



Ray Thomas

## DAVIS SWORN IN AS PRESIDENT

Outgoing President Ed Mallory, left, swears in Mike Davis (middle) as the new president of Local 1245 at the November Advisory Council meeting. Also being sworn in is the new Outside Construction Advisory Council member, Dan Gracia.

## Union launches new website

Local 1245 last month launched a new website that puts many new resources just a keystroke away on both the World Wide Web and on Pacific Gas and Electric's Intranet.

A new benefits section pulls together in one place all of the union-sponsored scholarship opportunities available to members' children, as well as descriptions of other Local 1245 benefits and direct links to a wealth of benefits offered by the AFL-CIO's Union-Plus program.

Local 1245 labor agreements with many employers, including PG&E,

can now be accessed on-line, and more of our union's agreements are being added to this electronic library as they become available.

The new Local 1245 website also provides a direct link to the Workers Independent News Service (WINS), a radio news service that provides daily broadcasts on worker issues for people who like to hear as well as read their news. Download a copy of Real Player to take advantage of this new feature.

The website offers an expanded menu of current news items about our union, our members, and our employers, as well as state and national issues of concern to working people. As before, all news stories will end up in the News Archive, where they can be accessed at any time.

Also featured on the new website is a link to the IBEW Political/Legislative Action Center, which makes it

## In memoriam: Business Rep. Richard Hafner

When Asplundh Tree forced Local 1245 into a strike in 1992, there was a foreman who proclaimed the union didn't have the juice to win it.

For the duration of the strike, which the union ultimately won,

Richard Hafner was that man's constant companion.

"Rich got up every single morning and waited outside his house and followed him from his home to wherever they were hiding the trucks," recalls Russ Rilee, who served as

one of Hafner's stewards. "He just stayed on him. He was a bull."

No question about it, Rich Hafner could be intimidating. But Hafner, who died last month at age

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## McCandless photo takes top honor

A photo by Local 1245 member Gene McCandless took top prize in the national photo competition sponsored by the International Office of the IBEW.

The photo shows IBEW members at Pacific Gas & Electric responding to an accident involving a runaway truck and a power pole that got in its way. The crewman at bottom center wiping his brow is Apprentice Lineman Clint Austin. To the right of Austin is Apprentice Lineman Kasey Hofland. Lineman Dean House is visible in the bucket. Foreman Willie Bouzek also worked the job. The 45-foot pole was replaced in the same hole.

McCandless, who received a \$200 cash prize as the contest winner, will see his photo featured (in full color) in the December issue of the IBEW Journal. The photo also appeared on PG&E's Intranet site.



Gene McCandless



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### Feature



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## JANUARY 2005

Publication of Application Form  
for Al Sandoval Competitive  
Scholarship

## FEBRUARY 5-6

Advisory Council  
Vacaville, CA



## My holiday wish: be safe

By Perry Zimmerman, Business Manager



Day in, day out we at Local 1245 focus on our job as your collective bargaining agent. We focus on your wages, hours, and working conditions. We focus on grievances, arbitrations, and negotiations. All of these are important issues, and we treat our duty to advance these issues very seriously.

As important as wages, fringe benefits, and work rules are, none of these are at all important when compared to your health and safety and your family. The best wages in the world mean nothing if a moment of inattention costs your life.

We started 2004 on a terrible footing. In the first few weeks of the year, two of our members at PG&E

died on the job as a result of accidents. One fell to his death, and the other was electrocuted.

In the last several weeks, we have lost two members in their fifties to heart attacks, one on the job and one at home.

My holiday and New Year wish this year is the same as always:

Work safely.

Live healthily.

Come back home to your family from work alive and well every day.

Pay attention to the little things that you might be tempted to take for granted.

Don't cut corners.

Don't let your guard down—ever.  
Drive carefully.

All of your work and all of our work only matters if you are alive to enjoy its fruits.

I hope that you enjoy the holidays and enjoy your families.

Be safe.

*Perry Zimmerman*



**WLCA**  
WESTERN LABOR COMMUNICATIONS ASSOCIATION

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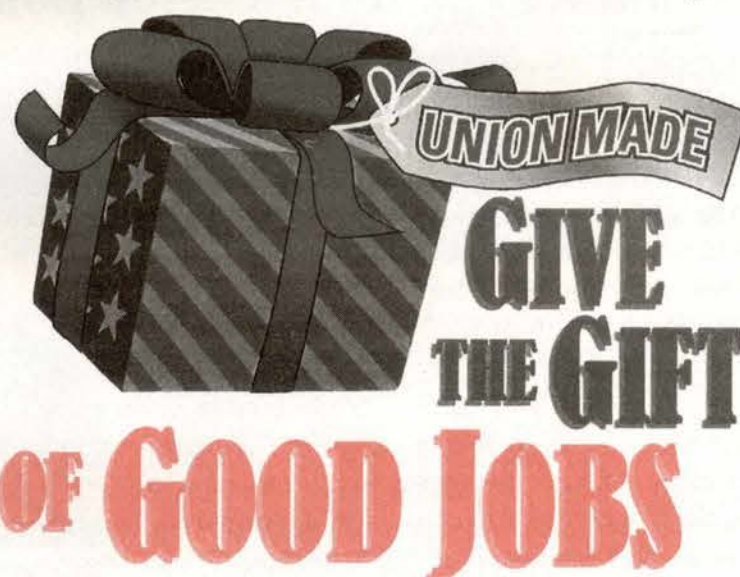
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Single copies \$1. Subscription by arrangement. Have you moved recently? Please send complete new address and your Social Security Number (by U.S. Mail) to: "Address Change", IBEW Local 1245, P.O. Box 2547, Vacaville, CA 95696. Our Web Site can be viewed at [www.IBEW1245.com](http://www.IBEW1245.com). Our phone number is (707) 452-2700.

## Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs – with good wages and benefits – in your community.

**For a fine selection of holiday gifts,  
go to: [www.shopunionmade.org](http://www.shopunionmade.org)**

Union Label & Service Trades Dept., AFL-CIO

# Union's website now provides many new features

## ► From Page 1

easy for Local 1245 members to contact their Senators and Congressional Representatives by e-mail. In 2005 members will have a chance to become part of Local 1245's Action Faction and lobby their state legislators by e-mail via the Local 1245 website.

The new website also introduces Local 1245's all-new Union Shopper, featuring Local 1245 shirts, jackets and cups—all union-made, of course! Members can now use their personal credit cards to order Union Shopper items on-line. (Be aware, however, that when you are prompted for your e-mail address, PG&E employees must provide a personal e-mail address, not a PG&E LAN ID.)

The PG&E Contract Index, one of the most-frequently used resources on the PG&E Intranet, is now accessible to members at home. Hundreds of members already use the Index on-line every month; now it will be easier than ever.

## New Member Orientation

To help introduce new members to the union, the website features extensive background about the union's history, its structure, and its role in promoting the interests of the members. Another section invites workers who have no union to consider the advantages of organizing with assistance from Local 1245.

As the new website gets up to speed, it will offer an increasing amount of information in Spanish translation, in recognition of the large number of members whose first language is Spanish. Already members can find Spanish-language versions of our line clearance tree trimming contracts in the new on-line library of labor agreements.

The section on Working Women has been expanded to include a news

archive, resource materials, and links to many other websites dealing with working women issues.

Want to write a letter for possible publication on our website or in the Utility Reporter? We provide a way to do that, too—just click the "Contact Us" button on the new website and you'll find the link you need.

And, as always, the website is the

go-to place for finding out how to contact your business representative, see who your Advisory Council member is, put your hands on the unit meeting schedule, read the Business Manager's latest column, or just enjoy photos of your fellow union members on the job. And there's even a search engine to help you find what you're looking for.

"Local 1245 is a large union with a lot of different constituencies," said Business Manager Perry Zimmerman on the day the site was officially launched.

"We hope this new website will help you learn more about the union and about each other, and to appreciate the power that comes from an informed and united membership."

On the Internet  
**www.ibew1245.com**

On PG&E Intranet  
**Go to "My Stuff" — Select "IBEW"**



## Horror story, 10-foot rat, & they took a bath

### NLRB upholds profanity bans

The National Labor Relations Board has ruled that employers may post regulations that are likely to discourage workers from organizing bargaining units or engaging in other union activities, according to a report in the Boston Globe.

In a 3-2 vote on Nov. 26, the three Bush appointees said workplace rules that broadly prohibit profane language or harassment are lawful because they are intended to maintain order, and do not interfere with protected union activity.

"Employers have a legitimate right to establish a civil and decent workplace," they said. "Further, a reasonable employee reading these rules would not construe them to prohibit conduct protected by the National Labor Relations Act."

The two Clinton appointees argued in their dissent that "expressions of displeasure, and even anger," are protected forms of communication under the National Labor Relations Act.

"In the course of protected activity, tempers often flare, emotions run high, and employees sometimes do use language that is abusive but not so egregious as to cost them the protection of the act," they said.

AFL-CIO president John Sweeney called the ruling a "veiled attack on workers." Harley Shaiken, a labor professor at the University of California at Berkeley, said the finding could "chill union activity in the workplace."

We can only wonder what choice words the late Business Rep. Rich Hafner would have had for this ruling. (See story, Page One).

**T**emporary workers will no longer be able to bargain for job benefits as part of a unit with permanent employees, the National Labor Relations Board has ruled, reversing a Clinton-era precedent, MSNBC reported. In a 3-2 vote, the three members appointed by President Bush overturned a 2000 NLRB ruling, called M.B. Sturgis, that said bargaining units that combined both temporary and permanent employees were permissible. The two NLRB members appointed by Clinton dissented. They cited the rise of temp workers and argued that those workers would essentially be barred from organizing labor unions unless their employers consented. They said the board has a "disturbing reluctance to recognize changes in the economy and the workplace." One of the biggest sources of job gains in September was temporary jobs, which grew by 33,000. In other 3-2 rulings, the board ruled last June that employees in nonunion companies are no longer entitled to have a co-worker present when they are interviewed as part of a disciplinary investigation. In July, it ruled that graduate teaching assistants at universities are not employees, and therefore cannot organize.

► **They Took A Bath:** When the boss at a vehicle service center in China told about 20 workers he was treating them to an evening at a local bathhouse, the employees were willing to temporarily ignore the year's worth of back wages some of them were owed, Asia Labor News reported. After spending all night at the bathhouse, the employees returned in the morning to find the boss had cleaned out the service center of all equipment and disappeared.

► **"Horror Story":** AFL-CIO President John Sweeney will travel to China Dec. 13 to press companies operating there to uphold workers' rights, human rights and environ-

mental protections, the Associated Press reported. "To see corporations moving around the world for the cheapest possible deal and the lowest possible wages and the greatest exploitation of workers, that's a horror story as far as American workers are concerned," Sweeney said. Earlier this year, the AFL-CIO petitioned the Bush administration to launch an unfair trade practices investigation into China's alleged labor abuses, but was rejected.

► **10-Foot Rat:** A 10-foot tall inflatable rat set up camp last month at a New Jersey North Fork Bank branch to inform the public that the bank hired a contractor that pays substandard wages and benefits to its workers, the Jersey Journal reported. North Fork Bank did not respond to requests for comment.

► **Action Over Staffing:** The Northern Territory branch of the Electrical Trades Union (Australia) says industrial action is being considered by power station workers, control room operators and technicians employed by Power and Water because of staff shortages, Yahoo! News reported. The union says the number one priority is for staffing levels to be reinstated. "We've been asking for five years for numbers to be increased," said the ETU's Alan Paton.

► **"Social Massacre":** Much of Italy seized up on Nov. 30 as millions of workers staged a one-day walk-out against the economic policies of Prime Minister Silvio Berlusconi, the BBC reported. Planes and trains stood motionless for four hours, hospitals withdrew services, and production lines stopped. Trade union leaders are furious over Mr Berlusconi's plans for \$8 billion in public sector spending cuts next year, calling it a "social massacre."

► **Phone Strike Cuts Service:** Argentine telephone services began to fail on Dec. 2 as a strike by 20,000



phone workers demanding higher wages spread across South America's second-largest economy, Bloomberg.com reported. Telefonica de Argentina SA, a unit of Spain's biggest phone company, said the strike caused the disruptions after workers stormed two buildings owned by Telefonica and Telecom Argentina SA, the nation's two biggest phone companies, and camped outside.

► **Negligence & Greed:** When it was confirmed that all 166 miners trapped after a gas blast in China were dead, hundreds of angry relatives stormed a government office, smashing windows and beating officials, Channel Newsasia.com reported. Local officials and families blame the explosion on negligence and greed by managers of the state-owned mine, who they say ignored dangerous gas levels detected several days before and insisted miners kept working.

► **Fighting Privatization:** The state electricity workers' union has announced plans for a mass rally to oppose the privatization of the Electricity Generating Authority of Thailand, MCOT News (Thailand) reported. EGAT union chairman Sirichai Mai-ngam on Dec. 1 sent a letter to the government outlining the union's opposition to privatization in any form. It argued that EGAT should have a secure, government-backed 50 % share of any future electricity market. Private companies should not be allowed to dominate, the union said.

# We're just trying to do our job!

**A day in the life of  
the people whose job  
is to shut off the power**

**...in their own words**

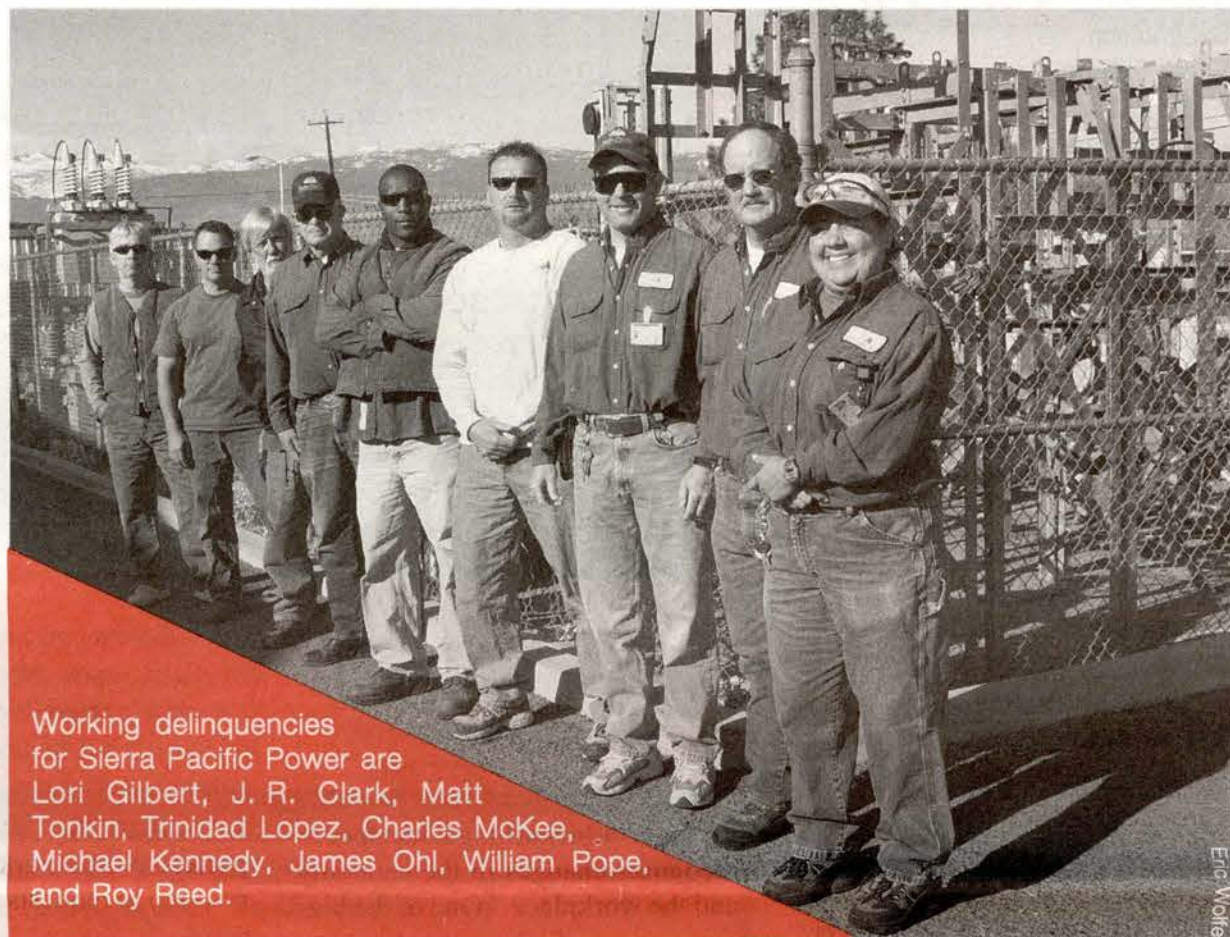
People who are about to have their power shut off come up with some pretty interesting reasons why you should cut them some slack.

"My husband is on the way down to pay the bill."

"I have five kids."

"I have fish."

Reasons, excuses, objections: Local 1245 members at Sierra Pacific Power whose job it is to shut the power off have heard it all. These are some of the stories they tell.



Working delinquencies for Sierra Pacific Power are Lori Gilbert, J. R. Clark, Matt Tonkin, Trinidad Lopez, Charles McKee, Michael Kennedy, James Ohl, William Pope, and Roy Reed.

Eric Wolfe

**A guy said we couldn't shut him off because he had domestic animals. We went down [to his basement] and he had a cougar and a panther.**

You're in anticipation of trouble. You have to watch out for yourself. Like in meter reading - (you have to act as if) every yard has a bad dog. You have to get ready. Pretty soon your stress level gets less and less. It's just business.

**At IHOP the wife and I were going to breakfast. The waitress says, "You again." I say, "Do I know you?" She says, "Yeah, you shut my power off last week."**

With credit arrangements, they sometimes forget they have to pay the current bill, too. It's a big problem. Most of (the delinquent customers) are nice. Most of them understand.

**Somebody chained a pit bull to the (electric) meter. So I turned off the gas. They'll have to get two dogs now.**

**It's low-income housing.** People get evicted if they don't pay. I back in (the truck) - the meter's in the laundry room. The lady says, "Did you just cut off my power?" I explain she hadn't paid in five months. "But I just called Michelle. She said I could have a couple of hours."

Turns out she did call Michelle - three months ago! Pulled the same thing. I said, "You never paid. Gotta turn you off."

She starts screaming. "They're going to kick me out!" She dives under my truck. She's screaming from under my truck. Now about 40 people are surrounding my truck. I don't know what to do.

I said, "Look lady, everybody here pays their power bill but you. We have a special department for situations like this. Let me get the number." Then I drove away.

**Internet payment can be a problem.** There's a three-to-five day delay in getting posted. So people get cut off even if they've paid. Same problem paying at Albertsons. It's two days (delay) even with a payment drop-off at the power company. If it's due

**that day or the next day, you should walk in and give it to the cashier. Get a receipt. Then tell the CSR, show the receipt.**

**This guy bounced a \$900 check.** He's rocking out on an electric guitar and can't hear me. I unplug him and the electric guitar don't play no more. He comes out, says "My wife's in town. I need to call her." He gets her on the phone and starts cussing. He puts his wife on the phone. The guy starts cussing at me. If they drop an "f" on me I'll drop it right back. But this guy's threatening me, his eyes don't look right.

"(I say) Why don't you calm down?" Two roofers next door are watching. Two ladies across the street call the police. I throw my tools in the truck. He says, "Did you call me a punk, bitch?" Then he charges me. He's got this phone. I dodge him, he runs into my truck and falls down. Everyone's laughing. He goes inside, the cops arrive. The roofers say the guy was crazy. Later the guy came down to the office and threatened everybody. He got arrested.

**SIERRA PACIFIC POWER COMPANY**



## Work Report

### October Calls:

Journeyman Lineman: 93  
Equipment Specialist: 12  
Groundman: 39  
Cable Splicer: 0  
Apprentice: 10  
Underground Tech: 4  
TOTAL CALLS: 158

### The books, as of Nov. 23:

Journeyman Lineman, Book 1: 4  
Journeyman Lineman, Book 2: 3  
Lineman, Book 3: 2  
Lineman, Book 4: 6  
Equipment Specialist, Book 1: 2  
Equipment Specialist, Book 2: 1  
Equipment Specialist, Book 3: 0  
Groundman, Book 1: 4  
Groundman, Book 2: 2  
Groundman, Book 3: 10  
Groundman, Book 4: 37  
Cable Splicer, Book 1: 0  
Cable Splicer, Book 2: 1  
Cable Splicer, Book 3: 1

We are having about 3 to 5 open calls a day for Journeyman Linemen working from 5/8's to 6/10's in northern California. The total number of contracting crews working in the northern area are 115.

## Cal/Nev JATC

There are currently 250 apprentices registered in the California/Nevada Joint Apprentice Training Committee, and three traveling apprentices working in our jurisdiction.

Forty-four apprentices are working out of Local 1245 and 190 are working out of Local 47. Five are working out of local 396 and 11 are laid off for various personal reasons.

So far this year the program has indentured 83 apprentices, and 39 apprentices have graduated to Journeyman Lineman.

On the third Saturday of each month CPR/FIRST AID will be offered at the Northern JATC school in Sacramento.

Dave Crawford  
Business Rep.

**Joint Safety Committee**  
Next meeting: Feb. 9, 2005.

## ILB linemen walk into new IBEW website



IBEW Local 1245 members with International Line Builders had a walk-on role in the creation of the union's new website. ILB crews geared up to create an image of linemen striding forward, ready to deliver power to the public. We thank these members at ILB for helping the union's new website put its best foot forward: Casey Kelley, Phil Lackey, Jim DePtuch, Justin Pinochi, Patrick LeCompte, Frank Mascarnero, Ronald Phelps, Wayne Smith, and especially Scott Hudelson, who helped assemble the members for the photo shoot.

## Power Lineman Apprentice Opportunities

The California-Nevada Joint Apprenticeship Training Committee offers a complete apprenticeship program comprised of home study, classroom instruction, and 7,000 hours of on-the-job training. Upon completion, you will be eligible to receive Journeyman status.

To receive an application, you may submit a written request to the above address or applications may be picked up between the hours of 9:00 am and 4:00 pm Monday through Friday. You must meet the following minimum requirements to be considered:

1. Must be a minimum of 18 years of age.
2. Must have acquired a high school diploma or GED.
3. Completed one year (two semesters) of high school algebra, or one semester of college algebra with a passing grade. Algebra must be completed at the time your application is submitted.\*

\*Note: Algebra requirement may be waived based on the following criteria: Must have a minimum of 4,000 hours work experience in the trade. Work experience must have included climbing and other trade related work conducive to that of a Power Lineman or Line Apprentice. Applicant must substantiate related work experience.

Applicants who submit completed applications along with required documents will be given an oral interview. Applicants who are selected are required to pass a Commercial Drivers License' physical and a drug screen. Successful applicants must also complete a ten-day orientation and climbing class to be eligible to continue in the training program.

Job requirements mandate that all apprentices possess and maintain a valid drivers license and must acquire a Class A Commercial Drivers License by the time they have completed 2,000 hours of on-the-job training.

Our jurisdiction covers the states of California and Nevada. Many of our jobs are in areas which require apprentices to have extended stays away from their principal residence. Any relocation, travel, and living costs are at the apprentice's expense.

**THE RECRUITMENT, SELECTION, EMPLOYMENT AND TRAINING OF APPRENTICES IS WITHOUT DISCRIMINATION BECAUSE OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, OR SEX. FEMALES AND MINORITIES ARE ENCOURAGED TO APPLY.**

Please contact: California-Nevada Joint Apprentice Training Committee, 9846 Limonite Ave., Riverside, CA 92509. Phone: 909-685-8658 Fax: 909-685-9473

**We need Underground Techs and Operators.**  
There is a lot of work coming out in northern California. You can sign the books at Weakley Hall. Call 707-452-2722

**Hiring begins late December for the Underground Agreement. Call 707-452-2722.**

## Protect your seniority

### To all Local 1245 Line Clearance Tree Trimmers and Vegetation Control Members:

Once again, Local 1245 wants to remind you of the importance of your Local 1245 "Union Seniority" which is governed by your current 1245 membership initiation date.

If your current employer loses your contract area to another contractor who is signatory to Local Union 1245, your Union Seniority protects you in two major ways: 1. Union Seniority determines the priority in which Union Members are retained by the new employer. 2. Union Seniority determines the level of PTO or vacation you shall receive with the new employer.

Subject to the Bylaws of IBEW Local Union 1245, you must not let your membership lapse for 3 months

or more if you want to retain your current initiation date. Simply put, if you become 3 months or more in arrears with your dues payment, you will lose your former initiation date, and receive a new date, which will affect the benefits of your Union Seniority.

If you are off of work due to injury, Family Medical Leave, Military Leave etc, you may pay non-working dues by contacting the Union at (707) 452-2700. Also, it is very important to remind newly hired employees to fill out their membership packets as soon as possible in order to secure their respective Union Seniority dates.

*Raymond S. Thomas  
Senior Business Representative  
IBEW Local Union 1245*

Visit Local 1245's all-new website at:

**www.ibew1245.com**

## Proteja su antigüedad

### A todos los trabajadores de limpieza de líneas, poda de árboles y control de la vegetación que son miembros del Local 1245:

Una vez más, el Local 1245 quiere recordarles la importancia de su "Antigüedad en el Local 1245 del Sindicato", la que es gobernada por su fecha actual de iniciación como miembro del Local 1245.

Si su presente empleador pierde su área de contrato a otro contratista, que también opere con personal del Local 1245, su antigüedad en el Sindicato lo protegerá de dos formas importantes: 1. Su antigüedad en el Sindicato determina la prioridad con que los miembros del Sindicato son retenidos por su nuevo empleador. 2. Su antigüedad en el Sindicato determina la cantidad de tiempo con paga sin trabajar, o tiempo de vacaciones, que usted recibirá de su nuevo empleador.

De acuerdo con los Estatutos del Local 1245 del Sindicato IBEW, usted no debe dejar que expire su condición de miembro del Local

durante 3 meses o más, si desea retener su fecha actual de iniciación en el Local. En forma más simple, si usted deja de pagar sus cuotas de miembro durante 3 meses o más, perderá su antigua fecha de iniciación y recibirá una nueva fecha, lo que afectará los beneficios de su antigüedad en el Sindicato.

Si no puede trabajar debido a alguna lesión, o por motivo de un permiso de ausencia de tipo médico o familiar, o de servicio militar, usted puede reducir la cantidad que debe pagar por sus cuotas si llama al Sindicato por el teléfono (707) 452-2700. También es muy importante recordarles a los nuevos empleados, acabados de contratar, que deben llenar sus documentos de miembro del Local tan pronto como sea posible, para así poder establecer sus fechas respectivas de iniciación y su antigüedad en el Sindicato.

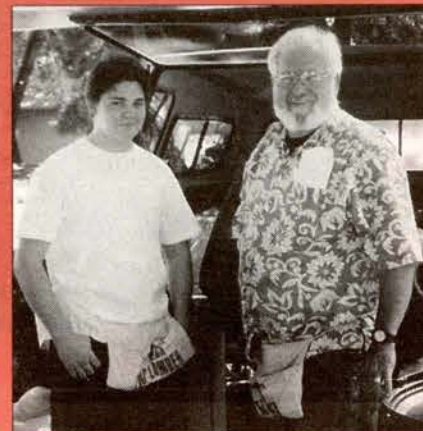
*Raymond S. Thomas  
Representante Principal de  
Negocios  
Local 1245 del Sindicato IBEW*



Ray Thomas

## Labor Day lift

The annual Five Counties Labor Day Picnic in Anderson, Ca. got a lift when Local 1245 members showed up with a Davey Tree aerial lift truck, letting some 2500 picnickers know they have the option of having a unionized tree company prune trees around their homes. Local 1245, a long-time co-sponsor of the picnic, provided other assistance as well. Senior Business Rep. Ray Thomas and family ran the children's water slide while PG&E Shop Steward Stu Neblett, below right, and family friend Ricky Rodarte helped in the refreshment booth.



Ray Thomas



## San Luis Obispo, CA April 25, 2004

### The Honorees

#### 40 YEARS

Allen, John  
Daniels, Marvin

#### 35 YEARS

Dolan, Patrick

#### 30 years

Brown, Richard S  
Bryant, Elton  
Chavez, Mike  
Chernosky, Sonia  
Clark, Stephen L  
Contreras, Marcilino  
Duffey, James M  
Elder, Eric  
Fortner, David  
Fosse Jr, David  
Koehler, Dan  
Macias, Ralph E  
Martinez, Juan  
Pinson, Deborah L  
Ramos, Rick  
Reniere, Steve  
Robb, Gordon  
Rodgers, Barry G  
Rodgers, David

Gutierrez, Darrell J  
Hanson, Gene C  
Hart, Daniel G  
Holmes, Chris A  
Houston, Russell K  
Jesse, Bruce M  
Magana, Ernie  
McWethy, John  
Mealey Jr., Richard C  
Molette, John E  
Montgomery, Leslie E

Norelius, Rhonda S  
Oglesby, Daniel R  
Ramirez, Andrew P  
Romero, Dennis C  
Rumfola, Charles  
Spears, Rodney A  
Staat, Steve  
Steingrober, John K  
Stevens, Ronald T  
Uratsu, Gary N  
Ward, Frank L



**35 Years:** Pat Dolon (middle) is honored for 35 years service by (from left) Business Rep. Mike Haentjens, Business Manager Perry Zimmerman, (Dolon), Business Rep. Dan Lockwood, and President Ed Mallory.



**30 Years**

#### 25 YEARS

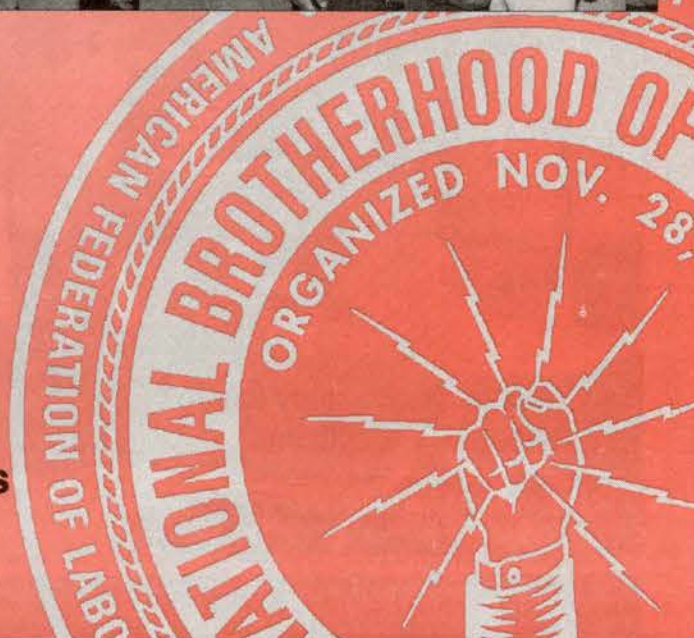
Anderson, Ross E  
Arroyo, Pedro A  
Benson, Steve A  
Bettencourt, Patrick, J  
Brefeld, Steve J  
Cates, David L  
Davis, Edith J  
Dohs, Roderick  
Evangelista, Paul J  
Felix, Gustavo A  
Flores, Charles M  
Gardner, Brett A  
Gerard, George O  
Grossman, Douglas E

Photos by Lynn Moon

**25 Years**



**25 Years**



*IBEW Local 1245 and Merrill Lynch Present*  
**Retirement Planning Seminars**

***How To Retire Successfully!***

**Topics Include:**

- Can I afford to retire?
- Prior to retirement, how should I invest my 401K?
- What is the appropriate spousal option percentage to take from my pension?
- How does an IRA Rollover work?
- Should I use my vacation or save it?
- What happens to my retirement if I go on LTD?
- How can I draw money from my IRA at any age free from penalty?

***Full Buffet breakfast, lunch or dinner at all seminars.***

**Monterey**

Thursday, January 20  
Dinner: 6:30 - 8:30 pm  
Portola Plaza  
2 Portola Plaza  
Monterey, CA

**Redding**

Saturday, January 22  
Breakfast: 8:00 - 10:00 am  
Red Lion Inn  
1830 Hilltop Drive  
Redding, CA

**San Luis Obispo**

Saturday, January 22  
Breakfast: 8:30 - 10:30 am  
Madonna Inn  
100 Madonna Road  
San Luis Obispo, CA

**Chico**

Saturday, January 22  
Lunch: 12:30 - 2:30 pm  
Holiday Inn  
685 Manzanita Court  
Chico, CA

**San Mateo**

Wednesday, January 26  
Dinner: 6:30 - 8:30 pm  
Marriott  
1770 South Amphlett Blvd.  
San Mateo, CA

**San Jose**

Saturday, January 29  
Breakfast: 8:30 - 10:30 am  
Hilton  
300 Almaden Blvd.  
San Jose, CA

**Stockton**

Saturday, January 29  
Breakfast: 8:30 - 10:30 am  
Radisson Hotel  
2323 Grand Canal Blvd.  
Stockton, CA

**Oakland**

Wednesday, February 2  
Dinner: 6:30 - 8:30 pm  
Hilton  
1 Hegenberger Road  
Oakland, CA

**Santa Rosa**

Saturday, February 5  
Breakfast: 8:30 - 10:30 am  
Hilton  
355 Round Barn Road  
Santa Rosa, CA

**Bakersfield**

Thursday, February 10  
Dinner: 6:30 - 8:30 pm  
Doubletree Hotel  
3100 Camino Del Rio Ct.  
Bakersfield, CA

**Fresno**

Saturday, February 12  
Breakfast: 8:30 - 10:30 am  
Piccadilly Inn  
4691 N. Cedar Ave.  
Fresno, CA

**Concord**

Saturday, February 12  
Breakfast: 8:30 - 10:30 am  
Concord Hotel  
45 John Glenn Drive  
Concord, CA

**Eureka**

Saturday, February 26  
Breakfast: 8:30 - 10:30 am  
Red Lion Inn  
1929 Fourth Street  
Eureka, CA

**Sacramento**

Saturday, February 26  
Breakfast: 8:30 - 10:30 am  
Hilton  
2200 Harvard Street  
Sacramento, CA

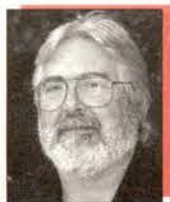
Seminars are for Local 1245 members age 50 years and older and their spouses or significant others. Free of charge. Invitations will be sent by mail. Questions? Call Jim McCauley at (707) 452-2710.



# Season's Greetings



**Tonya Alston-Maxwell**  
Office Manager



**Ken Ball**  
Senior Business Representative



**Bill Brill**  
Business Representative



**Shirley Boyle**  
Dispatcher



**Virginia Browne**  
Administrative Associate



**Phil Carter**  
Business Representative



**Bob Choate**  
Assistant Business Manager



**Rich Cowart**  
Business Representative



**Dave Crawford**  
Business Representative



**Tom Dalzell**  
Senior Assistant Business Manager



**Ed Dwyer**  
Business Representative



**Arlene Edwards**  
Business Representative



**Jennifer Edwards**  
Administrative Associate



**Dorothy Fortier**  
Assistant Business Manager



**Luz Garcia**  
Building Maintenance



**Sam Glero**  
Business Representative



**Mike Grill**  
Business Representative



**Mike Haentjens**  
Business Representative



**Gary Hughes**  
Business Representative



**Angela Jacobson**  
Administrative Associate



**Nancy Kendrick**  
Administrative Associate



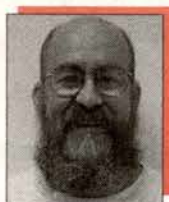
**Gina Khalil**  
Dispatcher



**Karen Kiley**  
Administrative Assistant



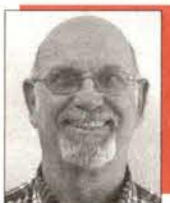
**Ann Kools**  
Administrative Assistant



**Austin Lea**  
Administrative Associate



**Dan Lockwood**  
Business Representative



**Bob Martin**  
Business Representative



**Lita Martin**  
Administrative Assistant



**Landis Marttila**  
Business Representative



**Debbie Mazzanti**  
Business Representative



**Jim McCauley**  
Assistant Business Manager



## LOCAL 1245 OFFICE

STANDING, FROM LEFT: ANNA TINDALL, EXECUTIVE BOARD; JOCECELIA DE LA TORRE, TREASURER  
SEATED, FROM LEFT: ART FREITAS, BUSINESS MANAGER/FINANCIAL SUPERVISOR  
CHRIS HABECKER, FINANCIAL SUPERVISOR

(NOTE: ED MALLORY RESIGNED AS BUSINESS MANAGER  
REPLACED BY MIKE DALZELL)





### **LOCAL 1245 OFFICERS & EXECUTIVE BOARD**

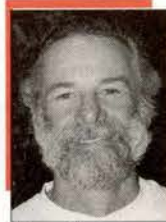
**STANDING, FROM LEFT: ANNA BAYLESS, EXECUTIVE BOARD; KATHY TINDALL, EXECUTIVE BOARD; JOHN MENDOZA, EXECUTIVE BOARD; CECILIA DE LA TORRE, TREASURER; DAVE SCOTT, EXECUTIVE BOARD.**  
**SEATED, FROM LEFT: ART FREITAS, VICE PRESIDENT; PERRY ZIMMERMAN, BUSINESS MANAGER/FINANCIAL SECRETARY; ED MALLORY, PRESIDENT; CHRIS HABECKER, RECORDING SECRETARY.**

(NOTE: ED MALLORY RESIGNED AS PRESIDENT ON NOVEMBER 6<sup>TH</sup> AND WAS REPLACED BY **MIKE DAVIS**, UPPER RIGHT INSET.)





# Happy Holidays!



TERRY ANDREUCCI  
Drum PG&E, Plumas  
Sierra REC, City of  
Roseville



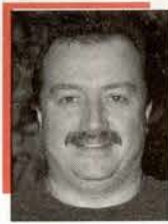
TOM CORNELL  
Sierra Pacific Power,  
WP Natural Gas-S,  
Lake Tahoe, CP  
National-Elko  
Telephone, Truckee  
Donner PUD, Mt.  
Wheeler Power, Wells  
REA, City of Fallon



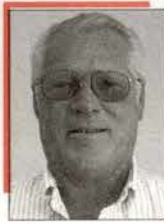
PEGGY DANIEL  
PLO, PG&E, C.P.  
Nat'l: Needles Div. &  
Henderson District



GROVER DAY  
Stockton PG&E,  
City of Lodi



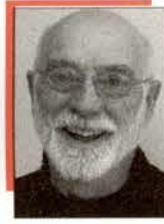
JOHN FELTS  
Pacific Gas  
Transmission Co.



JIM FINDLEY  
North Bay PG&E,  
City of Healdsburg



GLORIA FLORES  
Clerical at Large  
PG&E  
(except GO clerical)



LEROY FOSTER  
East Bay & Materials  
PG&E, Foster Wheeler



WILLIAM GILLIAM  
Sacramento Regional  
Transit District



DAN GRACIA  
Outside Construction



JOHN HARPER  
Shasta PG&E, Redding,  
Lassen MUD, Shasta  
Dam Area PUD, Bella  
Vista Water District



MIKE JESSEN  
De Sabla PG&E



DAN MAYO  
San Joaquin PG&E,  
CAPCO,  
Chow. Water District



LOU MENNEL  
Sacramento PG&E



DAVE MORRISON  
Frontier (Citizens  
Communications)



RICH PERRY  
U.S. Bureau of  
Reclamation Region 2



BOB QUINN  
San Francisco &  
PG&E General Office



LARRY RODRIGUEZ  
AC Transit, East Bay  
Municipalities



MIKE SANER  
PG&E General  
Construction



MIKE STOUT  
Irrigation Districts



GIL SUAREZ  
Tree Trimming  
Companies



MARK TAYLOR  
Coast Valleys



LEE THOMAS JR.  
Humboldt PG&E



DENNIS THOMPSON  
San Jose PG&E,  
City of Santa Clara



ART TORRES  
Sacramento Municipal  
Utility District,  
GEO/Coldwater Creek  
Operating Coop



Todd Wooten  
Colgate PG&E, City of  
Gridley, Yuba County  
Water Agency



VACANT  
San Francisco  
General Office Clerical

## Local 1245 Advisory Council



## Taking safety programs seriously

**B**eginning a serious safety program presents many more challenges than just changing the behavior of your work group.

The problem is this: Where do you start when you want to "be safe"? What does it mean to be safe?

If you begin with the way we did things yesterday, then you have a goal—improve on yesterday's methods. Every safety program should have at its heart the goal to improve the safety program itself.

The establishment of a safety program implies that it will improve safety, or else why would you begin? And further, it is assumed that with time, there will be many things learned that will enlighten the workforce on steps toward a safer work environment. So why don't we hear more about the "progress" or "improvement" of the safety program, besides just talking about the numbers of accidents?

I'm not arguing that measuring the numbers of accidents is a wrong way to judge progress. Rather, I say we need to remember to look deeper into the safety program itself and ask some of the following questions of the process:

1) Have we made the safety suggestion process easier, or has it been the same for years?

2) Have we addressed the methods we use to judge the merits of a safety suggestion?

3) Have we made progress in giving "ownership" of the safety program to the men and women who are in the field?

4) Have we measured our response times to safety suggestions to see if we are getting better?

5) Does middle management take a "double standard" attitude when it

comes to mundane rules about vehicles backing and coning?

6) Does management let workers give feedback on the quality of the safety program through a survey?

7) Are issues addressed immediately in the form of a written response to unsafe situations brought forth in safety meeting discussions?

8) Has management provided the budget for FR clothing and other tools and equipment requested by the work group?

The way we implement the safety rules in our everyday work environment directly reflects how much credence we give to the rules. Human psychology is such that if we feel we are initiating an action on our own efforts, we will support it much more vigorously than if we are commanded, even if it has validity. That's why a good safety program must look constantly at how much the work group feels it is theirs. A good program also requires management to act in a positive way to instill good safety morale.

The more effort you put into something the better the results. It's sad when people don't think it will do any good to make a suggestion or mention a hazard, because they have developed a belief that nothing will be done. Cynicism will continue to exist, but we can overcome it through diligence, action, and consistency.

Each of us can improve our safety programs by changing how we feel about the purpose of safety rules. We can voice our opinions and make an on-going effort to improve the work environment. We can also put pressure on management to make safety improvements a top priority.

Be safe.

Bob Burkle

By the Local 1245  
Safety Committee



## Staying focused

**E**veryone knows that working with electricity can be hard work—dangerous and even deadly if any of the electrical safety rules are not followed properly.

Besides the intrinsic hazards of the trade, there is also the danger that workers can become distracted. With employers always watching their budgets, sometimes they put more pressure and responsibility on their employees. Workers may get bounced from this job to that job, especially as emergencies come up. Some jobs get completed and other jobs may have to wait.

The main thing for IBEW workers to keep in mind is: stay focused on the task you are doing at the moment. Do not skip any safety pro-

cedures. If assigned to a different task or job during the workday, do not for a second lose your focus on the job you are doing presently. Do not daydream, or think about hurrying to get to another job or a different assignment.

We all have many different things to do each day, different steps to take, different ideas about how to complete the task at hand. But in this fast-paced world, do not lose your focus on what you are doing. Our safety and the safety of others is the most important element in each task you do. No matter how many times a day your tasks change, never lose your focus on how to work safely in the present moment.

Stoney Burk



"They're never satisfied. I've tried everything short of fair wages and safe working conditions to make them happy."

### Safety Tailboard

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

Safety Tailboard,

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

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.

# IBEW LOCAL 1245 UNION SHOPPER

## Holiday Sale!

If your order is received by  
Dec. 31, 2004, you can take  
**25% off!\***

\*All items on this page, while supplies last

### Hats



**Local 1245 State Hat**  
Black, Calif. or Nev. map  
**\$9.00**  
+\$0.75 each, shipping  
(Note: One size fits all)



**IBEW 1245 Hat!**  
Black or Teal  
**\$9.00**  
+\$0.75 each, shipping  
(Note: One size fits all)

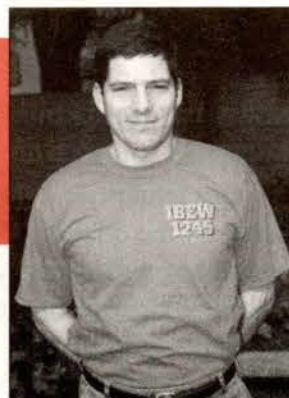
ALSO...

**Lineman Logo Hat**  
**\$6.00**  
+\$0.75 each/shipping  
(Note: One size fits all)

### Shirts



**Long-Sleeve Shirt**  
Lineman Logo on Back  
Gray, Orange, or Black  
**\$13.00 (L/XL)**  
**\$14.00 (2XL, 3XL)**  
+\$2.00 each/shipping



**T-Shirt**  
IBEW Logo  
Black, Gray or Orange  
**\$10.00 (M/L/XL)**  
**\$12.00 (2XL/3XL)**  
+\$2.00 each/shipping

### Mugs



**Ceramic Mug**  
IBEW (Ceramic)  
Blue or Black  
**\$7.00**  
+\$3.00 shipping

**Plastic Mug**  
"Proud To Be Union"  
White  
(Limited to stock on hand)  
**\$5.00**  
+\$3.00 shipping

### Other Stuff

**Compact Disk**  
"We Do The Work"  
Songs by Jon Fromer  
**\$15.00**  
+\$1.50 each/shipping

**Bucket Bags**  
Lineman Logo in Center  
**\$7.00**  
+\$1.50 each/shipping

**IBEW Women Charm**  
14K Goldplated  
**\$5.00**  
+\$0.50 each/shipping

**Lineman Pin**  
Goldtone  
**\$5.00**  
+\$0.50 each/shipping

**IBEW Patches**  
3 inch  
**\$4.00**  
8 inch  
**\$18.00**  
+\$0.50 each/shipping

**25% Off All Items On This Page (while supplies last)**

### Order Form

Quantity	Item	Color	Size	Price	Total	Shipping
1.				\$	\$	\$
2.				\$	\$	\$
3.				\$	\$	\$
4.				\$	\$	\$
				SUB-TOTAL MERCHANDISE: \$		
				TAKE 25% DISCOUNT!: \$		
				NEW SUB-TOTAL: \$		
				TOTAL SHIPPING: \$		
				<b>GRAND TOTAL: \$</b>		

**Ship To:**  
Name: \_\_\_\_\_  
Street Address (No P.O. Boxes!): \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Phone #: \_\_\_\_\_

Mail completed form with  
check or money order  
payable to:  
"IBEW Local 1245"  
c/o Office Manager  
PO Box 2547  
Vacaville, CA 95696  
Sorry, no credit card orders!

See our ALL NEW Union Shopper at [www.ibew1245.com](http://www.ibew1245.com)! A new line of merchandise - with on-line credit card ordering!

# Renewed threat of Social Security privatization

**P**resident Bush's plan to move full speed ahead on Social Security privatization next year is a short-sighted plan to line the pockets of Wall Street investment firms, while directly threatening the retirement security of millions of Americans.

Social Security provides more

than retirement benefits, which privatization proponents largely ignore. The program — with its disability and survivors' benefits — is a guaranteed protection against disability, premature death, and old-age poverty after a lifetime of low earnings. There are no such guarantees from Wall Street.

Administrative costs for Social Security total a very low 1%, but under privatization this figure would increase substantially. Because current Social Security obligations would still need to be paid, if new revenues were diverted into private accounts, taxes would have to be increased as much as \$2 trillion, according to the nonpartisan Congressional Budget Office.

Robert Reich, Secretary of Labor under President Clinton, noted in *The American Prospect* recently that Social Security has always been a "pay-as-you-go" system, where each generation funds benefits for the generation that came before it.

Under Bush's proposal, it will be everybody for himself, with huge risks for future retirees.

"The whole point of Social Security is to spread the risk, so you don't end up with no retirement savings if you've made bad investments, or if



## 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.

## Medical plans discussed

Assistant Business Manager Dorothy Fortier attended the Oct. 14 meeting of the East Bay Chapter of the Local 1245 Retirees Club in Dublin to represent the Business Manager and to bring us up to date on the changes in the Medical Plans for 2005. The regular order of business was set aside so Dorothy could make her presentation and answer questions.

The open period for the Retiree Medical Plans was scheduled to end just eight days later, so Dorothy's presentation was very timely and helpful for those of us who were considering changes. Thank you much Dorothy!

We invite all retired members to attend upcoming meetings.

*Mike Silva, President  
East Bay Chapter*

## Pacific Gas & Electric in Placerville - March 7, 1955



Retired member Bill Reeves provided Local 1245 with this 1955 photograph of PG&E's Electric Line Department in Placerville, Ca. Most of these employees were members of the union, according to Reeves, who remembers the union business representative as being Al Kaznowski. Reeves' astonishingly good memory produced the following list of names. Front row, from left: Dave Marks, Jim Price, Ralph Silva, Jim Estey, Walte Smith, Walt Skinner (District Manager), Scotty Carson (Electric Superintendent); Clint Grinnell, Myron Immer, John Linville, Norman Norris, Mr. Lyons, and Mac McElory. Second row, from left: A.D. Whitey Schneider, Bob Glasgow (Local 1245 shop steward), Evon Stennett, Don Young, Jim Boggs, Bill Carter, unknown, Larry Rutter, and Charles Lacy. Third row, from left: Leo Casebeer, Wilson Hamp, unknown, unknown, Clint Gardner, unknown, unknown, and John Novikici. Fourth row, from left: Jack Farr, Bill Covington, William Wood, Frank Romberg, Sam Drennan, Lonnie Evans, Russell Brown, unknown, Trevor (Tilt) Thomas, Adolf Martin, Elmer Hill, Jim Windstead.

## In memoriam: Business Representative Richard Hafner

### ► From Page 1

62, was also a no-nonsense business representative who could solve problems.

"There weren't too many things we didn't settle at the local level," said Rilee. "He knew how to sit down and get it done."

Former Business Manager Jack McNally called Hafner "sharp and diligent, an extremely well-organized business representative" who did "outstanding work," especially in his role as the lead negotiator for the Government Coordinating Council, a group of unions that join together for bargaining with the federal Western Area Power Administration. "He always had his ducks in a row," said McNally.

"He was really, really organized," agreed Business Rep. Jack Osburn, who remembers picking up a box of files after succeeding Hafner as business representative for the City of Redding. "He had everything really well organized, with everything in the box and a sheet on top that was an inventory of the contents."

But let's face it—it wasn't the filing system that grabbed your attention when you were around

Rich Hafner. What smacked you up the side of the head was the man's astounding proficiency with language at the blue end of the color spectrum.

Saying that Hafner swore is like saying that hurricanes deliver wind. How you felt about it, he didn't really care. Among friends, the profanity was just part of the Hafner experience, bracing but not necessarily abrasive.

In confrontational situations, however, the effect could be something else again.

One member relates this story:

There was a grievance. Hafner believed a deal had already been worked out to settle it. He went into a meeting with the Division Manager, the General Foreman, the Field Foreman and the local HR rep.

"They had told us one thing, but then after we got in there they told us another," the member recalled.

Hafner was furious. He called the managers a bunch of "f---ing liars."

One of the managers responded, "You can't call us that," and declared the meeting over.

"There was only one door and they had to walk by Rich to get to it," the member recalled. "As they walked by he said to each one of

them, 'You're a f---ing liar, You're a f---ing liar, You're a f---ing liar.'"

Despite the heavy artillery in his vocabulary, though, Hafner was well-respected by management, according to Russ Rilee.

"They appreciated his honesty. If he said he was going to do something, they knew he was going to do it," said Rilee.

The uninhibited grammar sometimes obscured Hafner's generous nature and his genuine empathy for those around him.

Gail Varner, Local 1245's Senior Office Associate, said Hafner routinely recognized the union's clerical staff with flowers and candy.

"He always remembered us. Always at Christmas time. And just every so often," said Varner. "He was just very thoughtful."

The air's been thinner at Local 1245 since Hafner retired, a little less bold, a little less blue. He lent the union a unique mix of bravado and clarity, and borrowed from the union a sense of pride that he wore in retirement in the form of union suspenders and a union hat.

"He was a true unionist," said Rilee. And, Riley adds, "He was never late."

—Eric Wolfe



Richard Hafner

During his tenure on staff, Hafner's assignments included PG&E Shasta Division, including Pipe Line Operations; City of Redding; Pacific Tree; Shasta Dam PUD; US Bureau of Reclamation (northern); Western Area Power Administration (northern); as well as service in PG&E's De Sabla Division.

## Dreams do come true!

You have dreams of purchasing a home. The IBEW Union Plus Mortgage & Real Estate Program can help make them come true, even if you have less-than-perfect credit. A valuable mortgage assistance benefit helps you make your home payments even if you become unemployed or disabled.

Call today to speak with a mortgage counselor.

This program is provided by Union Privilege and Chase Home Finance/JP Morgan Chase Bank.

**1.800.848.6466**  
[www.unionplus.org/mortgage](http://www.unionplus.org/mortgage)



**Union  
 Plus**  
 Working For Working Families

IBEW 11/04



## PG&E Letter Agreement on 'new business'

**O**n November 12, 2004, Local 1245 signed Letter Agreement 04-52, which it hopes signals the beginning of the return of new business work to Pacific Gas & Electric and, more importantly, the PG&E bargaining unit.

A bit of background:

Developers are currently free to install the infrastructure in new developments, and in the vast majority of cases they do so. Under the pilot program proposed by PG&E, PG&E will continue to consider its own workforce for new business work, and will also contract out new business work during the pilot program in order to meet a developer's schedule.

Key agreements include:

1) New business work that is contracted out will be treated as if it were developer-installed for the purposes of Exhibit XVI.

2) All new business work that is contracted out will be performed by a contractor signatory with Local 1245.

3) The company will increase the PG&E workforce if the pilot is successful.

4) The company will not eliminate prearranged overtime assignments in headquarters that are con-

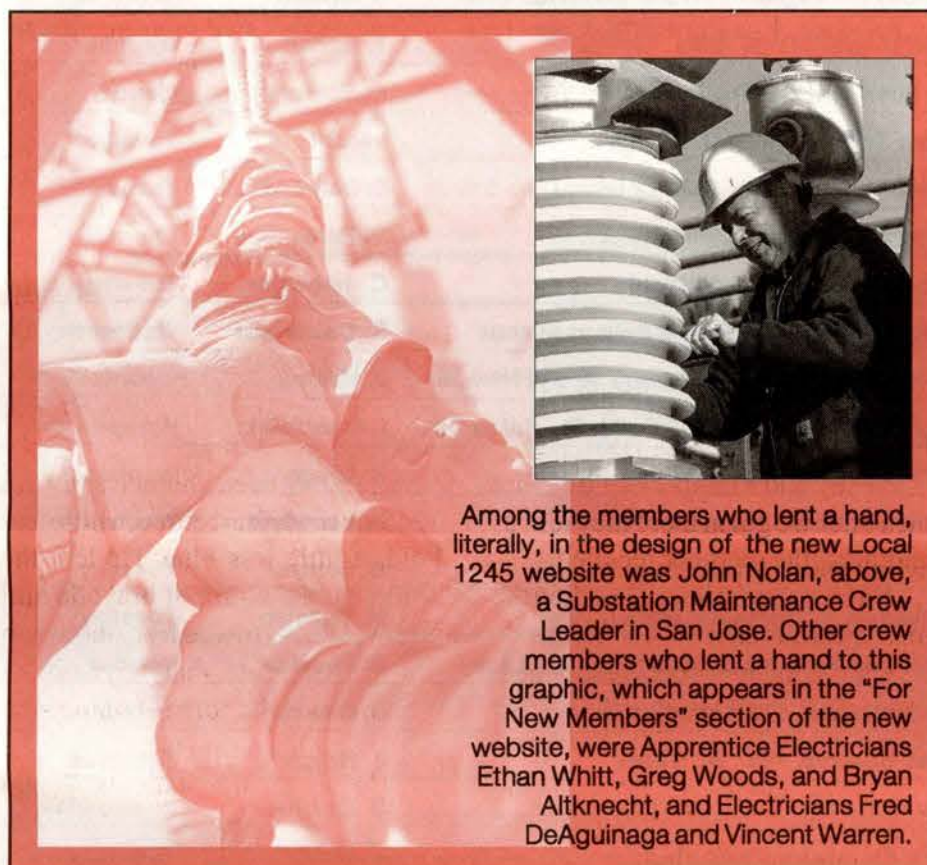
tracting out new business work.

5) New business contract crews will be eliminated before use of the lack of work provisions of Title 206 and/or 306.

Business Manager Perry Zimmerman hailed the agreement as "an important first step" back into the arena of new business work.

"We would have liked to have

had an agreement to have the bargaining unit do all the new business work, but the company did not want to ramp up hiring until it sees the results of a pilot program. Right now, this work is being done non-union by developers, and so this will represent a big step towards returning the work to the bargaining unit," said Zimmerman.



Among the members who lent a hand, literally, in the design of the new Local 1245 website was John Nolan, above, a Substation Maintenance Crew Leader in San Jose. Other crew members who lent a hand to this graphic, which appears in the "For New Members" section of the new website, were Apprentice Electricians Ethan Whitt, Greg Woods, and Bryan Altknecht, and Electricians Fred DeAguinaga and Vincent Warren.

## Unit changes

**Unit 2516, City of Lodi**, has changed the location of its meeting, effective as of the December meeting, to 1040 Kettleman Lane in Lodi. Meeting dates and time remain the same.

**Sam Glero**  
Business Rep.

**Unit 1128, Lemoore**, has changed the date of its February 2005 meeting from Feb. 10 to Feb. 8. This is a one-time change only. Meeting time remains 5 p.m. and meeting place remains Fleet Reserve, 788 'O' Street.

**Ed Dwyer**  
Business Rep.

## Utility Reporter ILCA awards

The Utility Reporter received four awards in the labor journalism contest sponsored by the International Labor Communications Association, AFL-CIO.

Competing with other labor newspapers in the United States for best performance during calendar year 2003, the Utility Reporter received an "Honorable Mention" in the General Excellence category.

"Bad Seed," a story on poor work performance by non-union tree trimming companies, received an Honorable Mention in the Best Feature competition.

"Pulling the Oars," a story describing Don Hardie's contribution to the founding of Local 1245, won Second Place for Best Labor History Story.

"Members Powered PG&E Bargaining" won Third Place for Best Collective Bargaining Story.

All stories were written by Communications Director Eric Wolfe, who is the Utility Reporter's Managing Editor. Business Manager Perry Zimmerman serves as Executive Editor.

## Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245's collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities. Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 2547, Vacaville, California 95696, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

# IBEW 1245 Unit Meeting Schedule: January - June 2005

CITY	UNIT #	LOCATION	UNIT CHAIR	DAY	TIME	Jan	Feb	Mar	Apr	May	Jun
Alturas (Frontier)	4013	The Brass Rail, Hwy 395	M. Nelson	Wednesday	5:30pm	12	9	9	13	11	15
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Rd.	G. Day	Thursday	4:00pm	20	17	17	21	19	16
Antioch	2317	Aladino's Pizza, 1324 Sunset Dr.	D. Tucker	Wednesday	5:00pm	12	9	9	13	11	8
Auberry	1129	Daddy Joe's Java, Auberry Road	C. Riggs*	Tuesday	5:45pm	11	8	8	12	10	14
Auburn	3511	Round Table Pizza @ Auburn-Folsom Road	T. Andreucci	Tuesday	5:00pm	11	8	8	12	10	14
Bakersfield	1112	Labor Hall, 200 W. Jeffery St.	S. Branch*	Wednesday	6:00pm	12	9	9	13	11	8
Buellton	1221	Antonio's Pizza 280 E. Highway 246	B. Swanson*	Monday	4:00pm	10	7	7	11	9	13
Burlingame/Penninsula	1512	TWU Local 505, 1521 Rollins Rd., Burlingame	B. Quinn	Wednesday	5:30pm	12	9	9	13	11	8
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	E. Hood*	Tuesday	6:00pm	4	1	1	5	3	7
Burney (Frontier)	4015	Sam's Pizza, 38077 Hwy 299 East	D. Trowbridge	Tuesday	5:30pm	11	1	8	12	10	14
Carson City, NV	3312	Fire Station #5, Stewart & 5th Street	S. Cherry*	Tuesday	5:30pm	11	X	8	X	10	X
Chilcote	3514	Beckworth Tavern, Highway 70, Beckworth*	C. Bagley	Wednesday	6:00pm	12	X	9	X	11	X
Concord/Walnut Creek	2316	Round Table Pizza, 2960 Treat Boulevard	R. Lassus	Thursday	5:00pm	13	10	10	14	12	9
Elk Grove (Frontier)	4014	Holiday Inn Express, 9175 W. Stockton Blvd.	S. Lawton	Thursday	6:00pm	13	10	10	14	12	9
Elko, NV	3318	Stockman's Casino, Elko	T. Norlen	Wednesday	5:30pm	13	X	10	X	12	X
Ely, NV/Mt. Wheeler	3315	Ely Fire Dept, Meeting Hall	M. Venturino	Monday	4:30pm	10	X	7	X	9	X
Eureka	3111	Labor Temple, 9th & "E" Street	vacant	Tuesday	6:00pm	11	15	15	12	10	14
Fallon, NV	3316	Fallon Country Club, 2655 Country Club Drive	S. Cunningham	Tuesday	5:30pm	X	8	X	12	X	14
Fort Bragg/Pt. Arena	3717	PG&E Yard, 3539 Walnut Street*	G. Fernandez	Thursday	5:00pm	20	24	24	21	19	23
Fresno	1111	Cedar Lanes, Cedar & Shields	C. Habecker	Tuesday	5:00pm	4	1	1	4	3	7
Fresno/EPA-Provco*	4712	Round Table Pizza, First & Bullard Avenue	S. Castaneda	Wednesday	4:00pm*	5	2	2	6	4	1
Grass Valley	3513	Swiss House, 535 Mill St. (Hwy 49 and Hwy 20)	J. Maslov	Wednesday	6:00pm	12	9	9	13	11	8
Hayward/Fremont	2314	Bronco Billy's Pizza, 3940 Smith St., Union City	I. Araquistain	Wednesday	5:30pm	19	16	16	20	18	15
Hinkley	1311	VWF Hall, Lenwood	R. Gregg*	Wednesday	5:30pm	X	2	X	6	X	1
Hollister	1219	Straw Hat Pizza, 191 A San Felipe	J. Vermilyer	Wednesday	5:00pm	5	2	2	6	4	8
Jackson	2513	Mountain Mike's Pizza, 525 S. Hwy 49	B. Boitano	Tuesday	4:00pm	4	1	1	5	3	7
Kettleman	1314	Kettleman Compressor Station	M. Guzman	Tuesday	5:30pm	11	X	8	X	10	X
Klamath Falls, OR	3022	Mia's and Pia's Pizza, 3545 Summers Lane	B. Ironside*	Monday	5:45pm*	17	21	21	18	16	20
Lakeport	3715	Senior Center, 527 Konocti Ave.	B. Dawson	Tuesday	5:00pm	4	8	8	5	3	7
Lemoore	1128	Fleet Reserve, 788 "D" Street	J. Brager*	Thursday	5:00pm*	13	10	10	14	12	9
Livermore	2315	Round Table Pizza, 1024 Stanley Blvd.	D. Diebner	Wednesday	5:30pm	26	23	23	27	25	22
Lodi, City of	2516	1040 Kettleman Lane*	K. Enzi*	Thursday	5:00pm*	13	10	10	14	12	9
Los Banos	1115	Stockmans, 615 "I" Street	J. Esparza*	Tuesday	4:00pm	18	15	15	19	17	21
Marysville	3611	Stassi's, Fourth Street	M. Anderson	Wednesday	5:00pm	5	2	2	6	4	1
Merced	1123	Branding Iron, 640 W. 16th St.	M. Jameson*	Wednesday	5:30pm	5	2	2	5	4	8
Merced ID	1122	Branding Iron, 640 W. 16th St.	J. Fletcher	Thursday	5:00pm	6	3	3	6	5	9
Modesto	2515	Days Inn, 1312 McHenry Blvd.	T. Fortune	Wednesday	5:30pm	12	9	9	6	11	8
Modesto Irr. Dist.	2518	Pizza Pub, Kansas Avenue @ Emerald	M. Quigley*	Wednesday	4:30pm	5	2	2	6	4	1
N. Lake Tahoe/Kings Bch	3320	Carpenter's Hall, Kings Beach (Deer Street)	B. Warmuth	Wednesday	5:30pm	19	16	16	20	18	15
Napa	3716	Round Table Pizza, 3331 Solano Ave.	J. Kent	Thursday	6:00pm	6	10	10	7	5	9
Novato/Marin County	3711	Round Table Pizza, S. Novato Blvd.	I. Snyder	Wednesday	5:30pm	12	9	9	13	11	8
Oakland Physical	2311	Francesco's, Hegenberger & Pardee	R. Shepherd*	Tuesday	4:45pm	4	1	1	5	3	7
Oakland/City of	2211	Francesco's, Hegenberger & Pardee	A. Fortier*	Thursday	4:00pm	20	17	17	21	19	16
Paradise	3417	Rnd Table Pizza, 6038 (B) Clark Road*	R. Jaster*	Wednesday	5:30pm	12	9	9	13	11	15
Placerville	3813	Spanky's Pizza, 197 Placerville Dr.	H. Garcia	Tuesday	3:45pm*	4	1	1	5	3	7
Placerville/Davey Tree*	4714	Round Table Pizza, 512 Main Street	S. Speak	Tuesday*	4:00pm	4	1	1	5	3	7
Pollock Pines/Fresh Pond	3912	50 Grand Club, Pollock Pines	R. Curtis*	Wednesday	5:00pm	5	2	2	6	4	1
Portland, OR/PG&E GTNW	3026	PGT Headquarters - Portland	S. Corey	Wednesday	noon	20	17	17	21	19	16

**Visit Our New Website!**

**Internet:**  
Go to [www.ibew1245.com](http://www.ibew1245.com)

**PG&E Intranet:**  
Go to "My Stuff" and select "IBEW" from the drop-down menu.

# IBEW 1245 Unit Meeting Schedule: January - June 2005

CITY	UNIT #	LOCATION	UNIT CHAIR	DAY	TIME	Jan	Feb	Mar	Apr	May	Jun
Red Bluff	3214	Crystal Restaurant, 343 S. Main Street	J. Johnstone*	Thursday	5:45pm*	6	3	3	7	5	9
Redding	3212	Rnd Table Pizza, 2808 McMurry Dr, Anderson	R. Rylee	Wednesday	5:15pm	5	2	2	6	4	8
Redding, City of	3217	Round Table Pizza, 900 Dana Drive	D. Norman	Tuesday	4:30pm	4	1	1	5	3	7
Redding/Davey Utility	4419	Round Table Pizza, 900 Dana Drive	J. Shepherd	Wednesday	5:00pm	26	23	23	27	25	22
Redmond, OR	3028	PGT Headquarters - Redmond	J. Kisse	Thursday	5:00pm	13	10	10	14	12	9
Redwood City/Asplundh Tr	4711	Mountain Mike's Pizza, 120 El Camino Real	H. Morales	Tuesday	4:00pm*	18	15	15	19	17	21
Reno, NV	3311	IBEW LU 401, 2713 E. 4th St.	W. Patterson	Wednesday	5:00pm*	5	2	2	6	4	1
Richmond	2318	La Strada Rest., 2215 Church Lane, San Pablo	D. Campbell*	Wednesday	4:45pm	5	2	2	6	4	1
Richmond/E. Bay Clerical	2301	La Strada Rest., 2215 Church Lane, San Pablo	D. Ambeau	Wednesday	6:00pm	5	2	2	6	4	1
Roseville, City of	3512	Fast Freddie's Pizza, 130 Main Street*	M. Barton*	Tuesday	4:15pm	11	8	8	12	11	14
Sacramento	3811	Florin Rebecca Hall, 8360 Florin Rd.	L. Mennel	Wednesday	5:15pm	5	2	2	6	4	1
Sacramento Clerical	3801	Sacto Central Labor Council, 2840 El Centro	D. Ryan	Thursday	5:30pm	20	17	17	21	19	16
Sacto. Muni Utility District	3911	Dante Club, Sacramento*	D. Trigeirio*	Wednesday	4:30pm	12	9	9	13	11	8
Sacto. Regional Transit	3011	Espanol Restaurant, Sacramento	C. Bibbs	Wednesday	4:30pm*	19	16	16	20	18	15
Salinas	1211	Mountain Mike's Pizza, 315 E. Alisal St.	D. Montanez*	Tuesday	5:15pm	4	1	1	5	3	7
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry St.	V. Jones	Wednesday	4:30pm	5	2	2	6	4	1
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave.	F. DeAguinaga	Wednesday	5:15pm	12	9	9	13	11	8
San Jose/Asplundh Tree	4713	tba	E. Arellano	Thursday	4:00pm*	13	10	10	14	12	9
San Luis Obis./Pismo Bch	1215	Vallarta's Mexican Food*, 1761 Monterey St., SLO	J. Comancho*	Thursday	4:00pm	6	3	3	7	5	9
San Luis Obispo/DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L. Moon	Wednesday	5:30pm	5	2	2	6	4	1
Sandpoint, ID	3021	Sandpoint Headquarters	T. Anderson*	Wednesday	5:00pm*	12	9	9	13	11	8
Santa Clara, City of	1411	Vesuvios Resturant, 3044 El Camino	B. Burkle*	Thursday	4:00pm	13	10	10	14	12	9
Santa Cruz	1513	VFW Post #7263, 2259 7th Ave.	A. Freitas	Tuesday	6:00pm	11	8	8	12	10	14
Santa Maria	1216	Round Table Pizza, 2508 S. Broadway*	M. Landeros	Wednesday*	4:00pm	12	9	9	13	11	15
Santa Rosa	3712	Round Table, Steele & Cleaveland	L. Stubblefield	Tuesday	6:00pm	4	1	1	5	3	7
Selma	1120	Sal's Mexican Restaurant, 2163 Park St.	P. Sandoval	Thursday	4:30pm	13	10	10	14	12	16
Shasta - USBR	3218	Keswick Dam Rd., Keswick	G. Walpole*	Tuesday	5:15pm	18	X	15	X	17	X
Sonora	2517	The Pepper Pot, Mono Way	B. Owens	Tuesday	4:00pm	11	8	8	12	10	14
Sonora/Asplundh Tree	4715	Round Table Pizza, 13769-B Mono Way	S. Hix*	Monday	4:00pm	3	7	7	4	2	6
South Lake Tahoe	3314	Round Table Pizza, 1062 Emerald Bay Rd.	P. Stahl	Thursday	5:00pm	6	X	3	X	5	X
Spankel, WA/Rosalia	3027	PGT Headquarters - Rosalia	P. Brown	Thursday	5:00pm	13	10	10	14	12	9
Spokane, WA	3025	PGT Headquarters - Spokane	vacant	Thursday	noon	20	17	17	21	19	16
Stockton	2511	Ed Stewart Am Leg Pst #803, 3110 N. West Ln.	S. Gutierrez*	Thursday	6:30pm	13	10	10	14	12	9
Susanville (Frontier)	4012	The Pizza Factory	K. Merrill	Thursday	5:30pm	13	10	10	14	12	16
Templeton	1217	The Pizza Place 105 Main St.	G. Burk	Tuesday	4:00pm	11	8	8	12	10	14
Tiger Creek/Pine Grove	2519	Pine Grove Pizza, 19724 St. Hwy 88, Pine Grove	R. Davis	Tuesday	6:00pm	18	15	15	19	17	21
Topock	1313	PSEA Clubhouse at Moabi, Topock	G. Shettco	Thursday	4:45pm	X	3	X	7	X	2
Truckee Mdws Wtr Auth	3310	TMWA Corporate Office, Sparks, NV	D. Romeo	Tuesdsay	5:00pm	X	1	X	5	X	9
Turlock	1126	Turlock Chmbr. Comm., 115 S. Golden State Blvd	H. Schab*	Thursday	4/5:00p	6	3	3	7	5	2
Ukiah	3714	Ukiah Garden Café, 1090 S. State Street	M/ Perez*	Wednesday	5:30pm*	5	9	9	6	4	8
USBR/CVO*	3012	Rnd Table Pizza, 7943 Greenback Ln., Citrus Hts.	M. McKay	Tuesday	5:00pm	11	8	8	12	10	14
Vacaville	3812	Pietro's #2 679 Merchant St., Vacaville	E. Owens	Wednesday	5:00pm	12	9	9	13	11	8
Vacaville/Outside Line	4911	Ron Weakley Hall, 30 Orange Tree Circle	L. Thomson	Wednesday*	7:00pm*	12	9	9	13	11	8
Walla Walla/PG&E GTNW	3023	PGT Headquarters - Wallula, WA	M. Prior	Thursday	5:00pm	13	10	10	14	12	9
Wells R.E.C.	3319	Silver Sage Senior Ctzn Center, 1st St., Wells NV	T. Leach	Thursday	5:00pm	12	X	9	X	11	X
Winnemucca, NV	3317	Los Marguerits, 47 E. Winnemucca Boulevard	S. Morris*	Wednesday	7:00pm	X	9	X	13	X	8
Woodland	3814	American Legion Hall, 523 Bush Street	D. Parmenter*	Thursday	5:00pm	13	10	10	14	12	9
Yerington, NV	3313	Pacific Avenue Firehouse	L. Soukup	Thursday*	5:00pm	X	3	X	7	X	2

\*Indicates change since schedule was last published in June 2004.

All Local 1245 unit meetings are open to all Local 1245 members, regardless of employer.

*Drop on by and find out what's been happening.*



**55 Years:** James Brent accepts award from Business Rep. Bill Brill, Business Manager Perry Zimmerman, and President Ed Mallory.

**San Jose, CA**  
**March 13, 2004**



**50 Years:** Joe English accepts award from Business Rep. Bill Brill, Business Manager Perry Zimmerman, and President Ed Mallory.

## The Honorees

### 55 YEARS

Brent, James D

### 50 YEARS

Duncan, Robert E  
English, Joe O

### 45 YEARS

Guerriero, Bruno A

### 40 YEARS

Gauthier, Richard  
Perez, Rigo

### 35 YEARS

Eurich, Melvin H  
Gonzales, Alex L  
Grethen, James L  
Johnson, Wayne  
Mints, Tom E  
Moro, John  
Peters, Jerry M  
Thomas, David M  
Weeks, Ronald G

### 30 YEARS

Ahn, Byung H  
Barrette, Ronald M  
Benavides, John G  
Boyen, Richard C  
Cain, Dorothy J  
Carr, Jeffery E  
Eng, Helen H  
Felix, Robert I  
Gaeta, Raymond J  
Hernandez, Jose  
Herrera, Robert A  
Lira, Rosendo  
Mann, Dale G  
Morris, Colleen A  
Munoz, Magdalena  
Muro, David A  
Nyberg, Richard A  
Ohara, Janie H  
Petrucci, James L  
Rayner, Lance C  
Robedeau, Kenneth A  
Rodriguez, Rocky  
Romero, Ivan E  
Scheepe, Woultter  
Smith, Donald E  
Solorio, Armando  
Tomey, Robert C  
Tso, Susan Y  
Villagomez, Robert  
Welch, Paul

### 25 YEARS

Alvarez, Manuel J  
Atondo, Ricky  
Beriault, Charles D  
Boudreaux, Anthony H  
Boynton, Scott K  
Bravo, Mario L  
Cervantez, RoseAnn  
Elmquist, Emery A  
Fergusom, Dennis E  
Fung, Jeffrey  
Garcia-Blake, Marie D  
Gazay, Michel O  
Kapuan, Brian F  
Kelly, William L  
Ketih, Gary L  
Libbey, Steve  
Lunn, Steve F  
Martin, Rob  
Mason, Sheryl L  
Mattson, Douglas  
Merrill, Joann P  
Myers, Alan A  
Nakanishi, Clifford  
Nazareno, Oscar V  
Rodrigues, Lee R  
Rodriquez, Richard H  
Rounds, Jean D  
Russell, Karen A  
Silva, Fernando  
Vallejo, Craig A  
Waters, Jim H  
West, Michael  
Wortman, Terre C



**35 Years**



**30 Years**



**25 Years**