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News briefs

Short Paychecks

have prompted 50,000 complaints to Californian's Labor Commissioner this year. The decline in unions and the lack of government enforcement of labor standards leave many employees, especially contingent or contract workers, without a voice, according to Professor Janice Fine of Rutgers University.

Trade Unionist Amir Peretz won control of Israel's Labor Party last month and plans to pull the party out of Israel's coalition government. Peretz, who heads Israel's union federation, Histadrut, has clashed frequently with the current government over proposed budget cuts he says harm Israel's poor.

An Opera Hunger Strike in Italy has knocked some pounds off the divas known for the heft they can put into their voice. The vocalists are protesting proposed cuts to the country's arts budget. "I feel OK, but I'm dreaming of a mortadella sandwich," soprano Barbara Vignudelli told The Observer.

Utility Reporter

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For up-to-the-minute news, see our web site: www.ibew1245.com

Massive effort underway to solicit employee ideas

PG&E transformation: Local 1245 steps aboard

By Eric Wolfe

Watch out what you ask for, the old saying goes, because you just might get it.

As Pacific Gas and Electric launches a massive effort to involve union members in its "transformation" project, it is rapidly discovering that these highly-skilled employees will tell what they know. Which isn't always fun for the company to hear. But we'll get to that.

On Nov. 7, four dozen members of IBEW Local 1245 and 27 members of the ESC union left their regular duties to begin participating in the company's high-stakes wager that it can cast off old ways of doing things and become the best utility anywhere ever.

The union, says Business Manager Perry Zimmerman, has a vested interest in helping PG&E get it right.

"Big changes can have an impact on jobs, and we are going to look very closely at how any proposal affects the job security of our members," said Zimmerman. But job security is a long-term issue and the union understands that "employees cannot prosper if the company fails to keep up with the times."

During the week of Nov. 7, union participants studied various systems and practices used by other companies—part of PG&E's quest to identify



Joe Pena, Senior Service Rep I, Sacramento, questions recent changes in Call Center policy.

and adopt "best practices" in the industry. In week two, members evaluated ideas put forward by Accenture—PG&E's transformation consultant.

"Our members raised concerns about which of these ideas can work, whether they raise job security issues, and if there are possible conflicts with the labor agreement," said Marlayne Morgan, an assistant to Zimmerman who is helping coordinate the union's involvement.

Union members are working alongside management personnel in 15 separate work teams, each focused on specific functions performed by the company. Some projects may yield quick results, others may be abandoned as unworkable. Still other projects may keep team members busy for years.

A Long Time Coming

The union's involvement in PG&E's transformation was a long time coming. The company, working with Accenture for over a year, shared virtually no information about the changes it was contemplating. Worse, the few changes management discussed openly took direct aim at Local 1245

continued on page 4

Goodbye Special Election

The muscle-bound bully on the beach who kicked sand in the face of California's labor unions got a taste of his own medicine on Nov. 8 when voters overwhelmingly rejected Arnold Schwarzenegger's Special Election agenda.

An angry and energized labor movement put thousands of volunteers on the phones and in the streets to persuade California voters that Schwarzenegger was unfairly attacking unions, catering to corporate interests and ignoring the state's real problems.

"I want to offer my thanks to all Local 1245 members who volunteered in this historic campaign," said Business Manager Perry Zimmerman. "It shows what we can accomplish when we put our minds to it."

Prop. 75, the so-called paycheck protection initiative, lost by a margin greater than 7%. Prop. 74, the so-called teacher tenure proposal, was rejected by a margin greater than 10%.

Prop. 77, the Governor's redistricting proposal, lost by a margin of nearly 20%, and Prop. 76, the Governor's power-grabbing budget proposal, lost by a margin of nearly 25%.

Unfortunately, two worthy propositions were swept away in the "No" tide: Prop. 79, which sought to reduce prescription drug costs, and Prop. 80, which sought to re-regulate the electric industry.

Voting extended on PG&E pact

Local 1245 members in the Clerical Bargaining Unit approved the wage-reopener package negotiated with PG&E, and partial results show the package leading in the Physical Bargaining Unit as well.

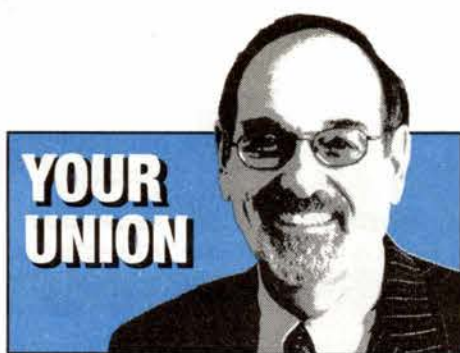
However, voting on the Physical Agreement will be extended for about 2,000 members in Title 300 classifications who did not receive ballots due to a mailing glitch. Ballots are being re-sent to those members, who will have until Jan. 3 to complete and return them.

The Clerical Agreement was approved 952-80. The partial vote for Physical ratification was 2584-934.

The agreements raise wages by 3.75% in 2006 and 3.75% in 2007, and extend the contract by an additional year, with 3.75% wage increases in 2008.



Sierra Pacific Power crew at work in Sparks, Nev. Story and photos on Page 16.



Perry Zimmerman
BUSINESS MANAGER

Keeping Our Work in Perspective

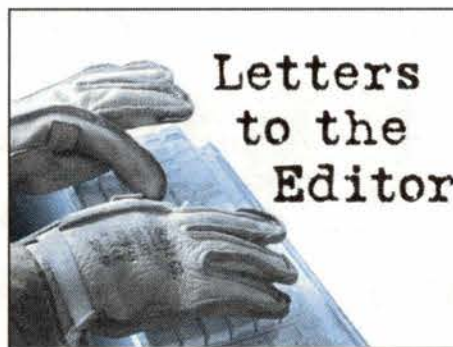
Hard to believe, but the holiday season is upon us. For many of us, this is the one time of the year when we take a genuine break from our daily routine and focus on our families and what is most important in life. The issues that consumed us in November and that will consume us again in January take the back seat for a few weeks as we move through the season to New Year's. The issues continue to be important, of course. But the holiday season helps put things in their proper perspective.

As a trade union, what we work for is the improvement of your wages, hours,

and working conditions. These, of course, are meaningless in and of themselves. It is how you then live your lives with your families that is truly meaningful.

We can do the best job in the world negotiating wages and fringe benefits, but these suddenly cease to matter if you are hurt or killed on the job. Job safety can never—never—be forgotten. Don't take shortcuts. Don't cut corners. Don't lose your focus. Don't forget the hazards that are part of your work. The news of a serious injury or fatality in our membership casts a shadow over our entire organization for weeks. The thought of a loved one leaving home in the morning and not coming home in the evening is unbearable, especially if that loved one is our own. Maintaining this perspective should motivate us to work as safely as we can.

On a different note, I would like to take this opportunity to wish PG&E's Gordon Smith a long and productive retirement when he leaves PG&E at the end of the year. We did not always see eye to eye, but Gordon's commitment to PG&E and its employees was never in doubt. When Gordon spoke at the IBEW Ninth District Progress Meeting last spring, I introduced him by simply saying that he was a friend of organized labor. He has been, and that is a rare quality to find in a CEO. I wish him the best.



Retirees helped PG&E, now it's PG&E's turn

To the Editor:

I retired in 1987 after thirty-one years of giving PG&E the best years of my life; I deserve a decent pension and fully-paid medical coverage for me and my wife. It's time the CEOs of PG&E look in the mirror and see who's been looking out for the company the last 50 years. It wasn't the stockholders—it was IBEW and all its members.

During the bankruptcy hearings our union dues were being spent to help PG&E win its case. The retirees were at those hearings and PG&E employees were defending the bankruptcy to all who would listen, as well as writing letters to elected officials to protect PG&E. The PG&E executives have forgotten who were manning the phone banks during the ballot measure to let the city of San Francisco generate their own power and get rid of PG&E—it was the PG&E retirees.

When PG&E was in trouble it was the retirees whom they sought out for help. When the state of California and the California Public Utilities Commission were trying to deregulate the utility industry the retirees and the IBEW were trying to defend PG&E.

Throughout my 31 years with PG&E I was always there for the company. Several years ago, I was invited by the CPUC commissioners to talk about the employee discount case which they were trying to do away with. Our 25% discount was not lost thanks to PG&E employees, the IBEW and Jerry Brown, who was the governor then.

The retirees are responsible for making PG&E the largest utility company in the world and we were loyal employees. The PG&E executives and the stockholders owe us a decent pension with a cost-of-living increase every few years and a fully-paid medical plan for ourselves and our families for life. (As a retiree I've only received two very small cost-of-living increases in eighteen years)

If PG&E can give their executives \$83 million worth of bonuses after they bankrupted the company then they can surely afford to reward their greatest asset (PG&E retirees) with a fully-paid medical plan. PG&E will be facing more challenges in the future with other cities and large companies trying to

generate their own power and getting rid of PG&E. They will, again, need the retirees, employees and IBEW to protect their interests. Without our help the company would have faltered a long time ago.

Michael Escobosa
Benicia, CA

Grateful for help, but need more

To the Editor:

PG&E retirees are grateful for the \$7,500 medical fund, negotiated by the union, to help tide them over until next negotiations. My husband and I are fortunate as we both worked for PG&E and each carry our own insurance. However, a good many retired employees carry their spouse on their medical plan and their medical cost, if they are over 65 and have CAP, is \$509.70 a month. If the spouse is under 65 the cost is \$688. Their \$7,500 is very close to running

continued on page 14



"Hard day at work, dear?"

CALENDAR

January 3: Retirees Club
Santa Rosa, CA

January 5: Retirees Club
San Jose, CA

January 11: Retirees Club
Vacaville, CA

January 12: Retirees Club
Dublin, CA

(See Page 15 for time and location of Retiree Club meetings)

February 4: Advisory Council
Vacaville, CA

APPOINTMENTS

PACIFIC GAS AND ELECTRIC

Wage Bargaining Committee

Josh Alpine
Ruth Bailey
Mike Bock
Don Cross
Jim Findley
Leroy Foster
Alycia Gordon
Eamon O'Driscoll
Bob Olsen
Katharine Reeves
Ernie Rodriguez
Russ Rylee
Dennis Thompson

MT. WHEELER

Bargaining Committee

Jennifer Ashby
Chad Buss
Mike Venturino

DUKE ENERGY

Bargaining Committee

Robert Keating

CONFERENCES & CONVENTIONS

IBEW Nuclear Conference

Mark Taylor
John "Mike" Jacobson

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Advisory Council meets in Vacaville

Big changes on horizon

The sky is falling!

Well, not exactly. But a decade of upheaval in the utility industry shows little sign of slacking and members of Local 1245 must be alert to big changes on the horizon, Business Manager Perry Zimmerman warned the union's Advisory Council.

Among the looming challenges: the repeal of a 70-year-old federal law governing utility mergers and acquisitions, and major restructuring now underway at Pacific Gas & Electric.

Despite the gloomy forecast, the sky was a brilliant blue—with no trace of falling objects—when the Advisory Council gathered on Nov. 5 for its quarterly meeting in Vacaville. Wage negotiations with PG&E had concluded successfully, a sign that collective bargaining remained a powerful force in uncertain times.

"I think our 12,000 bargaining unit members (at PG&E) owe those bargaining committee members a whole lot," said Zimmerman.

Senior Assistant Business Manager Tom Dalzell said the negotiated wage hikes were made possible by rank and file committee members who were willing to speak up "with passion and commitment" about morale, about transformation, and about "lingering resentment" over executive bonuses. (See "Moment of Truth," Utility Reporter, November 2005.)

The results of balloting on the agreement, which provided three annual wage increases of 3.75% and improved LTD benefits, appear on page 1.

PG&E Transformation

The big challenge facing members at PG&E now is the company's on-going

"transformation" project, which includes proposals to close all local offices, convert to automated meter reading, and examine work processes in Materials, Fleet, Meter Shop, and other departments.

Until recently, the union had been almost completely excluded from the planning process. But Zimmerman told the Advisory Council that the company has reversed course, hired a new consulting firm specializing in unionized companies, and is now actively soliciting participation by union members.

Zimmerman said the union would participate only if there was a genuine opportunity to influence the outcome. "I told them we don't want to be involved in any discussions where the decision has already been made," he said.

One such area appears to be local office closures. PG&E has already announced it plans to close all local offices and the union has challenged this action through the grievance procedure.

But in other areas, union members will engage in an active dialog with management, trying to give the company the benefit of their experience.

"Through engagement we will have a better chance of influencing the decisions that are made," said Zimmerman.

PUHCA Repeal

On the national front, the repeal of the Public Utilities Holding Company Act of 1935 could signal a new round of

Business Manager Perry Zimmerman said repeal of the Public Utilities Holding Company Act could effect the union.

upheaval in the utility industry, Zimmerman warned.

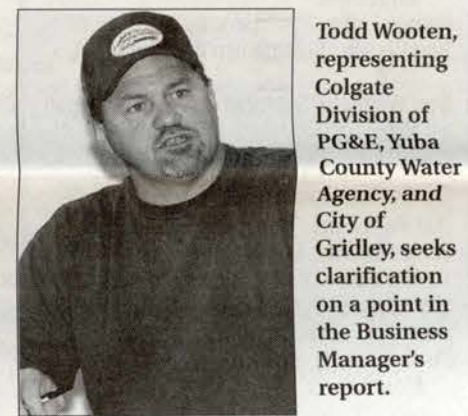
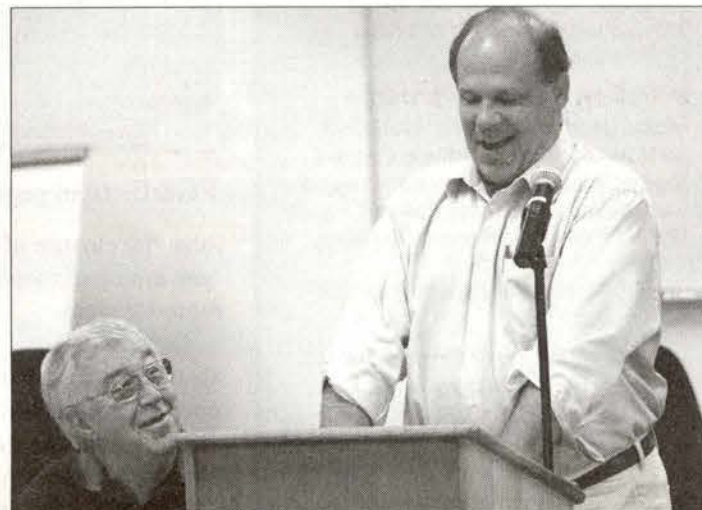
PUHCA was passed in an era when giant utility holding companies dominated the nation's electric system, a period marked by concentration of ownership, stock swindles, bankruptcies, service problems, and little public oversight. Championed by President

Franklin Roosevelt, PUHCA broke up the utility holding companies and subjected them to regulation at the state level, producing a stable industry that provided safe, reliable and affordable power for decades.

With the repeal of PUHCA, which takes effect in January, "there's going to be a flurry of acquisitions of utilities," Zimmerman predicted, which "could very well have some effect on our bargaining units."

It's not quite the same as the sky falling, but PUHCA's repeal certainly signals a season of change—and a need for heightened vigilance by Local 1245 and its members.

Senior Assistant Business Manager Tom Dalzell reports on successful wage negotiations with PG&E as President Mike Davis looks on.



Todd Wooten, representing Colgate Division of PG&E, Yuba County Water Agency, and City of Gridley, seeks clarification on a point in the Business Manager's report.



Assistant Business Manager Dorothy Fortier discusses the new Medicare Part D prescription drug benefit.



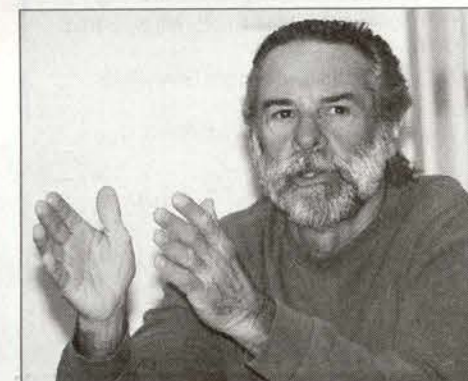
Tom Cornell reports on extremely tough negotiations with Sierra Pacific Power.



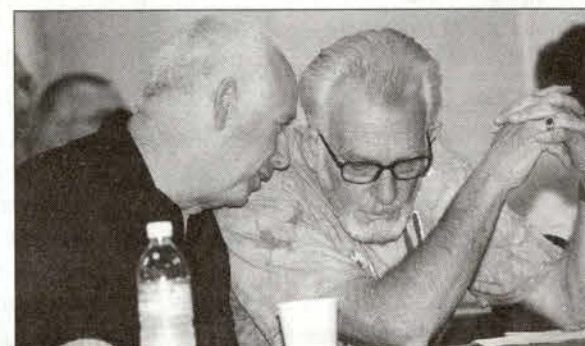
Carl Lamers, left, is congratulated by President Mike Davis after being sworn in as the new Advisory Council representative for Line Clearance Tree Trimmers, replacing Gil Suarez who resigned.



Art Torres, representing SMUD, raises an issue concerning PG&E transformation.



Terry Andreucci, representing Drum Division of PG&E, Plumas Sierra REC, and City of Roseville, asks about PG&E's plans for Fleet.



Attending as guests, former Advisory Council members Larry Darby, left, and Bill Wallace do not feel obliged to maintain strict silence during the meeting.

Local 1245 Participants in Transformation Work Groups

Initiative: Customer Experience

LaTonya Broughton, Cust. Svc. Rep., Oakland
Alicia Gordon, Cust. Svc. Rep., Bakersfield
Shelly Scott, Cust. Svc. Rep., Sacramento CC
Mark Kollman, Cust. Svc. Rep., Stockton
Donna Ambeau, Sr. Cust. Svc. Rep., East Oakland
Ron Jobe, Sr. Cust. Svc. Rep., Roseville
Pate McKissack, Sr. Cust. Svc. Rep., Sacramento CC
Greg Spoonhour, Service Rep., Stockton
Glenda Dwyer, Gas Service Rep., Fresno
Vince Zinkl, Troublemaker, San Rafael
Sam Samaniego, Gas Service Rep., Bakersfield

Initiative: Work & Resource Management - Early Release

Berta Aceves, Operating Clerk, Concord
Miguel Lopez, Service Operator, Oakland
Roman Gonzalez, Service Operator, Fresno
Michele Painter, Maintenance Assistant, Tracy
Grace DeFlores, Maintenance Assistant, Rio Vista

Initiative: Work & Resource Management - Core

Fran Andrackin-Baker, Sr. Oper Clerk I, Auburn
Mike Scafani, Gas Crew Foreman, Petaluma
Ed Vanderhorst, Gas Crew Foreman, Bakersfield
Brenda Fisher, Foreman's Clerk, Concord
Ron Vessels, Subforeman A - Electric, GC - T300
Don Wamsley, Subforeman A Elec, Morgan Hill

Initiative: Electric Operations Optimization

Dan Parmenter, Troublemaker, Woodland
Jerry Martinez, Station Electrician, Hayward
Dave Steves, System Operator, Oakland
Frank Felix, System Operator, Fulton
Jason Kirakofe, System Operator, Round Mountain

Initiative: Strategic Sourcing

Larry Gibson, Garage Subforeman, Santa Rosa
Lem Stubblefield, Telecom Crew Lead, Santa Rosa
Tracy Munoz, Materials Leadperson, Hayward

Initiative: Demand & Supply Planning

Darla Weaver, Materials Handler, Fremont
Kelly Overen, Materials Leadperson, Concord

Initiative: Materials Distribution Optimization

Jan Cannon, Materials Leadperson, Fresno
Marco Diaz, Materials Leadperson, Fremont
Steve Mayfield, Materials Leadperson, Ukiah
Steve Pitts, Materials Leadperson, Marysville

Initiative: Corporate Real Estate

Terry Kingsley, Building Crew Leader, Sacramento
Vince Almacen, Building Crew Leader, G.O.
Gary Maschio, Building Technician, G.O.

Initiative: Fleet

Mark Wilson, Field Garage Mechanic A, Santa Rosa
Dennis DelGrande, Elec Crew Foreman, Petaluma
Keith Hopp, Gas Crew Lead, Sacramento
John Kent, Troublemaker, Napa



Above:
Dennis
Thompson,
San Jose.
Left: Steve
Ward,
Templeton



PG&E...from page 1

jobs: the closure of local offices and the conversion of meter reading to an automated system.

But in early fall the company abruptly changed course, brought in a new consultant—Restructuring Associates Inc., and invited IBEW and ESC to join the transformation process.

"We have no intention of helping the company close local offices, but there are other issues that we're willing to look



Ray Shepherd,
Gas Service
Rep., Oakland

at," said Senior Assistant Business Manager Tom Dalzell. "In fact, our members have been talking for years about some of the things that need to be changed, and now we have an opportunity to help make some of those changes a reality."

So what happens when a grand restructuring proposal meets the hard-earned experience of those who actually know and do the work? You could call it a conversation, but it's not necessarily going to be a tidy one.

A sample of that conversation could be heard on Nov. 9 at Weakley Hall in Vacaville, where several dozen stewards were given a crash course on transformation by some of PG&E's top brass. These stewards were not there because they serve on any of the transformation teams—they don't—but because company executives want to spread the word as widely as possible.

Ideas of Their Own

One thing about Local 1245 stewards: if you start talking to them about improving work practices, they're going to have some ideas of their own.

Senior Vice President Jeff Butler outlined a proposal that calls for supervisors to spend far more time in the field, prompting this response from a steward:

"In some units, we only have a small number of people. Most of the guys have a lot of experience. I don't see the value of the supervisor visiting these few people. To me it's a waste of time."

Not necessarily so, said Butler. "We have almost 790 people in apprentice positions. We want to create supervisors that are coaches... We also sometimes need a supervisor to deal with the cus-



Karen Russell,
Operating Clerk,
San Jose

tommer in the field so the crew isn't spending a lot of its time answering questions."

"How are you going to improve Call Center service," Karen Russell wanted to know.

"We're going to have (Service) Reps do more without generating help tickets," replied Tom Bottorff, Senior Vice President. He noted there are 52 categories of

Line Clearance Tree Trimmers

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

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



Senior Assistant Business Manager Tom Dalzell summarizes events leading up to the union's decision to participate in the company's transformation process.

"help tickets," where Service Reps log a customer's concern—such as a billing problem—and someone else deals with it later. In 30 of these 52 categories, Bottorff said, the Service Rep should be empowered to deal with the problem on the spot.

"We have been able to do (billing adjustments) three times in the past, then it was taken away from us," said Service Rep Joe Pena. "One year one thing, one year the next... First you're trying to get customers off the phone (as soon as possible), now you're trying to solve all their problems on one call. It keeps changing."

"This change will stick," Bottorff pledged.

When Work Goes Away

Bottorff offered this perspective on the advantages of installing an Automated Metering Infrastructure: the company will know precisely who is out of power during outages. In addition, shutoffs for nonpayment could be performed remotely in many cases, sparing a Gas Service Rep the unpleasant task of going to a customer's home to shut off service.

"Shutoffs are 25% of my time," responded Gas Service Rep Lou Mennel. "I may not like to do it, but what am I

going to do when 25% of my work goes away?"

Some manual shutoffs will still be necessary, Bottorff responded, and could be scheduled in a more timely fashion.

The issue of materials sparked several lively exchanges.

"We go to the warehouse to get material and there's not enough material to get the job done," said Lonnie Crawford, a Working Foreman in Salinas.

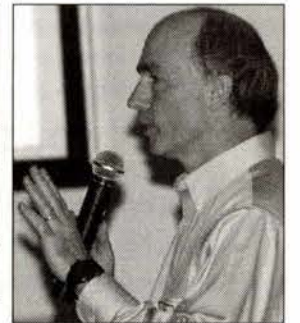
"We don't have the technology to make sure you can get the materials you need on a timely basis," responded Walter Rhodes, Director of General Services, "We need to get the right technology."

Auburn Lineman Terry Andreucci wouldn't let it go:

"It's like an army, you grind to a halt if you can't get materials. And we run out of materials all the time," he said.



Brian Kapaun, Field Clerk, San Jose



Tom Bottorff, Senior Vice President

Rhodes continued to listen politely as Chico Lineman Steve Moore piled on, recalling an outage that was prolonged because he had to "go all the way to Fremont for a transformer."

Mennel brought these tales of woe to a somewhat irreverent conclusion:

"Is it possible materials has been run so far into the ground no matter what you do it will look like an improvement?" he asked.

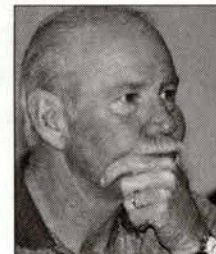
Even the vice presidents laughed.

Pride in Their Work

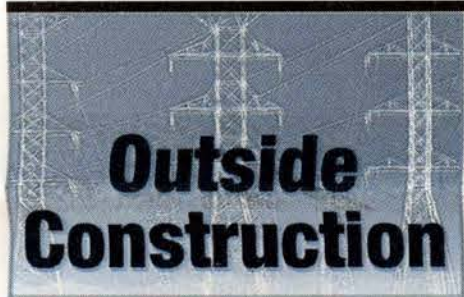
An ample reservoir of humor may be the most important asset that managers can bring to the months of analysis, skepticism and argument that lie ahead. Union workers can be startlingly frank when responding to ideas they think foolish or unworkable.

But these are the very same workers who have given decades of their lives to the company, and wear on their sleeve the pride they feel in their work and their service to the community. Now the company says it wants to hear their ideas for making PG&E the best, and is providing a broad platform from which to speak.

Even the hardened skeptic will have a hard time passing up an opportunity like that.



Left: Lonnie Crawford, Working Foreman, Salinas. Bottom: Jim Findley, San Rafael Measurement and Control Mechanic, makes a point as Senior Vice President Jeff Butler listens.



We and the (Labor) Construction Trades are in very interesting times. Everyone is fighting for work and jurisdiction, even raiding other union contractors. It's like the Civil War. We aren't going to stand for it! Brothers and Sisters, we are the best of the best and we have shown that since 1891.

In the Construction market we are starting to see a very early winter coming for some of our utilities. Work is slowing down.

Outside Line Pin Dinners are being held this month: one was held in Sacramento on Nov. 12 and the second will be held on Nov. 19 in Bakersfield. Looking forward to seeing you there.

Let's go out there and *Work Smart and Safely* so that we can go home to our families.

David Crawford, Senior Outside Line Business Representative

THE NUMBERS

Since last month's report, we had 27 calls for Journeyman Lineman; 8 calls for Equipment Specialist; 27 calls for Groundman; two calls for Cable Splicers; 20 calls for U.G. Techs; and 4 calls for Apprentices, for a total of 88 calls.

Total crews working on
Outside Agreement: 69
U.G. Agreement: 20 crews
Pole and Test Agreement: 20 crews
Teledata Agreement: 10 crews
Total crews working: 119

Currently we have 305 apprentices: 5 are traveling, 43 are working out of Local 1245; 241 are working out of Local 47; 5 are working out of Local 396 and 16 are laid off due to various reasons. 51 apprentices have passed their test and are Journeymen. We have indentured 115 apprentices this year.

UPDATE ON ACCIDENTS

On Nov. 8, Mountain Power had a Transmission crew doing maintenance work out of Ukiah, CA. The crew was using a John Deere Gator for transportation and hauling material. Journeyman Lineman Bob Sluga was riding in the back of the Gator when he fell out, landing on his head and shoulder. Bob was life-flighted to Santa Rosa Memorial, but died at the hospital. I will report more as I get done with the investigation. Meanwhile, our condolences go out to friends, family and co-workers of Brother Bob Sluga.

OTHER NEWS

First Aid & CPR is the 3rd Saturday of every month in Sacramento.

We are negotiating with San Francisco NECA on the Light Rail Agreement. We have an agreement with Republic Electric for street light and signal work—the IBEW Ninth District gave the Outside Branch jurisdiction for the maintenance work.

The next Joint Safety is Feb. 8, 2006.



Left: Steve Moore, Lineman, Chico. Bottom: Al White, Troubleman, Concord



Local 1245 Participants

Stewards Meeting on Transformation
November 9, 2005
Weakley Hall

Terry Andreucci	Steven Moore
James Brager	Stu Neblett
Bryan Carroll	Mark Newman
Lonnie Crawford	Darryl Norris
Mike Davis	Joe Pena
Cecelia De La Torre	Robert Quinn
Jim Findley	Katharine Reeves
Gloria Flores	Darryl Rice
Al Fox	Karen Russell
Christine Habecker	Dave Scott
Russ Jackson	Raymond Shepherd
Richard Jaster	Mark Taylor
Mike Jessen	Lee Thomas, Jr.
Brian Kapaun	Dennis Thompson
Dan Mayo	Steve Ward
Mark Mc Crea	Al White
John Mendoza	Mary Wise
Lou Mennel	Todd Wooten
Ron Moon	

The LOCAL 1245 Union Primer

Part 2

Do Unions Make A Difference?

You hear it all the time: unions give employees the leverage to gain better wages, benefits and working conditions. But have you ever found yourself wondering if this is really true?

Wonder no more. Researchers for the Economic Policy Institute have compiled an enormous amount of data proving the union difference. After reading these numbers you might feel like heading out to the next union meeting to make sure your union has the support it needs to keep doing its job.

Here are some of the major conclusions published by researchers Lawrence Mishel and Matthew Walters in 2003:

Unions raise wages of unionized workers by roughly 20% and raise total compensation, including both wages and benefits, by about 28%.



- Data from the Current Population Survey of the Bureau of Labor Statistics show a union wage premium of 17.8%, according to an analysis published in 2003 in the Bureau of National Affairs.
- Data from the Census Bureau's Survey of Income and Program Participation show a union premium of 24.5%, according to a 2003 research paper by Bethney Gundersen.
- Data from the Bureau of Labor Statistics survey of employers, the National Compensation Survey, found a union wage premium of 17.4%, according to a study published in Compensation and Working Conditions in 1999.

Unions have a huge impact on the availability and quality of health insurance, according to Mishel and Walters' analysis.

- 83.5% of unionized workers have employer-provided health insurance; only 62% of nonunionized workers have such a benefit.
- Unionized workers enjoy health benefits that are 77.4% more generous than nonunionized workers.
- Employers with unionized workforces provide better health insurance, paying an 11.1% larger share of single worker coverage and a 15.6% greater share of family coverage.
- Unionized workers also pay 18% lower health care deductibles and a smaller share of the costs for family coverage.
- In retirement, unionized workers are 24% more likely to be covered by health insurance paid for by their employer.

Unionized workers receive better pensions.

- The value of a pension enjoyed by unionized workers is 56% greater than pensions for nonunionized workers.
- 71.9% of unionized workers have pensions provided by their employers, while

only 43.8% of nonunion workers do.

- Not only are unionized employees more likely to have a guaranteed benefit in retirement, their employers contribute 28% more toward pensions.



Unions improve compensation for all workers, even those without a union.

- A high school graduate whose workplace is not unionized, but whose industry is 25% unionized, is paid 5% more than similar workers in less unionized industries.
- Benefits such as pensions and health care came into existence because unions bargained for them, but then gained wide acceptance in the US economy: in effect, the benefits "rubbed off" on nonunion workers.
- Union grievance procedures, which provide "due process" in the workplace, have been mimicked in many nonunion workplaces.

EMPLOYER-PROVIDED HEALTH INSURANCE

Unionized workers: 83%

Non-Unionized workers: 62%



Unionized workers' health benefits are 77% more generous than nonunionized workers.

EMPLOYER-PROVIDED PENSIONS

Unionized workers: 72%

Non-Unionized workers: 44%



Unionized workers' pensions are 56% more generous than nonunionized workers.

Source: Mishel & Walters, Economic Policy Institute, 2003

Unions reduce wage inequality because they raise wages more for blue-collar than for white-collar workers, and more for workers who do not have a college degree.

- The union wage premium for blue-collar workers in 1997 was 23.3%, far higher than the 2.2% union wage premium for white-collar workers.
- The union wage premium for high school graduates was 20.8%, much higher than the 5.1% premium for college graduates.
- While Gundersen estimated the union wage premium for all workers at 24.5%, for those with a high school degree or less the premium was 35.5%.

Do unions make a difference? The proof is in the numbers!

Source: http://www.epinet.org/content.cfm/briefingpapers_bp143



Rich Dickson, left, accepts the IBEW Life Saving Award from Assistant Business Manager Dennis Seyfer.

Life-Saving Award goes to Rich Dickson

Frontier Cable Splicer Rich Dickson was honored with the IBEW Life Saving Award at a ceremony on Nov. 4 at the Frontier Plant Service Center in Elk Grove, Ca.

Dickson earned the honor for his daring rescue of a man whose wheelchair was stuck on train tracks with a train approaching. (See "Mr. Incredible," Utility Reporter, June 2005.)

"Rich was very humble and not too excited about the fuss," said Local 1245 Business Rep. Ray Thomas. "Accepting the award in front of his peers he simply said 'Thank you' during the applause."

Along with the plaque, Dickson received a silver "Life Saving Award" lapel pin and a letter of appreciation from IBEW International President Edwin D. Hill and International Secretary-Treasurer Jon F. Walters, which said in part, "(We) want you to know that we share with your local union a feeling of great pride in your unselfish accomplishment."

Local 1245 Safety Committee

Current members of the Local 1245 Safety Committee are 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; Bob Burkle, City of Santa Clara; and Assistant Business Manager Howard Stiefer.



Driving Do's and Don'ts

By David Vipond

I know we all see people driving badly and I am sure some of us get into bad habits, too. Here are some things you need to remember *not to do* while driving your car.

- 1) Do not drive your car over the weight limit for safe control.
- 2) Do not pull anyone that is on a bicycle, in a wagon, on roller skates or on a sled.
- 3) Do not litter the roadsides. It's a hefty fine and shows up on your driving record.
- 4) Do not have a video monitor in the front seat except for global mapping displays. I know it would be nice to watch something on those long trips, but anything that distracts the driver is a hazard.
- 5) Do not wear a headset or ear plugs in both ears when driving. It is important to be able to hear the sounds of the road.

Here are some things you need to remember *to do* while driving your car.

- 1) Put your headlights on if visibility is 1,000 feet or less and you are driving in the snow, rain, or fog. A new law requires you to have your headlights on when your windshield wipers are running.
- 2) When driving at night, put your headlights on 30 minutes before sunset and keep them on until 30 minutes after sunrise.
- 3) Stay to the right on narrow mountain roads. If you cannot see very far ahead, honk your horn.
- 4) Remember to dim lights to low beams within 500 feet of oncoming traffic, or when you are getting ready to pass others.

David Vipond is a member of the Local 1245 Safety Committee.

SERVICE AWARDS

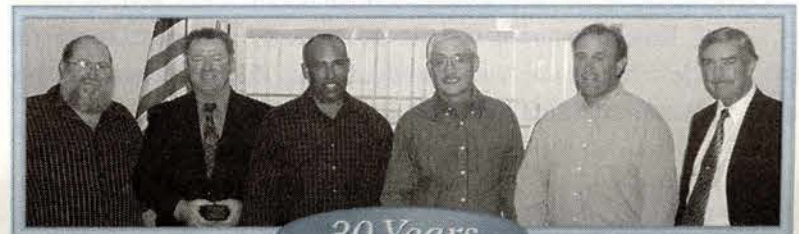


Petaluma, CA

October 28, 2005



35 Years



30 Years



25 Years

THE HONOREES

40 Years

Olsen, Robert
Parrott, M
Sack, John

35 Years

Barrett, John
Blanc, Robert
Braga, Arthur
Broggi, Lawrence
Bush, Fred
Costigan, Gary
De Luna, Alice
Dodd, James
Fairbanks, Robert
Flores, Donald
Foster, Earl
Gastelum, Roy
Gavin, Michael
Hawkins, George
Hinds, James
Horst, James
Kinka, Stanley
Montoya, Anthony
Radloff, Michael
Rains, Michael
Roche, Robert
Romo, Michael
Saffores, Greg
Shappell, John
Treat, Gregory

Vega, Tony
Woodruff, Jerry

30 Years

Chapman, Chris
Daniels, Laurie
Dyer, Barbara
Green, Troy
Hunter, Beverly
Lee, Alvin
McCandless, Gene
Semenero, Steve

25 Years

Antonio, Kenneth
Arthur, Richard
Buentipo, Amante
Cisneros, Michael
Darling, Mary
Farris, Maria
Filippo, Richard
Garatti, Joe
Gazzoli, Linda
Glazier, Don
Glendon, Ronald
Goetz, Sandra
Gracyk, Todd
Hansen, Matthew
Hanssen, Michael
Hines, Steven

Jones, Phyllis
Kenneally, Ronald
Lahr, Delbert
Lamar, Kirk
Le Baron, Walter
Levernier, David
Lombre, Marc
Long, Robert
Mc Keever, Hunter
Mick, Ronald
Miner, Charles
Mitchell, Allen
Morris, Vernon
Morris, Richard
Murer, Edward
Nash, Thomas
Ng, Stella
Ohlen, Dean
Olsen, Marn
Richardson-Mo, Diana
Robinson, Eugene
Rochester, Randal
Sexton, H Dean
Shew, Colman
Smalley, Bradley
Smith, Kevin
Torrez, Thomas
Vallee, Nicole
Vessels, Ronald
White, Sheryl
Wright, Marilyn



Standing, from left: John Mendoza, Executive Board; Anna Bayless, Executive Board; Kathy Tindall, Executive Board; Cecelia De La Torre, Treasurer; Dave Scott, Executive Board.
Seated, from left: Art Freitas, Vice President, Perry Zimmerman, Business Manager; Mike Davis, President; Chris Habecker, Recording Secretary.

Season's

Merry Christmas



Tonya Alston-Maxwell,
Office Manager



Ken Ball,
Senior Business Representative



Shirley Boyle,
Dispatcher



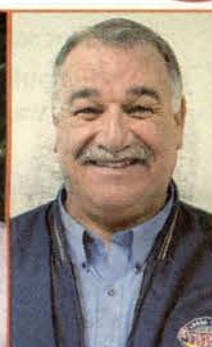
Bill Brill,
Business Representative



Virginia Browne,
Administrative Associate



Phil Carter,
Business Representative



Bob Choate,
Assistant Business Manager



Rich Cowart,
Business Representative



David Crawford,
Senior Business Representative



Tom D.,
Senior 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 M.,
Business Representative



Jack Osburn,
Business Representative



Joe Osterlund,
Business Representative



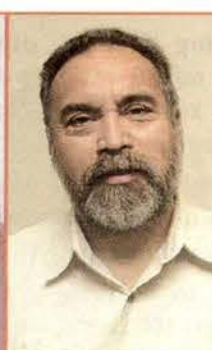
Larry Pierce,
Business Representative



Peggy Proschold,
Administrative Associate



Roy Runnings,
Business Representative



Santiago Salazar,
Business Representative



Dennis Seyfer,
Assistant Business Manager



Bernard Smallwood,
Business Representative



Roger Stalcup,
Assistant Business Manager



Hunter,
Business Representative

Season's Greetings from your

Merry Christmas Happy Hanukkah Feliz Navidad

									
Bob Choate, Assistant Business Manager	Rich Cowart, Business Representative	David Crawford, Senior 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 Glavin, Business Representative
									
Dan Lockwood, Business Representative	Bob Martin, Business Representative	Lita Martin, Administrative Assistant	Landis Marttila, Business Representative	Debbie Mazzanti, Business Representative	Liz McInnis, Business Manager's Executive Secretary	John Mendoza, Business Representative	Muriel Moore, Administrative Associate	Lynne Morel, Business Representative	Marlayne, Assistant Business Representative
									
Dennis Seyfer, Assistant Business Manager	Bernard Smallwood, Business Representative	Roger Stalcup, Assistant Business Manager	Hunter Stern, Business Representative	Kit Stice, Business Representative	Howard Stiefer, Assistant Business Manager	Sam Tamimi, Assistant Business Manager	Ray Thomas, Senior Business Representative	Gail Varner, Senior Office Associate	Lula Washburn, Business Representative



Greetings from your Local 1245 staff

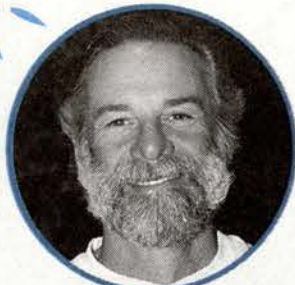
Mas Happy Hanukkah Feliz Navidad Happy Kwanzaa

 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
 Debbie Mazzanti, Business Representative	 Liz McInnis, Business Manager's Executive Secretary	 John Mendoza, Business Representative	 Muriel Moore, Administrative Associate	 Lynne Morel, Business Representative	 Marlayne Morgan, Assistant to the Business Manager	 Darryl Norris, Business Representative	 Junior Ornelas, Business Representative	 Randy Osborn, Business Representative
 Kit Stice, Business Representative	 Howard Stiefer, Assistant Business Manager	 Sam Tamimi, Assistant Business Manager	 Ray Thomas, Senior Business Representative	 Gail Varner, Senior Office Associate	 Lula Washington, Business Representative	 Eric Wolfe, Communications Director	 Perry Zimmerman, Business Manager	



Happy Holidays

from the Local 1245 Advisory Council



Terry Andreucci
Drum Division of PG&E,
Plumas Sierra REC, and
City of Roseville



Tom Cornell
Sierra Pacific Power Company,
Truckee Donner PUD, Mt.
Wheeler Power, Inc., Wells REA,
and City of Fallon



Peggy Daniel
Pipeline Operations
Department of PG&E, C.P.
National: Needles Division
and Henderson District



Grover Day
Stockton Division of PG&E
and City of Lodi



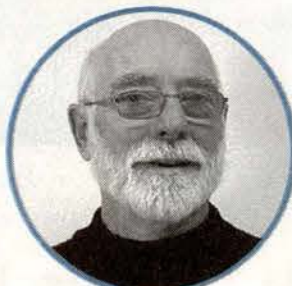
John Felts
Pacific Gas Transmission
Company



Jim Findley
North Bay Division of PG&E
and City of Healdsburg



Gloria Flores
Clerical at Large of PG&E
(except its General office
clerical employees)



Leroy Foster
East Bay Division of PG&E,
Material Distribution
Department of PG&E, and
Foster-Wheeler



William Gilliam
Sacramento Regional Transit
District



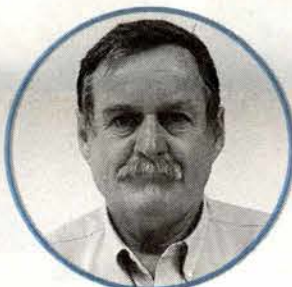
Dan Gracia
Outside Construction



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



Mike Jessen
De Sabla Division of PG&E



Carl Lamers
Tree Trimmer Companies



Dan Mayo
San Joaquin Division of PG&E



Lou Mennel
Sacramento Division of PG&E
and Calibration and Testing



Dave Morrison
Citizens Communications
(Frontier)



Rich Perry
Western Area Power
Administration,
U. S. Government



Bob Quinn
San Francisco Division of
PG&E and
General Office of PG&E



Larry Rodriguez
Alameda/Contra Costa Transit
District and East Bay
Municipalities



Michael Saner
General Construction of
PG&E



Mike Stout
Irrigation Districts



Mark Taylor
Coast Valleys Division of
PG&E



Lee Thomas Jr.
Humboldt Division of PG&E



Dennis Thompson
City of Santa Clara and
San Jose Division of PG&E



Arthur Torres
Sacramento Municipal Utility
District and GEO/Coldwater
Creek Operating Coop



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



Working the leak

Story and photos by Eric Wolfe

Gas. It leaks. That's just a fact of life for a society that relies on an extensive system of pipes to bring natural gas to our homes and businesses.

When Butterfield Road, a scenic tree-lined thoroughfare in San Anselmo, was scheduled for resurfacing, Pacific Gas & Electric surveyed the area for gas leaks needing attention. Better to punch holes in the old road than to wait until the new one is in.

Gas Crew Foreman Chris Jacka and Equipment Operator Don Flores arrive at the scene on an overcast morning in mid-October. A grade-2 leak, discovered in 1998 and rechecked periodically, has to be located and repaired. The likely culprit, Jacka predicts, is the copper-steel transition fitting where the 3/4-inch steel "T" is welded onto the main.

Orange safety cones are out in the road, but cars fly by anyway as morning motorists go about their business. Jacka says he'd feel better if a third crew member were available to perform flagging duties, but that margin of

comfort isn't available under current staffing patterns in gas distribution.

Flores operates the backhoe, clawing into the ground and dumping debris into the truck. When they get close to the line, both men take turns down in the hole with a shovel. A soapy solution that Jacka sprays onto the pipe immediately begins to bubble and froth. They are closing in.

When they reach the source of the leak, Jacka explains, "We'll put a Mueller machine on the three-quarter steel 'T' and stop the flow of gas to the house, then we'll insert the quarter-inch plastic (line) inside the half-inch copper."

It's a less-costly fix than completely replacing the copper line, and a quarter-inch pipe is sufficient to serve a small house that's less than 75-feet away, Jacka explains.

Gas. It leaks.

Those guys who fix it for you? They belong to IBEW Local 1245. So tip your hat to them when you're driving by.

And how about slowing down while you're at it.



Equipment Operator Don Flores, left, and Gas Crew Foreman Chris Jacka: with 60 years of combined experience on the job, these Local 1245 members are on the front lines in protecting the public against gas leaks.



Don Flores, left, operates the backhoe. Chris Jacka checks for on-coming traffic.



Tell-tale bubbles indicate they are close to the leak.



Chris Jacka, a 22-year union member, puts his back into the job, tossing dirt into the back of the truck.



Don Flores, a 38-year union member, operates the backhoe along busy Butterfield Road in San Anselmo.

IBEW 1245 Unit Meeting Schedule: January–June 2006

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JAN	FEB	MAR	APR	MAY	JUN
Alturas (Frontier)	4013	The Brass Rail, Hwy 395	M Nelson	Wed	5:30pm	11	8	8	12	10	14
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Rd	G Day	Thu	4:00pm	19	16	16	20	18	15
Antioch	2317	Aladino's Pizza, 1324 Sunset Dr	D Tucker	Wed	5:00pm	11	8	8	12	10	14
Auberry	1129	Daddy Joe's Java, Auberry Road	C Riggs	Tue	5:45pm	10	14	14	11	9	13
Auburn	3511	Round Table Pizza @ Auburn-Folsom Road	T Andreucci	Tue	5:00pm	10	14	14	11	9	13
Bakersfield	1112	TBA	S Branch	Wed	6:00pm	11	8	8	12	10	14
Buellton	1221	Antonio's Pizza 280 E Highway 246	B Swanson	Mon	4:00pm	9	13	13	10	15	12
Burlingame/Peninsula	1512	TWU Local 505, 1521 Rollins Rd, Burlingame	B Quinn	Wed	5:30pm	11	8	8	12	10	14
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	E Hood*	Tue	6:00pm	3	7	7	4	2	6
Burney (Frontier)	4015	Sam's Pizza, 38077 Hwy 299 East	D Trowbridge	Tue	6:00pm*	17	21	21	18	16	20
Carson City, NV	3312	Fire Station #5, Stewart & 5th Street	S Cherry	Tue	5:30pm	10	X	14	X	9	X
Chilcoot	3514	Beckworth Tavern, Highway 70, Beckworth	C Bagley	Wed	6:00pm	11	X	8	X	10	X
Concord/Walnut Creek	2316	Round Table Pizza, 2960 Treat Boulevard	R Lassus	Thu	5:00pm	12	9	9	13	11	8
Davis General Construction	3000	Steve's Pizza, Davis	K Goodner	Thu	4:30pm	12	9	9	13	11	8
Donner	3309	TDPUD Board Room (temp)	N Evans	Thu	5:00pm	X	2	X	6	X	1
Elk Grove (Frontier)	4014	Sam's Pizza, 9135 West Stockton Blvd	S Lawton	Thu	6:00pm	26	23	23	27	25	22
Elko, NV	3318	Stockman's Casino	T Norlen	Thu*	5:30pm	26	23	23	27	25	22
Ely, NV/Mt Wheeler	3315	Ely Fire Dept, Meeting Hall	M Venturino	Mon	4:30pm	16	X	13	X	15	X
Eureka	3111	Labor Temple, 9th & "E" Street	vacant	Tue	6:00pm	10	14	14	11	9	13
Fallon, Nevada	3316	Fallon Country Club, 2655 Country Club Dr	C Robertson	Tue	5:30pm	X	14	X	11	X	13
Fort Bragg/Pt Arena	3717	PG&E Yard, 3539 Walnut Street*	G Fernandez	Thu	5:00pm	19	23	23	20	18	22
Fresno	1111	Cedar Lanes, Cedar & Shields	C Habecker	Tue	5:00pm	3	7	7	4	2	6
Fresno/EPA-Provco	4712	Round Table Pizza, First & Bullard	S Castaneda	Wed	5:00pm	4	1	1	5	3	7
Grass Valley	3513	Swiss House, 535 Mill St (Hwy 49 and Hwy 20)	J Maslov	Wed	6:00pm	11	8	8	12	10	14
Hayward/Fremont	2314	Bronco Billy's Pizza, 3940 Smith St, Union City	I Araquistain	Wed	5:30pm	18	15	15	19	17	21
Hinkley	1311	Clubhouse, Hinkley Compressor Station*	P Earl	Wed	5:30pm	X	1	X	5	X	7
Hollister	1219	Straw Hat Pizza, 191 A San Felipe	J Vermilyer	Wed	5:00pm	4	8	8	5	10	7
Jackson	2513	Mountain Mike's Pizza, 525 S Hwy 49	B Boitano	Tue	4:00pm	3	7	7	4	2	6
Kettleman	1314	Kettleman Compressor Station	M Guzman	Tue	5:30pm	10	X	14	X	9	X
Klamath Falls	3022	Mia's and Pia's Pizza, 3545 Summers Lane	B Ironside*	Mon	5:45pm*	16	20	20	17	15	18
Lakeport	3715	Senior Center, 527 Konocti Ave	B Dawson	Tue	5:00pm	3	7	7	4	2	6
Lemoore	1128	Fleet Reserve, 788 "D" Street	J Brager	Thu	5:00pm	12	9	9	13	11	15
Livermore	2315	Round Table Pizza, 1024 Stanley Blvd	D Diebner	Wed	4:00pm*	25	22	22	26	24	28
Lodi, City of	2516	Mountain Mike's Pizza, 550 S Cherokee	K Enzi	Thu	5:00pm*	12	9	9	13	11	8
Los Banos	1115	Stockmans, 615 "I" Street	J Esparza	Tue	4:00pm	17	21	21	18	16	20
Madera	1113	Madera Valley Inn, 317 "G" Street	G Weaver*	Wed	4:30pm	11	15	15	12	10	14
Marysville	3611	Stassi's, Fourth Street	M Anderson	Wed	5:00pm	4	1	1	5	3	7
Merced	1123	Branding Iron, 640 W 16th St	M Jameson	Wed	5:30pm	4	8	8	5	3	7
Merced ID	1122	Branding Iron, 640 W 16th St	J Fletcher	Thu	5:00pm	5	9	9	6	4	8
Mirant	2319	Skipolini's Pizza, Fitzhuren Drive, Antioch	J Mann	Wed	4:00pm	25	22	22	26	24	28
Modesto	2515	Days Inn, 1312 McHenry Blvd	T Fortune	Wed	5:30pm	11	8	8	12	10	14
Modesto/Modesto Irr Dist	2518	Early Dawn Restaurant, 1000 Kansas Ave*	M Quigley*	Wed	5:00pm*	4	1	1	5	3	7
Napa	3716	Round Table Pizza, 3331 Solano Ave	J Kent	Thu	6:00pm	5	9	9	6	4	8
N Lake Tahoe/Kings Beach	3320	Carpenter's Hall, Kings Beach (Deer Street)	B Warmuth	Wed	5:30pm	18	15	15	19	17	21
Novato/Marin County	3711	Round Table Pizza, S Novato Blvd	I Snyder	Wed	5:30pm	11	8	8	12	10	14
Oakland Physical	2311	Francesco's, Hegenberger & Pardee	R Shepherd	Tue	4:45pm	3	7	7	4	2	6
Oakland/City of	2211	Francesco's, Hegenberger & Pardee	A Fortier	Thu	4:00pm	19	16	16	20	18	15
Paradise	3417	Round Table Pizza, 6038 (B) Clark Road*	R Jaster*	Wed	5:30pm	11	15	15	12	10	14
Placerville	3813	Spanky's Pizza, 197 Placerville Dr	H Garcia	Tue	3:45pm	3	7	7	4	2	6
Placerville/Davey Tree	4714	Round Table Pizza, 512 Main Street	S Speak	Tue	5:00pm	3	7	7	4	2	6
Pollock Pines/Fresh Pond	3912	50 Grand Club, Pollock Pines	R Curtis	Wed	5:00pm	4	1	1	5	3	7
Portland, OR	3026	TC Headquarters - Portland	S Corey*	Thu	12:00 noon	19	16	16	20	18	21
Red Bluff	3214	Crystal Restaurant, 343 S Main Street	J Johnstone*	Thu	5:45pm*	5	9	9	6	4	8
Redding	3212	Round Table Pizza, 2808 McMurry Dr, Anderson	R Rylee	Wed	5:15pm	4	8	8	5	3	7
Redding, City of	3217	Round Table Pizza, 900 Dana Drive, Redding	D Norman	Tue	4:30pm	3	7	7	4	2	6
Redding/Davey Utility	4419	Round Table Pizza, 900 Dana Drive, Redding	J Shepherd	Wed	5:00pm	25	22	22	26	24	28
Redmond, OR	3028	TC Headquarters - Redmond	J Kissee	Thu	5:00pm	12	9	9	13	11	8
Redwood City/Asplundh Tree	4711	Mountain Mike's Pizza, 120 El Camino Real	H Morales	Tue	6:00pm	17	21	21	18	16	20
Reno, NV	3311	IBEW LU 401, 2713 E 4th St	D Moler	Wed	6:00pm*	4	1	1	5	3	7
Richmond	2318	La Strada Rest, 2215 Church Lane, San Pablo	T Verndon*	Wed	4:45pm	4	1	1	5	3	7
Richmond/E Bay Clerical	2301	La Strada Rest, 2215 Church Lane, San Pablo	D Ambeau	Wed	6:00pm	4	1	1	5	3	7
Roseville, City of	3512	Fast Freddie's Pizza, 130 Main Street	M Barton	Tue	4:15pm	10	14	14	11	9	13
Sacramento	3811	Florin Rebecca Hall, 8360 Florin Rd	L Mennel	Wed	5:15pm	4	1	1	5	3	7
Sacramento Clerical	3801	Sacto Central Labor Council, 2840 El Centro	D Ryan	Thu	5:30pm	19	16	16	20	18	15
Sacto/Asplundh-Davey	4717	Round Table Pizza, 8760 La Riviera Drive	J Sims	Tue	4:00pm	10	14	14	11	9	13
Sacto Muni Utility District	3911	Dante Club	D Trigeirio	Wed	4:30pm	11	8	8	12	10	14

IBEW 1245 Unit Meeting Schedule: January–June 2006

CITY	UNIT	LOCATION	UNIT CHAIR	DAY	TIME	JAN	FEB	MAR	APR	MAY	JUN
Sacto Regional Transit	3011	Espanol Restaurant	C Bibbs	Wed	5:00pm*	18	15	15	19	17	21
Sacto/Outside Line No	4911	Weakley Hall, 30 Orange Tree Circle, Vacaville	L Thomson	Wed	7:00pm	13	10	14	12	9	14
Salinas	1211	Mountain Mike's Pizza, 315 E Alisal St	D Montanez	Tue	5:15pm	3	7	7	4	9	6
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry St	V Jones	Wed	4:30pm	4	1	1	5	3	7
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave	F DeAguinaga	Wed	5:15pm	11	8	8	12	10	14
San Jose/Asplundh Tree	4713	Denny's, 1390 S First Street	E Arellano	Thu	6:00pm	5	2	2	6	4	1
San Luis Obis/Pismo Beach	1215	Vallarta's Mexican Food, 1761 Monterey St, SLO	Vacant	Thu	4:00pm	5	9	9	6	11	8
San Luis Obispo/DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L Moon	Wed	5:30pm	4	8	8	5	3	7
Sandpoint, ID	3021	Sandpoint Headquarters	T Andersen	Wed	5:00pm	11	8	8	12	10	14
Santa Clara, City of	1411	Vesuvios Resturant, 3044 El Camino	B Burkle	Wed	4:30pm	11	8	8	12	10	14
Santa Cruz	1513	VFW Post #7263, 2259 7th Ave	G Bargas*	Tue	4:30pm*	10	14	14	11	9	13
Santa Maria	1216	Round Table Pizza, 2508 S Broadway	M Landeros	Wed	4:00pm	11	15	15	12	17	14
Santa Rosa	3712	Round Table, Steele & Cleaveland	L Stubblefield	Tue	6:00pm	3	7	7	4	2	6
Selma	1120	Sal's Mexican Restaurant, 2163 Park St	P Sandoval	Thu	4:30pm	12	16	16	13	11	15
Shasta - USBR	3218	Keswick Dam Rd, Keswick	G Walpole	Tue	5:15pm	17	X	21	X	16	X
Sonora	2517	The Peppery, Mono Way	B Owens	Tue	4:00pm	10	14	14	11	9	13
Sonora/Asplundh Tree	4715	Round Table Pizza, 13769-B Mono Way, Sonora	S Hix	Mon	4:00pm	9	6	6	3	1	5
South Lake Tahoe	3314	Round Table Pizza, 1062 Emerald Bay Road	P Stahl	Thu	5:00pm	5	X	2	X	4	X
Spankel, WA/Rosalia	3027	TC Headquarters - Rosalia	P Brown*	Thu	5:00pm	12	9	9	13	11	8
Spokane, WA	3025	TC Headquarters - Spokane	vacant	Thu	12:00 noon	19	16	16	20	18	21
Stockton	2511	Ed Stewart Am Leg Post #803, 3110 N West Ln	S Gutierrez	Thu	6:30pm	12	9	9	13	11	8
Stockton Clerical	2509	Eddie's Pizza, 1304 E Hammer Lane	A Hughes	Thu*	4:00pm	12	9	9	13	11	8
Stockton/EPA-Provco*	4718	Eddie's Pizza, 1048 Waterloo Road	A Romero	Wed	6:00pm	11	8	8	12	10	14
Susanville (LMUD/Frontier)	4012	The Pizza Factory	K Merrill	Thu	5:30pm	12	9	9	13	11	15
Templeton	1217	The Pizza Place 105 Main St	G Burk	Tue	4:00pm	10	14	14	11	16	13
Tiger Creek/Pine Grove	2519	Pine Grove Pizza, 19724 St Hwy 88, Pine Grove	R Davis	Tue	6:00pm	17	21	21	18	16	20
Topock	1313	PSEA Clubhouse, Moabi Park	G Shettco	Thu	4:45pm	X	2	X	6	X	8
Truckee Meadows Wtr Auth	3310	TMWA Corporate Office, Sparks	D Romeo	Tue	4:30pm*	X	7	X	4	X	6
Turlock	1126	Turlock Cham of Comm, 115 S Golden State Blvd	H Schab	Thu	4/5:00pm	5	2	2	6	4	1
Ukiah	3714	Ukiah Garden Café, 1090 S State Street	C Spaletta*	Wed	5:30pm*	4	8	8	5	3	7
USBR/CVO	3012	Rnd Tbl Pizza, 7943 Greenback Ln, Citrus Hts	M McKay	Tue	5:00pm	10	14	14	11	9	13
Vacaville	3812	Pietro's #2 679 Merchant St	E Owens	Wed	5:00pm	11	8	8	12	10	7
Walla Walla, WA	3023	TC Headquarters - Wallula	M Prior	Thu	5:00pm	12	9	9	13	11	14
Wells REC	3319	Silver Sage Senior Citizens Center, 1st St	T Leach	Tue*	5:00pm	17	X	14	X	16	X
Winnemucca	3317	Los Marguerits, 47 E Winnemucca Blvd	S Morris	Wed	7:00pm	X	8	X	12	X	14
Woodland	3814	American Legion Hall, 523 Bush St	D Parmenter	Thu	5:00pm	12	9	9	13	11	8
Yerington	3313	Pacific Avenue Firehouse	L Soukup	Thu	5:00pm	X	2	X	6	X	1

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

*Indicates change since schedule was last published in June 2005.

Look what's on the IBEW 1245 website.

Internet: www.ibew1245.com

At PG&E: Go to
"My Stuff," select "IBEW"

Frequent news updates

News archive

Coming events

The screenshot shows the IBEW Local 1245 website. Key sections include:

- Current News:** Articles about changes in the Advisory Council, member letters, and a power plant explosion.
- Action Squad:** A section for members to help defeat Proposition 74, 75, and 77.
- Calendar:** A list of upcoming events, including a meeting in San Jose and a conference in Potomac, CA.
- Links:** A section for members to find more information, including a link to the PG&E website.

Key contacts

Photos galore!

New member information

Union library

Benefits for you

Union shopper

More benefits

WORKING Women



Exploited women seek justice in court

How would you like to receive \$120 in monthly wages for 300 hours of work?

When your wages are protected by a union contract—and shortfalls can be reported to a union steward or business representative—it's easy to forget the exploitation that can occur in non-union environments.

For women workers, the exploitation can be particularly vicious. Consider the case of two immigrant waitresses at a New Jersey restaurant called the Rainbow Buffet.

Mei Li and Li Wang, whose case was taken up in a recent federal lawsuit by the American Civil Liberties Union, say they worked for more than 60 hours per week for far less than minimum wage between November of 2003 and August of 2004. Each woman was paid only \$120 per month in wages for nearly 300 monthly work hours.

The Rainbow Buffet management also systematically confiscated portions of the tips the waitresses received from customers.

The economic exploitation was compounded by sexual harassment. Li and

Wang charge that busboys and other employees at Rainbow Buffet intentionally hit them, touched them against their will, made humiliating and menacing sexual comments and threatened them, all with the full knowledge of management, who did nothing to stop the acts.

The ACLU suit seeks to recover all unpaid minimum wages and unpaid overtime compensation for the women, and has asked the court to award appropriate compensatory and punitive damages.

Li and Wang's case is just one example of the sorts of abuses that women face in some of the nation's less savory workplaces. The ACLU Women's Rights Project is also representing two women in a case filed in 2003 against King Chef Chinese Restaurant in Wayne, New Jersey. (What is it with New Jersey, anyway?)

These women charge they were kept under the complete control of their employers, were paid no wages for their work, had to pay a daily kickback out of their tips to the restaurant owners, and faced gender and ethnicity discrimination. They further charge they were housed in an overcrowded, vermin-filled apartment and were threatened with death when they stopped working at the restaurant.

from eventually running out of money to pay the pension claims of the retirees of companies whose plans it has assumed.

For the fiscal year, the agency assumed 120 terminated pension plans. United Airlines and US Airways used bankruptcy earlier this year to dump \$9.6 billion in liabilities onto the federal agency. Delta and Northwest Airlines may be preparing to do the same thing.

Many proposals in Sierra talks

Negotiations with Sierra Pacific Power for a new contract have produced 60 pages of proposals from the two sides, but not much progress toward an agreement.

Business Rep. Randy Osborn said that there was "more on the table today than I've ever seen in negotiations." Since Thanksgiving the two sides have been meeting separately to sift through proposals and prepare counter-proposals.

Areas of concern for the union include company proposals on medical, post-retirement medical and contracting.

The current agreement expires at the end of December.

On celebrating real life heroes

You know those movies that have "blockbuster" written all over them?

"North Country" isn't one of them. But the true story on which the film is based is far more violent than the hundred or so car crashes in today's typical blockbuster.

"Class Action," published in 2002, is the story of *Jenson v. Eveleth Mines*, the first sexual harassment class action suit in America. It's the story of a real woman, Lois Jenson, who insisted on her right to the decent-paying jobs available to men.

That job opportunity presented itself at an iron mine in the coldest reaches of northern Minnesota. Jenson, a single mother on welfare, heard that the mine was finally going to start hiring women. The pay was good, and Jenson figured she was as entitled to the job as anybody else.

Sort of like Rosa Parks figured she was entitled to a seat at the front of that Alabama bus.

The hours were grueling and the work was dirty—cleaning viscous soot from enormous grinding machines. But she soon learned that that was the easy part. Mining had been men's work by tradition, and some traditions die hard. This was one of them.

Jenson, a slightly-built but engaging woman, was met with open sexual hostility that included pornographic graffiti, incessant propositioning, sexual insults, groping, and stalking.

The company made little effort to stop the abuse, and as one reviewer put it, "the union's sense of working-class solidarity did not extend to women's rights." When she had had enough, she didn't quit. She set about the task of getting even by taking legal action.

Revenge, they say, is sweet. But not really. It's more hard than sweet, and can take a great toll.

Letters to the Editor... continued from page 2

out. If, say, a Customer Service Clerk retired twenty years ago and carries his spouse on his medical plan, after PG&E slices \$509 from his pension check, there isn't much left.

On a positive note, an agreement between PG&E and Local 1245 was reached on Aug. 31. Retirees will see reduced medical premiums from Medicare Part D subsidies effective 2006. Premium contributions for the largest group of retirees will decrease over \$30 per month (double for those with spouses). \$60 is a step in the right direction for an employee and his spouse, but still a great distance from the approximate \$250 medical credit being deducted from the \$7,500 medical account that's now close to running out for many retirees.

General Motors retirees, who have had, up until this year, a fully-paid medical plan, will now have to start con-



Charlize Theron in "North Country"

Jenson endured depositions, accusations and three trials during a tortuous 25-year class-action lawsuit that did not reach settlement until 1991.

"Class Action: The Story of Lois Jenson and the Landmark Case That Changed Sexual Harassment Law" inspired the new movie featuring Charlize Theron, Sissy Spacek, Frances McDormand, and Woody Harrelson. Be forewarned, however, that the raw story narrated in the book has been considerably toned down for the screen, which could come as a disappointment or a relief, depending on how real you like your movies.

The book is available at many bookstores, or can be found on-line at www.Powells.com, the unionized bookstore and on-line bookseller. If you missed North County in the theaters, the video version is on its way.

There's nothing wrong about enjoying fictional heroes crashing cars. But sometimes it's good to be reminded that heroes can still be found in real life, among people not all that different from ourselves.

tributing next year. But it will be nothing compared to what PG&E retirees pay. Next year, a GM retiree will pay a maximum of \$370 a year for health care, and a retiree with a family will pay up to \$752 a year. And one group of retirees will be spared any health care expense. Any retiree with an annual pension of \$8,000 or less—will not be affected by the tentative GM agreement. They will still have fully paid medical.

It's also worth noting that GM's active employees voted to give up a previously negotiated \$1 per hour in future pay increases to a new fund to help pay for retirees' health coverage. GM will contribute \$3 billion to that fund over the next six years. 61% of active members approved the changes.

I know PG&E is not GM, but their union agreement is worth thinking about. Every active employee is a future retiree.

Linda Lillehaugen
Santa Cruz, CA

December 2005

Senate bill targets pension agency

The US Senate voted Nov. 16 to force companies to make up pension deficits estimated at \$450 billion.

The 97-2 vote came a day after the federal Pension Benefit Guaranty Corp., which insures the private pensions of 44 million workers, reported huge liabilities. The PBGC has run up a deficit of \$22.8 billion for fiscal year 2005.

The PBGC reported on Nov. 15 that it had \$56.5 billion in assets to cover \$79.2 billion in pension liabilities. A legislative overhaul will be needed to keep it



NO SWEAT
100% union-made apparel

Discounts on cool shoes and clothing that you'll give and wear with pride.

Union Plus

www.unionplus.org/union-made.cfm

Retirees' Corner



That rumbling sound? It's retirees on the move

By Eric Wolfe

The ground's rumbling, but it's not an earthquake. You may not feel it yet, but it's coming. It's the sound of retirees.

They're not happy. And they're on the move.

Over 50 retired members attended the November meeting of the Vacaville/Sacramento chapter of the Local 1245 Retirees Club. They didn't come for the donuts. (There weren't any.) They didn't come for the movie. (There wasn't one.)

They came to sound off about the explosive growth in medical costs for PG&E retirees, and the financial hardships those costs are imposing on union members who thought a secure retirement was assured.

"What are you prepared to do?" Business Rep. Darryl Norris asked the retirees. "The company isn't going to give us anything."

The retirees didn't need a lot of encouragement to get active. They voted with their feet when they came to the meeting.

Retired member Ed Beochanz takes in the discussion.



Norris thinks there could be just as many—or more—at the next meeting.

It's Everywhere

It's not just Sacramento that's beginning to steam and hiss. It's everywhere.

Retirees sounded off about the health care problem at chapter meetings last month in San Jose and Dublin. When Local 1245 retirees meet for the first time in Santa Rosa this month,

(Right) Leading the meeting, along with Business Rep. Darryl Norris, are Chapter Chair Bob Renoude, Vice Chair George Murphey, and Ed Lenoir. Serving as Recorder (not pictured) is Barbara Watkins.

(Far Right) Retirees compare notes.



they'll be talking about health care costs there, too.

While the union-negotiated medical off-set account has provide substantial relief for PG&E retirees since it was negotiated in 2002, those accounts are being rapidly depleted. Retirees wonder what will happen to them when their already-modest pension checks get sucked into the medical vortex.

"I only have nine months of next year covered by the offset," says East Bay Retiree Club President Mike Silva. "I'll be paying the \$441 (premium cost). Twenty five percent of my pension (will go) toward the medical premium."

And he knows there are others who are even worse off. In some cases, PG&E retirees are already paying all of their pension toward medical premiums.

Medicare Part D

The Medicare Part D rebate negotiated in August by Local 1245 will provide significant help to PG&E retirees. But it's not a cure-all. Not by any means.

The benefit is funded by federal dollars that will flow to PG&E as part of the Medicare Part D program, which subsidizes employers who already provide

health insurance to their retirees. In August, Local 1245 successfully negotiated a deal with PG&E to pass on those federal dollars to retirees, something the Medicare law did not require.

The company estimated that retirees would see a reduction in monthly premium costs of about \$60, or \$120 for members with spouses—although some retired members are reporting different figures in their own individual cases.

While the relief is significant, it falls far short of what retirees need.

Can anything be done? Come to the next retiree meeting in your area and find out. If there is no retiree club chapter near you, call Local 1245 Office Manager Tonya Alston-Maxwell at 707-452-2718 to explore starting a chapter in your area.

Retired members Shirley Selters, left, and Judy McElwee were among the 55 retirees in attendance.



Retirees didn't come for coffee. They came to see what can be done.

Congratulations newly-retired members

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in the East Bay, San Jose, Sacramento/Vacaville, or Santa Rosa. If you don't have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

James Aldrich
23 years
Orland, CA

Connell Allison
41 years
San Jose, CA

Horace Anderson Jr
31 years
Stockton, CA

Doris Ashcroft
23 years
Stockton, CA

Willie Ballard
20 years
San Francisco, CA

Byron Bonnell
38 years
Ripon, CA

Joan Brannelly
27 years
San Mateo, CA

Carl Cannata
29 years
San Francisco, CA

Richard Colgate
34 years
San Carlos, CA

Marshall Cook
34 years
Salinas, CA

Roy Dean
23 years
Casa Grande, AZ

Fredric Engelmann
22 years
Fresno, CA

Paul Gamache Jr
36 years
Tracy, CA

Richard Girard
33 years
So San Francisco, CA

Danny Gorham
34 years
Stockton, CA

Tommy Harmon
20 years
Turlock, CA

Dwight Harper
32 years
Santa Rosa, CA

Rachaelynne Horejsi
10 years
Logan, UT

Jerry Huey
33 years
Merced, CA

Bruce Jesse
26 years
Los Osos, CA

Current meeting locations

East Bay Chapter: 2nd Thursday each month, 10 a.m., IBEW Local 595, 6250 Village Parkway, Dublin, CA

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

Vacaville/Sacramento Chapter: 2nd Wednesday each month, 10 a.m., at IBEW Local 1245, 30 Orange Tree Circle, Vacaville, CA.

Santa Rosa Chapter: 1st Tuesday each month, 8 a.m., at IBEW Local 551, 2525 Cleveland Ave., Suite B, Santa Rosa.



Cunningham, left, and Halliburton install new hardware on the crossarm.



Reviewing construction standards prior to starting work are Djukanovich, Halliburton, Dydo and Cunningham.



Cunningham, left, retapes a connection. Observing is Halliburton.



An insulator hangs down from the cross arm, victim of a stretched guy wire.

Temporary Hot Repair

Keeping Customers Happy

How do you keep the customers happy when repairs are needed? Minimizing the inconvenience is a key part of the equation.

That's what a Local 1245 crew for Sierra Pacific Power had in mind when they performed a temporary hot repair on a pole at 16th and C Streets in Reno in Sparks, Nev. last August. An insulator had been discovered dangling in mid-air, victim of a UMO (unidentified moving object). The UMO apparently hit the guy wire at the base of the pole, stretching the wire and causing the insulator to break free.

Rather than shutting off power in the middle of the day, the crew performed a temporary repair on the energized line. A permanent repair—changing out the cross arm—was scheduled as a night job, when the loss of power to the area's customers would not be as disruptive.



Working the temporary hot repair were: (left to right) Foreman Kelly Djukanovich, Linemen Greg Dydo and Shawn Cunningham, and Apprentice Lineman Josh Halliburton.



Cunningham and Halliburton share air space with a jet making its approach to the Reno airport.