Executive Board appoints Tom Dalzell as Local 1245 Business Manager

By Eric Wolfe

The Local 1245 Executive Board voted unanimously on May 31 to appoint Tom Dalzell as the union’s Business Manager.

The action came in the wake of Business Manager Perry Zimmerman’s announcement that he was stepping down effective Aug. 1. Zimmerman, who was elected to the post in 2001 and re-elected in 2004, said he was resigning to help ensure continuity of leadership.

“I said when I ran back in 2001 that I would serve only two terms,” said Zimmerman, who is 64. “I love this job and I love serving the members, but I really believe that the union will benefit from a smooth transition to new leadership, and I know that the union will be in good hands with Tom Dalzell.”

Dalzell, who has been staff attorney for 25 years and Senior Assistant Business Manager since 2001, has negotiated many of the union’s major labor agreements as well as directing the activities of the union’s staff. He said he was honored to be selected by the Executive Board for the union’s top leadership position.

“These are incredibly challenging times, but I’ve personally seen our members rise to these challenges—at PG&E, at Sierra Pacific, in the public sector and tree trimming, at all of our represented employers,” said Dalzell. “To lead a union like this is the honor of a lifetime.”

The last leadership transition occurred in 2001, when Zimmerman ran against former Business Manager Jack McNally, who had held the position for a record 21 years. After a hard-fought campaign where feelings ran high, Zimmerman knew his first challenge was to restore contin...
Thanks

On May 31 I told Local 1245’s Executive Board that I am resigning effective Aug. 1.

My five years as your Business Manager have been the best years of my working life. I spent as much time as I could in the field, listening to you and telling you what we were thinking and doing. The job of Business Manager comes with constant demands for my time, but I fought to stay in touch with Local 1245’s membership as much as I could. I did not do this just because I think it is important. I also did it because it was my favorite part of the job - talking with you. You didn't always agree with me and I didn't always agree with you, but we listened to each other and debated our differences on issues without losing respect for each other.

My five years as your Business Manager also have gone by very quickly. As I looked ahead, it became clear to me that I would not run for office again in a year. My health is as good as a 64-year-old man could hope for, and I want to take advantage of the good years that I have left by spending time with my wife, children, and grandchildren.

After I decided that I would not run for office again, the decision to resign this summer came easily. Acting on my recommendation, the Executive Board appointed Tom Dalzell to finish my term as Business Manager. Tom has worked for Local 1245 for 25 years, 20 as staff attorney and the last five as my senior assistant as well as staff attorney. I believe that he is the best choice for Business Manager and that his leadership will unite our staff and memberships.

I have great respect for the judgment of Local 1245’s members. When you are asked to elect your Business Manager and Executive Board next year, you will have the opportunity to judge Tom on his performance as Business Manager, not just his reputation. You will be able to see how he has done and vote accordingly. I will be surprised if you are not as impressed as I have been.

I will be leaving this job with no regrets. I have enjoyed every minute of serving you. I will miss you and I will miss the chance to make your working lives better, but you’ll do fine without me. I could not have accomplished even a small part of what I have accomplished over the last five years without your strong and constant support. I am grateful and humbled by the confidence that you have shown in my leadership and the support that you have given over the years.

It has been a great five years. Thanks.

Sierra Pacific talks drag on

Protracted negotiations with Sierra Pacific Power dragged on last month as the company continued to press for major concessions from the union.

Local 1245 Senior Assistant Business Manager Tom Dalzell joined the negotiations in Reno on May 18-19 and again on May 25. Among the issues discussed were clerical, meter reading and hiring hall.

Local 1245 Business Rep. Randy Osborn said the union’s bargaining committee remained “dedicated to getting the best agreement possible.” The next meeting is scheduled for June 8.

Be sure to check the union’s website at www.ibew1245.com for the most current information.

APPPOINTMENTS

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PACIFIC GAS & ELECTRIC
Clerical Ballot Committee
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Bargaining Committee
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GTN TRANSCANADA
Labor Management
Lidia Bec

LASSEN MUD
Bargaining Committee
James Lovercheck
John Deal
Sonya Hubbard

CONFERENCE & CONVENTIONS
Coalition of Labor Women National Executive Board Meeting
Dorothy Fortier
Chris Habecker
Anna Bayless-Martinez
Gloria Flores
Cecelia De La Torre

John Mendoza
brought on staff

Executive Board member John Mendoza has been hired to a permanent position on the Local 1245 staff.

Mendoza, a 22-year member of Local 1245, works as a Miscellaneous Equipment Operator for Pacific Gas & Electric, but had been serving recently in a temporary position as Local 1245 Business Representative for PG&E General Construction.

Mendoza has long been active in union affairs. He was appointed to the Executive Board in 1997 and won election to the Board in 1998, 2001 and 2004. In 2001 he represented Local 1245 at Congressional hearings concerning in Oakland on the energy crisis.

Welcome aboard, Brother Mendoza!
Letters to the Editor

Immigration: Divide and Rule

There is certainly a loose policy when it comes to immigration from our southern border; a policy that has been conveniently ignored for economic reasons over the years. It’s been a source of cheap and disposable labor, one that is not protected, can be cheated and tough to organize.

It has become an issue because of it’s political convenience of the far right to further divide the working class in an election year—pitting one group of workers against the other and fight over scraps. The jobs the U.S. is losing to immigrants isn’t the high paid auto jobs being sent overseas by GM or Ford. It isn’t the high-tech, banking or communication jobs outsourced to Asia. It’s work in the fields or light manufacturing/ construction, food processing, and fast food that have generally paid minimum wage or less.

There are those who soapbox the legal issues and the costs of democracy. But they ride a high horse. The self-proclaimed border militias aren’t made up of the growers/agribusiness/ fast food/ construction/ landscape employers that use these workers as their base. For all of those who condemn illegal entry, would be willing to switch employers or jobs with the illegals? Or let their sons or daughters work for such low wages or conditions? I wonder.

It’s about divide and rule. Name one illegal immigrant who benefited from the California energy crisis? The current gasoline spike and oil company record profits? The lies of WMD and Iraq? How many illegals were running Enron or getting kickbacks from lobbyists? How many run the drug companies who are jacking up prescription costs for the elderly who signed up for the Medical shakedown? Were illegals behind the botched Katrina disaster? Global warming? The collapse of our infrastructure? National debt? Trade deficit?

Illegal immigration is an issue. But it isn’t the main one that should concern most of us.

Greg Kestel, Guerneville, CA

Thank You: In Memory Of Katherine Faye Tindall

On behalf of the “Kathy” Tindall family, we would like to thank the members of the IBEW 1245, members of the Executive Board and local employees of Sierra Pacific Power company for your attendance at Kathy’s funeral. We felt there was an excellent representation and would like to extend a special thanks to Eric Wolfe for your kind words expressed at the services.

Diana McNeal, Reno, NV

Treatment of retirees is “disgrace”

I would strongly suggest that active members attend the Retirees Club meetings as well as their local unit meetings so they may get a better understanding of the dilemma retirees are faced with. I am sure the retirees would welcome any support given them by active members.

I would like to see a web site made available for the Retirees Clubs also.

I have been an advocate of annual cost living for raises for retirees since being employed with PG&E and am greatly disappointed that after 37 years of membership in the IBEW there has been nothing done to insure a cost of living for retirees. Not to mention retirees having to pay for medical insurance when for all the years they worked believed they would have lifetime medical benefits paid by PG&E.

It is a disgrace the way retirees are being treated after being loyal employees for the majority of their lives.

The active members need to be involved with the retirees so they can see first hand the great losses retirees suffer in retirement. I can only hope that active members wake up and support retirees and their own future.

Gib Bonner, Rodgers Flat, CA

Retirement pay reduced by medical costs

I gave over 30 years of service to PG&E. Many times I was called in on my own time. I appreciated the company and at the time, I felt the company appreciated me.

Now that I am retired I am feeling disappointed. The company is forgetting about me. My retirement pay is being reduced by medical costs on my paycheck. I’ve had no cost of living increase and soon the retirement premium offset account will be depleted. I am hoping the company will hear my concerns and take the necessary steps.

John Barth, Merced, CA

Tired of the way retirees are being treated

The IBEW Retirees Club of Merced are getting tired of the way we retirees are being treated. After all, we made the company what it is today. We need a cost of living and health benefit raise. Thank you.

James Burgin, Dos Palos, CA

Take care of the retirees

I am the wife of a PG&E employee, who worked for the company 32 years. He was a Troublemaker 17 years out of the 32 years. He went out to work after every time the company called. He was very proud of the PG&E Company.

Now that he is retired for the past 15 years, the cost of living has greatly increased, but our pension has not increased. I think PG&E should take care of the retirees, who helped the company become what they are today.

Doris Formby, Merced, CA

My pension has eroded

I retired from PG&E in 1995. In the 11 years since I have seen my medical insurance costs increase dramatically and the coverage decrease. Since there are no pension cost-of-living increases my pension has eroded significantly in what I can buy with it. We need some kind of help from PG&E.

Bill Howard, Los Banos, CA

What the future holds

I am Mike Hall. I have been retired about two years from PG&E. Currently there are retirees who have been retired much longer than I and they are suffering financially because of health care premium cost increases and increasing costs of living while their pension remain frozen.

For myself, I have not suffered much yet. But I can see what the future holds if something doesn’t change regarding retirees of PG&E. Thank you for your consideration.

Mike Hall, Merced, CA

$600 for medical supplement

My name is Kirk Jones. I worked in Merced Electric T&D as a lineman for 33 years. I have been retired for 12 years and just turned 65.

My wife is 64 years old and at this time I pay about $350 for our medical supplement. When my ROPA is used up the first of next year my medical will be over $600 per month. This amount and co-pays and drugs will take over one-third of my pension. At this rate I can count on spending three-fourths of my pension on medical costs in the future.

Kirk Jones, Merced, CA

Our standard of living is important

I am a retired PG&E employee of 16 years. I have had one raise, which amounted to about $25.

I don’t have to tell you (but I will) the price of fuel has caused everything else to go “sky high.”

We must have cost of living wage increase every year, like civil service

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Letters, continued from page 3

and state and federal retirees! Our
standard of living is important as any
other retiree.

William Phillips, Atwater, CA

Please hear my plea!

I worked with PG&E 35 years. I
worked in General Construction Gas. I
have just retired and I have already felt
the pinch of the finances on my family.
We need to have an adjustment on our
annual cost of living and our health

care supplement.

I still love this company. I’m proud
to have worked and grow with it.
Please hear my plea!

Daniel Perez, Merced, CA

Very worried

I worked in Gas Service at PG&E
from 1972 to 2002. As a retiree of four
years I am very worried how our retire-
ment costs are going. Each year costs
are going up and the amount of our
retirement checks are not keeping up
with it at all.

We have always been a family, but
PG&E is not taking care of those who
made the company. We would thank
you for any support you could give us.

Jim Rentfrow, Atwater, CA

Falling behind

I am a retired PG&E employee. I
worked in the Gas Department for 35
years. I had a great deal of pride while
an employee and did my job with a lot
of satisfaction.

Why has the company failed to sup-
ply us with a cost of living adjustment
for all these years? As a stockholder
with PG&E I would be treated more
fairly. As the cost of living goes up and
the health care skyrockets upward my
pension and savings are falling behind.
I have a negative outlook for my
remaining years of retirement.

Fred Smith, Merced, CA

Each year our livelihood
deteriorates

I have been retired 20 years with
only two pay increases, which is very
disappointing. I have worked 32 years
for the company. I enjoyed it very well,
always doing my utmost performing
my duties, which were long and
demanding.

I would like very much having a
COLA yearly to keep up my living stan-
dard. The way things are now each
year our livelihood deteriorates. Hope-
fully things will get better for us
retirees.

Richard Stout

PG&E Analysts

sues, we think they will want to take ad-

PG&E Analysts

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of what the union has to offer.”

Local 1245 notified PG&E on May 4
that the union intended to organize
Analysts. PG&E, in accordance with the
Neutrality Agreement, is now required

to send a letter to Analysts, notifying
them that the company will remain
neutral during the campaign and that
no Analyst will be subjected to any form
of harassment or discrimination for or-

ganizing activity.

Now that the organizing campaign is
underway, there is a big role for current
union members at PG&E.

“We encourage all Local 1245 mem-
bers to contact Analysts who may be
working in your area, and also to contact
the union so that we can make sure that
the Analysts get all the information they
need to make their decision,” said Cho-
ate. “PG&E has made it as easy as possi-
ble for Analysts to be represented during
this time of change at the company, and
now is the time to move forward.”

Job security is likely to be a major
concern of Analysts as PG&E forges
ahead with its Transformation plans.
The company has already contacted the
California Public Utilities Commis-

sion about moving work to India and Analyst
jobs are square in the bulls-eye when it
comes to exporting jobs.

The number of technology jobs lost in
California alone from 2001 to 2003 was
a whopping 200,000, while India’s infor-
mation technology sector is growing by
60% a year.

If you have information that could as-

sist the union in this organizing drive,
or if you yourself are a PG&E Analyst,
please contact Assistant Business Man-
ger Bob Choate at 707-452-2707.

Dalzell/Transformation, continued from page 1

the Advisory Council. There was no sig-

ificant contractual barrier to PG&E
creating Resource Management Centers
(RMCs) or consolidating its dispatch
operations, so the union’s chief oppor-
tunity to exert leverage was to become
engaged in the process.

As a result, Local 1245 has been able
to reduce the impact and scope of the
RMC proposal and has increased com-
pensation for members in Dispatch. The
union also negotiated a $3,000 “special
allowance” for Clerical members who
volunteer to go to the RMCs. In addi-
tion, the union negotiated a two-year
contract extension for Clerical mem-
bers that extends job security provisions
under the current agreement and guar-
antees parity with any wage increases
negotiated for the Physical bargaining
unit for 2009 and 2010. (See “Joint State-
ment,” Page 5.)

Personnel Changes

The Advisory Council meeting began
on a somber note with an announce-
ment by President Mike Davis that the
meeting would be dedicated to the
memory of Northern Area Executive
Board Member Kathy Tindall, who died
April 18 after 30 years service on the
Board.

The Board also lost the services of its
At-Large Member, John Mendoza,
who resigned to accept a position on the
Local 1245 staff. Mendoza will assume the
Stockton-area assignment formerly held
by Gary Hughes.

In other staff news, former Bargain-
ing Committee member Mike Saner
will temporarily serve in Hunter Stern’s
General Construction assignment while
Stern works on special projects.

An empty space between Executive Board member Anna Bayless and Recording
Secretary Chris Habecker at the front table was a sad reminder throughout the
day of the recent death of Northern Area Executive Board Member Kathy Tindall.
President Mike Davis dedicated the meeting to her memory.

Ad Council
Snapshots

Mark Saner, Advisory Council representative for
PG&E-GC, right, puts a question to Assistant
Business Manager Howard Stiefer.

Advisory Council Member Dan Mayo, left, discusses the mysteries of
the universe with Business Rep.
Landis Marttila. Or it might have been basketball.

Dennis Thompson, representing PG&E-San Jose and the
City of Santa Clara on the Advisory Council, raises an is-

sue. Listening closely are, from left, Dan Mayo, Art Torres,
Lou Mennel and Tom Cornell.

Advisory Council Member Carl Lamers, left, and
Business Rep. Junior Ornelas discuss line clear-
ance tree trimming issues.

Advisory Council Member Jim Findley, left, and alternate Russ Ryley yuk it up
during the morning break.
PG&E-IBEW Joint Statement on Resource Management Center Staffing

Following up on recent critical Business Transformation-related agreements, PG&E and IBEW have moved to address further clarifications related to staffing at the new Resource Management Centers. The Centers will consolidate multiple functions under one roof, and combined with our ongoing discussions and agreements, will allow the company to transform the way it does business and serve customers.

Resource Management Centers - IBEW Clerical Vacancies

PG&E and the union previously agreed to fill up to 10 clerical positions at the Concord Resource Management Center using the normal Title 18 bidding process. The company received more than 100 bids for these positions. Ten job awards have been made with report dates on June 5, 2006.

In Letter Agreement 06-26, the company and IBEW have agreed to a staffing procedure for filling the remaining Resource Management Center clerical vacancies. Below are the procedures:

The company will post Resource Management Center Operating Clerical positions as new jobs in headquarters. The Concord Resource Management Center positions were previously posted. The positions at the other Centers were posted May 16, 2006.

All employees in the Operating Clerical Line of Progression will receive Section 39.1 notice and preferential “a” bidding rights.

In June, noticed employees will be provided a list of vacancies and will have seven calendar days to prioritize their interest in vacancies. Employees will be advised that their elections will be considered binding and entitle them to the provisions of Letter Agreement 06-19. This includes wage protection and the $3,000 special allowance offered, which employees have the option of whether to accept.

PG&E will make assignments based on seniority and qualifications.

Any remaining Resource Management Center positions will be filled through the normal bidding process.

Resource Management Centers - IBEW Dispatch Vacancies

In Letter Agreement 06-23, PG&E and IBEW have agreed to a staffing procedure for filling Resource Management Dispatch vacancies. Below are the procedures:

PG&E posted Resource Management Center Dispatch positions as new jobs in headquarters on May 16, 2006.

All Service Operators and Relief Service Operators will be provided Section 206.1 notice and preferential “a” bidding rights.

Meetings with impacted Service Operators and Relief Service Operators were held the week of May 15. They were provided a list of vacancies in Concord and Fresno. They will have seven days to prioritize their interest in Dispatch vacancies, available Gas Service Rep vacancies, severance, a transitional or educational leave of absence as specified in LA 05-66, or to exercise their Title 206 displacement rights.

PG&E will make assignments based on seniority and qualifications.

Any remaining Service Operators/Relief Service Operators will receive Section 206.2 notice and will be given a displacement assignment, which may include a Dispatcher vacancy in Concord or Fresno.

Any remaining vacancies will be filled through the normal bidding process.

Transitional Leaves of Absence

In Letter Agreement 06-18, PG&E and the union have agreed to modify the eligibility for impacted employees to take a Transitional Leave of Absence. The eligibility for the Transitional Leave of Absence has been expanded to impacted employees who are age 52 and above at the time of notification. Impacted employees may convert their severance into either a 50 percent or 50 percent paid leave of absence. PG&E may provide Section 19.1/206.1/306.1 written notification to provide accelerated bidding rights without invoking the severance and leave of absence provisions in Letter Agreement 05-66. In this case, severance and the leave of absence options will be made available to employees who have not been placed when the Section 19.2/206.2 displacement notice is provided.

Further details can be found in the new Letter of Agreements, which can be accessed on the PG&E Transformation @Work and IBEW Local 1245 Web sites.

We will continue to keep you posted on Business Transformation-related issues, and there will be joint company and union meetings in the near future to further discuss the details of all the various agreements. At the same time, we are committed to support employees through these necessary changes.

Resource Management Centers - IBEW Vice President Human Resources Perry Zimmerman, Business Manager IBEW Local 1245

Utility Reporter

PG&E Tomorrow

PG&E this summer will attempt to reach every one of its 20,000 employees with a crash course on the future called “PG&E Tomorrow.” Billed as a half-day “interactive event,” the program will give employees a preview of some of the business and technological changes that PG&E hopes to achieve through Transformation. IBEW Local 1245 steward Donna Ambeau (center) was among several dozen Transformation Partnership Network participants to get a preview of the PG&E Tomorrow displays at San Ramon last month.

‘TPN’ creates two-way communications

Shaping the Transformation debate at PG&E

A lot has changed in the nearly two years since Pacific Gas & Electric brought in the consulting firm Accenture to help initiate a major transformation of the company. Although some initiatives have gone over as well as lead boots on a lineman, others now look like they can fly. The challenge to PG&E has been figuring out which is which.

To help separate the brilliant from the less-than-brilliant, PG&E last November enlisted the help of Local 1245. About two dozen IBEW members, starting in November, joined with management and members from Engineers and Scientists of California to analyze Transformation proposals. Those efforts have been aided in recent weeks by a dramatic expansion of the company’s Transformation Partnership Network, or TPN.

The TPN is a weekly Thursday conference call that tackles topics related to Transformation. The purpose is two-fold: to give employees the information they need to spread the word about Transformation, and to give employees an opportunity to raise issues of their own.

“It is not the purpose of TPN to be a cheerleader for Transformation,” says Local 1245 staff member Marlayne Morgan. “The purpose is to pass information in both directions and raise questions with decision makers.”

It’s a great opportunity, she says, to “shape the debate.”

There has certainly been much to debate. PG&E’s Transformation initiatives, as originally shaped by Accenture, have tended to be biased in favor of outsourcing. IBEW members have identified faulty assumptions in some of the Transformation initiatives, and have raised serious questions about whether other initiatives could actually deliver the promised benefits.

To its credit, PG&E has worked hard not only to include union voices in its Transformation deliberations, but also has paid attention to many of the arguments that union members have made. Morgan believes that the outsourcing model is now being reconsidered in four key areas: Corporate Real Estate, Materials Distribution, Fleet, and Information Technology.

In addition, Local 1245 and PG&E have crafted Letter Agreements that will ease the impact of change on the unionized workforce. (See Joint Statement, this page).

But the Transformation process is far from over, and the union will continue to rely on the vigilance of its members to encourage good ideas and resist poorly developed ones. The Transformation Partnership Network provides an opportunity for IBEW members to be part of the discussion on a weekly basis.

Topics in the Thursday phone calls are not limited to specific Transformation initiatives. They can range from a discussion of difficult-to-fill vacancies at the company, to the application of benchmarking data, to the larger issues shaping Transformation, such as the repeal of the Public Utilities Holding Company Act and the merger and acquisition activity that is emerging in its wake.

Anyone interested in participating in the TPN can check with a Local 1245 officer, steward or business representative, or contact Marlayne Morgan directly at mam3@ibew1245.com.
Law offers new protections against heatstroke

Preventing heatstroke was always a good idea. Now it is the law in California.

Heatstroke is a summertime threat to many Local 1245 members who work outdoors, including Local 1245 line clearance tree trimmers. State law now requires employers to train their employees on how to minimize the risk of heatstroke, and how to respond if an employee shows signs of heatstroke.

Perhaps the most important protection concerns water. The Heat Illness Prevention regulation (Title 8, Section 3395) states that, “Water shall be provided in sufficient quantity at the beginning of the work shift to provide one quart per employee per hour for drinking for the entire shift.” Employers are permitted to begin the shift with smaller quantities if they are able to replenish supplies as needed to allow employees to drink one quart per hour. The frequent drinking of water “shall be encouraged,” the regulation states.

Training for employees is supposed to include:

- Environmental and personal risk factors for heat illness.
- The employer’s procedures for identifying, evaluating, and controlling exposures to the environmental and personal risk factors for heat illness.
- The importance of frequent consumption of small quantities of water, up to 4 cups per hour under extreme conditions of work and heat.
- The importance of acclimatization, that is, giving the body time to adapt to working in the heat.
- The different types of heat illness and the common signs and symptoms of heat illness.
- The importance of immediately reporting to the employer, directly or through the employee’s supervisor, symptoms or signs of heat illness in themselves, or in co-workers.
- The employer’s procedures for responding to symptoms of possible heat illness, including how emergency medical services will be provided should they become necessary.
- Procedures for contacting emergency medical services, and if necessary, for transporting employees to a point where they can be reached by an emergency medical service provider.
- How to provide clear and precise directions to the work site.

What makes heatstroke so dangerous is that the body’s normal mechanisms for dealing with heat stress, such as sweating and temperature control, are lost, according to MayoClinic.com. The main sign of heatstroke is a markedly elevated body temperature—generally greater than 104°F—with changes in mental status ranging from personality changes to confusion and coma. Skin may be hot and dry, although in heatstroke caused by exertion, the skin is usually moist.

Other signs and symptoms may include:

- Rapid heartbeat.
- Rapid and shallow breathing.
- Elevated or lowered blood pressure.
- Cessation of sweating.
- Irritability, confusion or unconsciousness.

Protect yourself against heatstroke. By law, that is your right.

La ley ofrece nuevas protecciones contra la insolación.

Evitar la insolación siempre ha sido una buena idea. Ahora es la ley en California.

La insolación es una amenaza durante el verano para los muchos miembros del Local 1245 que trabajan bajo el sol, incluyendo los podadores de árboles del Local 1245 que limpian la vegetación fuera de las líneas eléctricas. La ley del estado requiere ahora que las compañías adiestren a sus empleados acerca de la forma de reducir el riesgo de sufrir una insolación y la forma de responder si un empleado muestra señales de sufrir una insolación.

Quizás la protección más importante es el consumo de agua. La regla acerca de la prevención de la insolación (Título 8, Sección 3395) requiere que “Agua deberá ser suministrada en una cantidad suficiente al comienzo de la jornada de trabajo, para proveer un cuarto de galón de agua por empleado por hora, para tomar durante toda la jornada de trabajo.” Los empleados podrán comenzar la jornada con una cantidad más pequeña si se pueden obtener cantidades adicionales de agua, como sea necesario, para permitir que los empleados puedan beber un cuarto de galón de agua por hora. La regla requiere que los empleados sean exhortados para que beban agua frecuentemente.

Se supone que el adiestramiento de los empleados incluye:

- Los factores ambientales y personales del riesgo de sufrir insolación.
- Los procedimientos del empleador para identificar, evaluar y controlar las exposiciones a los riesgos ambientales y personales de sufrir insolución.

Los diferentes tipos de insolación y las señales y síntomas comunes de la insolación.

- La importancia del frecuente consumo de pequeñas cantidades de agua, hasta 4 tazas de agua por hora bajo condiciones extremas de trabajo y calor.
- La importancia de la aclimatación, o sea, darle al cuerpo el tiempo necesario para adaptarse a trabajar en el calor.
- Los diferentes tipos de insolación y las señales y síntomas comunes de la insolación.
- La importancia de reportar inmediatamente a la compañía, directamente o a través del supervisor del empleado, los síntomas o señales de la insolación en uno mismo o en los compañeros de trabajo.
- Los procedimientos de la compañía para responder a los síntomas de una posible insolación, incluyendo la forma de proveer servicios médicos si tales servicios se vuelven necesarios.
- Los procedimientos para llamar a los servicios médicos de emergencia y si fuera necesario, para transportar a los empleados donde puedan ser alcanzados por un suministrador de servicios médicos.
- La forma de suministrar direcciones claras y precisas para llegar hasta el sitio del trabajo.

Lo que hace que la insolación sea tan peligrosa es que los mecanismos normales del cuerpo para combatir el exceso de calor, como el sudor y el control de la temperatura, dejan de funcionar según MayoClinic.com. La señal más importante de insolación es una marcada elevación de la temperatura del cuerpo, generalmente por encima de 104°F, con efectos en el estado mental, incluyendo cambios en la personalidad hasta llegar a la confusión y coma. La piel puede sentirse caliente y seca, aunque en la insolación causada por exceso de trabajo, la piel usualmente está húmeda.

Otras señales y síntomas pueden incluir:

-Latidos rápidos del corazón.
- Respiración rápida y poco profunda.
- Presión arterial elevada o baja.
- Interrupción del sudor.
- Irritabilidad, confusión o pérdida del sentido.

Protéjase usted mismo contra la insolación. Por ley, ese es su derecho.

Ladder safety

By David Vipond

With the arrival of spring many of us will be pulling out our ladders to work on the house and around the yard. Here are some quick notes on ladder safety:

1. Select the right ladder for the job you want to do. Remember: do not use aluminum ladders working around electric wires.
2. Inspect the ladder before using it.
3. Place your ladder at a safe angle. The ladder should be out about one-quarter of the ladder’s height. For example, if you ladder is 16 feet high, then the base of the ladder should be out 4 feet.
4. The ladder should extend at least 3 feet above its upper resting point—for example, three feet above the roof.
5. Always face your ladder—whether climbing or descending.

Take that extra minute to think about what you are doing when you set up a ladder. Using a little common sense can help keep you safe.

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

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; Kurt Celli, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Bob Burke, City of Santa Clara; James Gorman, Davey Tree; and Assistant Business Manager Howard Stiefer.
Canus assists plant overhaul

Test Specialist James Crockett performs testing last month at PG&E’s John Black Power Plant on the Pitt River west of Burney. The plant is getting a major overhaul, including new bearings in the generators, new relays, and new “exciters.” Crockett, one of two Canus Corp. employees performing the tests, is a retired PG&E Elect-Tech. Local 1245 recently reached a table agreement in negotiations with Canus; ratification will be by mail ballot.

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PG&E Elect-Tech. Local 1245 recently reached a table agreement in negotiations in Crockett, one of two Canus Corp. employees performing the tests, is a retired haul, including new bearings in the generators, new relays, and new “exciters.”

Power Plant on the Pitt River west of Burney. The plant is getting a major overhaul, including new bearings in the generators, new relays, and new “exciters.”

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THE NUMBERS

Since last month’s report, we’ve had 42 calls for Journeyman Lineman; 3 calls for Equipment Specialist; 12 calls for Groundman; one call for Cable Splicers; 18 calls for UG Techs; and 4 calls for Apprentices, for a total of 80 calls.


Lead Telephone: 10 crews

Total crews working: 111

Currently we have 313 apprentices: 46 are working out of Local 1245.

Negotiations

We are negotiating with San Francisco NECA on the Light Rail Agreement, which is coming along very well. We met May 15 and came up with a table settlement, and we are now working out the details.

Canus Corporation has a table settlement for a one-year agreement with an increase of 8.5%

Henkels & McCoy Teledata table agreement is complete. We will vote by hand within next 30 days.

We have table agreements for NECA and Henkels & McCoy for Outside Line Construction Agreement.

Other

Work outlook is great.

Railway Electric is starting a 2-year project on the Light Rail in San Francisco.

Parr is picking up 200 poles in San Francisco.

ILB picked up an extra 100+ poles in Fall River.

Henkels and McCoy are ramping to 20 crews in Bakersfield and 10 crews in Stockton.

At the May 10 unit meeting we discussed the Outside Line table agreement. The meeting lasted over three hours and was very productive. The ratification vote will be conducted by mail. The ballots are to be sent out May 11. The ballots will be counted May 30.

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


IBEW members Brad Kubiak and Jim Groner are two of eight Wellington Energy employees who installed gas and electric meters for Pacific Gas & Electric this spring as part of PG&E’s Automated Metering Infrastructure pilot program in Vacaville. In all, the pilot calls for 5,000 meters to be installed. Kubiak and Groner, whose home local is IBEW Local 80, were dispatched through the IBEW Local 1245 Hiring Hall.


Even more giveaways to rich are in the works

New tax cut approved: you get 20 bucks

The nation’s richest people are walking away with millions but middle-income Americans get peanuts in the $70 billion tax-cut reconciliation package approved by Congress and signed by President Bush last month.

The final package offers virtually no benefits to low- and moderate-income households, but showers high-income households with very large tax cuts.

The major provisions in the package—including a two-year extension of capital gains and dividend tax cuts and a one-year extension of relief from the Alternative Minimum Tax—would funnel about 22% of the benefits to households with incomes above $1 million, the average tax cut would be $42,000.

And there’s still more relief coming for the fat cats if Bush gets his way.

Bush’s Republican allies in Congress are now debating repeal of the estate tax. They try to paint the estate tax as a “death tax” that will eat up even a $1,000 inheritance.

But that’s simply not the case. The estate tax only applies to estates larger than $2 million ($4 million for a married couple). That adds up to tax savings for about 3 out of every thousand households. The other 997 of us get squat.

Distribution of Major Reconciliation Tax Cuts (Assuming They Are Fully In Effect in 2006)

Income Class Average Tax Cut
Middle 20 percent . . . . . . . . . . . . . . . . . . . . . . . . . $20
Top 1 percent . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . $13,800
Over $1 million . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . $42,000

Source: Urban-Brookings Tax Policy Center
Doing Something

Infrastructure. It’s like the old joke about weather: everybody complains, but nobody does anything about it.

In an era when much of America’s infrastructure is on the decline, Local 1245 members at PG&E General Construction Gas are doing something about it. This spring a crew under Al Calleros, Working Foreman “A”, has been hard at work in San Francisco’s Sunset District upgrading natural gas pipeline—part of PG&E’s on-going effort to replace the city’s aging natural gas infrastructure.

The project doesn’t tear up a neighborhood as much as you might think. A “guided bore” reduces the amount of excavation that is needed, minimizing inconvenience for residents and business owners.

A significant portion of the work is simply making things ready for the guided bore. First the crew digs vertical bell holes to “daylight” other services. In other words, make them visible “so we can actually see them when the bore comes through and make sure we don’t hit anything,” explains Calleros.

The task of digging the bell holes is facilitated by a vacuum truck, which sucks up the sandy dirt as crew members down in the hole knock it loose with their shovels. The dirt is dumped on the road, scooped up by a backhoe, and loaded onto a truck for removal. On this particular block of 27th Avenue the crew dug 32 bell holes in late February and early March. Metal plates are used to keep the bell holes covered when they’re not being worked on.

Sometimes the work looks more like archeology than construction. This ground has been worked many times before and some of the abandoned gas pipe they have to remove has a definite look of antiquity about it.

After the bore comes through, the

If you can do this all day, vacuuming the rug at home at night has got to be a cinch. Removing dirt from the bell hole are, from left, Jason Kern, Omar Thude and Caleb Longo.

Talk about suction. Working Foreman “A” Al Calleros shows a piece of vacuum pipe that collapsed under the pressure.
The crew transfers the service for each customer and then moves to the next block. Calleros figures each block has taken about three weeks. This particular job, which began Jan. 16, consists of 10 adjacent blocks, with completion expected sometime in August.

People will go on complaining about the weather, no doubt. And they will go on complaining about much of America’s infrastructure, too, which got an overall grade of “D” last year from the American Society of Civil Engineers based on a depressing assessment of the “congested highways, overflowing sewers and corroding bridges” that serve as “constant reminders of the looming crisis that jeopardizes our nation’s prosperity and our quality of life.”

Local 1245 members may gripe about the weather along with everyone else. But when it comes to San Francisco’s aging gas distribution system, they don’t have a lot of time to complain. They’re too busy doing something about it.
<table>
<thead>
<tr>
<th>CITY</th>
<th>UNIT</th>
<th>LOCATION</th>
<th>UNIT CHAIR</th>
<th>DAY</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alturas (Frontier)</td>
<td>4013</td>
<td>The Brass Rail, Hwy 395</td>
<td>M. Nelson</td>
<td>Wed</td>
<td>5:30pm</td>
</tr>
<tr>
<td>Angels Camp</td>
<td>2512</td>
<td>Mike's Pizza, Hwy 49/Murphy Grade Rd.</td>
<td>G. Day</td>
<td>Thu</td>
<td>4:00pm</td>
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<tr>
<td>Antioch</td>
<td>2317</td>
<td>Aladino's Pizza, 1324 Sunset Dr.</td>
<td>D. Tucker</td>
<td>Wed</td>
<td>5:00pm</td>
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<tr>
<td>Auberry</td>
<td>1129</td>
<td>Daddy Joe's Java, Auberry Road</td>
<td>C. Riggs</td>
<td>Tue</td>
<td>5:45pm</td>
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<tr>
<td>Auburn</td>
<td>3511</td>
<td>Round Table Pizza @ Auburn-Folsom Road</td>
<td>T. Andreucci</td>
<td>Tue</td>
<td>5:00pm</td>
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<tr>
<td>Bakersfield</td>
<td>1112</td>
<td>Labor Hall, 200 W. Jeffrey, Bakersfield*</td>
<td>S. Branch</td>
<td>Wed</td>
<td>6:00pm</td>
</tr>
<tr>
<td>Buellton</td>
<td>1221</td>
<td>Antonio's Pizza 280 E. Highway 246</td>
<td>B. Swanson</td>
<td>Mon</td>
<td>4:00pm</td>
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<tr>
<td>Burlingame/ Peninsula</td>
<td>1512</td>
<td>TWU Local 505, 1521 Rollins Rd., Burlingame</td>
<td>B. Quinn</td>
<td>Wed</td>
<td>5:30pm</td>
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<tr>
<td>Burney</td>
<td>3213</td>
<td>Sam's Pizza, Hwy 299, Johnson Park</td>
<td>E. Hood*</td>
<td>Tue</td>
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<tr>
<td>Burney (Frontier)</td>
<td>4015</td>
<td>Sam's Pizza, 38077 Hwy 299 East</td>
<td>D. Trowbridge</td>
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<tr>
<td>Carson City, NV</td>
<td>3312</td>
<td>Fire Station #5, Stewart &amp; 5th Street</td>
<td>M. Grimm*</td>
<td>Tue</td>
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<tr>
<td>Chiloicot</td>
<td>3514</td>
<td>Beckworth Tavern, Highway 70, Beckworth</td>
<td>C. Bagley</td>
<td>Wed</td>
<td>6:00pm</td>
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<tr>
<td>Concord/Walnut Creek</td>
<td>2316</td>
<td>Round Table Pizza, 2960 Treat Boulevard</td>
<td>R. Lassus</td>
<td>Thu</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Davis General Construction</td>
<td>3000</td>
<td>Steves Pizza, Davis</td>
<td>K. Goodner</td>
<td>Thu</td>
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<tr>
<td>Donner</td>
<td>3309</td>
<td>TDPUD Board Room (temp)</td>
<td>N. Evans</td>
<td>Thu</td>
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<td>Elk Grove (Frontier)</td>
<td>4014</td>
<td>Round Table Pizza, 5110 Laguna Blvd.*</td>
<td>S. Lawton</td>
<td>Tue*</td>
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<tr>
<td>Ely, NV/Mt. Wheeler</td>
<td>3315</td>
<td>Ely Fire Dept, Meeting Hall</td>
<td>M. Venturino</td>
<td>Mon</td>
<td>4:30pm</td>
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<td>Eureka/Tree Trimmers*</td>
<td>3110</td>
<td>Labor Temple, 9th &amp; &quot;E&quot; Street</td>
<td>vacant</td>
<td>Tue</td>
<td>6:00pm</td>
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<td>Fallon, Nevada</td>
<td>3316</td>
<td>Fallon Country Club, 2655 Country Club Drive, Fallon</td>
<td>C. Robertson</td>
<td>Tue</td>
<td>5:30pm</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>
<td>Thu</td>
<td>5:00pm</td>
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<tr>
<td>Fresno</td>
<td>1111</td>
<td>AMP Sierra Lanes, 6450 N, Blackstone</td>
<td>C. Habecker</td>
<td>Tue</td>
<td>5:00pm</td>
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<tr>
<td>Fresno/EPA-Provo</td>
<td>4712</td>
<td>Round Table Pizza, First &amp; Buillard, Fresno</td>
<td>R. Ramos*</td>
<td>Wed</td>
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<tr>
<td>Grass Valley</td>
<td>3513</td>
<td>Swiss House, 535 Mill St. (Hwy 49 and Hwy 20)</td>
<td>J. Maslov</td>
<td>Wed</td>
<td>6:00pm</td>
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<tr>
<td>Hayward/Fremont</td>
<td>2314</td>
<td>Bronco Billy's Pizza, 3940 Smith St., Union City</td>
<td>i. Araquistain</td>
<td>Wed</td>
<td>5:30pm</td>
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<tr>
<td>Hinkley</td>
<td>1311</td>
<td>Clubhouse, Hinkley Compressor Station*</td>
<td>P. Earl</td>
<td>Wed</td>
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<tr>
<td>Hollister</td>
<td>1219</td>
<td>Straw Hat Pizza, 191 A San Felipe, Hollister</td>
<td>J. Vermilyer</td>
<td>Wed</td>
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<tr>
<td>Jackson</td>
<td>2513</td>
<td>Mountain Mike's Pizza, 525 S. Hwy 49</td>
<td>B. Boitano</td>
<td>Tue</td>
<td>4:00pm</td>
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<tr>
<td>Kettleman</td>
<td>1314</td>
<td>Kettleman Compressor Station</td>
<td>M. Guzman</td>
<td>Tue</td>
<td>5:30pm</td>
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<tr>
<td>Klamath Falls</td>
<td>3022</td>
<td>Mla's and Pia's Pizza, 3545 Summers Lame, Kfals</td>
<td>B. Ironside</td>
<td>Mon</td>
<td>5:45pm</td>
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<tr>
<td>Lakeport</td>
<td>3715</td>
<td>Senior Center, 527 Konocti Ave.</td>
<td>B. Dawson</td>
<td>Tue</td>
<td>5:00pm</td>
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<tr>
<td>Lemoore</td>
<td>1128</td>
<td>Fleet Reserve, 788 &quot;D&quot; Street, Lemoore</td>
<td>J. Brager</td>
<td>Thu</td>
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<tr>
<td>Livermore</td>
<td>2315</td>
<td>Round Table Pizza, 1024 Stanley Blvd., Livermore</td>
<td>D. Diebner</td>
<td>Wed</td>
<td>4:00pm</td>
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<tr>
<td>Lodi, City of</td>
<td>2516</td>
<td>Mountain Mike's Pizza, 550 S. Cherokee, Lodi</td>
<td>K. Enzi</td>
<td>Thu</td>
<td>5:00pm</td>
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<tr>
<td>Los Banos</td>
<td>1115</td>
<td>Stockmans, 615 &quot;F&quot; Street, Los Banos</td>
<td>J. Esparza</td>
<td>Tue</td>
<td>4:00pm</td>
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<tr>
<td>Madera</td>
<td>1113</td>
<td>Madera Valley Inn, 317 &quot;G&quot; Street</td>
<td>G. Weaver</td>
<td>Wed</td>
<td>4:30pm</td>
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<tr>
<td>Marysville</td>
<td>3611</td>
<td>Stassi's, Fourth Street</td>
<td>M. Anderson</td>
<td>Wed</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Merced</td>
<td>1123</td>
<td>Branding Iron, 640W. 16th St., Merced</td>
<td>M. Jameson</td>
<td>Tue</td>
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<tr>
<td>Merced ID</td>
<td>1122</td>
<td>Firehouse, 560 W. 18th St., Merced*</td>
<td>J. Fletcher</td>
<td>Thu</td>
<td>5:00pm</td>
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<tr>
<td>Mirant</td>
<td>2319</td>
<td>Skipolini's Pizza, Fitzhureen Drive, Antioch</td>
<td>J. Ricard*</td>
<td>Wed</td>
<td>4:00pm</td>
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<tr>
<td>Modesto</td>
<td>2515</td>
<td>Days Inn, 1312 McHenry Blvd.</td>
<td>T. Fortune</td>
<td>Wed</td>
<td>5:30pm</td>
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<tr>
<td>Modesto/Modesto Irr. Dist.</td>
<td>2518</td>
<td>Hero's Sports Lounge, 821 &quot;L&quot; Street*</td>
<td>M. Quigley*</td>
<td>Wed</td>
<td>5:00pm</td>
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<tr>
<td>Napa</td>
<td>3716</td>
<td>Round Table Pizza, 3331 Solano Ave. Napa</td>
<td>J. Kent</td>
<td>Thu</td>
<td>6:00pm</td>
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<tr>
<td>North Lake TahoeKings Beach</td>
<td>3320</td>
<td>Carpenter's Hall, Kings Beach (Deer Street)</td>
<td>B. Warmuth</td>
<td>Wed</td>
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<tr>
<td>Novato/Marin County</td>
<td>3711</td>
<td>Round Table Pizza, S. Novato Blvd.</td>
<td>I. Snyder</td>
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<td>Oakland Physical</td>
<td>2311</td>
<td>Francescotti, Hegenberger &amp; Pardee</td>
<td>R. Shepherd</td>
<td>Tue</td>
<td>4:45pm</td>
</tr>
<tr>
<td>Oakland/City of</td>
<td>2211</td>
<td>Francescotti, Hegenberger &amp; Pardee</td>
<td>A. Forrer</td>
<td>Thu</td>
<td>4:30pm</td>
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<tr>
<td>Paradise</td>
<td>3417</td>
<td>Round Table Pizza, 6038 (B) Clark Road, Paradise*</td>
<td>R. Jaster*</td>
<td>Wed</td>
<td>5:30pm</td>
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<tr>
<td>Placerville</td>
<td>3813</td>
<td>Spanky's Pizza, 197 Placerville Dr.</td>
<td>G. McNamara</td>
<td>Tue</td>
<td>3:45pm</td>
</tr>
<tr>
<td>Placerville/Davey Tree</td>
<td>4714</td>
<td>Round Table Pizza, 512 Main Street, Placerville</td>
<td>S. Speak</td>
<td>Tue</td>
<td>5:00pm</td>
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<tr>
<td>Pollock Pines/Fresh Pond</td>
<td>3912</td>
<td>50 Grand Club, Pollock Pines</td>
<td>R. Curtis</td>
<td>Wed</td>
<td>5:00pm</td>
</tr>
<tr>
<td>Portland, OR</td>
<td>3026</td>
<td>TC Headquarters - Portland</td>
<td>L. Bech</td>
<td>Thu</td>
<td>12:00noon</td>
</tr>
<tr>
<td>Red Bluff</td>
<td>3214</td>
<td>Crystal Restaurant, 343 S. Main Street, Red Bluff</td>
<td>J. Johnstone*</td>
<td>Thu</td>
<td>5:45pm*</td>
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<tr>
<td>Redding</td>
<td>3212</td>
<td>Round Table Pizza, 2808 McMurry Dr., Anderson</td>
<td>R. Pylee</td>
<td>Wed</td>
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<td>Redding, City of</td>
<td>3217</td>
<td>Round Table Pizza, 900 Dana Drive, Redding</td>
<td>D. Norman</td>
<td>Tue</td>
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<tr>
<td>Redding/Davey Utility</td>
<td>4419</td>
<td>Round Table Pizza, 900 Dana Drive, Redding</td>
<td>j. Shepard</td>
<td>Wed</td>
<td>5:00pm</td>
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<tr>
<td>Redmond, OR</td>
<td>3028</td>
<td>TC Headquarters - Redmond</td>
<td>j. Kisse</td>
<td>Thu</td>
<td>5:00pm</td>
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<tr>
<td>Redwood City/Asplund Tree</td>
<td>4711</td>
<td>Mountain Mike's Pizza, 120 El Camino Real</td>
<td>D. Urbino*</td>
<td>Tue</td>
<td>6:00pm</td>
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<tr>
<td>Reno, NV</td>
<td>3311</td>
<td>IBEW L U 401, 2713 E. 4th St.</td>
<td>D. Moler</td>
<td>Wed</td>
<td>6:00pm*</td>
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<tr>
<td>Richmond</td>
<td>2318</td>
<td>La Strada Rest., 2215 Church Lane, San Pablo</td>
<td>T. Vermont</td>
<td>Wed</td>
<td>4:45pm</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. Ambueo</td>
<td>Wed</td>
<td>6:00pm</td>
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<tr>
<td>Roseville, City of</td>
<td>3512</td>
<td>Fast Freddie's Pizza, 130 Main Street, Roseville</td>
<td>M. Barton</td>
<td>Tue</td>
<td>4:15pm</td>
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<tr>
<td>Sacramento</td>
<td>3811</td>
<td>Florin Rebecca Hall, 8360 Florin Rd., Sacramento</td>
<td>L. Mennel</td>
<td>Wed</td>
<td>5:15pm</td>
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<td>Sacramento Clerical</td>
<td>3801</td>
<td>Sacto Central Labor Council, 2840 El Centro</td>
<td>D. Ryan</td>
<td>Thu</td>
<td>5:30pm</td>
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<tr>
<td>Sacramento/Asplund-Davey</td>
<td>4717</td>
<td>Round Table Pizza, 8760 La Riviera Drive</td>
<td>Vacant*</td>
<td>Tue</td>
<td>4:00pm</td>
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<tr>
<td>Sacto. Muni Utility District</td>
<td>3911</td>
<td>Dante Club, Sacramento</td>
<td>D. Trigerio</td>
<td>Wed</td>
<td>4:30pm</td>
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</table>
I hardly knew you, Kenny boy

A federal jury on May 25 convicted former Enron leaders Ken Lay and Jeffrey Skilling of conspiracy and fraud.

Lay, who used his friendship with President Bush to rise to the pinnacle of corporate power—and to seduce California into a disastrous experiment with energy deregulation—was found guilty of conspiracy and five counts of fraud—all the charges he faced. Skilling was convicted of one count of conspiracy, 12 counts of fraud, five counts of making false statements and one count of insider trading.

After the Enron crash, President Bush attempted to distance himself from Lay, despite having flown on the company's jet on at least eight occasions. "I have not met with him personally," Bush said after the scandal broke.


Mirant seeks contract to keep plants open

Mirant Corp. has given notice to the California Independent System Operator that it intends to shut down Pittsburg Power Plant Unit 7 and Contra Costa Power Plant Unit 6 in Antioch if the company cannot find buyers for the electricity. Company officials informed IBEW Local 1245, which represents employees at the plants, that they were not ready to discuss the possibility of downsizing the workforce because they still hope to find a buyer for the power. It is possible that Pacific Gas & Electric, which is required by the state to maintain "spinning reserves," would view the Mirant plants as a way to meet that requirement.

The plants were originally owned by PG&E, but were sold to Mirant in connection with California's disastrous experiment with electric deregulation in the late 1990s. "If Mirant is unable to find a buyer for the power, our members could be adversely affected," said Local 1245 Business Rep. Hunter Stern.

Three other Mirant units at the Pittsburg and Antioch complexes will continue to operate under "must run" contracts with the ISO, according to the Contra Costa Times. Those contracts are meant to ensure power reliability in the Bay Area by paying the company to keep them online and available to generate electricity.

The two units at threat of closure can generate about 1,000 megawatts, about the same amount of power that the three remaining units can generate.

Mirant has said that operating the two targeted units is not economical unless the company can find a buyer for the power or obtain the "reliability compensation" that must-run contracts provide.

The market is soft for sellers of electricity in northern California, particularly those trying to sell power from older units like the Mirant plants, which are more expensive to run, Jim Bushnell, research director for the University of California Energy Institute, told the Times.

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

* Indicates change since schedule was last published in December 2005.
**Working Women**

**Women Mariners Take On the Sea**

By Amie Williams

“Shipping Out: The Story of America’s Seafaring Women” is a comprehensive, spirited look at the women of today who sail the seas for a living. Made for public television, the video documentary opens with striking images of intrepid women on tanks and tugs, climbing on board container ships, piloting through dangerous waters, and yes, even cooking up a gourmet meal in a ship’s galley.

Over the next 56 minutes, the viewer gets to know a dynamic, diverse group of women who have been drawn to the Merchant Marines, not just in the last 20 years since significant restrictions have been lifted on women’s access to these jobs, but as far back as the late 1800s, when women disguised themselves as men to be able to “ship out.”

The question of what drives these women becomes the central theme of the video. What inspires them to pursue the life of a captain on a container ship, piloting the Columbia River Bar, or restoring old tugboats off the San Francisco Bay?

As one female tug captain, Jeanne Pinto, puts it early on, “It’s really fun, not for every man, it’s not for every woman, it’s not for every man.”

To meet these women is to encounter the stuff that determination and dreams are made of. More than anything, we learn how much they are dedicated to the work. Whether getting scarred from a boiler-room accident, or being away from loved ones for months at a time, what unites these women is an undeniable, infectious passion. The best part of the video is when they talk about what they love about the job, such as when engineer Mary Helen Smith mentions “the sunsets, wind through the hair, being taken seriously for once.”

The documentary introduces women like Mary Frances Culnane, the first woman to graduate from King’s Point, the Merchant Marine Academy. Since 1974, women have been allowed into the academy, but very few make it. You have to be that much better than a man, they tell you, and the training takes years. In fact, to make it all the way to pilot, a top job in the hierarchy of maritime work, the training is rigorous. To date, only three percent of the world’s pilots are women.

On some level, the subtext of “Shipping Out” really is a direct engagement in the evolving nature and purpose of a woman’s life, particularly her choice of profession. The profiles of seafaring women fly in the face of notions of gender and social constructs. It’s as if getting off of land-based ideologies and “shipping out” to sea, these women challenge both themselves and all of society.

One story that resonates is single-mom Melissa Parker, who recently had to give up her beloved tugboat business after she had a baby. But she manages to find a real estate job that supports her love of restoring old tugboats, and is able to spend quality time with both her daughter and the boats.

The absence of family and the presence of the sea is a recurrent theme. For a lot of the women interviewed, finding the right partner is difficult, not just because they are gone for so long, but because they are used to being in charge.

**By Robert Reeves**

**Beware workplace surveillance**

Whether it’s at home or at work, your right to privacy may be considerably sterner than you realize.

The increasing use of technology, and its increasing sophistication, makes it possible for employers to track the activities of employees. At Pacific Gas & Electric, for example, employees who use company computers leave footprints that the company can easily follow. Even though limited personal use of company equipment is permitted, “personal” does not mean “private.”

“If one of our members views an inappropriate site or spends all day monitoring E-Bay, the company will have a record of that,” said Local 1245 Assistant Business Manager Ken Ball.

With the advent of global positioning satellite technology, companies are also increasing their ability to track equipment. Before using a company vehicle, make sure you’re remaining within the rules for the use of that vehicle.

Surveillance is increasingly a fact of life. A word to the wise: if you want your private personal activity to remain that way, don’t let that activity become entangled with company equipment.

**Clerical pact approved**

Members of the IBEW Clerical bargaining unit at Pacific Gas & Electric overwhelmingly approved an agreement to extend the protections contained in the current Clerical union contract by two years (through 2010). Under the terms of this agreement, Clerical members will also receive wage increases in 2009 and 2010 equal to whatever is negotiated for the Physical bargaining unit. Serving on the Ballot Committee are, standing, from left: Adrienne Franks, Lem Stubblefield and Katharine Reeves. Seated, from left, are: Sylvia Leon and Ruth Bailey.

**You want to be in command at home, as well,” one of them remarks.**

“These boats are my significant other,” Melissa laughs, almost wistfully.

“Shipping Out” is available on DVD for $24.95 plus $4.00 mailing. Make checks payable to: Waterfront Soundings Productions / 3252 Kempton Avenue / Oakland, CA 94611. An accompanying study guide, to help teachers explore subjects raised in the documentary, is available for $5.00 or can be downloaded for free at www.shippingoutvideo.com.

Independent filmmaker and activist, Amie Williams has recently finished the film “Eye of the Storm” on the 2002 ILWU longshore lockout and contract negotiations.

**The company may not be interested in monitoring you, but the technology gives them the ability to go back and find this information if they decide they need it;” said Local 1245 Assistant Business Manager Ken Ball.**

With the advent of global positioning satellite technology, companies are also increasing their ability to track equipment. Before using a company vehicle, make sure you’re remaining within the rules for the use of that vehicle.

Surveillance is increasingly a fact of life. A word to the wise: if you want your private personal activity to remain that way, don’t let that activity become entangled with company equipment.
Retirees’ Corner

Retiree Medical Costs: A Ticking Time Bomb for Current Employees

The chart accompanying this story was developed by George Murphey, a member of the Vacaville/Sacramento Chapter of the Local 1245 Retirees Club. Additional assistance was provided by Stuart Neblett, a member of the negotiating committee during the last round of bargaining with PG&E. The chart shows how the current cap on PG&E’s contribution to retiree medical insurance premiums will shift an increasing share of medical costs onto the backs of retirees, so that IBEW members who retire in 2025 could see a pension check of just $914 per month after medical premiums are deducted.

Using a Gas Serviceman who retires in 2025 as an example, let’s see what happens to his pension check after we apply a few assumptions about medical cost-sharing over the next 20 years.

In 2005, a Gas Serviceman earned $1290 weekly. Wage increases during this current contract term are 3.75% annually. If we assume he receives 3% wage increases in subsequent years, his weekly wage at retirement in 2025 will be $2387, yielding a monthly pension benefit of $4,758. Doesn’t sound too bad... until you start thinking about inflation in medical costs.

In 2005, employer health insurance premiums increased by 9.2%—nearly three times the rate of inflation, while the annual premium for an employer health plan covering a family of four averaged nearly $11,000, according to the 2005 Annual Survey of Employee Health Benefits by The Henry J. Kaiser Family Foundation.

Using this data as a guide, our chart assumes a 10% annual increase in Kaiser premiums through 2025, yielding a monthly Kaiser premium in 2025 of $4373.

Our chart assumes a maximum monthly PG&E contribution of $500 toward this premium, leaving a balance of $3,873.

If PG&E continues to agree in negotiations with IBEW to fund a Retirement Offset Account (ROPA) at the rate of 50% (which is by no means assured), PG&E would pay $1,936 of that monthly premium, with the employee paying the other $1,936, leaving a net pension check of $2822.

At the current level of PG&E funding for the ROPA—$7500 for each retiree for the contract period that began in 2003—a new ROPA beginning in 2025 would last just four months. This would leave the retiree on the hook for $3844 per month for the remainder of the contract period—in other words, for years.

What does that mean in terms of the retiree’s $4758 monthly pension benefit? It means that the retiree would receive a net pension payment of $914. And if you think that’s a paltry amount right now, think about what $914 will actually be worth in 2025—after 20 more years of inflation in the cost of everyday goods and services! The chart allows you to make similar calculations for an employee who retires in 2008, 2010, 2015 or 2020. Although these figures are only estimates, they give you some indication of what will happen to your future pension income if nothing is done to correct the situation.

Go ahead, do the math. The financial crisis facing Local 1245 retirees today is lying in wait for the retirees of tomorrow—a ticking time bomb.

PG&E to meet with retirees June 16

In response to mounting frustration among Local 1245 retirees over skyrocketing medical costs and stagnant pensions, PG&E has agreed to talk.

The sit-down meeting will occur on Friday, June 16 at Weakley Hall in Vacaville, from 2 to 4 p.m. The meeting format calls for participation by up to three representatives from each of the five chapters in the Local 1245 Retirees Club: East Bay, San Jose, Vacaville/Sacramento, Santa Rosa and Merced.


Retiree Club Meeting Schedule

East Bay Chapter: 2nd Thursday each month, 10 a.m., IBEW Local 551, 2525 Cleveland Ave., Suite B, Santa Rosa. (July meeting moved to July 5.)

Santa Rosa Chapter: 1st Tuesday each month, 10 a.m., at IBEW Local 551, 2525 Cleveland Ave., Suite B, Santa Rosa. (July meeting moved to July 5.)

Merced Chapter: 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th St., Merced. (July meeting moved to July 11.)

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, Santa Rosa or Merced. If you don’t have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Richard Anderson 31 years Concord, CA
Edward Austin 29 years Lakeport, CA
Alfredo Baldosano 32 years Union City, CA
Gabe Banffy 10 years Folsom, CA
Roy Bax 34 years Union City, CA
Richard Beard 34 years Livermore, CA
Ruben Bejarano 19 years San Jose, CA
Richard Bjorklund 16 years San Luis Obispo, CA
Jerry Bothello 35 years Auburn, CA
John Bowen 21 years Pacifica, CA
James Bray 32 years Penn Valley, CA
Kenneth Brownlee 34 years Dixon, CA
Sheridan Cantando 37 years Ione, CA
Lynda Collins 30 years Redwood City, CA
John Cook 31 years San Francisco, CA
Michael Dean 40 years Fresno, CA
Ronald Del Barba 33 years Stockton, CA
Charles Edwards 40 years Stockton, CA
James Edwards 30 years Oroville, CA
Dale Frakes 26 years Auburn, CA
Arnold Garza 34 years Hanford, CA
John Glover 32 years Dixon, CA
Tommy Hensley 32 years Garberville, CA
James Herrera Jr. 32 years Atwater, CA
Joseph Horst 40 years Santa Maria, CA
Florio Ido 30 years Fairfield, CA
Cirilo Jimenez 32 years W. Sacramento, CA
Larry Johannabner 30 years Acampo, CA
Loisann Kelsey 40 years Occidental, CA
William Kirby 30 years Oroville, CA
Ben Menan, ID
Walter Krebs 20 years Auburn, CA
San Luis Obispo, CA
Peter Krusi 41 years Nevada City, CA
William Lovos 27 years Auberry, CA
Frank Lucchese 31 years San Francisco, CA
Wayne Mabie 21 years San Martin, CA
Craig McRae 35 years Vacaville, CA
Myers 37 years Vacaville, CA
Michael Hydesville, CA
James Nelson 28 years Grass Valley, CA
Jose Ortiz 34 years Auburn, CA
Larry Sebilian 34 years Fresno, CA
Richard Sorg 33 years Las Cruces, NM
David Stewart 35 years Vacaville, CA
San Luis Obispo, CA
Peter Krusi 44 years San Jose, CA
William Lovos 27 years David Townsend 26 years Mckinleyville, CA

The increasing cost of health care for retirees is not just a retiree issue for current retirees. It is a ticking time bomb awaiting Local 1245 members at PG&E who retire in the future.

Chart credit: George Murphey / Stu Neblett

### Table: Retiree Medical Costs: A Ticking Time Bomb for Current Employees

<table>
<thead>
<tr>
<th>Year</th>
<th>Serviceman Salary / wk</th>
<th>Pension Monthly 30yr=46%</th>
<th>Kaiser Premium</th>
<th>PG&amp;E Contrib. Max</th>
<th>Premium Balance</th>
<th>ROPA Offset 50%</th>
<th>Employee Offset</th>
<th>Net Pension with ROPA Offset</th>
<th>Net Pension w/o ROPA Offset</th>
<th>Net Pension w/o $500 from PG&amp;E</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>1290</td>
<td>2571</td>
<td>650</td>
<td>500</td>
<td>150</td>
<td>75</td>
<td>75</td>
<td>2387</td>
<td>2496</td>
<td>2421</td>
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<tr>
<td>2008</td>
<td>1410</td>
<td>2810</td>
<td>865</td>
<td>500</td>
<td>365</td>
<td>183</td>
<td>183</td>
<td>2323</td>
<td>2467</td>
<td>2494</td>
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<tr>
<td>2010</td>
<td>1495</td>
<td>2981</td>
<td>1047</td>
<td>500</td>
<td>547</td>
<td>273</td>
<td>273</td>
<td>2257</td>
<td>2384</td>
<td>2410</td>
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<tr>
<td>2015</td>
<td>1776</td>
<td>3540</td>
<td>1686</td>
<td>500</td>
<td>1186</td>
<td>593</td>
<td>593</td>
<td>2287</td>
<td>2417</td>
<td>2443</td>
</tr>
<tr>
<td>2020</td>
<td>2059</td>
<td>4104</td>
<td>2715</td>
<td>500</td>
<td>2215</td>
<td>1108</td>
<td>1108</td>
<td>2247</td>
<td>2377</td>
<td>2403</td>
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<tr>
<td>2025</td>
<td>2387</td>
<td>4758</td>
<td>4373</td>
<td>500</td>
<td>3873</td>
<td>1936</td>
<td>1936</td>
<td>2282</td>
<td>2414</td>
<td>2435</td>
</tr>
</tbody>
</table>

UtilityReporter 13
In our opinion, the accompanying financial statements referred to above present fairly in all material respects, the cash basis transactions of Local No. 1245 for the year ended December 31, 2005 and the financial position - cash basis at December 31, 2005 in accordance with the basis of accounting as noted above.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on pages 9 to 22) is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

San Bruno, California
March 13, 2006
DALMAS ACCOUNTANCY CORP.

EXHIBIT C. INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL No. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS UNRESTRICTED NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2005

Cash balance, beginning December 31, 2004 6,099,978

Receipts:
Local Union portion of receipts:
"A" members' dues 187,390
"BA" members' dues 8,981,595
Initiation fees 37,194
Reimbursement fees 888
Agency fees 100,552
Working dues 922,501
Hiring hall dues 328,868
Retirees club dues 20,697 10,579,685

Reimbursements to General Fund:
Interest and investment income 441,002

Refunds and reimbursements:
Union Shopper 6,150
Other receipts 19,266

Energy Workers Inc., improvement loan payments:
Principal 118,636
Interest 31,140

Furniture & equipment sales 38,000
Automobile sales 34,713 650,907

International portion of receipts:
"A" members' per capita 356,365
"BA" members' per capita 1,762,386
Initiation fees 37,269
D.B.A.F. fees 254
Reimbursement fees 4,804
Agency fees 22,540 2,183,618

Total receipts 13,414,210
Total balance and receipts 19,514,188

Disbursements:
Cope of the North Bay 1,250
"A" members' per capita 9,000
"BA" members' per capita 10,000
Initiation fees 37,269
D.B.A.F. fees 254
Reimbursement fees 4,804
Agency fees 22,540 2,183,618

Total disbursements 13,414,210

International portion of disbursements:
Cope of the North Bay 1,250
"A" members' per capita 9,000
"BA" members' per capita 10,000
Initiation fees 37,269
D.B.A.F. fees 254
Reimbursement fees 4,804
Agency fees 22,540 2,183,618

Net disbursements 13,414,210

The accompanying notes are an integral part of this financial statement.

Cash balance, December 31, 2005 Details in Statement of Financial Position arising from cash transactions 5,231,489

The accompanying notes are an integral part of this financial statement.

INDEPENDENT AUDITOR’S REPORT

To the Officers and Members or the International Brotherhood of Electrical Workers, Local No. 1245
Vacaville, California

We have audited the accompanying statement of Financial Position arising from cash transactions as of December 31, 2005 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended. These financial statements are the responsibility of the Local’s management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly in all material respects, the cash basis transactions of Local No. 1245 for the year ended December 31, 2005 and the financial position - cash basis at December 31, 2005 in accordance with the basis of accounting as noted above.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on pages 9 to 22) is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

San Bruno, California
March 13, 2006
DALMAS ACCOUNTANCY CORP.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS TEMPORARILY RESTRICTED FOR THE YEAR ENDED DECEMBER 31, 2005

Cash balance, December 31, 2004 43,306

Receipts:
Portion of Local Union dues directly deposited to this fund 89,120
Write off old outstanding checks 45
Total receipts and balance 132,461

Disbursements:
Santa Clara Building Trades Council-PAC 125
Lloyd Leaven for Assembly 2,500
California Leadership Fund 2,500
Merced Mariposa LLC 400
Napa Solano LLC 400
Secretary of State Political Reform Division 13,790
Capitol Web Works 230
Nebraska State AFL-CIO 500
Santa Cruz Democratic Party 200
2005 Cope Dinner 1,425
Kakishiba for City Council 250
Kern, Inyo & Mono CLC 1,495
Coalition of Organized Labor 90
San Mateo CLC-Cope 1,275
Joe Coto for State Assembly 2006 1,000
Friends of Noun Evans for Assembly 1,000
The Kihls Committee 1,000
Joe Simint for State Senate 1,500
Sacramento CLC-Salute to Labor Dinner 1,000
Workers Rights Protection Fund 12,285
Tri-Counties CLC-Labor Leader of the Year 200
Nebraska State AFL-CIO Campaign 10,000
KP Corporation - Prop. 80 postage 7,416
San Mateo CLC-Cope 1,275
Union Shopper 6,150
Other receipts 19,266

Total disbursements 12,285

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2005

Cash balance, beginning December 31, 2004 6,099,978

Receipts:
Local Union portion of receipts:
"A" members' dues 187,390
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Agency fees 22,540 2,183,618

Net disbursements 13,414,210

The accompanying notes are an integral part of this financial statement.

Cash balance, December 31, 2005 Details in Statement of Financial Position arising from cash transactions 5,231,489

The accompanying notes are an integral part of this financial statement.
### Affiliation fees:
- International Brotherhood of Electrical Workers: 2,315,199
- Santa Clara C.L.C.: 8,580
- Alameda C.L.C.: 11,520
- Nevada State AFL-CIO: 4,200
- Nevada State Electrical Association: 840
- Sacramento C.L.C.: 9,600
- San Francisco C.L.C.: 5,388
- State Association of Electrical Workers: 164,000
- Contra Costa C.L.C.: 9,900
- California Federation of Labor: 96,115
- California State Association of Electrical Workers: 33,072
- Mariner County C.L.C.: 4,776
- San Joaquin and Calaveras C.L.C.: 2,100
- Butte-Glenn C.L.C.: 1,500
- Napa-Solano C.L.C.: 1,928
- Kern-Imo-Mono C.L.C.: 1,350
- Fresno-Madera C.L.C.: 4,200
- Merced-Mariopia C.L.C.: 1,350
- Stanislaus-Tuolumne C.L.C.: 1,116
- Marysville C.L.C.: 1,200
- Humboldt-Del Norte C.L.C.: 603
- Five Counties C.L.C.: 852
- Monterey County C.L.C.: 3,639
- Government Coordinating Council: 600
- San Mateo C.L.C.: 3,600
- Idaho State AFL-CIO: 151
- Joint Executive Conference-S.C. Electrical Workers: 100
- Tri Counties C.L.C.: 1,920
- Maritime Trades Post Council
  - C.U.E.: 262,000
  - Northern Nevada C.L.C.: 1,650
  - San Bernardino & Riverside C.L.C.: 201
- TCC-2: 30
- San Diego-Imperial C.L.C.: 86
- Congress of California Seniors: 125
- Forum - Alamedic Retired Members: 25
- TCC-6: 383
- C.U.R.E.: 24,724

### Staff expenses:
- Salaries: 4,717,337
- Expenses: 245,555
- Automobile expenses: 100,621
- Fitness plan: 1,506
- Automobile purchases: 142,247

### Research and Education:
- Subscriptions and publications: 24,540
- Scholarship fund: 2,100

### Office salaries:
- Administration office salaries: 390,856
- Bargaining unit salaries: 603,224

### Office expenses:
- Rent: 265,000
- Telephone: 109,229
- Postage mail service and meter expense: 47,037
- Print room/printing: 42,287
- Supplies: 16,472
- Equipment maintenance: 23,834
- Data processing: 11,317
- Equipment rental: 19,987
- Utility reporter: 112,442
- Miscellaneous: 7,914
- Bank charges: 5,707
- Furniture and equipment purchases: 98,563
- Storage: 2,905
- Utilities and janitorial: 475

### Salaries Paid or Reimbursed
- Executive Board meetings: 31,472
- Executive Board Trial Board: 1,589
- Advisory Council: 18,673
- Trustee Committee: 13,505
- Review Committee: 5,713
- Safety Committee: 18,405
- Shop Steward expenses: 7,464
- Other conferences: 20,048
- Labor Management: 12,926
- Organizing: 1,716
- Grievance/FF/LLC: 4,247

\[ 128,206 \times 242,304 = 370,510 \]

### Various Other Committees:
- Sierra Pacific Power: 118,985
- Outside Line: 7,174
- Davey Tree: 3,019
- Retirees: 1,222
- Central Labor: 535
- Duke Communication: 2,235
- MUU: 165
- Apprenticeship committee: 526
- Joint Grievance: 51
- Regional Transit: 128
- No. Calif. Port Authority: 3,199
- Tree Inc.: 470
- Frontier committee: 25,034
- WAPA: 969
- Outside line conference: 1,972
- AC Transit: 2,768
- Financial Planning Seminar: 400
- Training Staff: 1,308
- Training Membership: 2,273
- SF Light Rail: 365
- LA/NV Region: 1,194
- City of Gridley: 41
- New River: 350
- Internal Organizing: 2,875
- Arrowhead Trees: 69
- Mirant Power Plant: 1,085
- M.T. Wheeler: 41
- Truckee Meadows: 488
- City of Ukiah: 463
- Asplund: 4,277
- City of Santa Clara: 2,096
- Modesto I.D.: 9,589
- Adelphi: 779
- Utility Trees: 91
- PROVCO: 1,160
- Turlock I.D.: 370
- EPA PROVCO: 252
- City of Alameda: 1,272
- City of Willets: 57
- Training - contract costing: 706
- Training - Future is Now: 606
- Trans Canada: 16,025
- City of Yerington: 233
- City of Benery: 902
- City of Healdsburg: 29
- Wells Rural Elec: 155
- Plumas Sierra Rural: 312
- Avista Utilities: 44
- Southern Energy: 870

\[ 205,592 \times 226,215 = 727,807 \]

### CIP committee
- 628
- 976
- 1,504
- Hydro / Sys Op
- 135
- Miscellaneous Gen Off Clerical
- 41
- Diablo Canyon
- 324
- Transformation
- 1,224
- Premium Standards
- 311
- System Operator
- 1,822
- Gas Stub Committee
- 234

### Membership expenses:
- Supplies - Intl:
- 3,838
- Supplies - Local:
- 5,562
- Membership fees:
- 1,423
- Flowers/donations:
- 3,907
- Golf tournament:
- 4,254

### Payroll taxes:
- Employee portion:
  - U.S. income tax withheld:
    - (799,960)
  - FICA withheld:
    - (373,977)
  - California income tax withheld:
    - (256,683)
  - S DI withheld:
    - (44,428)
  - U.S. income tax forward:
    - (799,960)
  - FICA forward:
    - (373,977)
  - California income tax forward:
    - (256,683)
  - S DI forward:
    - (44,428)

### Employees benefits:
- Health and Welfare plans:
  - 1,123,956
- Group life insurance:
  - 1,271
- Pension plan:
  - 865,727
- Other costs, pension plans:
  - 21,396

### Other disbursements:
- Legal fees:
  - 227,186
- Hall rentals:
  - 78,091
- Worker's compensation insurance:
  - (163,706)
- Refunds:
  - 24,566
- PRD fees:
  - 4,385
- Miscellaneous taxes:
  - Insurance - auto:
    - 52,201
  - Insurance - bond - pension plans:
    - 1,146
  - Insurance - bond:
    - 1,141
  - Insurance - professional liability:
    - 13,277
  - Audit fees:
    - 23,610
- Charitable donations:
  - 1,050
- Miscellaneous fees:
  - 1,199
- Consulting fees:
  - 54,000

### Total Disbursements:
- 14,282,699
Serving the community, one citizen at a time

Story and photos by Eric Wolfe

Getting a lift to a citizen with disabilities is all in a day’s work for Linnea Brown, a Transport Operator for the City of Gridley. That lift can be quite literal. Brown’s van is equipped with a hydraulic platform to accommodate citizens who can’t make it aboard on their own.

Of course you hear about “personalized service” in the advertising slogans of big companies everywhere. But in Gridley, a city of about 5600 souls located in the southwest corner of Butte County, personal service is just the way it is. At the heart of that service are the 20 or so members of IBEW Local 1245 who provide the expertise to run the city’s Public Works and Electric Departments, as well as staffing City Hall.

Public Works sees to the city’s streets and parks, as well as water and waste water. The Electric Department, featured in the March 2006 issue of the Utility Reporter, supplies juice for the city’s residential and commercial sectors.

Handling the dough down at City Hall you will find Administrative Service Clerks Margie Tidwell and Elisa Arteaga. They do the billing, receive payments, and make things happen for new customers by coordinating transition meter readings and determining deposit amounts.

They also handle customers who come in through the front door. Yes, even in this era of call centers and pay stations, “There’s a lot of walk-in traffic,” says Tidwell. “All your older people like to walk in and pay. It’s an opportunity to visit, get out in public.”

Also working out of City Hall is Housing and Grants Coordinator Robert Lunt, a nine-year Local 1245 member whose job is helping the city obtain resources for community improvements. A major source of grant funding is the federal Housing and Urban Development agency (HUD) which, under President Bush’s “strengthening our communities” plan has reduced national funding by about 5%.

“I’m not sure how that strengthens our communities,” Lunt acknowledges, but that doesn’t stop him from competing for the resources that remain. Among the programs funded by grants written by Lund are housing rehab for poor people and training assistance for local businesses.

Water and waste water treatment are vital services in cities of any size, and much of that responsibility in Gridley falls to Tim Hill, a 22-year union member. Hill maintains the wells, disinfects the water system, and maintains fluoridation equipment, among other things.

One of the more recent “other things” came up in late February, just before the Utility Reporter paid a visit. Hill had been out fishing on a Sunday—he thought it was his day off, but in a small community like Gridley you just never know—when he spotted a section of the river bank that had been worn away by recent flooding. Sticking out of the bank was an exposed sewer line—a hazard to passing boaters. On Monday he made a closer inspection by boat and by Tuesday had notified a contractor.

“You never know what you’re going to end up doing in this town—there’s low manpower and lots to do,” says Hill.

Gridley is by no means a rich community. It ranks number 902 out of 1076 California cities in per capita income. But it is a community made richer by the skills and experience of a city workforce dedicated to serving the citizens—one person at a time.

Transit Operator Linnea Brown, helping Gridley one citizen at a time.

Senior Accounting Technician Gloria Gonzalez handles accounts payable and the all-important payroll. “On payday I think I’m everybody’s favorite person,” she says.

Scott Taylor, Maintenance Worker 2 and a 21-year IBEW member, busts up asphalt in preparation for new automated metering technology.

Tim Hill, Water/Waste Water Treatment Operator, is a 22-year member of IBEW.

Robert Lunt, a nine-year IBEW member, writes grants to fund community development projects.

Roy Christianson confirms the numbers on a water meter after two addresses were reported with the same serial number.

“I’m not sure how that strengthens our communities,” Lunt acknowledges, but that doesn’t stop him from competing for the resources that remain.

Rick Carter, Maintenance Worker II, at an emergency storage pond, where rain water is being drained away in preparation for improving the seal on the water gates. A three-year IBEW member, Carter says he appreciates how the union will “protect my rights—stick up for the little guy.”