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.

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 60, was far from a bully. He was a leader who put union values above all else.

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.

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 easier for members to take action on issues that matter to them.

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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 as 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.

By Perry Zimmerman, Business Manager
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.”
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 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).

Temporary 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 environmental 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 stopped 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, 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 blamed the explosion on negligence and greed by managers of the state-owned mine, who they said 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-ngarn 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.
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.

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.
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.

Joint Safety Committee

Next meeting: Feb. 9, 2005.
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

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 picnicker 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 Nebbett, below right, and family friend Ricky Rodarte helped in the refreshment booth.

December 2004
San Luis Obispo, CA
April 25, 2004

The Honorees

40 YEARS
Allan, John
Daniels, Marvin

35 YEARS
Dolan, Patrick

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

25 YEARS
Anderson, Ross E
Arroyo, Pedro A
Benson, Steve A
Bettencourt, Patrick, J
Brofeld, Stove J
Cates, David L
Davis, Edith J
Doh, Rodrick
Evangelista, Paul J
Felix, Gustavo A
Flores, Charles M
Gardner, Brett A
Gerard, George O
Grossman, Douglas E

Norelius, Rhonda S
Ogleby, Daniel R
Romero, 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.

Photos by Lynn Moon

30 Years

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.
LOCAL 1245 OFFICERS & EXECUTIVE BOARD

STANDING, FROM LEFT: ANNA BAYLESS, EXECUTIVE BOARD; KATHY TINDALL, EXECUTIVE BOARD; JOHN MENDOZA, EXECUTIVE BOARD; CECELIA 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 6TH AND WAS REPLACED BY MIKE DAVIS, UPPER RIGHT INSET.)
from
IBEW
Local 1245

IBEW Local 1245

Liz McInnis
Business Manager's Executive Secretary

Joy Mohr
Accounting Associate

Muriel Moore
Administrative Associate

Lynne Morel
Business Representative

Darryl Norris
Business Representative

Junior Ornelas
Business Representative

Randy Osborn
Business Representative

Jack Osburn
Business Representative

Joe Osterlund
Temp. Business Representative

Larry Pierce
Business Representative

Peggy Proschold
Administrative Associate

Roy Runnings
Business Representative

Santiago Salazar
Business Representative

Frank Saxsimmier
Senior Business Representative

Dennis Seyer
Assistant Business Manager

Bernard Smallwood
Business Representative

Roger Stalcup
Assistant Business Manager

Veodis Stamps
Business Representative

Hunter Stern
Business Representative

Kit Stlice
Business Representative

Howard Stieber
Assistant Business Manager

Sam Tamimi
Business Manager

Roy Thomas
Senior Business Representative

Gail Varner
Senior Office Associate

Lula Washington
Business Representative

Eric Wolfe
Communications Director

Perry Zimmerman
Business Manager

AYLESS, EXECUTIVE BOARD; KATHY MENDOZA, EXECUTIVE BOARD; DAVE SCOTT, EXECUTIVE BOARD.

VICE PRESIDENT; PERRY ZIMMERMAN, SECRETARY; ED MALLORY, PRESIDENT; CORDING SECRETARY.

PRESIDENT ON NOVEMBER 6TH AND WAS (UPPER RIGHT INSET.)

December 2004
Taking safety programs seriously

Beginning 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 credibility 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.

Staying focused

Everyone 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 procedures. 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.”

Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecom; 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.

December 2004
Hats

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

Black or Teal
$9.00
+$0.75 each, shipping
(Note: One size fits all)

IBEW 1245 Hat!
$9.00
+$0.75 each, shipping
(Note: One size fits all)

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

IBEW 1245 Hat!
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+$0.75 each, shipping
(Note: One size fits all)

Mugs

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

Plastic Mug
“Proud To Be Union”
White
(Limited to stock on hand)
$5.00
+$3.00 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
$3.00
+$0.50 each/shipping

IBEW Patches
3 inch
$4.00
4 inch
$18.00
$18.00
+$5.00 each/shipping

Compact Disk
“We Do The Work” Songs by Jon Frumer
$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
$3.00
+$0.50 each/shipping

IBEW Patches
3 inch
$4.00
4 inch
$18.00
$18.00
+$5.00 each/shipping

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Renewed threat of Social Security privatization

President 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 you’ve been caught in the down-draft of a bad economy,” says Reich. “Anyone ever hear of a bear market?”

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

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.

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, Waltie 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. Whitlay Schneider, Bob Glasgow (Local 1245 shop steward), Evon Stennett, Don Young, Jim Boggs, Bill Carter, unknown, Larry Flutter, and Charles Lacy. Third row, from left: Leo Caeser, Wilson Hampton, unknown, unknown, Clint Gardner, unknown, unknown, and John Novikici. Fourth row, from left: Jack Farr, Bill Covington, William Wood, Frank Romberg, Sam Drannan, Lonnie Evans, Russell Brown, unknown, Trevor (Till) Thomas, Adolf Martin, Elmer Hill, Jim Windstread.
In memoriam: Business Representative Richard Hafner

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."

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"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
on 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 contracting 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.

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 95689, 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 objection commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

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 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.
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<tr>
<th>CITY</th>
<th>UNIT #</th>
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<tr>
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<td>4013</td>
<td>The Brass Rail, Hwy 395</td>
<td>J. Vermilyer</td>
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<tr>
<td>Angels Camp</td>
<td>2512</td>
<td>Mike's Pizza, Hwy 49/Murphy Grade Rd.</td>
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<td>Antioch</td>
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<tr>
<td>Auberry</td>
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<tr>
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<tr>
<td>Bakersfield</td>
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<td>1221</td>
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<tr>
<td>Buringame/Penninsula</td>
<td>1512</td>
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<tr>
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<tr>
<td>Burney</td>
<td>4015</td>
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<tr>
<td>Carson City, NV</td>
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<tr>
<td>Chico</td>
<td>3514</td>
<td>Beckworth Tavern, Highway 70, Beckworth*</td>
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<tr>
<td>Concord/Walnut Creek</td>
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<td>R. Lassus</td>
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<td>Chilcoot</td>
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<tr>
<td>Fallon, NV</td>
<td>3316</td>
<td>Fallon Country Club, 2605 Country Club Drive</td>
<td>S. Cunningham</td>
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<tr>
<td>Fort Bragg/Pt. Arena</td>
<td>3717</td>
<td>PG&amp;E Yard, 3539 Walnut Street*</td>
<td>G. Fernandez</td>
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<td>Fresno</td>
<td>1111</td>
<td>Cedar Lanes, Cedar &amp; Shields</td>
<td>C. Habecker</td>
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<td>Fresno/EA-Provco*</td>
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<td>S. Castaneda</td>
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<td>Grass Valley</td>
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<td>Hayward/Fremont</td>
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<td>Hinkley</td>
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<td>VWF Hall, Lenwood</td>
<td>R. Gregg*</td>
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<td>Hollister</td>
<td>1219</td>
<td>Straw Hat Pizza, 191 A San Felipe</td>
<td>J. Vermilyer</td>
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<td>Jackson</td>
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<td>Kettleman</td>
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<td>Kettleman Compressor Station</td>
<td>M. Guzman</td>
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<td>Klamath Falls, OR</td>
<td>3022</td>
<td>Mia’s and Pia’s Pizza, 3545 Summers Lane</td>
<td>B. Ironside*</td>
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<td>Lakeport</td>
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<td>Lemoore</td>
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<td>J. Brager*</td>
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<td>Livermore</td>
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<td>Round Table Pizza, 1024 Stanley Blvd.</td>
<td>D. Diebner</td>
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<td>Lodi, City of</td>
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<td>Los Banos</td>
<td>1115</td>
<td>Stockman’s, 615 “I” Street</td>
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<td>Marysville</td>
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<td>Stassis’, Fourth Street</td>
<td>M. Anderson</td>
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<tr>
<td>Merced</td>
<td>1123</td>
<td>Branding Iron, 640 W. 16th St.</td>
<td>M. Jameson*</td>
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<tr>
<td>Merced</td>
<td>1122</td>
<td>Branding Iron, 640 W. 16th St.</td>
<td>M. Jameson*</td>
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<tr>
<td>Modesto</td>
<td>2515</td>
<td>Days Inn, 1312 Mchenry Ave.</td>
<td>T. Fortune</td>
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<td>5:30pm</td>
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<tr>
<td>Modesto Irr. Dist.</td>
<td>2518</td>
<td>Pizza Pub, Kansas Avenue @ Emerald</td>
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<tr>
<td>N. Lake Tahoe/Kings Bch</td>
<td>3320</td>
<td>Carpenter’s Hall, Kings Beach (Deer Street)</td>
<td>B. Warmuth</td>
<td>Wednesday</td>
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<tr>
<td>Napa</td>
<td>3716</td>
<td>Round Table Pizza, 3331 Solano Ave.</td>
<td>J. Kent</td>
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<tr>
<td>Novato/Marin County</td>
<td>3711</td>
<td>Round Table Pizza, S. Novato Blvd.</td>
<td>L. Snyder</td>
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<tr>
<td>Oakland Physical</td>
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<tr>
<td>Oakland/City of</td>
<td>2211</td>
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<tr>
<td>Paradise</td>
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<td>Rnd Table Pizza, 6038 (B) Clark Road*</td>
<td>R. Jaster*</td>
<td>Wednesday</td>
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<tr>
<td>Placerville</td>
<td>3813</td>
<td>Spanky’s Pizza, 197 Placerville Dr.</td>
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<td>Placerville/Davey Tree*</td>
<td>4714</td>
<td>Round Table Pizza, 512 Main Street</td>
<td>S. Speak</td>
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<tr>
<td>Pollock Pines/Fresh Pond</td>
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<td>50 Grand Club, Pollock Pines</td>
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<tr>
<td>Portland, OR/PG&amp;E GTNW</td>
<td>3026</td>
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<td>S. Corey</td>
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<td>Red Bluff</td>
<td>3214</td>
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<tr>
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<td>Round Table Pizza, 900 Dana Drive</td>
<td>D. Norman</td>
<td>Tuesday</td>
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<tr>
<td>Redding/Davey Utility</td>
<td>4419</td>
<td>Round Table Pizza, 900 Dana Drive</td>
<td>J. Shepherd</td>
<td>Wednesday</td>
<td>5:00pm</td>
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<tr>
<td>Redmond, OR</td>
<td>3028</td>
<td>PGT Headquarters - Redmond</td>
<td>J. Kisse</td>
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<tr>
<td>Redwood City/Asplundh Tr</td>
<td>4711</td>
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<tr>
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<tr>
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<td>D. Campbell*</td>
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<tr>
<td>Richmond/E. Bay Clerical</td>
<td>2301</td>
<td>La Strada Rest., 2215 Church Lane, San Pablo</td>
<td>D. Ambeau</td>
<td>Wednesday</td>
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<tr>
<td>Roseville, City of</td>
<td>3512</td>
<td>Fast Freddie's Pizza, 130 Main Street*</td>
<td>M. Barton*</td>
<td>Tuesday</td>
<td>4:15pm</td>
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<tr>
<td>Sacramento</td>
<td>3811</td>
<td>Florin Rebecca Hall, 8360 Florin Rd.</td>
<td>L. Menne</td>
<td>Wednesday</td>
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</tr>
<tr>
<td>Sacramento Clerical</td>
<td>3801</td>
<td>Sacto Central Labor Council, 2840 El Centro</td>
<td>D. Ryan</td>
<td>Thursday</td>
<td>5:30pm</td>
</tr>
<tr>
<td>Sacto. Muni Utility District</td>
<td>3911</td>
<td>Dante Club, Sacramento*</td>
<td>D. Trigeylo*</td>
<td>Wednesday</td>
<td>4:30pm</td>
</tr>
<tr>
<td>Sacto. Regional Transit</td>
<td>3011</td>
<td>Espanol Restaurant, Sacramento</td>
<td>C. Bibbs</td>
<td>Wednesday</td>
<td>4:30pm'</td>
</tr>
<tr>
<td>Salinas</td>
<td>1211</td>
<td>Mountain Mike’s Pizza, 315 E. Alisal St.</td>
<td>D. Montanetz*</td>
<td>Tuesday</td>
<td>5:15pm</td>
</tr>
<tr>
<td>San Francisco</td>
<td>2412</td>
<td>Ship Clerks Union Local 34 Hall, 4 Berry St.</td>
<td>V. Jones</td>
<td>Wednesday</td>
<td>4:30pm</td>
</tr>
<tr>
<td>San Jose</td>
<td>1511</td>
<td>Straw Hat Pizza, 1535 Meridian Ave.</td>
<td>F. DeAguinaga</td>
<td>Wednesday</td>
<td>5:15pm</td>
</tr>
<tr>
<td>San Jose/Asplundh Tree</td>
<td>4713</td>
<td></td>
<td>E. Arellano</td>
<td>Thursday</td>
<td>4:00pm'</td>
</tr>
<tr>
<td>San Luis Obis.Pismo Bch</td>
<td>1215</td>
<td>Vallarta’s Mexican Food*, 1761 Monterey St., SLO</td>
<td>J. Comanche*</td>
<td>Thursday</td>
<td>4:00pm</td>
</tr>
<tr>
<td>San Luis Obispo/DCCP</td>
<td>1220</td>
<td>Margie’s Diner, 1575 Calle Joaquin</td>
<td>L. Moon</td>
<td>Wednesday</td>
<td>5:30pm</td>
</tr>
<tr>
<td>Sandpoint,ID</td>
<td>3021</td>
<td>Sandpoint Headquarters</td>
<td>T. Anderson*</td>
<td>Wednesday</td>
<td>5:00pm*</td>
</tr>
<tr>
<td>Santa Clara, City of</td>
<td>1411</td>
<td>Vesvios Restaurant, 3044 El Camino</td>
<td>B. Burkle*</td>
<td>Thursday</td>
<td>4:00pm</td>
</tr>
<tr>
<td>Santa Cruz</td>
<td>1513</td>
<td>VFW Post #7263, 2259 7th Ave.</td>
<td>A. Fretta</td>
<td>Tuesday</td>
<td>6:00pm</td>
</tr>
<tr>
<td>Santa Maria</td>
<td>1216</td>
<td>Round Table Pizza, 2508 S. Broadway*</td>
<td>M. Landero</td>
<td>Wednesday</td>
<td>4:00pm</td>
</tr>
<tr>
<td>Santa Rosa</td>
<td>3712</td>
<td>Round Table, Steele &amp; Cleveland</td>
<td>L. Stubblefield</td>
<td>Tuesday</td>
<td>6:00pm</td>
</tr>
<tr>
<td>Selma</td>
<td>1120</td>
<td>Sal’s Mexican Restaurant, 2163 Park St.</td>
<td>P. Sandoval</td>
<td>Thursday</td>
<td>4:30pm</td>
</tr>
<tr>
<td>Shasta - USBR</td>
<td>3218</td>
<td>Keswick Dam Rd., Keswick</td>
<td>G. Walpole*</td>
<td>Tuesday</td>
<td>5:15pm</td>
</tr>
<tr>
<td>Sonora</td>
<td>2517</td>
<td>The Pepper Pot, Mono Way</td>
<td>B. Owens</td>
<td>Tuesday</td>
<td>4:00pm</td>
</tr>
<tr>
<td>Sonora/Asplundh Tree</td>
<td>4715</td>
<td>Round Table Pizza, 13769-B Mono Way</td>
<td>S. Hix*</td>
<td>Monday</td>
<td>3:00pm</td>
</tr>
<tr>
<td>South Lake Tahoe</td>
<td>3314</td>
<td>Round Table Pizza, 1062 Emerald Bay Rd.</td>
<td>P. Stahl</td>
<td>Thursday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Spankel, WA/Rosalia</td>
<td>3027</td>
<td>PGT Headquarters - Rosalia</td>
<td>P. Brown</td>
<td>Thursday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Spokane, WA</td>
<td>3025</td>
<td>PGT Headquarters - Spokane</td>
<td>vacant</td>
<td>Thursday</td>
<td>noon</td>
</tr>
<tr>
<td>Stockton</td>
<td>2511</td>
<td>Ed Stewart Am Leg Pat #803, 3110 N. W. Ln.</td>
<td>S. Gutierrez*</td>
<td>Thursday</td>
<td>6:30pm</td>
</tr>
<tr>
<td>Susaville (Frontier)</td>
<td>4012</td>
<td>The Pizza Factory</td>
<td>K. Merrill</td>
<td>Thursday</td>
<td>5:30pm</td>
</tr>
<tr>
<td>Templeton</td>
<td>1217</td>
<td>The Pizza Place 105 Main St.</td>
<td>G. Burke</td>
<td>Tuesday</td>
<td>4:00pm</td>
</tr>
<tr>
<td>Tiger Creek/Pine Grove</td>
<td>2519</td>
<td>Pine Grove Pizza,1927 St. Hwy 88, Pine Grove</td>
<td>R. Davis</td>
<td>Tuesday</td>
<td>6:00pm</td>
</tr>
<tr>
<td>Topock</td>
<td>1313</td>
<td>PSEA Clubhouse at Moabi, Topock</td>
<td>G. Shettco</td>
<td>Thursday</td>
<td>4:45pm</td>
</tr>
<tr>
<td>Truckee Mdws Wtr Auth</td>
<td>3310</td>
<td>TMWA Corporate Office, Sparks, NV</td>
<td>D. Romeo</td>
<td>Tuesday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Turlock</td>
<td>1126</td>
<td>Turlock Chmbr. Comm., 115 S. Golden State Blvd</td>
<td>H. Schab*</td>
<td>Thursday</td>
<td>4:50:00p</td>
</tr>
<tr>
<td>Ukiah</td>
<td>3714</td>
<td>Ukiah Garden Café, 1090 S. State Street</td>
<td>M’ Perez*</td>
<td>Wednesday</td>
<td>5:30:00p</td>
</tr>
<tr>
<td>USBR/CVO*</td>
<td>3012</td>
<td>Rnd Table Pizza, 7943 Greenback Ln., Citrus Hts.</td>
<td>M. McKay</td>
<td>Tuesday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Vacaville</td>
<td>3812</td>
<td>Pietro’s #2 679 Merchant St., Vacaville</td>
<td>E. Owens</td>
<td>Wednesday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Vacaville/Outside Line</td>
<td>4911</td>
<td>Ron Wealsky Hall, 30 Orange Tree Circle</td>
<td>L. Thomson</td>
<td>Thursday</td>
<td>7:00pm*</td>
</tr>
<tr>
<td>Wells Walla/PG&amp;E GTNW</td>
<td>3023</td>
<td>PGT Headquarters - Walla, WA</td>
<td>M. Prior</td>
<td>Thursday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Wells R.E.C.</td>
<td>3319</td>
<td>Silver Sage Senior Ctrn Center, 1st St., Wells NV</td>
<td>T. Leach</td>
<td>Thursday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Winnemucca, NV</td>
<td>3317</td>
<td>Los Margerits, 47 E. Winnemucca Boulevard</td>
<td>S. Morris*</td>
<td>Wednesday</td>
<td>7:00pm</td>
</tr>
<tr>
<td>Woodland</td>
<td>3814</td>
<td>American Legion Hall, 523 Bush Street</td>
<td>D. Parmenter*</td>
<td>Thursday</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Yerington, NV</td>
<td>3313</td>
<td>Pacific Avenue Firehouse</td>
<td>L. Soukup</td>
<td>Thursday*</td>
<td>5:00pm*</td>
</tr>
</tbody>
</table>

*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.

December 2004 19
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
Gonzalez, Alex L
Grethen, James L
Johnson, Wayne
Mints, Tom E
Mor, John
Peters, Jerry M
Thomas, David M
Weeks, Ronald G

30 YEARS
Ahn, Byung H
Barrette, Ronald M
Benavides, John G
Boyer, Richard C
Cain, Dorothy J
Carr, Jeffery E
Eng, Helen H
Felix, Robert I
Gaeta, Raymond J
Hernandez, Jose
Herrera, Robert A
Lisa, Rosendo
Mann, Dale G
Morris, Colleen A
Munoz, Magdalena
Mur, David A
Nyberg, Richard A
Ohara, Janie H
Petrucci, James L
Rayner, Lance C
Robbedou, Kenneth A
Rodriguez, Rocky
Romero, Ivan E
Scheewe, Woulter
Smith, Donald E
Solorio, Armando
Tomey, Robert C
Tsao, Susan Y
Villagomez, Robert
Walch, Paul

25 YEARS
Alvarez, Manuel J
Atando, Ricky
Beriault, Charles D
Boudreaux, Anthony H
Boynton, Scott K
Bravo, Mario L
Cervantes, RoseAnn
Elmquist, Emery A
Ferguson, Dennis E
Fung, Jeffrey
Garcia-Blake, Mario D
Gazay, Michel O
Kapuan, Brian F
Kelly, William L
Keth, Gary L
Libbey, Steve
Lunn, Steve F
Martin, Rob
Mason, Sheryl L
Mattson, Douglas
Merrill, Joann P
Myers, Allen A
Nakanishi, Clifford
Nazarreno, Oscar Y
Rodriguez, Lee R
Rodriguez, 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

San Jose, CA
March 13, 2004