Committee; Has acquired 15 units of Labor Studies courses from Indiana University Labors Institution on behalf of the Union.

Southern 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

Central Area Executive Board Member

Anna Bayless-Martinez



Initiated into IBEW Local Union 1245 in August of 1980. Member of Unit 2511, Stockton; Classification: Customer Service Representative. Shop Steward, 1987 to present; Unit Recorder, 1895-1995; Unit Chairperson, 1996 to present; Central Area Executive Board, 1997 to present; Clerical Title 18 Committee, 1995; Wage Bargaining Committee, 1996; IBEW/PG&E Employee Involvement Committee; Stockton Division, CRC Labor Management, 1991 - 2000; Shop Steward Conferences; Women's Leadership Conferences, 1989, 1992, and 1996; IBEW Women's Conferences, 1990, 1991, 1999, and 2000; IBEW Utility Convention, 1998, 1999 and 2001; National CLUW Member; Stockton Central Labor Council; IBEW 9th District Progress Meeting, 1997 - 2000.

MORE OFFICES next page ▶



Remember:
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.

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.

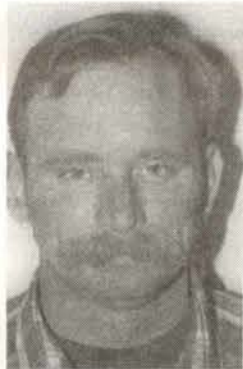
Linda S. Jurado



Initiated into IBEW Local Union 1245 in January of 1982. Member of Unit 3111, Eureka; Classification: Foreman's Clerk. Unit Recorder, Fresno, 1989 to 1995; Unit Recorder, Eureka, 1995 to present; Shop Steward, 1986 to present; Election Committee, 1992; Safety Committee, 1993, 1994, 1997; Safety Action Forum, 1994; Title 18 94-53 Committee, 1996; 206/19 Displacement Presentation, 2000; Effect of PG&E Proposed POR on 2002 General

Negotiations, October 2001; Summer Regional Institute of Union Women in Los Angeles/Berkeley, 1987/1988; IBEW Tri-District Women's Issues Conference in Reno, NV, 1990; Women's Conference in Concord, CA, 1991 to 1992; Women in the Workforce Conference in Los Angeles, CA, 1994; Delegate to Central Labor Council in Fresno-Madera, 1991 to 1995; Ad Council Clerical At Large Alternate; Ad Council Clerical At Large, 1995 to 1998; Delegate to International Convention in Philadelphia, PA, 1996; Joint Grievance Training, 1997; Ad Council Clerical At Large, 2000 to 2002; Delegate to Utility Worker's Conference in Reno, NV, 2001; Delegate to International Convention in San Francisco, CA, 2001; Delegate to Utility Worker's Conference in New Orleans, LA, 2003.

Dan "Krusty" Parmenter



Initiated into IBEW Local Union 1245 in December 1983. Member of Unit 3814, Woodland; Classification: Lineman. Sergeant at Arms for Unit 3814: 2001-Present, Shop Steward: 1985-95 and 1997-2004, Load Break Elbow Committee 1991-92, Labor Management Committee: 1990-92, 1999-2003, Advisory Council Representative for Sacramento, Placerville, Woodland and Vacaville: Appointed term 1998, Elected term 2001-Present. Attends all Shop Stewards Training yearly. IBEW Utility Conference: Toronto, Canada April 24, 2002 and The Future is Now Training for Local Union 1245: Vacaville 2002.

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



Initiated into IBEW Local Union 1245 in August of 1973. Member of Unit 3311, Reno; Classification; Clerical Specialist, Sierra Pacific Power Company, Reno. Currently serves as Northern Area Executive Board member for Local Union 1245. Served as Local Union Recording Secretary: 1977-83. Northern Area Executive Board member 1976-77. Served as Alternate Advisory Council Member Sierra Pacific Power Company 1976. Formerly Shop Steward at Sierra Pacific Power Company. Christmas Party Committee chairman Unit 3311, Reno in 1979. Past member of the Local Union Communications Committee; past Secretary of the Local Union

Administrative Committee; past member of the Local Union Political Education Committee of the Executive Board. Current member of Local Union Ways and Means Executive Board Committee. Served on the 1974 Sierra Pacific Power Co. Ballot Committee and was a member of the Sierra Pacific Negotiating Committee: 1975-76. Served on Interim Negotiating Committee for Material Services Dept: 1989. Served as Secretary and a member of Local Union Advisory Council. Delegate to the IBEW Regional Utility Conference: 1980-1982, 1984, 1988-1992, 1994-1999. Delegate to California Federation Women in Work Force Conference: 1981. Delegate California State AFL-CIO COPE Endorsement Convention: 1988. Delegate California State Legislative Conference 1977, 1988 and 1991. Delegate to the Ninth District Progress Meeting: 1977, 1980, 1983-1986, 1988-1993, 1995-1998. Delegate to Women in Work Force Conference: 1977-78, 1980, 1983 and 1984. Attended the Local Union Leadership Conference: 1977 and 1980. Served on the 1978 Planning Committee for Women in the Economy Conference. Delegate to California Labor Federation Pre-Primary election convention 1988. Delegate to California State AFL-CIO Convention: 1986-1988. Elected delegate to the IBEW International Convention: 1978, 1982, 1986, 1991, 1996 and 2001. Delegate to Nevada State AFL-CIO Convention: 1977-1982, 1984-1997. Served as Chairman of the Union Label Committee of Nevada AFL-CIO Convention in 1978-79. Served as chairman of COPE Committee of Nevada State AFL-CIO Convention: 1980-1982, 1984-1997. Delegate of California Electrical Association: 1981. Delegate AFL-CIO COPE Convention: 1979. COPE Committee chairman of Nevada AFL-CIO Candidate Endorsement Convention. IBEW Regional COPE Conference Delegate: 1980. Delegate to the Western Regional Labor Summer Institute for Union Women: 1984. Delegate Coalition of Labor Union Women National Executive Board Meetings: 1985-1988, 1999-

VOTE

2003. Attended and received a Certificate of Merit for the Rocky Mountain Labor School: 1985-86. Northern Nevada Central Labor Council Coordinator for the 1985 Fourth Annual Nevada State AFL-CIO Occupational Safety and Health Conference. Appointed to National Executive Board of the Coalition of Labor Union Women representing Nevada as State Vice-President 1983-1988. Representing the IBEW on the National Executive Board of the Coalition of Labor Union Women: 1988-1998. Elected delegate to the National CLUW Convention: 1986, 1988, 1990, 1992, 1994, 1996, 1998-2003. Appointed member to represent Labor on the Reno Commission for the Status of Women: 1980-88. Instructor for October, 1985 Labor Workshop at the Truckee Meadows Community College Conference on Women Work & Wages-The issues of the 80's promoting economic equality for women. Delegate to the Northern Nevada Central Labor Council and has served as Trustee 1983-85, Secretary-Treasurer: 1986-98. Delegate Nevada State AFL-CIO Legislative Conference: 1989-97. Recipient of Special COPE Volunteer in Politics VIP Award: 1988. Has served on the Nevada State Electrical Workers Association Board since 1980.

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.

V O T E

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.

**Advisory Council:
San Joaquin Division
of PG&E, CAPCO-EI
Nido Plant, Chowchilla
Water District**

Scott Branch

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

Dan Mayo



Initiated into IBEW Local Union 1245 in June of 1975. Member of Unit 1123-Merced; Classification: Troublemaker. Lineman advisory Committee, 1990; Joint EMF Committee, 1990-Present; Local Labor/Management Committee, 1998-Present; General Negotiations Sub-

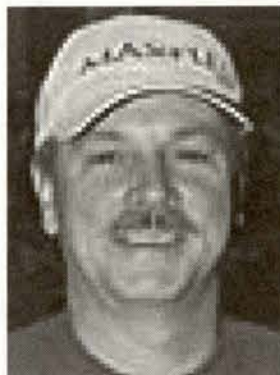
committee, 1999; Quality Assurance Standard Committee, 2000; 94-53 Committees FACTS/Electric Maintenance Title 8, 1995-97; Electric Contracting Committee, 1996; DCS Unit Cost Committee, 1997; Contracting Overview Committee, 1998-99; Exhibit XVI Committee, 2000-Present; EMF Conference Delegate, 1991-97; Union Representative for Joint EMF Committee, 1991-Present; Activist on behalf of Union to help prevent 800 layoffs, 1995.

**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: Troublemaker. 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 ▶

**IBEW 1245
is the only
IBEW local
in the
country with
an Advisory
Council
directly
elected by
the
members.**

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

Sam Burton



Initiated into IBEW Local Union 1245 in August of 1970. Member of Unit 3214, Red Bluff; Classification: Mechanic Welder. Unit 3214 Chairperson, 2001 to 2004; Shop Steward, 1997 to 2004; CGT Labor Management Committee, 1999 to 2004; CGT Exhibit 16 Fact Finding, 2003 to 2004; Active Union Steward.

Peggy L. Daniel



Initiated into IBEW Local Union 1245 in September of 1979. Member of Unit 2317, Antioch; Classification: Senior Maintenance Assistant. Advisory Council, 2002 to present; Shop Steward, 1988 to present; Labor Management Committee-Title 8, 1994 to present; DOT-DRUG Committee, 2004; Labor Management Meetings, 1990-1994; participated in Women in the Work Force – San Diego Conventions, on behalf of the Union.

Patrick A. "Pat" Earl

Initiated into IBEW Local Union 1245 in April 30, 1979.

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.

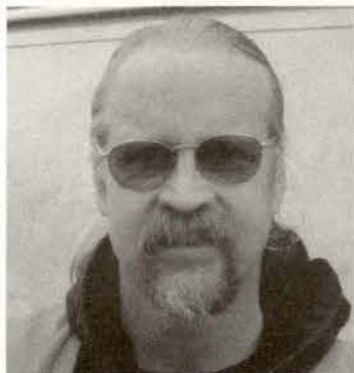
**Advisory Council:
City of Santa Clara and
San Jose Division of
PG&E**

Robin 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.

Dennis G. Thompson



Initiated into IBEW Local 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.

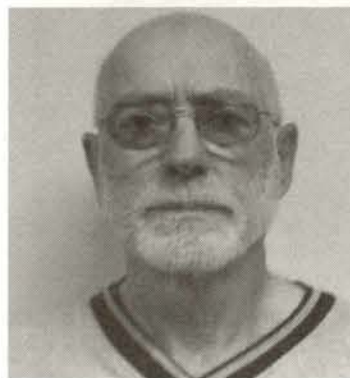
**Advisory Council:
Alameda/Contra
Costa Transit District
and East Bay
Municipalities**

Larry Rodriguez

Initiated into IBEW Local Union 1245 in January 1981. Member of Unit 2211- Oakland; Classification: Chief Dispatcher. Unit Recording Secretary, 1990-92; Unit Chairman, 1992-Present. Shop Steward, 1988-Present. Negotiating Committee, 1985, 1988, 1990, 1993, 1996 and 1999; Advisory Council Member, 1992-Present. Attended Public Sector Shop Steward Training Conferences. Attended Unit Chairman and Recording Secretary Conferences.

**Advisory Council:
East Bay Division of
PG&E, Materials
Distribution
Department of PG&E,
and Foster-Wheeler**

Leroy Foster



Initiated into IBEW Local Union 1245 in February of 1966. Member of Unit 2317, Antioch; Classification: Elect. 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-Bulingame/Penninsula; 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

Committee for Tracy and Manteca, 1984 to 1988; Union/Company Walk Around Safety Committee for Angles Camp and Jackson, 1989 to 1997; Union/Company Labor Management Committee for Angles Camp, Jackson, and Stockton, 1997 to 2000; Local 1245 Contract Ballot Committee, 1999; Special Shop Stewards Regional Training Conference, March 1989 to March 1998; International IBEW Steward Training Course, 1991 to 1992.

**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

Initiated into IBEW Local Union 1245 in August of 1992. Classification: Mechanic-Welder. Advisory Council for Pacific Gas Transmission, 2000 to present; Shop Steward, 1996 to present; Contract Negotiations, 2000 to 2002; Labor-Management, 1998 to 2004; Inter Union Gas Conference, September 1999.

**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



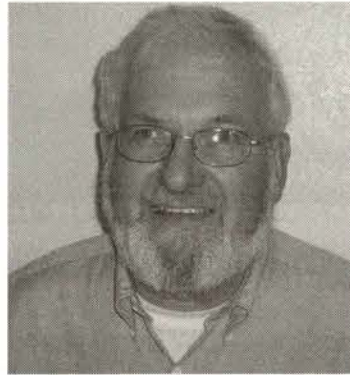
Initiated into IBEW Local Union 1245 in June of 1965. Member of Unit 3212, Redding; Classification: Transmission Troublemaker. Shop Steward, 1968 to present; Division Labor Management Committee, 1980 to 2000; Safety Walk Around Committee.

Ed Hood



Initiated into IBEW Local Union 1245 in October of 1985. Member of Unit 3213, Burney; Classification: Telecommunications Technician. Shop Steward, 1994 to 1998; 94-53 Labor Management Committee; Safety Walk-Around Committee, 2001 to 2002; Steward Conference; Mutual Gains Bargaining, 1995.

Stu Neblett



Initiated into IBEW Local Union 1245 in May 1968. Offices held in the Local Union: Shop Steward-G.C., 1969-70; Shop Steward-San Jose Division, 1970-86; Unit 1512-Burlingame/Penninsula Recorder-Belmont, 1974-86; Shop Steward-Helms Hydro, 1986-87; Shop Steward-Shasta Division, 1987-Present; Unit 3213 Recorder-Burney, 1988-99, 2001-Present; Advisory Council-Shasta/City of Redding, 2001-Present. Committees: PG&E Medical Negotiating Committee, 1978; PG&E General Negotiating Committee; 1979, 1987 & 2003. PG&E Negotiating Committee, 1980; PG&E Benefit Negotiating Committee, 1985; PG&E Pension Education Committee, 2002; United Health Care Committee, 2003; PG&E Premium Standardization AdHoc Committee, 2004. Delegate for Five Counties Central Labor Council, 1999-Present. Education: LU Union 1245 Leadership Conferences 1974, 1977, 1980, 1983, 1986, 1992, 1996 and 2002; Shop Steward Training Sessions, 2002-03, IBEW Utility Conference Training, 2003; Contract Costing & Compensation Survey Training, 2004.

MORE OFFICES next page ▶

**make your
voice
heard!**

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Advisory Council:
Sierra Pacific Power Company, WP Natural Gas-South Lake Tahoe, C.P. National-Elko Telephone, Truckee Donner PUD, Mt. Wheeler Power, Inc., Wells REA, and City of Fallon

Tom Cornell

Initiated into IBEW Local Union 1245 on July 31, 1990.

Dennis A. Romeo

Initiated into IBEW Local Union 1245 in June of 1995. Member of Unit 3310, Truckee Meadows Water Authority; Classification: Chemical Equipment Specialist. Unit 3310 Chairman; TMWA Labor/Management Committee.

Advisory Council:
Electrical Manufacturing

No Nominations

Advisory Council:
De Sabla Division of PG&E

Mike Jessen

Initiated into IBEW Local Union 1245 on June 30, 1991.

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.)

Advisory Council:
Drum Division of PG&E, Plumas Sierra REC, and City of Roseville

Terry Andreucci

Initiated into IBEW Local Union 1245 in April of 1977. Member of Unit 3511, Auburn; Classification: Electric Crew Foreman. Unit 3501 Chairperson, 1993 to present; Drum Division, City of Roseville & Plumas Sierra REC Advisory Council Member, 1995 to present; Shop Steward, 1980 to present; Original Rubber Glove Advisory Committee, October 1988; Commingling, May 1995; CES Construction Title 8 Committee, October 1995; CES/IBEW Partnership Summit, September 1995; 94-53 Electric T&D LOP Committee, January 1997; IBEW Communication Team – PG&E General Rate Case, March 1998; IBEW Communication Team – “No on 9”; Pension-Benefits Committee, 2002 General Bargaining; General Negotiations Committee, 2002 General Bargaining; Medical Benefits Committee, current; Shop Stewards Region Training Conference, March 1989; Shop Stewards Region Training Conference, March 1992; Shop Stewards Region Training Conference, April 1993; IBEW Utility Conference in Toronto, Canada, 2002.

Advisory Council:
Colgate Division of PG&E, Yuba County Water Agency, and City of Gridley

Todd Wooten

Initiated into IBEW Local Union 1245 on March 31, 1986.

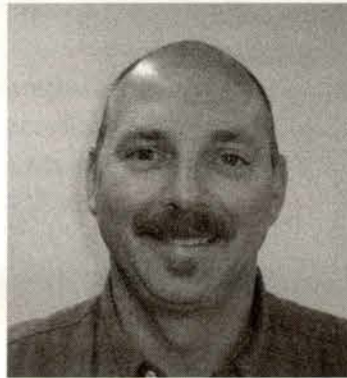
Advisory Council:
North Bay Division of PG&E and City of Healdsburg

Jim Findley

Initiated into IBEW Local Union 1245 on December 31, 1973.

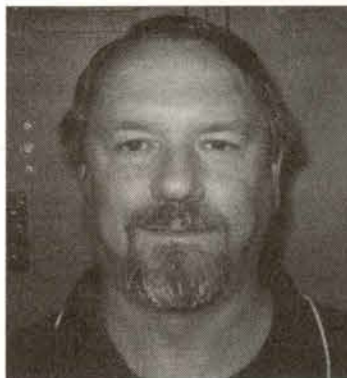
Advisory Council:
Sacramento Division of PG&E and Calibration and Testing

Lou Mennel



Initiated into IBEW Local Union 1245 in September 1986. Member of Unit 3811, Sacramento; Classification: Gas Service Representative. Shop Steward, 2000-Present. Review Committee, November 2002-Present; Chairman of Unit 3811-Sacramento. Member of Sacramento Labor Council; Delegate of Inter-Union Gas Conference 2003.

Billy Wallace



Initiated into IBEW Local Union 1245 in January of 1974. Member of Unit 3814, Woodland; Classification: Equipment Mechanic. Unit

Recorder; Unit Chairman; Alternate for Advisory Council; Shop Steward, 1977 to present; 94-53 Committee Fleet Services, 1998 to present; Rain Gear Committee, 1997; Campaign Committee for AB 1890 – Prop 266; Campaign Committee for new 206 Demotion and Layoff Procedures; Participated in rallies at CPUC Headquarters during PG&E downsizing; Member of the Sacramento Central Labor Council from 1996 to present on behalf of the Union. Training: Unit Recorder Training; Unit Chairman Training; Positive Discipline Training; Grievance Procedures Training; Shop Steward Training; Contract Bargaining Training.

Advisory Council:
Sacramento Municipal Utility District and GEO/Coldwater Creek Operating Coop

Art Torres

Initiated into IBEW Local Union 1245 April 30, 1979. Classification: Advisory Council. IBEW Member since 1978, Shop Steward since 1982, Advisory Council member since 1994, served on the following committees; Grievance Review Committee, Fact Finder for the Grievance Procedure, The Union Management Apprenticeship Committee, The Substance Abuse Committee, Union Management Labor Council, Electrical Division Safety Committee, Electrical Division Fall Protection Safety Committee, Transmission Distribution Safety Committee, Continuous Safety Improvement Process. Negotiating committee member for the following contracts: 1999-2001, 1996-1998, 1991-1995, and 1987-1990. Present member of the following committees: Joint Labor Management Safety Committee representing Local Union 1245. A member of the IBEW Local Union 1245 Safety Committee, currently involved with the Behavioral Science Technology Safety Program.

**Advisory Council:
Water and Power
Resource Services/
Western Area Power
Administration, U.S.
Government**

Richard C. Perry

Initiated into IBEW Local Union 1245 in August of 1973. Member of Unit 3012, USBR/CVO; Classification: Electrician. Advisory Council, 1986 – 2001; Shop Steward, 1989 – 1999; Western Area Power Administration Bargaining Committee, 1986, 1989, 1993.

Dan Wyand

Initiated into IBEW Local Union 1245 in March 1980. Member of Unit 3218, Shasta-USBR; Classification: Control Operator, Senior. Shop Steward, 1980-85 and 2002-Present. IBEW-USBR Negotiation Committee, 1981-84 and 2001-03, Member of USBR-IBEW Partnership Committee, 1998-Present, Member of USBR-IBEW Regional Apprentice Committee, 1996-2002. Attended Shop Steward Training, March 2004; Contract Costing and Compensation Surveys Methodology Training, April 2004.

**Advisory Council:
Citizens Utilities
Company of
California**

**Thomas E. "Tommy"
Greer**



Initiated into IBEW Local Union 1245 in August 1996. Member of Unit 4014, Elk Grove (Frontier);

Classification: I & R Tech. Shop Steward: 2001-Present, 2004 Negotiations, TCC4 in the fall of 2003, Unit Recorder.

Dave Morrison



Initiated into IBEW Local Union 1245 May 29, 1979. Member of Unit 4014, Elk Grove (Frontier); Classification: Advisory Council. Shop Steward from 1980 to present, Union Safety Committee: 1986-1995, Unit Chairman: 1982-1985, 1998-2000, Advisory Council: 1999-Present.

**Advisory Council:
General Construction
of PG&E**

Casey Barker

Initiated into IBEW Local Union 1245 on October 31, 1990.

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.

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.

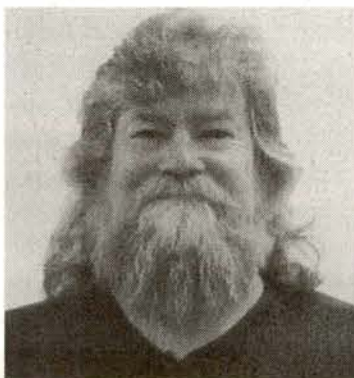
President Franklin D. Roosevelt, Oct. 5, 1944

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 March of 1979. Classification: 1st Field Clerk, General Construction; Shop Steward, 1983 to present; General Construction Joint Grievance Committee, 1986 to 1989; General Construction Field Clerk Ad Hoc Committee, 1992 to 1994; CES/IBEW Construction Title 8 Committee, 1995; CES/IBEW Partnership Summit, 1995; General Negotiation Committee (Wage Subcommittee), 1999; General Negotiation Committee (General Construction Subcommittee), 2002; Santa Nella Forum, 1995; Mutual Gains Bargaining Training, 1995; Positive Discipline Training, 1997; Positive Discipline Training, 2003; Shop Stewards Training, 1983 to 2004.

Michael Saner



Initiated into IBEW Local Union 1245 in October of 1985. Member of Unit 2314, Hayward/Fremont; Classification: Sub-Foreman A/Lineman. 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.

**Advisory Council:
Tree Trimmer
Companies**

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.

MORE OFFICES next page ►

**Advisory Council:
Clerical at Large of
PG&E (except its
General Office clerical
employees)**

Gloria Flores

Initiated into IBEW Local Union 1245 in May of 2001. Member of Unit 1511; Classification: Operating Clerk Typist. Shop Steward, 2004 to present.

Craig W. Fujii

Initiated into IBEW Local Union 1245 in February 1991. Member of Unit 3801; Sacramento Clerical; Classification: CSR.

Mark Kollman

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

**Advisory Council:
San Francisco General
Office Clerical of PG&E**

No Nominations

**Advisory Council:
CATV Operating
Companies**

No Nominations

**Advisory Council:
Irrigation Districts**

Mike Stout

Initiated into IBEW Local Union 1245 in January 1978. Member of Unit 2531; Classification: Journeyman Electrician—Substation. Member of Advisory Council, 1998 to present; Shop Steward, 1980 to present; Delegate to National Utilities Conference in Palm Springs,

CA, April 2004; Several Shop Steward Training Conferences.

**Advisory Council:
Outside Construction**

Dan Gracia

Initiated into IBEW Local Union 1245 on May 31, 1987.

Jeffrey Philip Pederson

Initiated into IBEW Local Union 1245 in May of 1997. Member of Unit 4912, Riverside; Classification: Journeyman Lineman, Local Advisory Council, Shop Steward since 2001. Served on Executive Committee since 2002. Future is Now Training in 2002; Contract Costing Seminar in 2004.

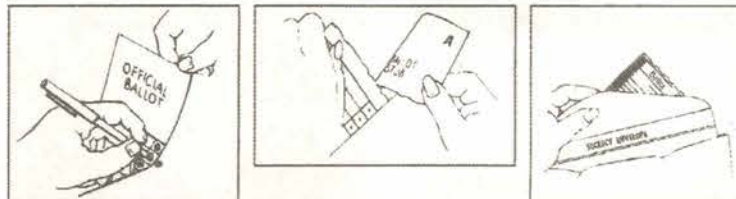
**Northern Power Area
(GCC-1) WAPA
Delegate**

Sam Glero

Initiated into IBEW Local Union 1245 on December 31, 1978.

Attention Members:

Your ballot will arrive with the following instructions. Please follow the instructions to assure that your ballot is filled out correctly.



**HOW TO VOTE
YOUR TAB CARD BALLOT**

GENERAL VOTING INSTRUCTIONS

1. To Vote: Vote **FRONT** of the ballot cards only.
2. Remove **COMPLETELY** the circled cross (+) to the **right** of your choice. Use the following method.
 - a. Put card on table top.
 - b. With tip of ballpoint pen or pencil press down on the circled cross (+) opposite the candidate of your choice.
 - c. While still pressing down on the circled cross (+), **slowly** raise the card with the other hand until the circled cross is completely detached from the card. Turn the card over and inspect for loose chips.
3. Punch out the circled cross (+) to cast your vote. Vote for only one (1) candidate for each office and advisory council member.
4. Mark your ballot only as instructed.
5. Write-ins or stick-ons are not permitted and will not be counted.
6. **Remove** and retain the stub end from the ballot card. This stub is your ballot receipt and must be removed to insure secrecy of your ballot.
7. Place the ballot card in the plain secrecy envelope and seal, insert it into the Postage Paid Business Reply envelope. **DO NOT REMOVE THE ADDRESS LABEL.**
8. You must deposit your ballot in the mail so that it will be received no later than 10:00 A.M., June 22, 2004, at the P.O. Box. Ballots arriving in the Post Office Box after this time and date will not be counted.

SPOILED BALLOTS

If you spoil your ballot by punching it in error, return the entire voting kit in a separate envelope at once to: Pacific Election Services, Inc., P.O. Box 6353, Concord, CA 94524. Mail your spoiled ballot immediately or there will not be sufficient time for you to receive and return the new ballot, which must be received no later than 10:00 o'clock a.m., June 22, 2004.

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 pro-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 falsifications 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."