Frank talk

One of PG&E's new top utility officers offered some frank talk—and cautious promises of change—in a March 19 meeting with Local 1245 activists at Weakley Hall in Vacaville.

Geisha Williams, PG&E's new Senior Vice President for Energy Delivery, acknowledged company challenges in a number of areas and fielded plenty of tough questions from the assembled members.

Williams got no argument with her assertion that PG&E needed to “fundamentally improve the infrastructure,” which she has been quickly getting up-to-speed on following visits to the field, including one to a San Francisco substation that had “1940s vintage” switches.

“Older than that” someone called out from the audience.

Williams described the need to improve the design and increase the capacity in the company's distribution system.

“The system needs an infusion of capital to make it better,” she said.

“Who's going to do this work?” someone asked. “You guys and contractors,” Williams replied.

Once Williams put the issue of staffing on the table, it never really left.

Ignacio Araquistain, a Troublemaker from San Lorenzo, told Williams that PG&E needed more bodies in-house.

Job Fair

IBEW promotes opportunities on Transmission line

A job fair co-hosted by IBEW Local 1245 offered San Francisco residents an opportunity to apply for entry-level jobs on a Black & Veatch construction project.

Beginning early Saturday morning, March 29, 80 people lined up at the Providence Baptist Church to be interviewed for positions to build the Martin to Hunters Point 115kV Transmission Line Project. The Martin-Hunters Point Project is a 5.1-mile-long underground construction project for PG&E that connects two existing substations.

Black & Veatch Construction Inc. made a commitment to PG&E to hire at least 20% qualified local hires for the project. To facilitate the selection of qualified local hires, Black & Veatch worked closely with IBEW Local 1245, subcontractor Underground Construction Co., and CityBuild, a San Francisco agency that seeks to connect city residents with work. The labor-backed A. Philip Randolph Institute secured the church for the recruiting effort and provided assistance in reaching out to the local community for job applicants.

San Francisco has a law mandating that first source/local hiring requirements apply to all contractors and subcontractors working in San Francisco. CityBuild is the operational arm of the City's First Source Hiring Ordinance for all construction projects.

Black & Veatch staff met with CityBuild staff to help them understand the Project, safety requirements, and qualifications sought in local hires.

CityBuild scoured its lists of graduates and associates to select 30 of the most qualified candidates to invite to the March 29 interview session.

CityBuild also worked with these selected candidates to ensure candidates were prepared for the interview session.

Members mobilization proves decisive

A large and energetic mobilization of union members at Turlock Irrigation District overcame stiff management resistance and produced a new agreement with many of the improvements that employees had sought.

The four-year agreement provides IBEW members with a 4% wage increase on May 1, along with a 3% rubber gloving premium. It provides additional...
Legacy Costs, Legacy Promises

These days, we are hearing the word “legacy” a lot at the bargaining table. Employers characterize long-standing commitments to lifelong employees and retirees such as defined benefit pension plans and post-retirement medical benefits as “legacy costs,” a term which is designed to sound much more burdensome and oppressive than describing these plans as fulfillments of promises made in the give-and-take of negotiations years ago.

“Legacy” means much more than the sense in which it is used by employers today.

For one, “legacy” calls to mind the legacy that those who came before us built and then left for their employers.

Ray Thomas, a member of our union staff, tells of driving up Highway 44 to visit tree crews in Shingletown or the Frontier and Lassen MUD members in Susanville. He drives by the last few miles of a 12-kv line that his father, Lee Thomas, built with a signatory contractor, Roger Electric, more than 25 years ago. Lee died in 2000, but the line that he and his crew built is as plumb, square, and solid as the day it was built. The same can be said for hundreds of miles of line and pipe, and of the tradition of service that our past members established.

When an employer complains about a “legacy benefit” as an unfair drain on their bottom line, they should simply be reminded that they are making “legacy revenue” and “legacy profits” from the work that our members who are now retired or deceased performed years ago. Whether it is gas, electricity, telephone, drinking water, irrigation water, or tree trimming, our membership today is building a legacy for our signatory employers, a legacy that will make profits long after our generation has passed.

Another legacy that we must never forget is the legacy that union members in the past left for union members today. Their hard, diligent, and shrewd work at the bargaining table created the wage levels, benefits, and working conditions that we currently enjoy. We owe them our gratitude, but we owe them more. We owe them our strongest efforts possible to protect them in retirement, and we owe them the strength to follow their example by leaving a legacy for those who come after us. We stand on their shoulders. What we enjoy today is the result of their hard work and the legacy that they left for us.

So let’s not worry so much about “legacy costs,” unless we’re also taking into consideration the revenue and profits that are part of that legacy.

And as we strive to protect the legacy left us, we must also focus on the legacy that we will leave. Our work is just beginning.

Hard to maintain

Hello from St. George Utah:

To all the retirees, great to see you starting to write to the Utility Reporter and expressing your comments about the upcoming negotiations between the union and PG&E. Hopefully the union will be able to convince the company that the retirees need COLAs and relief from high medical insurance premiums. As said by so many of you, we seem to have been totally forgotten by the company that we helped to build.

I was in customer service for almost 25 years, working in San Luis Obispo, Paso Robles, Oakland and then transferring back to San Luis Obispo. I retired in 1993, a couple of years early as my goal was to go out in 1995.

In 2004, we moved to St. George, UT, since the cost of living was less. However, since that time we have joined Humana for our medical benefits as the medical premiums that I paid for out of my pension check became higher and my pension check lower. I know that all the retirees are feeling the high cost of food, gas, etc. and with no increase in our pension checks, it is becoming harder to maintain a good and healthy lifestyle. Even here we are feeling the higher cost of living.

I am a member of the union and wish I could be there to participate in the discussions for the new contracts. For you retirees in California, our thoughts are with you during this time and hopefully you can make a difference for the rest of us.

I enjoyed working for PG&E and wish the current employees the best. Keep the faith.

Peggy K. Silva; St. George, UT

Look to the future

The 2008 negotiations are going to be tough ones to say the least. There are several retiree needs that should be concerns of the brothers and sisters that plan to retire from PG&E.

I retired in 2007 and already feel the changes of retirement all too well. I still attend unit meetings and maintain non-working status with the union and am a current member of the Retirees Club, although there is not a Retiree Club chapter in the North Valley or northeastern area portion of the state. I attempted to start a Retiree’s Club chapter in these areas but have not been able to find much interest so far.

I am greatly disappointed in the lack of knowledge the working brothers and sisters have regarding retirement. I find they have no knowledge of the cost of retirees’ medical plans and especially in the areas where HMOs are not available.

When I retired in 2007 the total cost of my medical plan was $923 for myself and spouse per month. The company’s capped amount maximum is $553, leaving a total of $370, of which I paid half—$185. The other half was paid by the union-negotiated RPOA, the Retirement Premium Offset Account.

At this rate the RPOA is gone in just a little over 3 years and I would have to pay the full amount of $370 a month.

This plan, in most cases, did not cover anymore than Medicare (which I have) unless I had been hospitalized. In 2008 there was a less costly plan offered which actually has better coverage, which I have taken advantage of. So you can see the medical plans’ availability change yearly. There doesn’t seem to be any security in the plans’ availability, their coverage, or their cost.

Retirees have no control over their medical plan options. Our retirement was based on our medical being fully paid for by the company and there has been no compensation for this decline in benefits that was bargained in 1993 and took effect in 2000. Medical should be restored to being fully paid after 25 years of service as it was prior to 2000 and maybe tier any changes beginning with new hires so they know what to expect from the start, instead of taking away benefits retirees had planned to have for the rest of their lives. We gave up raises in order to gain these benefits that have now been lost.

The only way that unions can retain medical benefits for their members is for...
members to stick together to save what they have earned. We need to get the information regarding the cost of retire- ment to the working brothers and sis- ters, who seem to have no idea that they will lose their dental and vision care benefit when they retire. The company is not going to tell them what is in their future and apathy does not pay the bills.

Retirees need a yearly cost of living allowance (COLA) to help keep up with inflation as well. We all feel the effect of the increases in the cost of fuel (gas, diesel, propane) and the higher cost of everything else as a result of the higher energy cost. Retirees do not receive any increase in retirement compensation on a regular basis. There are retirees out here whose Social Security checks are more than their retirement checks, because it takes 15 years in some cases to get a token raise from the company.

The working brothers and sisters need to look out for their own future as well as thinking about retirees that fought hard to get what they have now! Giving up benefits can prove to be very costly in the future. Negotiating for ben- efits and getting them is like a tax-free wage increase! Giving up benefits is the same as taking money right from your pocket! Before anyone considers look- ing at a large wage increase in the next contract I would suggest everyone do their homework and look towards their future. I suggest everyone takes a look at their medical cost including eye and dental care cost as well as the pension bands. At this time there is no limit on how much of an increase one can expect to see in these costs.

Another point of interest: if you wish to withdraw $20,000 from your 401k plan you can probably plan to pay about $6,900 in taxes leaving with you with $13,100.

Everyone needs to be involved and knowledgeable in what they are negoti- ating and voting for. We need more involvement from everyone! The picture is much larger than the company wants you to know. I also realize how few members look at the company’s Sum- marry Annual Report. Here are a couple of facts for all to think about. For the year ended December 31, 2006 the retirement plan was funded in accord- ance with minimum funding stan- dards of ERISA (Employee Retirement Income Security Act of 1974). The plan experienced an increase in its net assets of more than $954 million. One would think that with an increase of almost a half-billion dollars in this fund the retirees might be able to get a cost of liv- ing raise without hurting the company too much!

The Health Care Plan for Retirees and Surviving Dependents experienced an increase in its net assets of $97 million. The Health Care Plan for Active Employees experienced an increase in its net assets of $97 million.

With these types of net increases it seems to me we are all paying too much!

Ernest (Gib) Bonner; Red Bluff, CA

Praise for Andreucci

Thank you for your article about Terry Andreucci ending his service on the Advisory Council. (Utility Reporter, March-April 2008). I had the privilege of working on Terry’s crew for only a few a years before he retired and I can say he was one of the best electric crew fore- men around. I remember working storm damage on his crew a few years ago and was impressed that he would match his linemen climb for climb throughout the storm.

His service with the union was also invaluable to us. He was a great shop steward, always well informed, well spo- ken and passed information on to our workgroup in Auburn on a regular basis. He will be greatly missed!

Steve Brown; Lincoln, CA

Unity for Strength

Bargaining with PG&E this year will require “Unity for Strength” from every working IBEW 1245/PG&E union mem- ber along with every IBEW 1245/PG&E retiree.

Granted, as has been pointed out by the Merced Retirees Club, it will also require outside pressure on upper man- agement at PG&E and local politicians and even the CPUC if necessary, to have our case heard for retiree pension and medical plan improvements. Letter writing and attending Retiree Club meetings as well as regular unit meetings will be very important. Let's keep up the fight for investment in the company's Sum- marry Annual Report. Here are a couple of facts for all to think about. For the year ended December 31, 2006 the retirement plan was funded in accord- ance with minimum funding stan- dards of ERISA (Employee Retirement Income Security Act of 1974). The plan experienced an increase in its net assets of more than $954 million. One would think that with an increase of almost a half-billion dollars in this fund the retirees might be able to get a cost of liv- ing raise without hurting the company too much!

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Steve Brown; Lincoln, CA
Local 1245 members came to unit meetings in March and April armed with over 1,000 proposals for upcoming bargaining with Pacific Gas & Electric.

The general negotiations will cover both the Physical agreement and the Benefits agreement, which expire at the end of this year. The Clerical agreement runs to the end of 2010, and Clerical members will automatically receive whatever general wage increase is negotiated for the Physical bargaining unit for 2009 and 2010.

Business Manager Tom Dalzell, who will lead the negotiations, convened the bargaining committee for the first time on April 29 at Weakley Hall and laid out some of the challenges and opportunities the union faces in this round of negotiations—the first full-scale bargaining at PG&E in six years.

The committee actually consists of two separate committees: one for Physical bargaining and one for Benefits bargaining. The Benefits committee includes two representatives from the Local 1245 Retirees Club to represent retirees’ interests at the bargaining table.

To help assure continuity between the Physical and Benefits committees, four members are serving on both committees: Ed Dwyer, Ron Moon, Mike Jacobson and Mike Scafani.

The other members of the Physical committee are Darryl Rice, Mike Saner, Russ Rylee, Dan Mayo, Brian Kapaun, and Dave Sankey, along with Local 1245 Assistant Business Manager Bob Choate and Office Manager Tonya Alston.

The other members of the Benefits committee are Donna Ambeau, Bryan Carroll, Cecelia De La Torre, Dee Green, Mark Newman, and Stu Neblett. Representing the retirees on the Benefits committee are former Business Manager Perry Zimmerman and Jack Hill, president of the Retiree Club’s South Bay chapter. Also serving on the committee are Local 1245 Assistant Business Manager Dorothy Fortier and Office Manager Tonya Alston.

The two committees will meet separately during the early stages of the bargaining process—especially as opening proposals are being formulated—but will meet as a single group when the occasion demands, particularly toward the end of bargaining, Dalzell told the committee members during the meeting at Weakley Hall.

“You’re people with strong opinions and that’s one of the reasons you ended up on this committee. That’s what makes the leaders of a union—those strong opinions and your experience,” Dalzell said.

The negotiators face a formidable amount of work right from the get-go. The first challenge is to read every single one of the thousand-plus proposals submitted by the units. The proposals will have to be sorted, prioritized, combined where feasible, refined where necessary and joined together into opening proposals to submit to the company for a new Physical agreement and a new Benefits agreement.

The union expects to exchange those opening proposals with PG&E negotiators in June. The company and union will study each other’s proposals over the summer. The actual bargaining is scheduled to begin the first week of September, with the company and union aiming to achieve an agreement by October 1 and ratification before the end of the year, when the current Physical and Benefits agreements are set to expire.

Get the latest news at www.ibew1245.com
3.75% general wage increases in the subsequent three years. Under the new agreement the employer will pick up 85% of the medical premium payment, a significant improvement over the previous formula.

In addition, the agreement improves the pension formula to 2.5% at age 55 and makes improvements to the vision and dental benefit, among other provisions.

Members of IBEW Local 1245 overwhelmingly ratified the new agreement on April 29.

The favorable outcome to the protracted dispute was made possible by strong member support for the negotiating committee, which included the Turlock Irrigation District Employees Association as well as IBEW Local 1245 negotiators.

**Mass Meeting**

The member mobilization began with a mass meeting on March 27, with over a third of the two unions’ combined membership in attendance. The unions had just declared an impasse in the negotiations after mediation had failed to produce any significant movement by the District.

“Our priorities are trying to get improvements in your pension plan … and trying to get relief on growing health care costs,” IBEW Local 1245 Business Rep. Lynne Morel told the assembled employees. “We want to get the District to change the way they calculate health care benefits.”

Rich Lane, chair of the Local 1245 unit at Turlock, urged employees to express their concerns about these issues to their supervisors.

“When we speak with a common voice, they’re going to convey that up to their boss. That’s where the bottleneck is,” Lane explained. “Also, talk to others. Share information so you’re all armed with the facts.”

“I’m looking for you guys to start making a stand, because we’ve done all we can (at the bargaining table),” Employee Association President Brad Arnold told the members.

Lane suggested that one way members could have an impact would be to put in for an hour or two of vacation time in order to attend an upcoming meeting of the TID Board of Directors.

“The board needs to see the faces of people who are being denied parity with other employers.”  
Rich Lane, IBEW Unit Chair

Growing Frustration

The unions’ frustration had been building for some time, beginning with District efforts to divide the two unions. At the start of negotiations, the District met at the “big table” with both unions. When the unions put up stiff resistance to the District’s bargaining position, the District decided it wanted to split up the union delegation and meet with each union separately at the “little table,” as it was called.

“The board needs to see the faces of people who are being denied parity with other employers,” Lane said.

Members of both unions took the advice to heart. In the days that followed, more than 200 people signed a petition urging the District to settle the dispute in a fair manner. And a similar number asked for vacation time to attend the Board’s next meeting.

“It was an astonishing display of unity that prompted the Board to urge the general manager to get personally involved in the negotiations.”

Union members were especially upset by outsized salary hikes for TID management in recent years, which contributed to the union members’ determination to be treated fairly at the bargaining table.

That determination, coupled with the willingness of members to support their bargaining committee, ultimately proved decisive in the long campaign for a fair contract.

Negotiating for the IBEW were Rich Lane, Ken Gross, Aaron Baker, and Rick Brenes, along with Business Rep. Lynne Morel.
Frank talk, continued from page 1

“We need people. We need recruiting,” he said. “We’re starting to work with recruiting,” Williams replied, noting that the company had recently launched “Power Pathways” to attract people to the company. But she took the view that the need for bodies varies across classifications. “We’re already saturated with lineman apprentices,” she said. “Not in my yard,” someone called out. “In GC, not in Distribution,” another chimed in.

More Bodies

System Operator David Montoya of Brentwood asked Williams what she thought about consolidated switching centers.

“I think it makes sense on the Transmission side,” she said, but suggested that consolidation on the Distribution side faced bigger hurdles. “The answer is better technology.”

“You still have one operator talking to one lineman in the field,” responded System Operator Mike Diamond of El Dorado Hills. “That’s not going to change to one lineman in the field,” responded Williams.

Advisory Council member Dennis Thompson welcomed the news that PG&E was stepping up its recruiting, but said that all he ever heard from his supervisor was, “We don’t want to spend any money.”

“The budget is set for this year,” Williams acknowledged. She said the company is “working to tackle the reliability issue but it will be a long term plan that will take years to execute.”

Cable Splicer Bradford Simmons returned to this point a few minutes later: “We hear it’s not going to happen overnight—but when is it going to be that night?”

Several employees suggested that Transformation had made the workforce less efficient, in effect making the staffing problem worse. Vince Zinkl, a Troubleman from Peta-luma, spoke of a “gross amount of redundancies.”

“Your two-man assessment strategy has been a disaster. People who used to be fixing stuff are driving around doing assessments,” he said.

Adrienne Franks, Senior Operating Clerk I of San Pablo, also raised the issue of redundancy, but from a Clerical perspective. “The new transformed system takes three times as many steps to get something done,” she said, “but you’re not giving us any more employees.”

Williams acknowledged that employees were having to perform time-consuming work-arounds in the wake of Transformation “because the process didn’t work as designed.” Then, with a candor that left some mouths hanging open, Williams went on to say:

“We tried to change too many things at once, we didn’t pilot them, our backup plans were inadequate, we threw the switch and it didn’t work as designed.”

“Year ago in new business, you ask three people (how something is done) and if two people told you the same thing, it was probably the way to go,” she said. “Now, nobody knows.”

Williams responded, “We’re going to fix it. But instead of trying to fix every little thing we find…we’re going to have to fix it in a comprehensive manner.”

Is Transformation Over?

At that point, System Operator David Sankey of Merced seemed to sum up a widespread sentiment in the room when he asked, “Is Transformation over? And if not, when will it be?”

“What we were doing before Transfor-

“We tried to change too many things at once, we didn’t pilot them, our backup plans were inadequate, we threw the switch and it didn’t work as expected… It’s not the way we’re going to do things going forward.”

—Geisha Williams

Business Manager Tom Dalzell welcomes PG&E stewards and activists to the meeting with Geisha Williams.

Darryl Rice, Work and Resource Coordinator, Fairfield

Electric Crew Foreman Steven Moore, Oroville

Operating Clerk Tina Litts, Antelope

Troublemance Dan Parmenter, Knights Landing
An illness. Williams responded, and went on to defend the company’s desire to improve itself through the use of advanced technology.

A commitment to adopting new technologies may be a worthy goal, but Concord Troublemaker Al White wanted to know about the company’s commitment to its employees.

“Where’s the company’s commitment on wages and job security? The company is making us do more for the same amount of money,” White said, noting that general negotiations were on the horizon. “The employees need to see the commitment from the company at bargaining time.”

Williams turned the conversation back to staffing. She said she’d like to see a staffing model that poses the question: “How many people do you need? What’s the right staffing level to achieve a certain level of service?”

“We’ve talked about a lot of problems, lots of concerns, lots of issues today,” she said in summary. “There’s a lot to be done. We’ll develop a plan to prioritize them and knock things off one at a time.”

Local 1245 Business Manager closed the meeting by noting that the union has brought up reliability problems in the past, only to hear management make excuses. With Williams, he said, we are hearing something different.

“Now we have management saying, ‘It’s a problem.’ You can go down a number of issues where we now have management saying there’s a problem,” Dalzell said. “Of course the proof will be in the fix,” he added.
Together, we have a chance

Bernard Tanksley left this world like he lived his life: as a union man.

Tanksley, who died April 23 at his home in Napa at age 75, was initiated into the union in 1952, just as the union was preparing to negotiate its first statewide labor agreement with PG&E. He spent the major part of his career as a gas mechanic for PG&E in Richmond and never wavered in his support for the union.

“He was one of the original unionists at PG&E,” said Local 1245 Senior Assistant Business Manager Sam Tamimi. “PG&E was his job, but his main thing was, he was a unionist.”

In a 2003 interview with the Utility Reporter, Tanksley summed up his union philosophy this way: “Together you have a chance, alone you have no chance.”

Tanksley put his beliefs into action as a union shop steward. Among the new members he signed up back in the old days, according to Tamimi, were a couple of young pups who went on to become Assistant Business Manager Manny Mederos and Senior Assistant Business Manager Darrel Mitchell before they retired.

Back in the days before there was a union security clause in the PG&E agreement, Tanksley was the union security clause in Richmond. “If you didn’t sign up right away with the union,” Tamimi said, “if you weren’t a member, then you were cut off from any activities Bernie was involved with. You didn’t get into the football pool, you didn’t eat lunch with them, you didn’t go to the Albany horse races.”

On the other hand, if you were in the union, Tanksley worked hard to make sure the union worked for you.

“He was very active and knowledgeable,” said Tamimi. “He always had the book (union contract) with him. He nickel-and-dimed the company to death—on meals, on overtime, on bypass pay. Every day when he came in to work, it was ‘Here comes Bernie.’ He was a big guy.”

Tanksley went on long-term disability in 1988, but remained a card-carrying member of the Local 1245 Retirees Club right to the end. In 2003, shortly after Weakley Hall opened, Tanksley came in to take a look.

“It’s a big step up from the basement we started out in in 1952 down on Grove Street (in Oakland),” he said at the time, remembering the days when Ron Weakley himself headed the union. After his tour of Weakley Hall in 2003, Tanksley said, “I really enjoyed looking around. It’s a beautiful hall.”

Tanksley never could understand PG&E retirees who didn’t stick with the union by joining the Retirees Club. He made his feelings clear during that conversation in 2003: “A lot of retirees quit, and I say, ‘What are you quitting for? Who do you think represents you?’ I get on retirees who don’t belong. I scrap with them all the time. I’m really very proud of our organization.”

Before leaving the hall, Tanksley stopped by to see then-Business Manager Perry Zimmerman—to thank him for the $7,500 Retirement Premium Offset Account that the union had just negotiated for the retirees.

Speaking of thank-yous, there are plenty of people still around who probably have reason to thank Tanksley: for the times he stood up for them as a shop steward, for helping to hold the union together when it was first struggling to get on its feet, or maybe just for roping them into trips to the race track in Albany.

If Bernie was still around to tell his old friends how to express that thanks, he’d probably say: “Make sure you’ve paid up your dues to the Retiree Club.” That’s just the way a union man thinks.

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 Dublin, San Jose, Vacaville, Santa Rosa and Merced—have been strongly pushing for relief on medical costs and a boost to pension payments.

While the retirees had a seat at the bargaining table during the last general negotiations, in 2002, this is the first time that they will occupy two seats. This increased representation reflects, in part, the growing number of members who are nearing retirement age and have growing concerns about pension and health care issues.

Zimmerman and Hill will be full participants in the Benefits negotiations and will also participate when the Benefits committee meets jointly with the Physical committee.

Retiree Club leaders are tentatively scheduled to meet in September at Weakley Hall around the time that the actual bargaining gets underway.

For the latest news on bargaining, please visit us on-line at www.ibew1245.com

William Macrusky 24 years
Silver Springs, NV

Randy Maddox 36 years
Redwood Valley, CA

Romulo Magtoto 32 years
Fremont CA

Michael Martin 31 years
Fresno, CA

Adrian Martinez 33 years
Fremont, CA

Michael Marymee 36 years
Redwood City, CA

Edward McGill 24 years
San Francisco, CA

James McKinney 17 years
Antelope, CA

James Millen 42 years
Paradise, CA

Merrill Medinas 42 years
Mariposa, CA

Yuri Kuøo 38 years
Stockton, CA

Ronald Kohler 40 years
San Francisco, CA

James Kuhn 40 years
Olivehurst, CA

Yu Kyoo 38 years
San Francisco, CA

Michael Lobao 36 years
Oakland, CA

Mark Luiz 33 years
Redding, CA

Barry Jensen 37 years
Eureka, CA

Thomas Johnson 35 years
Coarsegold, CA

Bernard Johnson 30 years
Eureka, CA

Graydon Johnson 43 years
Taylorville, CA

Alfredia Jones 36 years
Oakland, CA

Jeffrey Kennedy 38 years
Hollister, CA

Stanley Kinka 37 years
Nevada City, CA

Sausalito, CA

Rickey Kohl 37 years
Red Bluff, CA

Ronald Kohler 40 years
Stockton, CA

James Honegger 30 years
Lemoore, CA

James Honegger 37 years
San Francisco, CA

José Guzman 30 years
Pasadena, CA

Michael Babb 24 years
Nipomo, CA

John Fryar 24 years
Eureka, CA

Brenda Darragh 20 years
Eureka, CA

Ernest Davis 28 years
San Francisco, CA

Diliberto 36 years
Shinoro, CA

Norman Davis 36 years
San Francisco, CA

Mary Cann 26 years
Burney, CA

Wayne Coffin 30 years
San Francisco, CA

Maryann Dennehy 17 years
San Francisco, CA

John Fernandez 23 years
San Francisco, CA

John Fryar 24 years
San Francisco, CA

Mannel Filaret 15 years
San Francisco, CA

Concord, CA

San Francisco, CA

Vacaville, CA

San Francisco, CA

Carmelino 37 years
San Francisco, CA

Sausalito, CA

Carmelino 37 years
San Francisco, CA

Sausalito, CA

Carmelino 37 years
San Francisco, CA

Sausalito, CA

Carmelino 37 years
San Francisco, CA

Who do you think represents you? If I asked you, ‘Who do you think represents you?’ I get probably say: ‘Make sure you’ve paid up your dues to the Retiree Club.’ That’s just the way a union man thinks.
Court ruling on retiree health care

The United States Supreme Court in March signaled that employers are permitted to reduce health benefits for millions of retirees who turn 65 and become eligible for Medicare. AARP, the senior citizens lobby, had challenged the practice, saying that the lower benefits for older retirees violated the federal law against age discrimination.

The court's action lets stand a rule adopted by federal regulators last year that says “coordination of retiree health benefits with Medicare” is exempt from the anti-age-bias law.

Advocates for companies and labor unions, which disagreed with AARP's position on this issue, welcomed the outcome, saying the compromise rule will encourage employers to maintain health coverage for their retirees. Otherwise, employers might drop all benefits for their retirees, they said.

They said it will prove especially helpful to those younger retirees who were offered continued healthcare when they left full-time work.

In 2004, a survey cited by AARP found 49% of retirees age 55 to 64 had health insurance coverage from a former employer. Benefits experts for private employers say the proportion is lower. A survey in 2005 found only 13% of those who retired from private companies were promised continued healthcare, according to a March 25 report in the Los Angeles Times.

A survey completed in March by the Employers Group found that 10% of California firms with 300 to 600 employees offered health coverage to retirees, and 5% of firms with 100 to 300 employees.

The legal dispute highlights what some say is a gap in the law: Employers are not required by law to pay for health benefits for their employees or their retirees. And in most instances, they are free to change their benefit policies or to drop coverage they had previously offered, the Los Angeles Times reported.

The high court's action ends an eight-year legal battle that began when retired county workers in Pennsylvania won a ruling that barred officials from reducing their health benefits when they reached 65. The US appeals court in Philadelphia offered, the Los Angeles Times reported.

The ruling said this amounted to illegal age discrimination. The ruling set off alarms among employers who had provided “bridge” coverage until their workers reached 65 and qualified for Medicare.

The Equal Employment Opportunity Commission moved to adopt it as federal policy, but reversed course in 2003 and concluded that this all-or-nothing benefits rule would create an incentive to cut benefits for retirees, not raise them. The agency proposed a “narrow” exception to the anti-age-bias law to permit employers to coordinate their health benefits with Medicare.

In 2005, AARP sued to strike down the exemption and the US court of appeals in Philadelphia upheld the EEOC's new policy as legal and reasonable. AARP's appeal was dismissed by the Supreme Court without comment.

Prescriptions prices keep pinching harder

People with health insurance are having more trouble paying for prescription drugs as higher out-of-pocket costs for medications and a slowing economy strain family budgets, according to surveys and health care analysts.

The Virginia-based National Patient Advocate Foundation, which helps people pay medical bills, found that 31% of the 44,729 people it aid last year cited drug co-payments as their top medical-debt problem. In some cases, the patient's share of drug costs ranges as high as 70% of the total.

Thirteen percent of insured Americans report that paying for drugs is a serious problem, says a recent poll by USA Today, the Kaiser Family Foundation and Harvard School of Public Health. That's up from 9% in a foundation survey in 2000.

The 31% reporting drug payments as their top medical-debt problem to the patient foundation rose from 26% of people in 2006 and 17% in 2005. Patient payments for generic drugs rose 38% from 2000 to 2007, and some brand-name drugs rose 48%, the Kaiser data show.

Inflation rose 21% during those years.

Prescription drugs account for about 10% of all health care spending in the US.

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Prescription drugs account for about 10% of all health care spending in the US.
Lineman Nathan Norton works the reconductor job on Highway 89. Norton used to spend a lot of time on the road working transmission at another utility. Working for PSREC allows Norton, who grew up in Truckee, to spend more time at home with his wife and family.

Lineman Bruce Smith, shown here at the controls of the tensioner, is a union steward and serves on the union bargaining committee.

Troubleman Greg Goodrich gives support to Norton from the ground.

To keep pace with continuing growth in northeastern California, line crews for the Plumas-Sierra Rural Electric Cooperative have been working on a hot reconductor job on Highway 89.

The two-mile project, begun in 2007, has faced a number of challenges, but nothing the utility’s seasoned workforce can’t handle. First off, a large number of dead trees had to be cleared away. PSREC maintains a two-man line clearance tree trimming workforce to help keep the way clear for power lines.

Another obstacle was winter weather, which can be forbidding in the sometimes rugged terrain served by PSREC. But as soon as conditions improved, PSREC crews were at it again, replacing #2 ACSR with #336 ACSR, allowing the line to carry more load. And it will be needed. The area has been sprouting new subdivisions and even a new golf course.

When the Utility Reporter visited in April another obstacle had just blown into town: gale-force winds strong enough to knock a person down.

“Yesterday we had to pull off the job,”
Plumas-Sierra REC sprang from federal push to electrify rural communities

Plumas-Sierra Rural Electric Cooperative was founded in 1937, two years after President Franklin D. Roosevelt signed the Rural Electrification Act in an effort to bring electric power to communities ignored by for-profit utilities. As a cooperative, the system would belong to the customers who used it.

For communities that still lacked power nearly a half-century into the electric era, the cooperative movement of the 1930s was a textbook case of the federal government helping communities help themselves. When the system was first energized in 1938, it transformed the lives of the original 643 member-owners.

“The lines got to Lassen County last,” recalled Claude Harwood. “We had gone that day to the cinema in Susanville. My father, mother, my wife and I were driving back when we saw what looked like a fire at our house. It was our home, lit up from the new lights, on for the first time.”

As public employees gained expanded collective bargaining rights in the 1960s, Plumas-Sierra REC employees chose IBEW Local 1245 as their collective bargaining representative, in 1964. It was the first REC organized by Local 1245.

Today, PSREC operates 1269 miles of energized line, serving 7,500 customers in Plumas, Sierra and Lassen Counties in California, and Washoe County in Nevada. In addition to electric power, the cooperative offers satellite and dial-up Internet services through a wholly-owned non-profit subsidiary, Plumas-Sierra Telecommunications. High-speed satellite Internet and wireless Internet are offered by another subsidiary, Got SKY Unlimited.

The cooperative’s IBEW-represented workforce includes workers in line, tree trimming, clerical, metering, internet, and satellite TV.

The cooperative is headquartered in Portola, CA, with a second office in Susanville. Line crews operate out of Portola and Milford.

For more information on PSREC visit www.psln.com.
Vote NO on 98 –
The Landlords’ Scheme

Vote YES on 99 –
The Homeowner Protection Act

Web: www.No98Yes99.com

The Landlords’ Scheme

Prop 98 is a scheme by landlords to increase profits. Wealthy landlords are spending millions to pass Prop 98. They want to trick voters into believing 98 is just about eminent domain. But landlords wrote hidden provisions into 98 that will hurt homeowners, renters and our environment – just so landlords can increase their profits. Prop 98 would hurt renters. Prop 98 would encourage landlords to hike rents with no limitation, unfairly evict tenants and withhold security deposits. Seniors on fixed incomes would be especially hurt by these provisions. Prop 98 would hurt homeowners. Prop 98 would also hurt homeowners by taking away protections for our communities. Prop 98 would hurt the environment. The landlords loaded Prop 98 with loopholes so they can get around laws that protect our land, air, water and coastline. That’s why 98 is opposed by every major environmental organization. Prop 98 is opposed by groups like:

- AARP
- League of Women Voters of California
- California Professional Firefighters
- California Teachers Association
- Coalition to Protect California Renters
- National Wildlife Federation
- Audubon California
- California Chamber of Commerce
- California Police Chiefs Association
- Consumer Federation of California

AARP Says NO on 98!

“Proposition 98 is a deceptive measure placed on the ballot by wealthy apartment and mobile home park landlords ... All Californians will pay a steep price for this damaging measure which is a direct assault on seniors, renters, our environment and our communities. AARP California strongly urges voters to vote NO on 98.”
– Jeannine English, California State President, AARP

League of Women Voters of California Says NO on 98!

“We urge all voters to read the fine print of Prop. 98. ... The League of Women Voters of California carefully examined Prop. 98 and was left with no choice but to oppose this deceptive measure.”
– Janis Hirohama, President, League of Women Voters of California

YES ON PROP 99 – Real and Powerful Eminent Domain Reform with NO HIDDEN AGENDAS.

Prop 99 would prohibit government from taking our homes to transfer to a private developer.

Prop 99 protects homeowners from eminent domain, with no hidden provisions.

Prop 99 is supported by groups like:

- League of California Homeowners
- League of Women Voters of California
- California Alliance for Retired Americans
- California Fire Chiefs Association
- National Coalition of Hispanic Organizations
- California League of Conservation Voters

Provided by No 98/Yes 99 – a committee of city and county associations, taxpayers and environmental groups, League of California Cities and Californians for Neighborhood Protection, coalition of conservationists, labor and business. A sponsored committee of the California League of Conservation Voters, 1121 L. Street, Suite 803, Sacramento, CA 95814 – 916.443.0872

May/June 2008
Money Purchase Pension Plan

I BEW Local Union 1245 Money Purchase Pension Plan Trustees meet on a quarterly basis to review investment strategy and investment returns for IBEW Local 1245 members working for the Line Clearance Tree Trimmers or Vegetation Control contractors.

Plan trustees take their obligation to oversee the $12 million dollar pension plan very seriously. As an example, approximately three years ago Plan trustees decided to hire an outside auditing firm to scrutinize both Plan investments and the Plan investment advisor. The outside firm determined that the Plan could make incremental increases to fixed income investments. The trustees followed the advice of the auditing firm.

While the stock market has had some troublesome performance during the first quarter of 2008, Plan investment advisor Derek Hobbs assured the trustees that the April 23 Trustee meeting that we could be looking at losses of 5 to 6% higher if we had not moved more of the Plan’s investments into the fixed income accounts.

Serving as Plan Trustees are Ray Thomas and Carl Lamers (for labor) and Howard Bowles and Emil Stali for Davey Tree Surgery.

Plan de Jubilación de Aportación Definida

Los administradores del Plan de Jubilación de Aportación Definida del Sindicato Local 1245 de la IBEW se reúnen trimestralmente para revisar la estrategia de inversión y el rendimiento de las inversiones de los miembros del Sindicato Local 1245 de la IBEW que trabajan para los contratistas para la Poda de Árboles y el Control de la Vegetación Cerca de Líneas Eléctricas.

Los administradores del Plan, tienen la obligación de supervisar muy seriamente el plan de jubilación de $12 millones de dólares. Por ejemplo, hace aproximadamente tres años, los administradores del Plan decidieron contratar una firma de auditores externos para examinar a fondo tanto las inversiones del Plan, como al asesor de inversiones del Plan. La firma de auditores externos determinó que el Plan podía realizar aumentos incrementales en las inversiones de ingresos fijos. Los administradores siguieron la recomendación de la firma de auditores.

Aunque la bolsa de valores ha tenido un rendimiento preocupante durante el primer trimestre de 2008, el asesor de inversiones Derek Hobbs le aseguró a los administradores en la reunión de Administradores del 23 abril, que hubiéramos podido tener pérdidas 5 a 6% mayores si no hubiéramos transferido más inversiones del Plan a las cuentas de ingresos fijos, tal como lo hicimos.

Los Administradores del Plan son Ray Thomas y Carl Lamers, por la parte laboral y Howard Bowles y Emil Stali por Davey Tree Surgery.

Tentative agreement with Davey Tree

Negotiators for IBEW Local 1245 and Davey Tree Surgery Co. have reached a tentative agreement on a new two-year pact that will be sent to union members for a mail-ballot ratification vote.

The agreement provides wage increases of 3.4% in 2008, including retroactive pay to the anniversary date of the contract, and 3.4% in 2009.

Despite the continuing escalation of health care costs, the tentative agreement holds employee premium contributions at their current levels through the term of the agreement:

- Employee only: $20
- Employee and spouse: $30
- Employee and family: $35

The agreement also increases daily subsistence to $30 from $25, increases non-emergency out-of-town work notification to 48-hours from the current 24-hours, and reduces probationary period for employees retained in new contract areas to three months, down from the current six months.

Serving on the union negotiating committee for the bargaining with Davey Tree were Pete Ely, Jose Torres and Roy Hayes, along with Local 1245 Senior Business Representative Ray Thomas and Business Representatives Junior Ornelas and Carl Lamers.

The tentative agreement will be discussed at upcoming unit meetings of Line Clearance and Vegetation Control employees. An explanation of the agreement, along with a ballot, will be mailed soon to the homes of Local 1245 members at Davey Tree. The same explanation will be posted on the Local 1245 website, www.ibew1245.com. Members are asked to consider this table agreement, cast their vote, and return their ballot as soon as possible in the envelope that will be provided.

Ballots must be received by Local 1245 at the address specified on the return envelope no later than 10 a.m. on June 6, 2008. Ballots will be tallied and the results posted on the Local 1245 website the same day.

Acuerdo tentativo con Davey Tree

Los Negociadores por el Local 1245 de la IBEW y Davey Tree Surgery Co. han alcanzado un acuerdo tentativo para un nuevo convenio de dos años, el cual les será enviado a los miembros del sindicato para que sea ratificado mediante su voto por correo.

El acuerdo incluye aumentos de sueldo de 3.4% en 2008, incluyendo el pago retroactivo a la fecha de aniversario del contrato, y de 3.4% en 2009.

A pesar del continuo aumento en los costos del cuidado de la salud, el acuerdo tentativo mantiene la contribución por primas que paga el empleado en los niveles actuales a la larga del término del contrato:

- Empleado únicamente: $20
- Empleado y cónyuge: $30
- Empleado y familia: $35

El acuerdo también contempla un aumento del viático que actualmente es de $25 a $30, incremento en el tiempo de notificación de trabajo no de emergencia, fuera de la ciudad que actualmente es de 24 horas, a 48 horas, y reduce el periodo de prueba para empleados contratados en nuevas áreas de seis meses, que es el periodo actual, a tres meses.

Los representantes del comité de negociaciones del sindicato para la negociación con Davey Tree fueron Pete Ely, Jose Torres y Roy Hayes, junto con el Representante Senior de Negocios del Local 1245 Ray Thomas y los Representantes de Negocios Junior Ornelas y Carl Lamers.

El acuerdo tentativo será discutido en las próximas reuniones de los empleados de Poda de Árboles y Control de la Vegetación Cerca de Líneas Eléctricas. Una explicación del acuerdo y una papeleta de votación se enviarán pronto por correo a los hogares de los miembros del Local 1245 de Davey Tree. La misma explicación estará disponible en la página de Internet del Local 1245: www.ibew1245.com. Se solicita a los miembros que consideren este acuerdo de la mesa de negociación, emitan su voto, y devuelvan sus papeletas de votación lo más pronto posible en el sobre que se incluye en el paquete que recibirán.

El Local 1245 deberá recibir las papeletas de votación en la dirección especificada en el sobre de retorno, antes de las 10 a.m. del 6 de junio de 2008. Las papeletas serán contadas y los resultados se publicarán ese mismo día en la página de Internet del Local 1245.
Lineco benefit increases

Our newly created Injured Workers Fund is steadily growing with an ending balance of $10,862.11 as of March 31.

Medical Benefits Increases

Lineco insurance is the benefit provided for outside construction members. Lineco announced major benefit increases effective March 1, 2008 listed below:

- Increases in the lifetime cap from 1 million dollars to 2 million dollars, plus a 5 thousand dollar annual payout after the life time cap has reached the maximum.
- Increase in the weekly disability benefit from $300.00 to $400.00.
- Increase in the annual payout from ½ million dollars to 1 million dollars.

There are other smaller changes, increase listed on the web site: www.lineco.org

All of these benefit increases were gained without a policy premium increase. Policy premiums have not increased for two years now and the fund is very strong.

New Retirement Fund coming soon

A new 401k plan will soon be available for our outside line members to use to save for retirement as an addition to the existing NEBF, NEAP and the PBF funds. The new 401k will be an employee contribution fund only. The fund will be fully portable between employers. You can visit the NEBF and NEAP sites at www.nebf.com

Organizing

We ran a top down campaign with Underground Constructors, a Quanta Company. We were successful in reaching a Project Labor Agreement for 5.1 miles of underground conduit job in San Francisco. We co-sponsored a Job Fair in San Francisco to meet requirements of the City of San Francisco as part of the agreement. See the article on page 1. This project started April 15 and will provide seventy-five plus jobs for over nine months.

We also ran a top down campaign on a newly-formed contractor, Martinez Pole Test and Tree Services. Owner Kathy Martinez has signed a multi year contract. She has around eleven employees and plans to grow to twenty-five employees. The company is working for Davey Tree that subcontracts to PG&E.

New Members pending application

January 2008 = 312  
February 2008 = 72  
March 2008 = 171

Contract Negotiations

All of our construction contracts are in service. We have no open contracts and will not be re-negotiating any agreements in the second quarter of 2008.

Apprentice Report

We currently have 331 outside line apprentices registered in our JATC program. We have 2 apprentices traveling in our jurisdiction for work.

- 63 apprentices are working out of Local 1245
- 228 are working out of 47
- 7 are working out of 396
- 33 are off of work

We have graduated 7 apprentices this year to journeyman lineman. We have indentured 19 apprentices into the program.

Work Outlook

- SMUD: T-line re-sag started.
- PG&E: Moss Landing to Metcalf: 37 miles of double circuit re-conductor and re-insulated; various substation upgrade jobs.
- City of Lodi: looking for Hiring Hall and full Linemen.

March Dispatch Report

Apprentice: 14
Cable Splicer: 1
Equipment Specialist: 8
Groundman: 16
Journeyman Lineman: 41
TD/UG: 6
Street Light: 3

Out of work lists as of April 7, 2008

Lineman-1: 20
Lineman-2: 41
Lineman-3: 2
Lineman-4: 9
Gman-1: 4
Gman-2: 10
Gman-3: 20
Gman-4: 55
Eqquip. Spec.-1: 0
Eqquip. Spec.-2: 6
Eqquip. Spec.-3: 7
Cable Splicer-1: 4
Cable Splicer-2: 3
Cable Splicer-3: 1

Ron Cochran hands out application forms and union brochures.

Job Fair, from page 1

On the morning of the interviews, 80 people showed up ready to apply for available project positions. IBEW Local 1245—represented by Assistant Business Manager Ron Cochran, Business Rep. Landis Marttila and Communications Director Eric Wolfe—helped applicants with the forms and explained the advantages that come with union membership.

“Our union knows that the future belongs to people with skills,” said Cochran. “We told the applicants that this project offered them an opportunity to earn a decent wage, pick up some valuable work experience, get their foot in the door of this industry, and find out how union membership can put them on a path toward a better standard of living.”

CityBuild and Black & Veatch staff conducted the nearly 7-hour marathon of interviews.

The purpose of PG&E’s Martin-Hunters Point Project is to increase system transmission capacity so future electric demand can be reliably served under normal, contingent, and reduced generation scenarios, according to Black & Veatch Public Liaison Miguel Martinez.

Cochran said that Local 1245 plans to be involved in more job fairs in the future as the union reaches out to new workers with the message that “It pays to be union.”
Confined Space Rescue Requirements

The Committee reviewed a CalOSHA publication titled “Is it Safe to Enter a Confined Space? Confined Space Guide.” This publication breaks down the specific training requirements per industry by each applicable standard. It also helped the committee to understand the different rescue requirements with regards to “Permit Required and Non-Permit Required Confined Spaces.” The utility industries in California, for the most part are covered under Standard 5158 for the non-permit spaces. Both standards have rescue language. Under 5158 for the utilities it specifies:

5158 (E) When entry must be made through a top opening, the following requirements shall also apply:
1. The safety belt shall be of the harness type that suspends a person in an upright position.
2. A hoisting device or other effective means shall be provided for lifting employees out of the space.

From what this committee has been made aware of the above practice is not being done by several companies that we represent.

Backhoe Bucket for Lifting

There are apparently load charts available that will allow the use of backhoe buckets for lifting. The committee will review the follow-up documentation at the next committee meeting or when it becomes available and provide an update.

Near Miss Program

The Safety Committee is implementing a "Near Miss Program" at the Business Manager's recommendation. New guidelines for this program was provided by the chairman and reviewed by the committee. Any items submitted to the union for possible publication should be submitted by the member's personal computer and not from company work stations.

Commercial Motor Vehicles

At the April meeting the chairman provided the committee with the latest updates on penalties associated with carrying a CDL License. A CDL holder will not be able to attend driving school as stated in V.C. Section 42005 (c) Pursuant to Title 49 of the Code of Federal Regulations, the court may not order or permit a person who holds a class A, class B, or commercial class C driver's license to complete a licensed traffic violator school, a licensed driving school, or any other court-approved program of driving instruction in lieu of adjudicating any traffic offense committed by the holder of a class A, class B, or commercial class C driver's license. If a driver with a CDL is driving a non-Commercial Motor Vehicle (CMV) they are subject to the same blood alcohol limits as a person without a CDL of .08. However if they are in a CMV the lower limit of .04 applies. California Commercial Driver Handbook - Section 1 – Introduction. It was noted that if the maintenance of a CDL is a condition of employment, violations that cause an individual to lose their license may have an impact on the employee's ability to maintain that employment. Specific points that could contribute to an individual's loss of their license is listed below from California's DMV website.

Training for Meter Workers

The topic of who can connect or disconnect electric meters was discussed. Depending on the employer, employees from different organizations within the company such as finance are assigned to connect and/or disconnect electric meters. The level of training these employees receive is unknown.

Although this work does not require an employee to be a Qualified Electrical Worker it does require an employee to be a Qualified Person. A Qualified Person as defined by Title 8, 2300, Low Voltage Electrical Safety Orders is: "A person designated by the employer, who by reason of experience or instruction has demonstrated familiarity with the operation to be performed and the hazards involved."

WAPA's good safety stats

There was some good news to celebrate at the quarterly safety meeting at Western Area Power Administration. During the first quarter of 2008, there were just four recorded incidents and no lost time during 603,080 hours of work. And out of 1.8 million miles driven, there was only one recorded accident—with less than $1500 in vehicle damage and no property damage.

"They're doing good things at WAPA and our members are driving a lot of the change," says Assistant Business Manager Ron Cochran. "There's definitely a strong interest in safety among our members and management. WAPA has a great safety record and it continues to improve."

WAPA's new safety director, Dick Adams, has expressed interest in visiting a meeting of the Local 1245 Safety Committee in Vacaville as a guest, Cochran said.

On May 21 WAPA is hosting its annual Health and Safety Fair to keep attention focused on the critical need to work safe.

Local 1245 is one of five IBEW locals on the Government Coordinating Council #1, the group that coordinates union activity at WAPA. Local 1245 steward Jamie Freeze was recently appointed as the chairman of the council.

The council recently negotiated a five-year agreement with WAPA that contained significant improvements, reflecting a lot of hard work in recent years by Business Rep Sam Glero and Assistant Business Manager Dennis Seyfer. Cochran noted.

Although WAPA is an open shop, Local 1245 has close to 100% membership on the property. Now that's unionism.
Business Manager files PG&E grievances

Two Business Manager grievances were filed against PG&E in April: one concerning kiosks at PG&E offices and one concerning the vendor that PG&E uses for federally-mandated background checks.

The kiosk grievance (IR-IBEW-08-03) alleges that PG&E violated the labor agreement when it informed the union of its refusal to include kiosks in the paystation network count. By way of remedy, the grievance asks that kiosks installed at PG&E offices and/or at other locations be included in the paystation count, and that all affected employees be provided all rights and benefits due in accordance with the labor agreement.

In Grievance #IR-IBEW-08-02, Business Manager Tom Dalzell challenges the company's decision to force employees to sign an NERC release form, stating that the company's decision to force employees to sign an NERC release form is in violation of the labor agreement.

IBEW members at Utility Pole Technologies

Mountain rescue mission saves life

A routine day turned into a miraculous one along a stretch of Broken Springs Road in Feather Falls, Ca.

An IBEW crew of pole test and treat workers employed by Utility Pole Technologies were traveling down the road about 4:30 on the afternoon of April 9 when they came to a tree that had fallen across the road in a recent storm. Estaban Angulo and Jose Granados stayed with the truck while Sheldon Jones and Luis Esquivel set out from the road to look for the pole line they were inspecting. When they found no trace of the pole they turned around to head back to the truck.

That’s when they heard Mike Ferri.

Ferri had been patrolling a transmission line for California Forestry Vegetation Management Co., but ran into trouble when he stepped on a log, which rolled and broke his leg in two places.

They hurried to his side and Jones offered to carry Ferri to the truck and drive him to the hospital, but it was no go. Ferri’s leg hurt too much; he didn’t want to risk being carried.

With Angulo and Granados remaining behind with the injured Ferri, Jones drove back to an area where he remembered there was phone service and called 911 as well as his supervisors at work. When a two-man team arrived, Jones and his crew helped carry their supplies to the accident scene, a 1.2 mile hike.

“When they got to the incline where Mr. Ferri was at they had no way of stabilizing him on the incline,” said Ronny Montgomery, the crew’s supervisor at Utility Pole Technologies. “So our crew dug a shelf or platform out of the side of the mountain to rest the stretcher on.”

Jones stood on the incline holding the stretcher out, with the other end resting on the shelf that they had dug. “The emergency medical team stabilized Mr. Ferri but there was no way to get him off the side of the mountain,” Montgomery said.

The EMS and IBEW crews rigged up a pulley system to the trees and eventually managed to get Ferri safely off the mountain. They used a Polaris Ranger utility vehicle to transport Mr. Ferri to the ambulance.

A total of 13 Emergency Medical and Search and Rescue vehicles and two helicopters were part of the rescue effort, although the trees and terrain prevented the helicopters from getting close enough to help.

Search and Rescue personnel later told Ferri’s supervisor that Ferri probably would not have survived if Jones and his crew had not been in the area—and alert enough to notice Ferri’s cries for help.

New Diablo generators

New steam generators have been installed at PG&E’s Diablo Canyon Power Plant during the refueling outage at Unit 2 that began Feb. 4.

The project, including design, fabrication and delivery of the generators, began in 2004 and is slated for completion later in 2008 with the replacement of steam generators at Unit 1 during that unit’s outage.

The second major phase of the project entails the removal and storage of each unit’s old steam generators and the installation and testing of the new generators. This second phase will take approximately four years (2005-2009) for the engineering, planning, construc-

Watersystem Repairmen

Pacific Gas & Electric Mother Lode Hydro Watersystems Repairmen working on the Main Tuolume Canal outage in Sonora, CA, are: Tom DeGennero, Gary Conrado, Mike Gourley, Phil Benning, and Mark Leonard.
Assistant Business Manager retires
Union ideals hooked Larry Pierce and never let go

Larry accepts a round of applause at the April Advisory Council meeting for his long service to the union.

Joining the union is usually a no-brainer for someone born into a union family and raised on union wages. Larry Pierce’s journey to the union took a slightly different path.

Pierce was a military brat who spent grade school in the Philippines, junior high in England and high school in Germany. “Every relative I had was conservative,” says Pierce, the Local 1245 Assistant Business Manager who retires in June after a quarter-century on the union’s staff.

After working a brief stint as a lineman for Texas Telephone and Telegraph in 1965, Pierce got a draft notice, moved to California, joined the Air Force in 1965, Pierce got a draft notice, moved to California, joined the Air Force in 1965, Pierce got a draft notice, moved to California, joined the Air Force in 1965, Pierce got a draft notice, moved to California, joined the Air Force in 1965, Pierce got a draft notice, moved to California, joined the Air Force in 1965, Pierce got a draft notice, moved to California, joined the Air Force. After working a brief stint as a line-man for Texas Telephone and Telegraph in 1965, Pierce got a draft notice, moved to California, joined the Air Force in 1965, Pierce got a draft notice, moved to California, joined the Air Force.

A bone was thrown at the membership involvement and the flood of publicity caused from their years of service to PG&E, just to have some kind of quality of life. Look at all of PG&E’s community involvement and the flood of publicity that PG&E procures for itself as the guardian of the environment, endangered species, etc. Hello, look no further than your own retired employees. We are the endangered species.

The retired employee is at the edge of the financial abyss. Before you know it, the active employees, too, will be where we are now. It comes very quickly. You need to stay steadfast with your, and our, quest for a better future for yourselves and your families.

I know that during bargaining the company will throw out some pretty impressive bones or carrots to camouflage the real issues. You can ask yourself this question: How did we lose such a grip on our medical several years back? A bone was thrown at the membership and we allowed the company to freeze its participation in our medical coverage. Don’t be fooled by a small wage increase or more meal money or some other BS in the upcoming negotiations. Those bones may seem great today, but tomorrow is the real reality.

At this juncture, life after you have worked your youth away doing what all dedicated, conscientious PG&E employees do, you have the right to demand a secure future with a benefits agreement that will keep you and your family in a stable and economic viable future.

Food for thought: Don’t fall for “thy old shell game,” where’s the peanut? Your future after your career will be, or should be, the utmost priority.

Jim Haslouer; Merced, CA

Greetings from page 3
one that medical coverage has skyrocketed. Heck, when you’re at retirement age, this is when you need the best of care. Too many of my friends have had major surgery (hip replacement, disc surgery, shoulder, neck and the list goes on) caused from their years of service to PG&E, just to have some kind of quality of life. Look at all of PG&E’s community involvement and the flood of publicity that PG&E procures for itself as the guardian of the environment, endangered species, etc. Hello, look no further than your own retired employees. We are the endangered species.

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<td>4013</td>
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<td>T. Bagwell*</td>
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<td>Angels Camp</td>
<td>2512</td>
<td>Mike's Pizza, Hwy 49/Murphy Grade Rd.</td>
<td>G. Day</td>
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<td>Antioch</td>
<td>2317</td>
<td>Aladin's Pizza, 1324 Sunset Dr.</td>
<td>D. Tucker</td>
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<td>Auberry</td>
<td>1129</td>
<td>Daddy Joe's Java, Auberry Road</td>
<td>Criggs/kenney</td>
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<td>Auburn</td>
<td>3511</td>
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<td>K. Davis</td>
<td>Tues</td>
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<td>Bakersfield</td>
<td>1112</td>
<td>Labor Hall, 200 W. Jeffrey, Bakersfield</td>
<td>M. Bolow</td>
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<tr>
<td>Buellton</td>
<td>1221</td>
<td>Firestone Walker Brewing Co., 620 McMurray Road*</td>
<td>B. Swanson</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>
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<td>Burney</td>
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<td>Sam's Pizza, Hwy 299, Johnson Park</td>
<td>P. Baker</td>
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<td>4015</td>
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<td>Chico</td>
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<td>South Lake Fire Station</td>
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<td>Concord/Dayvee Tree</td>
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<td>Round Table , 3393 Port Chicago Hwy, Concord, CA</td>
<td>J. Sims</td>
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<td>Concord/Walnut Creek</td>
<td>2316</td>
<td>Round Table Pizza, 2960 Treat Boulevard</td>
<td>R. Lassus</td>
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<td>Davie/Willys</td>
<td>4421</td>
<td>Old Mission Pizza, 1708 S. Main, Willets</td>
<td>G. Cowan</td>
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<td>Davis General Construction</td>
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<td>Steve's Pizza, Davis</td>
<td>K. Goodner</td>
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<td>Donner</td>
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<td>Best Western Hotel, Hwy. 267, Truckee</td>
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<td>Elk Grove (Frontier)</td>
<td>4014</td>
<td>Round Table Pizza, 5110 Laguna Blvd.</td>
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<td>Elko, NV</td>
<td>3318</td>
<td>Stockman's Casino, Elko</td>
<td>B. Brunson*</td>
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<td>Ely, NV/Mt. Wheeler</td>
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<td>Ely Fire Dept, Meeting Hall</td>
<td>M. Venturino</td>
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<td>Eureka/Tree Trimmers</td>
<td>3111</td>
<td>Labor Temple, 9th &amp; &quot;E&quot; Street</td>
<td>W. Hollesen*</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>
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<td>Fort Bragg/ Pt. Arena</td>
<td>3717</td>
<td>PG&amp;E Yard, 3539 Walnut Street*</td>
<td>G. Fernandez</td>
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<td>Fresno</td>
<td>1111</td>
<td>AMF Sierra Lanes, 6540 N. Blackstone</td>
<td>P. Sandoval</td>
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<td>Fresno - Trees Inc.</td>
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<td>Grass Valley</td>
<td>3513</td>
<td>The Grey Goose, 10100 Alta Sierra Drive, Grass Valley*</td>
<td>M. Fitting</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>
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<td>Hinkley</td>
<td>1311</td>
<td>Clubhouse, Hinkley Compressor Station</td>
<td>P. Earl</td>
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<td>Hollister</td>
<td>1219</td>
<td>Paine's Restaurant, 421 East St., Hollister*</td>
<td>J. Schlegel</td>
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<td>Jackson</td>
<td>2513</td>
<td>Mountain Mike's Pizza, 525 S. Hwy 49</td>
<td>B. Boitano</td>
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<td>Klamath Falls, OR</td>
<td>3022</td>
<td>Mía and Piao's Pizza, 3545 Summers Lane, Kfalls</td>
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<td>Lakeport</td>
<td>3715</td>
<td>Senior Center, 527 Konoci Ave.</td>
<td>B. Dawson</td>
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<td>Lemoore</td>
<td>1128</td>
<td>Fleet Reserve, 788 &quot;D&quot; Street, Lemoore</td>
<td>H. Hite*</td>
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<td>Livermore</td>
<td>2315</td>
<td>Round Table Pizza, 1024 Stanley Blvd., Livermore</td>
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<td>Lodi, City of</td>
<td>2516</td>
<td>Round Table Pizza, 2715 Kettlemann Lane, Ste. 204*</td>
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<td>Loomis</td>
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<td>Round Table Pizza, Horsehoe Bend</td>
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<td>Los Banos</td>
<td>1115</td>
<td>Dutra's Towing Club House, 830 &quot;I&quot; Street*</td>
<td>P. Danielli</td>
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<td>Madera</td>
<td>1113</td>
<td>Madera Valley Inn, 317 &quot;G&quot; Street</td>
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<td>Marysville</td>
<td>3611</td>
<td>Stassi's, Fourth Street</td>
<td>M. Anderson</td>
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<td>Merced</td>
<td>1123</td>
<td>Branding Iron, 640 W. 16th St., Merced</td>
<td>M. Jameson</td>
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<td>Merced ID</td>
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<td>Branding Iron, 640 W. 16th St., Merced</td>
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<td>Mirant</td>
<td>2319</td>
<td>Skipolini's Pizza, Fitzhurens Drive, Antioch</td>
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<td>Modesto</td>
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<td>El Rosal Restaurant, 1101 Carpenter Road*</td>
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<td>Modesto/Modesto Irr. Dist.</td>
<td>2518</td>
<td>Hero's Sports Lounge, 821 &quot;L&quot; Street</td>
<td>M. Gomes</td>
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<td>Napa</td>
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<td>J. Kent</td>
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<td>Napa/Davee Tree-Tree Inc.</td>
<td>4710</td>
<td>Round Table Pizza, 3331 Solano Ave. Napa</td>
<td>E. Hurtado*</td>
<td>Thurs</td>
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<td>North Lake Tahoe/Kings Beach</td>
<td>3320</td>
<td>Carpenter's Hall, Kings Beach (Deer Street)</td>
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<td>2311</td>
<td>Francisco's, Hegenberger &amp; Pardee</td>
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<td>Oakland/City of</td>
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<td>Outside Line</td>
<td>4911</td>
<td>Ron Weakley Hall, 30 Orange Tree Circle, Vacaville</td>
<td>C. Kelly</td>
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<td>Paradise</td>
<td>3417</td>
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<td>Placerville</td>
<td>3813</td>
<td>Spanky's Pizza, 197 Placerville Dr.</td>
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<td>Placerville - Davee Tree</td>
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<tr>
<td>Portland, OR</td>
<td>3026</td>
<td>TC Headquarters - Portland</td>
<td>C. Mollenhauw*</td>
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<td>Red Bluff</td>
<td>3214</td>
<td>Casa Ramos, 2001 Main Street, Red Bluff</td>
<td>J. Johnstone</td>
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<td>Red Bluff/Davee Tree</td>
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<td>Round Table Pizza, 116 Belle Mill Rd, Red Bluff</td>
<td>P. Ely</td>
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<td>Redding</td>
<td>3212</td>
<td>Round Table Pizza, 2808 McMurray Dr., Anderson</td>
<td>R. Blyle</td>
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<tr>
<td>Redding, City of</td>
<td>3217</td>
<td>Round Table Pizza, 900 Dana Drive, Redding</td>
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<td>Redmond, OR</td>
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<td>Richmond</td>
<td>2318</td>
<td>La Strada Rest., 2215 Church Lane, San Pablo</td>
<td>T. Vernon</td>
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<td>Richmond/E. Bay Clerical</td>
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<td>La Strada Rest., 2215 Church Lane, San Pablo</td>
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<td>3512</td>
<td>Fast Freddie's Pizza, 130 Main Street, Roseville</td>
<td>D. Willford*</td>
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IBEW 1245 UNIT MEETING SCHEDULE: JULY—DECEMBER 2008
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<td>Sacramen - Trees &amp; Davey</td>
<td>Pizza Bell, 8591 Elk Grove Blvd. Elk Grove, CA</td>
<td>O. Perez*</td>
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<td>Sacto. Muni Utility District</td>
<td>Dante Club, Sacramento</td>
<td>J. Basil</td>
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<td>Sacto. Regional Transit</td>
<td>Espanol Restaurant, Sacramento</td>
<td>C. Biba*</td>
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<td>Salinas</td>
<td>Mountain Mike’s Pizza E. Alisal, Salinas</td>
<td>D. Montanez</td>
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<td>San Francisco</td>
<td>Ship Clerks Union Local 34 Hall, 4 Berry St.</td>
<td>V. Jones</td>
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<td>San Jose</td>
<td>Straw Hat Pizza, 1535 Meridian Ave., San Jose</td>
<td>D. Johnson</td>
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<td></td>
<td>San Jose - Asplundh Tree</td>
<td>Mountain Mike’s, 1289 S. 1st St. San Jose, CA</td>
<td>E. Arellano</td>
<td>Thurs</td>
<td>4:30pm</td>
</tr>
<tr>
<td></td>
<td>San Luis Obs./Pismo Beach</td>
<td>Vallarta’s Mexican Food, 1761 Monterey Street, SLO</td>
<td>S. Weaver</td>
<td>Thurs</td>
<td>4:00pm</td>
</tr>
<tr>
<td></td>
<td>San Luis Obispo/DCPP</td>
<td>Margie’s Diner, 1575 Calle Joaquin</td>
<td>L. Moon</td>
<td>Weds</td>
<td>5:30pm</td>
</tr>
<tr>
<td></td>
<td>San Rafael Davey Tree</td>
<td>Round Table Pizza, 915 Sir Francis Drake, San Anselmo</td>
<td>L. Maltes*</td>
<td>Thurs</td>
<td>4:00pm</td>
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<tr>
<td></td>
<td>Sandpoint</td>
<td>Sandpoint Headquarters</td>
<td>D. Christman</td>
<td>Weds</td>
<td>5:00pm</td>
</tr>
<tr>
<td></td>
<td>Santa Clara, City of</td>
<td>Vesuvios Restaurant, 3044 El Camino</td>
<td>B. Burke</td>
<td>Weds</td>
<td>4:30pm</td>
</tr>
<tr>
<td></td>
<td>Santa Cruz</td>
<td>VFW Post #7263, 2259 7th Ave., Santa Cruz</td>
<td>G. Bargas</td>
<td>Tues</td>
<td>4:30pm</td>
</tr>
<tr>
<td></td>
<td>Santa Maria</td>
<td>Round Table Pizza, 2508 S. Broadway, Santa Maria, CA</td>
<td>G. Uratsu</td>
<td>Weds</td>
<td>4:00pm</td>
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<tr>
<td></td>
<td>Santa Rosa</td>
<td>Round Table, Steele &amp; Cleaveland</td>
<td>L. Stubblefield</td>
<td>Tues</td>
<td>6:00pm</td>
</tr>
<tr>
<td></td>
<td>Santa Rosa/Davey Tree</td>
<td>Round Table Pizza, Marlow &amp; Guerneville</td>
<td>D. Rathe</td>
<td>Weds</td>
<td>4:00pm</td>
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<tr>
<td></td>
<td>Selma</td>
<td>Sal’s Mexican Restaurant, 2163 Park St.</td>
<td>S. Zamora</td>
<td>Thurs</td>
<td>4:30pm</td>
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<tr>
<td></td>
<td>Shasta - USBR</td>
<td>Round Table Pizza, Lake Boulevard, Redding</td>
<td>P. Mastan</td>
<td>Tues</td>
<td>5:15pm</td>
</tr>
<tr>
<td></td>
<td>SMUD/Fresh Pond</td>
<td>50 Grand Club, Pollock Pines</td>
<td>R. Curtis</td>
<td>Weds</td>
<td>5:00pm</td>
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<tr>
<td></td>
<td>Sonora</td>
<td>Mike’s Pizza, 14721 Mono Way</td>
<td>B. Owens</td>
<td>Thurs</td>
<td>4:00pm</td>
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<td></td>
<td>Sonora - Asplundh Tree</td>
<td>Round Table Pizza, 13769-B Mono Way, Sonora, CA</td>
<td>S. Hix</td>
<td>Mon</td>
<td>4:30pm</td>
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<tr>
<td></td>
<td>South Lake Tahoe</td>
<td>Round Table Pizza, 1062 Emerald Bay Road</td>
<td>P. Stahl</td>
<td>Thurs</td>
<td>5:00pm</td>
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<tr>
<td></td>
<td>Spankel, WA/Rosalia</td>
<td>TC Headquarters - Rosalia</td>
<td>P. Brown</td>
<td>Thurs</td>
<td>5:00pm</td>
</tr>
<tr>
<td></td>
<td>Spokane, WA</td>
<td>TC Headquarters - Spokane, vacant</td>
<td></td>
<td>Thurs</td>
<td>12 noon</td>
</tr>
<tr>
<td></td>
<td>Stockton</td>
<td>Ed Stewart American Legion Post #803, 3110 N. West Ln.</td>
<td>C. DeLaTorre</td>
<td>Thurs</td>
<td>6:30pm</td>
</tr>
<tr>
<td></td>
<td>Stockton-Trees Inc.</td>
<td>Eddie’s Pizza, 1048 Waterloo Road, Stockton, CA</td>
<td>J. Cervantes</td>
<td>Weds</td>
<td>5:30pm</td>
</tr>
<tr>
<td></td>
<td>Stockton Clerical</td>
<td>8110 Holman Road, Ste. #1, Stockton</td>
<td>C. Wood</td>
<td>Thurs</td>
<td>4:00pm</td>
</tr>
<tr>
<td></td>
<td>Susansville (LMUD/Frontier)</td>
<td>The Pizza Factory</td>
<td>K. Merrill</td>
<td>Thurs</td>
<td>5:30pm</td>
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<tr>
<td></td>
<td>Templeton</td>
<td>The Pizza Place 105 Main St.</td>
<td>J. Comancho</td>
<td>Tues</td>
<td>4:00pm</td>
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<td></td>
<td>Tiger Creek/Pine Grove</td>
<td>Pine Grove Pizza, 19724 St. Hwy 88, Pine Grove</td>
<td>L. Pence</td>
<td>Weds</td>
<td>6:00pm</td>
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<td></td>
<td>Topock</td>
<td>PSEA Clubhouse, Moabi Park, Topock</td>
<td>G. Shetco</td>
<td>Thurs</td>
<td>4:45pm</td>
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<tr>
<td></td>
<td>Truckee Meadows Water Auth</td>
<td>Round Table Pizza, Mira Loma &amp; McCarran, Sparks</td>
<td>F. Chadwick</td>
<td>Thurs</td>
<td>4:30pm</td>
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<tr>
<td></td>
<td>Turlock</td>
<td>Turlock Chamber of Commerce, 115 S. Golden State Blvd</td>
<td>R. Lane</td>
<td>Thurs</td>
<td>4:00/5:00</td>
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<tr>
<td></td>
<td>Ukiah</td>
<td>Ukiah Garden Cafe, 1090 S. State Street</td>
<td>C. Spleatta</td>
<td>Weds</td>
<td>5:30pm</td>
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<tr>
<td></td>
<td>USBR/CVO</td>
<td>Round Table Pizza, 7943 Greenback Lane, Citrus Hts.</td>
<td>P. Pips</td>
<td>Tues</td>
<td>5:00pm</td>
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<td></td>
<td>Vacaville</td>
<td>Pietro’s #2 679 Merchant St., Vacaville</td>
<td>E. Owens</td>
<td>Weds</td>
<td>5:00pm</td>
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<td></td>
<td>Walla Walla</td>
<td>TC Headquarters - Wallula</td>
<td>M. Prior</td>
<td>Thurs</td>
<td>5:00pm</td>
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<td></td>
<td>Wells R.F.C.</td>
<td>Silver Sage Senior Citizens Center, 1st St., Wells NV</td>
<td>A. Reusch</td>
<td>Weds</td>
<td>5:00pm</td>
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<td></td>
<td>Winnemucca</td>
<td>Los Marguerits, 47 E. Winnemucca Boulevard</td>
<td>J. Henriod*</td>
<td>Thurs</td>
<td>7:00pm</td>
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<tr>
<td></td>
<td>Retirees - Dublin</td>
<td>IBEW Local 595, 6250 Village Parkway, Dublin</td>
<td>M. Silva</td>
<td>Thurs</td>
<td>10:00am</td>
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<tr>
<td></td>
<td>Retirees - Merced</td>
<td>Merced Senior Community Ctr., 755 W. 15th St., Merced</td>
<td>M. Bonds</td>
<td>Tues</td>
<td>10:00am</td>
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<tr>
<td></td>
<td>Retirees - San Jose</td>
<td>IBEW Local 332, 2125 Canoas Garden, San Jose</td>
<td>I. Hill</td>
<td>Thurs</td>
<td>10:00am</td>
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<tr>
<td></td>
<td>Retirees - Santa Rosa</td>
<td>Coco’s Restaurant, 1501 Farmers Lane, Santa Rosa</td>
<td>L. Mead</td>
<td>Tues</td>
<td>10:00am</td>
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<tr>
<td></td>
<td>Retirees - Vacaville</td>
<td>IBEW Local 1245, 30 Orange Tree Circle, Vacaville</td>
<td>R. Renaude</td>
<td>Weds</td>
<td>10:00am</td>
</tr>
</tbody>
</table>

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- Wage Comparisons
About 40 new Local 1245 members and their kids and spouses attended a barbecue at Weakley Hall on March 30 to learn about the union and scarf down some good eats.

Members attended from Outside Line, Goodcents, the PG&E Hiring Hall and Wellington, as well as an employee from a satellite dish company who was interesting in exploring union representation.

“We want our new members to understand that the IBEW isn’t just a name on a piece of paper somewhere but a real organization that actively works to gain them more influence in the workplace,” said Business Manager Tom Dalzell. “It was great to have people there with their families.”

The union prepared goody bags for the kids and showed cartoons on the big TV in the L.L. Mitchell meeting room while the grown-ups got acquainted.

The day’s formal activities included brief welcoming remarks by Dalzell and Assistant Business Manager Ron Cochran, as well as short presentations by Communications Director Eric Wolfe on the union’s history and by Executive Board member Mike Cottrell on union principles.

But the main attraction was the union’s large grill, sizzling with chicken and hot dogs, barbecued to perfection by Business Rep. Darryl Norris, with plenty of advice (wanted or unwanted) from Business Rep. Ralph Armstrong and Senior Assistant Business Manager Sam Tamimi.

After lunch several members took a guided tour of the union hall to get a better understanding of how the union operates.

New member orientations are frequently conducted at the worksite, but this was the first one held at Weakley Hall. As the union reaches out to the growing ranks of new members, it probably won’t be the last.

Executive Board member Mike Cottrell talks about the principles of unionism.