

Inside:



Fiber! 8

Dalzell Column 2

Local Union Election 3

Fernley Pact 4

Sandoval Essay winner 5

PG&E Missed Meals 6

Tree Trimmer service awards 10

Safety Matters 11

Outside Report 12

Service Awards:

San Jose 13

Sacramento 14

Eureka 15

Redding 15

Not OUR American Dream 16

News briefs

Iraqi Refinery

Workers held rolling sit-ins in February and March, calling for wage increases, permanent jobs for temporary workers, monitoring of corruption and better local management to improve production. Management has transferred several union leaders to other locations in an effort to quell protests.

Bud Tender may be a new job classification now that UFCW Local 5 has organized about 100 medical marijuana workers in Oakland. Union affiliation may provide a new level of respectability for workers in the industry, which is still illegal under Federal statutes.

Murdered: 101 trade unionists were murdered in 2009, an increase of 30% over the previous year, according to the International Trade Union Confederation, which represents 176 million workers in 156 countries. An ITUC survey found growing pressure on fundamental workers' rights around the world as the impact of the global economic crisis on employment deepened.

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Utility Reporter

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UNITY IS STRENGTH

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NO!

**No way.
No thanks. No dice.
In other words, No.**

That was the near-unanimous verdict of Local 1245 members voting on NV Energy's "last, best" contract offer. The final tally in a mail ballot counted June 17 was 31 in favor, with 477 (93%) against. An astonishing 83% of the membership participated in the vote.

It's no mystery why members rejected the package—even though it means sending the epic contract clash into a second year. The company is pushing to convert employee pensions to a "cash balance" plan that would cost individual employees as much as \$200,000 over their lifetime—slashing



Union supporter Janet Koshak raises a ruckus on the picketline at NV Energy headquarters in Reno on May 27.

the pensions of younger workers as much as 82%.

IBEW members also rebelled at the company's proposed wage freeze, elimination of all protections for retirees, and the wholesale dismantling of work rules.

Following the vote, the union called upon the company to return to the bargaining table and try to make peace with a workforce that is both angry and mystified by the company's self-destructive behavior.

"The executives say they're committed to reliable service, but they seem to

be doing everything they can to disrespect and demoralize the employees who provide that service," said Local 1245 Business Rep. Randy Osborn.

"They've slashed the workforce, insulted the employees who remain, closed every customer service office in northern Nevada, and then they turn around and give themselves fat bonuses. Maybe that's how they define service in Florida where they come from, but I don't think that's going to fly

continued on page 5

Contract campaign begins in earnest

Clerical Rising

When PG&E's "Transformation" project crashed and burned in 2007, IBEW clerical workers pulled PG&E's fat out of the fire on a daily basis. They devised work-arounds on the fly, helping avert a business catastrophe.

So you'd think there might be just a little room for gratitude now that it's time to negotiate a new Clerical bargaining agreement. But if PG&E man-



Stewards brainstorm slogan ideas for the Clerical Contract Campaign.

agement feels any appreciation for Clerical's vital service during the Transformation fiasco, it's hard to find in the bargaining proposals they presented at Weakley Hall on June 11.

While claiming to be "protecting" current Clerical workers, the company

proposes giving management the authority to contract out the work being performed at Call Centers as well as the Bill/Print/Mail facility. "Contract out" is a slightly more polite way of saying, "Thanks for the memo-

continued on page 6



Sarah Stevenson, right, speaks up during brainstorming session at Weakley Hall following the Young Workers summit in Washington DC. Listening are, clockwise from Stevenson, are Lloyd Cargo, Sean Corbin (standing), Jennifer Gray, Lorenzo Arciniega, Graciela Nunez, Ryan Morris, and Elizabeth McInnis.

AFL-CIO summit opens door to young workers

Next Up!

Yeah, there were a few opening speeches. But it's what happened after the speeches that made this gathering different.

At the AFL-CIO "Next Up" conference for young workers, the 400 delegates took charge of the event midway through the first day, breaking into work

continued on page 7



Tom Dalzell
BUSINESS MANAGER

Meeting challenges with worker-led initiatives

What happened to the lazy, carefree summer days? On many fronts, things are buzzing at Local 1245. Any thought of a peaceful summer long ago flew out the window as we face a number of major challenges.

NV Energy is the greatest challenge at the moment. A record high percentage of our members voted in the recent ratification and by a greater than 90% margin rejected the company's offer. If the company is in a listening mode, the message of our members is loud and clear. The company is doing well. Profits are healthy. Executive compensation is healthier. There is no good reason (and I don't count corporate greed as a good reason) to treat our members the way the new management at NV Energy is treating them. We should know by early July whether the company is interested in a win-win solution to the issues on the table. If so, great. If not, we'll do what we have to do to be the winner, not the loser.

At PG&E, we have three big issues in play. On June 11, we exchanged bargaining proposals with the company for a new Clerical contact. The union proposed modest improvements in the contract, while the company made two radical proposals that would gut the contract. First, the company proposed a two-tier wage system, under the terms of which employees hired after Jan. 1, 2011 would be paid less—about \$20,000 a year less—than existing employees. In

fact, some of the wages proposed by the company are so low that new employees would qualify for lower utility rates, MediCal, welfare, and their wages would violate local Living Wage statutes—hardly an embodiment of PG&E's professed values. Don't worry, the company is telling our members, we will protect you, it's just the new hires we will hammer. Anybody who has been around two-tier systems knows how divisive they are and how they eventually have the effect of pulling the top tier down to the bottom tier. If the company thinks that you are worth less than you are being paid, it is only a matter of time before they hammer you too.

Employing the same doublespeak, the company has proposed substantial contacting out of Clerical work, telling our members that the purpose for this is not to get the work done for \$15 an hour—no, not at all—but to *save our members from having to work mandatory overtime*. Look chutzpah up in the dictionary and you will see a picture of this proposal. While making a proposal that would undoubtedly spell the beginning of the end for decent wages for PG&E's Clerical workers, the company is claiming that the proposal is in fact for the workers' own good: it will let them spend more time with their families. What gall!

The second big issue in play is the Tuesday-through-Saturday work schedule for PG&E line crews. The contract permits these crews under certain circumstances, but in the past the company has used these crews judiciously, recognizing the work-family balance. In fact, the company had only one crew in its entire system before June 15, when it suddenly decided that judicious was for cowards and it implemented Saturday crews in more than a dozen headquarters. At a time when there are fewer linemen working for the company than there have been for 40 years, when the backlog of Equipment Requiring Repair is higher than it ever has been, and when the backlog for replacing poles is higher than it ever has been, the company has launched a number of initia-

tives to squeeze more out of fewer crews. This is an issue that will be addressed in the grievance procedure, but it is a pretty clear signal that the company does not intend to increase staffing unless it is told by the California PUC to do so.

Finally at PG&E, System Operators continue to vote with their feet, choosing almost any option other than accepting a job at the Grid Control Center in Vacaville when their control centers are closed. It should come as no surprise that the jobs in Vacaville are going unfilled—who wants to try to sell their house now, move their family hundreds of miles, go to work in a center which has yet to deliver on the promises of technology made when it opened a year ago, and then be expected to acquire expertise on 15 new jurisdictions for the same pay received for knowing one jurisdiction? We are working with PG&E on their critical inability to attract qualified workers to the jobs in Vacaville, but to date our suggestions have fallen on deaf ears.

At the City of Redding, we are seeing amateur anti-work politics at its worst. At a time when cities are financially challenged, a majority of the City Council in Redding has decided to sponsor two ballot measures—at a cost of over \$50,000 to the city—to determine what the city's opening position should be in upcoming negotiations with Local 1245 and other unions that represent city workers. The ballot measures would have no force or effect, just "guide" the city in formulating its position. Of course the ballot measures are anti-worker, but if the city wants to take this position why not just take it? Why spend tens of thousands of taxpayer dollars just to come up with a bargaining proposal? We are fighting back as we have in the past, and City Council elections in

Redding this fall will give us the chance to try to moderate the amateur radical group now on the council.

Even as we are fighting these fights started by others, we are moving forward with a number of worker-led initiatives:

- Our lineman peer-to-peer safety program is nearly ready to roll out.
- Our PG&E customer service representative attendance excellence peer-to-peer group is meeting in early July to train for implementation of the first step in their program.
- Nine young members of Local 1245 recently returned from the AFL-CIO Youth Summit in Washington D.C. and have met several times to plan steps to bring Local 1245's 6,000 members under the age of 40 into a greater role with Local 1245.

Between the wars started by others, the daily business of negotiating contracts and policing the contract, and our peer-to-peer initiatives, these are busy times at Local 1245. Our members, as always, will be our greatest strength as we step forward to meet these challenges.

APPOINTMENTS

CONFERENCES AND CONVENTIONS

AFL-CIO Young Workers Summit
Lorenzo Arciniega, Aaron Baker, Lloyd Cargo, Sean Corbin, Jennifer Gray, Ryan Morris, Graciela Nunez, Michael Patterson, Sarah Stevenson

IBEW Womens Conference
Donna Ambeau, Anna Bayless-Martinez, Cecelia De La Torre, Adrienne Franks, Jennifer Gray, Chris Habecker, Graciela Nunez, Michelle Ramsey, Sarah Stevenson

IBEW Government Conference
Jamie Freeze

IBEW Utility Conference
Lorenzo Arciniega, Graciela Nunez

CALENDAR

Aug. 7: Advisory Council, Vacaville, CA

Retirement Planning Center



If you're 18 or 60, have been working for years or just getting started, there are steps you can take to plan for your retirement...**starting today!**

MAKING IT LAST

- Where am I now?
- Use budget saving calculators
- Learn to save more money

MONEY FOR RETIREMENT

- What will my income be after I retire?
- Which savings or income source will be the largest?

PROTECTING YOUR FAMILY

- Do I have a will and durable power of attorney?
- Have I appointed trustees and guardians for my children?
- Do I have a list of all my important papers and their locations?

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UnionPlusRetirement.org



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Our Web Site can be viewed at www.IBEW1245.com.

Our phone number is (707) 452-2700.

Dalzell re-elected to lead union

Business Manager Tom Dalzell was re-elected to office in a mail ballot counted June 21 at union headquarters in Vacaville. President Mike Davis was re-elected without opposition.

Also re-elected without opposition were Vice President Art Freitas, Recording Secretary Chris Habecker, Treasurer Cecelia De La Torre, and Executive Board Members Mike Jacobson (Southern Area), Anna Bayless-Martinez (Central Area), and Tom Cornell (Northern Area).

At-Large Executive Board member Mike Cottrell defeated challenger Robert Ramos.

In the four Advisory Council races where incumbents faced competition, three of the four challenges were successful:

- Gary Petersen defeated incumbent Justin Sights as well as Jim Hayes in a three-way race for the seat representing Coast Valleys Division of PG&E.
- Brian Kapaun defeated incumbent Russell Blacker for the seat representing PG&E General Construction.
- Denise Sanders defeated incumbent

bent Dave Morrison as well as Eugene Jacques for the seat representing Frontier Communications.

- Thelma Dixon retained her seat representing PG&E Clerical at Large in a three-way contest with Diane Tatu and Berta Aceves.

In races for open seats on the Advisory Council:

- Tim Ramirez won a contested election for the open seat representing San Francisco General Office, defeating Leberta Corbin.
- Ray King defeated Ed Thompson in a contested election for the open seat representing East Bay Division of PG&E, Materials Distribution Department of PG&E and Foster-Wheeler.
- Travis Fator won an uncontested election for the open seat representing Drum Division of PG&E, Plumas Sierra REC, and City of Roseville.
- Charles Forbes won an uncontested election for the open seat representing Western Area Power Administration (U.S. Government).
- Richard Behler won an uncontested election for the seat representing Irrigation Districts.

Incumbent Advisory Council members winning uncontested elections were:

- Dan Mayo, representing San Joaquin Division of PG&E.
- Peggy Daniel, representing Pipeline Operations Department of PG&E.
- Dennis Thompson, representing San Jose Division of PG&E and City of Santa Clara.
- Al Fortier, representing Alameda/Contra Costa Transit District and East Bay Municipalities
- Will Durinick, representing San Francisco Division of PG&E and General Office of PG&E
- Robert Harty, representing Stockton Division of PG&E and City of Lodi
- Lauren Bartlett, representing Sacramento Regional Transit District
- Lee Thomas, representing Humboldt Division of PG&E.
- Stuart Neblett, representing Shasta Division of PG&E, City of Redding, Lassen Municipal Utility District, City of Shasta Lake, and Bella Vista Water District
- Michelle Ramsey, representing NV Energy, Truckee Donner PUD, Mt. Wheeler Power, Wells REA, and City of Fallon.
- Mike Jessen, representing De Sabla Division of PG&E.
- Todd Wooten, representing Colgate Division of PG&E, Yuba County Water Agency and City of Gridley.
- Jim Findley, representing North Bay Division of PG&E and City of Healdsburg.
- Lou Mennel, representing Sacramento Division of PG&E and Calibration and Testing
- Art Torres, representing Sacramento Municipal Utility District.



Tom Dalzell



Mike Davis

- Pete Ely, representing Tree Trimmer companies.
- Bubba Avery, representing Outside Construction

Winning election as delegate to the Western Area Power Administration Government Coordinating Council 1 (GCC-1) was Sam Glero.

Serving on the Local Union Election Committee were Jay Greer (Wellington), David Thieme (NV Energy), Kevin Krummes (PG&E), Lloyd Cargo, PG&E, and Karen Mertz (PG&E). Assisting on May 24 with mailing the ballots out and the June 21 ballot count were Joe Stockel,, Eric Celosse and Steve Russell, all of PG&E. Serving as judge was Lem Stubblefield (PG&E).

A complete list of vote totals can be found on the union's website at www.ibew1245.com.

Unit updates

Unit 3012, USBR/CVO, has a new meeting location: Round Table Pizza Parlor, 9500 Greenback Lane, Folsom, CA. Round Table is located in the parking lot next to Ace Hardware, and is actually more on Madison even though it has a Greenback address. The next regularly scheduled meeting is July 13 at 5:00 p.m.

Sam Glero, Business Representative

Unit 3417, Paradise, has a new meeting location starting in July. The new location is: Casa Ramos, 2490 Fair Street, in Chico. Meeting dates and time remains the same.

Kit Stice, Business Representative

Unit 1113, Madera, has a new meeting location effective immediately. The new location is Madera Clubhouse Restaurant, 23200 Ave 17, Madera, Ca.

Mike Grill, Business Representative

Unit 3611, Marysville, has a new meeting location. The new location is Gary's Place, 130 9th St., Marysville, CA 95901. The unit also has a new chair, Keith Hopp, and vice chair, Becky Kincade.

Phil Carter, Business Representative

Unit 3713, Fort Bragg, has a new meeting location. The new location is North Coast Brew & Restaurant, 455 Main Street in Fort Bragg, CA. The meeting dates and time remain unchanged.

Ed Dwyer, Business Representative

Unit 3514, Plumas Sierra REC, has a new meeting location for the July and November 2010 meetings formerly scheduled to be in Herlong. The new meeting location is Southern Lassen Senior Club, 434 Doyle Loop Road, in Doyle, CA. Meetings will be at 6 pm on July 20 and Nov. 16. The September meeting will be held at Sierra Valley Grange, Hwy 70, in Vinton, at 6:00 pm, as previously scheduled.

Mike Grimm, Business Representative

Unit 3011, Sacramento RT, has moved its July unit meeting to July 14. This is a one-time change.

Sheila Lawton, Business Representative

Unit 4014, Frontier, has moved its July unit meeting to July 27. This is a one-time change.

Sheila Lawton, Business Representative

Unit 4016, South Feather Water and Power, has a new meeting time: 6 p.m. The unit also has new meeting dates for the rest of 2010, as follows: July 28, August 19, September 23, October 21, November 24 and December 16. Meetings are on Thursdays except for July and November.

Ray Thomas, Senior Business Rep.

Unit Corrections

The May-June 2010 Utility Reporter had incorrect or missing data for two Tree Trimmer unit meetings. The correct information appears below:

Unit 4723, Watsonville, meets at Mountain Mike Pizza, 1417 Freedom Blvd., Watsonville.

Unit 4711, Redwood City, meets at Mountain Mikes, 120 El Camino Real, Redwood City on the third Tuesday of the month. Meeting time is 4 p.m. Meeting dates for the rest of the year are July 20, Aug. 17, Sept. 21, Oct. 19, Nov. 16, Dec. 21.

Dynegy bargaining opens

Local 1245 and Dynegy began negotiations on April 28 with the exchange of proposals. The negotiations are for a contract covering Local 1245 members at Moss Landing, Morro Bay, and South Bay Power Plants.

Representing the union are negotiating team members Caleb McNutt

(MLPP), Doug Pasley (MBPP), Chris Salas (MBPP), Mark Scherer (MLPP) and Dennis Seyfer IBEW 1245 Assistant Business Manager.

Dynegy negotiating team members are Brandy Copley, DaWayne Elem, Caroline Holder, Gene McCrills, and James Tucker.



Bargaining for IBEW Local 1245 in negotiations with Dynegy are, front row, from left: Caleb McNutt, Mark Scherer, and Assistant Business Manager Dennis Seyfer; back row, from left: Chris Salas and Doug Pasley.

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Redding abandons privatization plan

The Redding City Council on May 19 abandoned a proposal to privatize the Redding Convention Center.

The Council's decision dropped the curtain on a long-running drama in which several city officials pressed hard to contract out city jobs, but failed to provide evidence that it would be an effective solution to the city's budget problems.

"This is good news," said Senior Business Representative Ray Thomas of IBEW Local 1245, which began mobilizing last year to protect the jobs of union members working for the city, including five IBEW members at the Redding Convention Center.

The Council's hand was forced on May 12 when its own task force—the Community Services Advisory Commission—recommended against privatizing the Convention Center.

"We worked hard to convince this commission that outsourcing or privatization is not appropriate for the Convention Center," said Thomas. He praised the efforts of all of the IBEW 1245 members who made signs and rallied in force on several occasions against privatization. He expressed special appreciation for the efforts of Gary Moeckli, a union steward in the Maintenance bargaining unit who kept a close watch on the commission's deliberations.

"Gary attended every meeting of the commission, so even when I had to miss a meeting we had representation there,"

Thomas said.

The commission recommended that the city look for ways to boost Convention Center revenues by hiking rental rates and expanding marketing efforts. The Center's rental rates lag behind those at comparable auditoriums, the commission found during its study.

Vigorous Campaign

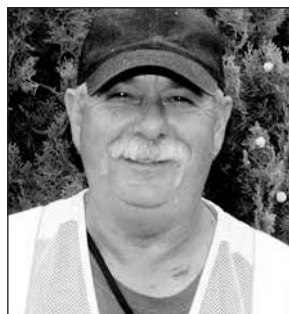
Many IBEW jobs were on the chopping block last year when certain city leaders put forward a sweeping privatization

agenda. Those plans triggered a massive response from the union and its members, who showed up in force at a Sept. 14 meeting of the Privatization Evaluation Committee, which included all five members of the City Council and five other citizens.

About the same time, the union got the matter before the public on talk radio and in an Op Ed piece in the Redding Record-Searchlight. The union pointed to a Cornell University study that poked holes in the arguments commonly made for privatization.

On Sept. 28, the Privatization Evaluation Committee drastically scaled back its planned privatization study, deciding that gardeners and Convention Center employees would be the only IBEW members to have their work evaluated for possible privatization.

In December the committee closed up shop with little to show for its efforts, prompting the Redding Record-Searchlight to observe that the group had met more than a half-dozen times



IBEW Steward Gary Moeckli monitored commission meetings for the union.

Members ratify Fernley pact

Local 1245 members ratified a new one-year agreement with the City of Fernley in Nevada. The vote, taken May 27, was 17-0.

Major provisions of the agreement included:

- Promotion process based on seniority
- Layoff procedure based on City seniority
- Comp time – employees can choose to exchange overtime worked for comp time off
- Alternative 4/10's work schedule – at each individual's option
- Increased medical caps on company contributions so employees will see no additional out of pocket dollars for premiums for another year
- Agreement from City to perform compensation survey for Water

Treatment Operators with IBEW participation with consultant and job descriptions

- Agreement to create Streets Foreman – an upgrading of the position for work already being done
 - No wage increase for FY 2010-2011, with City guaranteeing no layoffs
- Local 1245 has also signed a Letter of Agreement moving a Legal Secretary out of the bargaining unit in exchange for adding three working fore-

man positions. Local 1245 represents about two dozen employees at Fernley in water, sewer, and park as well as clerical positions.

The term of the agreement is July 1, 2010 to June 30, 2011. Negotiating for the union were Jay Freeman, Wayne Vanassche and Business Rep. Pat Waite.



Pat Waite

since September "without finding any ways to save the city money by outsourcing or privatizing public services."

But the attacks on IBEW-represented city workers continued in a new form when Redding Mayor Rick Bosetti began to promote two local ballot initiatives targeting city employee benefits. The union ramped up its opposition, with the IBEW Local 1245 Executive board authorizing up to \$50,000 for a media campaign to oppose the Mayor's ballot initiatives. In November the union marched onto the airwaves with ads attacking "needless ballot initiatives that do nothing."

"Undermine Essential Services"

In late November, the Record-Searchlight editorialized against the proposed ballot initiatives, saying the risks "far outweigh any possible benefit."

The proposed ballot initiatives were dealt a serious blow in February when a study by UC Davis's Center for Regional Change found that the measures would

likely have "little impact" on the city's short-term budget crisis and could "potentially undermine future government essential services."

The day following the release of the study, the City Manager requested the Council to put a 60-day hold on the ballot initiatives, effectively ending any possibility of the issue going to the voters in the June election. (Unfortunately, city leader subsequently voted to put the initiatives on the November ballot, assuring a long, drawn-out, costly and unnecessary fight.)

Meanwhile, the issue of privatizing Convention Center jobs was being deliberated by the Council-appointed Community Services Advisory Commission. When the commission recommended against privatization on May 12, the attack on IBEW-represented employees was dealt a final blow. For now.

"This is a fight that can come up anytime in the public sector," said Thomas. "We are sympathetic to the problems that municipalities face in the current economy crisis, but we have no sympathy for privatization schemes that pretend to be solutions but in reality solve nothing."

Little progress in RT talks

On-going budget problems continued to complicate labor-management relations between Sacramento Regional Transit and IBEW Local 1245 going into the summer.

The District and IBEW agreed to mediation in an attempt to reach a collective bargaining agreement and held their first meeting with a mediator on May 5, but no follow-up meeting has yet been scheduled. In the meantime, Local 1245 Business Rep. and crack number-cruncher Pat Waite is reviewing some figures on behalf of the union's bargaining committee at RT.

The agreement with RT expired Oct.

31, 2009.

Up to five possible layoffs appear to have been averted thanks to the decision of five IBEW members to accept an early retirement incentive offered by the District. The window for accepting that incentive was April 23 to June 19.

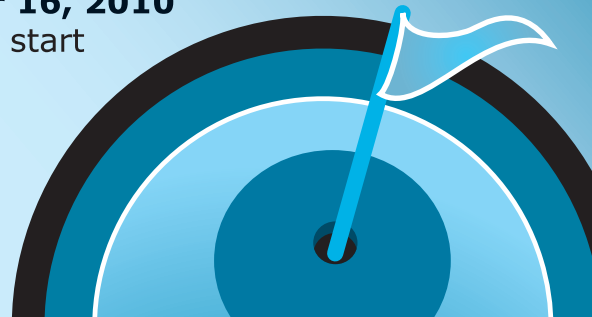
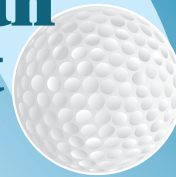
Members choosing the incentive receive two years of service credit and are also able to convert sick leave toward service credit on a two-to-one basis. An employee with 600 hours of sick leave on the books, for example, could receive 1200 hours of service credit toward their retirement, according to Local 1245 Business Rep. Sheila Lawton.

IBEW Local 1245's 24th Annual Perry Zimmerman Golf Tournament

Green Tree Golf Course
Vacaville, CA

Saturday, **October 16, 2010**
8:00 a.m. shotgun start

For further info:
Joe Osterlund
925-513-2163 or
John Mendoza
209-329-3449





Union members march on NV Energy headquarters to urge a “No” vote on the company’s contract offer.

NVE Vote, from page 1
in Nevada,” Osborn said.

Union members held a spirited rally outside NV Energy’s Reno headquarters on May 27 to urge rejection of the contract offer. It was just the latest in a series of pickets and rallies that employees and retirees have mounted in Reno and Las Vegas in their quest for a decent contract. In March the union staged a major demonstration in New York City to protest a banquet where NV Energy was being honored.

In May and June the union continued

Michelle Ramsey, delegate from NV Energy to the Local 1245 Advisory Council, urged solidarity.



a media campaign that challenged NV Energy on the radio, in Google ads, in Nevada newspapers, and on Facebook, where the “Shame on NV Energy” campaign has garnered over 6,000 supporters.

Union members received a severe blow on June 15, two days before the ballots were counted, when they learned that union brother Scott Lamonda was killed in a traffic accident while commuting to work. Union brothers Pete Wiles and Randy Menesini, who were carpooling with Lamonda, were injured in the same accident, which was precipitated by another vehicle swerving into their lane on Highway 50 in Mound House.

Lamonda and the others had been commuting to Carson City from Yerington since early in the year, after NV Energy closed its Yerington yard.



David Thieme's sign says it all.

Winning Essay in Sandoval Scholarship Competition

How unions level the playing field

By Madeline Willett

Editor's Note: This year's contestants in the Al Sandoval Competitive Scholarship were asked to write on this topic: “Corporations generally have far more influence in our country's economy than individual citizens. Discuss ways in which labor unions help level the playing field for working people. You are encouraged to use examples.” This year's winning essay was by Madeline Willett, daughter of IBEW Local 1245 member Richard Willett, line crew foreman for the City of Lodi.

When the Industrial Revolution hit America there were a lot of people and immigrants looking for jobs and the industries would provide them, but under poor circumstances. Because there were so many unemployed people looking for jobs the industries took advantage of this competition and would hire the workers who would work for the least amount and under the worst conditions. This caused abuse of employees and horrible conditions.

The workers lived horrible lives. Upton Sinclair portrayed the unfairness in his book *The Jungle*. The arduous working hours and lack of safety lead to poor unhealthy lives for workers. The immigrants came to America to find better lives with fairer standards and without the unions this hope they had might not have been possible. Unions were created to stand up for the workers and eliminate the monopoly the industries had over the people. Unions serve as the negotiators between the employees and the bosses. They have helped stop discrimination in the work force, the abuse of child labor, and allowed workers to achieve better conditions and pay.

An example of labor unions fighting for the workers' rights is the acceptance of the eight-hour work day. Many workers, under the

encouragement of unions, would go on strike at companies if the conditions were too unbearable and after a period of time businesses would fold and compromise with the workers.

Another major event in the history of labor unions is the restrictions put onto child labor. During the Industrial Revolution children were working at extremely young ages and in dangerous and even fatal conditions. They also worked extremely long hours, but slowly unions began to restrict the abuse of children in the work force and limited the ages and hours that kids could work.

The book *The Jungle* also serves as a good example of what kind of conditions children, adults, and elderly people were forced to work under in order to survive. Those conditions do not exist today in our society. Today the major labor organizations are the AFL-CIO (American Federation of Labor - Congress of Industrial Organizations) and they focus more on passing legislation through congress in favor of the workers. However, with the economy in a slump, the labor unions today are making sure that cuts in pay and in jobs are fair. When businesses are pressured it comes down on the workers and the unions act as a buffer for the employees.

Unions have done well for workers as is seen throughout our history. Without them the conditions and lifestyles of the workers were horrible and inhumane. Now conditions are much more fair and safe all due to the negotiations of labor unions. The need for them has not disappeared even though conditions are much better than they have been. Our world and industry changes with time and improvements and the unions will always be here to make sure that the voice of the workers does not get lost in the change.



President Mike Davis, left, presents a plaque to winning essayist Madeline Willett. Standing next to Madeline is her father, Richard Willett. Former Business Manager Jack McNally, right, served as judge.

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PG&E, from page 1

ries but we'd like to give your jobs to somebody else."

There's more.

PG&E's opening proposals also signaled the company's plan to create a two-tier wage structure that would impose drastically lower wages on all future hires. The starting wage for a new utility clerk, for example, would be \$10.70—compared to the current rate of \$14.91.

This wage reduction of nearly 30% would put some Clerical employees well below the "living wage" standards set by some northern California cities.

The union, in contrast, called for preserving wage security and job security for Clerical workers who have served the company so ably—in good times and bad. The union's opening proposal calls for fair and equitable wages to help Clerical members support their families. It seeks to improve work/life bal-

ance through alternative work schedules, vacation, and funeral leave. It proposes better training and opportunities for advancement, on the theory that the company benefits when it helps employees reach their full potential.

The union's opening proposals were distilled from more than 2200 proposals received from Clerical members during the spring. They represent the members' belief that they have helped PG&E become a better, stronger company and

that their contribution should be recognized where it counts the most: at the bargaining table.

Business Manager Tom Dalzell noted during the official exchange of proposals that Local 1245 had stood with the company during its bankruptcy, and again during Transformation, despite our deep skepticism about the wisdom of that project.

When Transformation ended up nearly paralyzing the company, "Our members did what they've always done," said Dalzell. Where the company's plans failed to work, Clerical members "kept the company going until you could figure it out."

The creative work-arounds that union members devised to help the company get through that crisis, he said, "is a real testament to the loyalty of the Clerical bargaining unit."

Dalzell chronicled other situations where the union had provided PG&E with strategic assistance in dealing with a large backlog of gas leaks, the troubled

Assistant Business Manager Dorothy Fortier explains the union's opening proposals.



(Above and right) Stewards in small groups brainstorm ideas for campaign slogans.



Advisory Council member Michelle Ramsey describes how the union mobilized members for the contract campaign at NV Energy, including large rallies in Reno, Las Vegas and even New York City.



10 ways to make noise

That noise in the air? It's the sound of Clerical Rising. Be part of the campaign to defend our wage security and our job security:

1. Sign the Member Petition against Contracting Out and Two-Tier Wages.
2. Keep your "Don't Tread on Me" mug on your desk at work.
3. Make sure every bulletin board displays the latest IBEW bargaining flyer.
4. Visit the union's website to view contract proposals.
5. Watch the union's Clerical video at <http://www.ibew1245.com/video-files/videos.html>.
6. Tell your supervisor you support the union's negotiating team and the union's contract proposals for fair and equitable wages.
7. Attend your next unit meeting—and ask a co-worker to come, too.
8. Give the union bargaining committee your personal e-mail address so they can provide updates and inform you about planned events.
9. Enter the union's Clerical Campaign Poster design contest (\$200 prize!)
10. When your bargaining committee asks you to take action, do it!



(Above and below) Stewards rattle off a long list of slogans their group came up with for the Clerical campaign.



Clerical steward and bargaining committee member Cecelia De La Torre describes the bargaining process, from the submission of proposals in March to the hoped-for table agreement and ratification in this autumn. Listening from behind are fellow bargaining committee members Graciela Nunez and Lorenzo Arciniega.

roll-out of SmartMeter technology, and other threats to its business.

“So when we come to negotiations we hope for a fair outcome,” he said. “Negotiations present the single best opportunity for the company to demonstrate its appreciation for what...our members, your employees, have done for and with the company.”

2,500 at the Table

The union has signaled its plan to bring all 2,500 IBEW Clerical members to the bargaining table in this year's negotiations. OK, maybe they won't be there physically, but the coming contract campaign will make it seem like they are.

Over 50 Clerical stewards and union staff met at Weakley Hall on June 19 to ramp up the member mobilization that will be needed to achieve a successful contract. The first project: a member petition that rejects contracting out and two-tier wages. Teams of “on-site volunteers” have already been established to carry the petitions into every PG&E location where Clerical members work.

Members of the Physical bargaining unit can also sign the petition as a way to express support for the Clerical cause. With Physical bargaining scheduled for 2011, mutual support will be critical to the success of both units.

Missed Meals update

P G&E's group 3 (a) employees covered in Letter Agreement 09-10 who appealed their offer—and requested their time records so they could review each day they worked through lunch—have returned their worksheets and most but not all have been reviewed and approved. A revised offer will be sent to these employees soon and when signed and returned, payment will be made. Once payroll has the signed document from the employee payment is usually made within a few weeks.

There are a few employees from group 3 (a) who have returned their worksheet and the committee needs to contact these employees for more information.

There are approximately 100-120 employees who are from Group 3 (a) and (b) who are in a different category and the committee is currently reviewing this group.

Group 3 (b) employees had their offers sent out last year and most but not all of these employees were less likely to miss a meal period.

Group 3 (c) will be receiving payment soon and again most but not all of these classifications were less likely to miss a meal period. The company will have information available for these employees via an e-mail address.



Business Manager Tom Dalzell describes management's proposals for contracting out and two-tier wages.

Youth, from page 1

groups and mapping out strategies to build labor's future. Lloyd Cargo, one of ten IBEW Local 1245 members attending, said the delegates focused on this central question: “What can we do to get younger people motivated?”

Cargo, a 28-year-old employee of PG&E, was joined at the conference by Local 1245 members Aaron Baker, 31, and Pat Patterson, 33, both of Turlock Irrigation District; Sean Corbin, a 26-year-old Outside Line hand; Sarah Stevenson, 31, and Ryan Morris, 33, both of NV Energy; PG&E Clerical Bargaining Committee members Graciela Nunez, 26, Jennifer Gray, 27, and Lorenzo Arciniega, 31; and Local 1245 Business Rep. Elizabeth McInnis, 34.

They all gathered at Weakley Hall on June 17 to share what they had learned with Business Manager Tom Dalzell and to lay plans for putting their newfound knowledge into action.

Pat Patterson said his work group discussed the importance of reaching out to people who don't want to go to college or don't have the means to go to college. Unions, he said, could be “part of kids' (experience) coming out of high school, providing direction where they want to go.”

“College ads are everywhere,” said Ryan Morris, “and we were thinking we need a huge campaign on television of rebranding the union, and letting (young people) know it's an alternative to college.”

“I didn't grow up in a union household so I didn't know what a union

was,” said Sarah Stevenson. She noted “a general lack of education” about unions among young people, who have “no concept of what a union is, what it can do for you, and how to organize a union.”

After their debriefing with Dalzell, the young members began mapping out a program for reaching out to young members of Local 1245, including the utilization of new media tools as well as in-the-flesh outreach to the broader community. Dalzell pledged union support for outreach programs.

On June 24, the Next Up team reconvened at Weakley Hall to lay groundwork for a meeting of all IBEW Local 1245 stewards under the age of 40, probably sometime in September.

“We decided to invite all 162 stewards between 18 and 40, and inviting them to invite someone else as well in

that age bracket,” said Cargo.

In keeping with their boots-on-the-ground approach, they plan to do mailers, follow up with phone calls, and spread the news in person at unit meetings.

“We all agree that's one of the most important things—it will encourage a lot more people to show up if they see us,” said Cargo.

Like the Next Up conference itself, the meeting this fall is probably going to look a little different than your father's union meeting. Cargo said the organizers plan to have breakout groups that give everyone a chance to participate fully. The event could include a band, a comedian, an early finish and a closing barbecue.

Additional meetings have been scheduled in July to continue planning the event.

Quotes from the Young Workers Summit in Washington DC

Dominique Foxworth, union NFL player: “We're not different from you guys. We feel the same struggle, we're in a union and we know what it's like to be up against the man, so to speak.”

Lee Camp, union comedian: “Six months ago the New York Times found out the Clean Water Act has been violated 500,000 times since 2004, and only 3% of the factories and companies have been punished in any way. We know who these people are, we know the factories that are dumping carcinogens in our water. But what do we do when friends and family get cancer—we wear the pink ribbons, we run the 5k. I'm not going to take those away, I just think we should run the 5k to the factory, then take the pink ribbons and tie up the CEO and then take all the change we made at the breast cancer awareness bake sale and put it in the end of a tube sock and beat the crap out of the guy.”

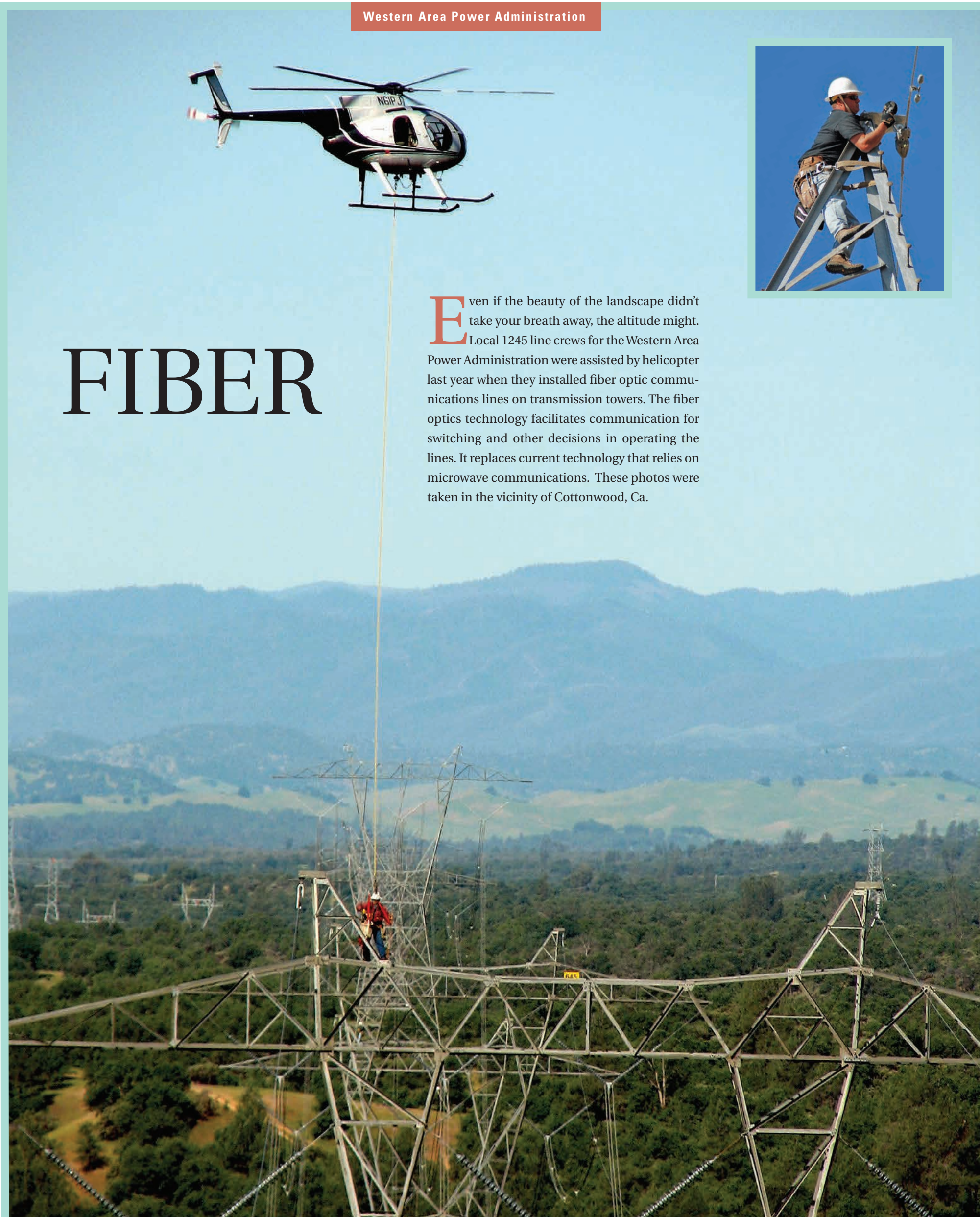
Liz Shuler, Secretary-Treasurer, AFL-CIO: “You are part of something big, something powerful, something important. This is the birth of change, and you are the change makers.”



The Local 1245 delegation at the Young Workers summit meet with AFL-CIO Secretary-Treasurer Liz Shuler and IBEW President Ed Hill. From left: Aaron Baker, Sean Corbin, Elizabeth McInnis, Pat Patterson, Liz Shuler, Ed Hill, Graciela Nunez, Lorenzo Arciniega, Lloyd Cargo, Jennifer Gray, Sarah Stevenson, and Ryan Morris.

FIBER

Even if the beauty of the landscape didn't take your breath away, the altitude might. Local 1245 line crews for the Western Area Power Administration were assisted by helicopter last year when they installed fiber optic communications lines on transmission towers. The fiber optics technology facilitates communication for switching and other decisions in operating the lines. It replaces current technology that relies on microwave communications. These photos were taken in the vicinity of Cottonwood, Ca.





Line Clearance Tree Trimmers

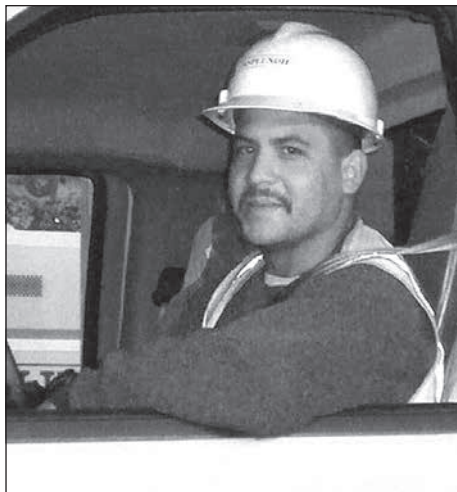
Asplundh in Woodside

Local 1245 line clearance tree trimmers for Asplundh Tree Expert Co. were rolling out for work when union Business Representative Junior Ornelas showed up with his camera. The crews were working out of the Canada Road yard in Woodside, CA.

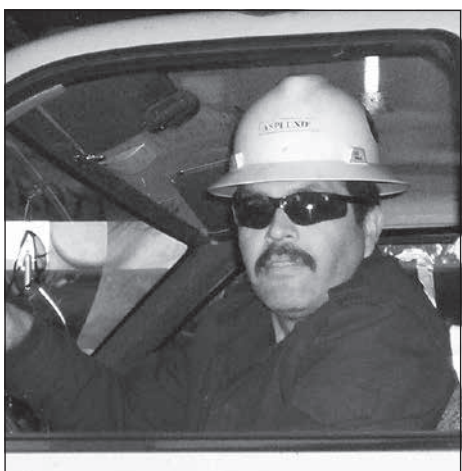
Locales 1245 línea de podadores de árboles despacho a Asplundh Tree Expert Co. estaban desplegando para el trabajo cuando el sindicato de Negocios Representante Junior Ornelas apareció con su cámara. Las tripulaciones estaban trabajando fuera de la yarda Canadá Road en Woodside, California.



Jose Chavez, FMA, driving, and Isaac Rodriguez, CLA



Jose Ayala, FMA



Gil Barron, FMA



Juventino Oseguera, FMA

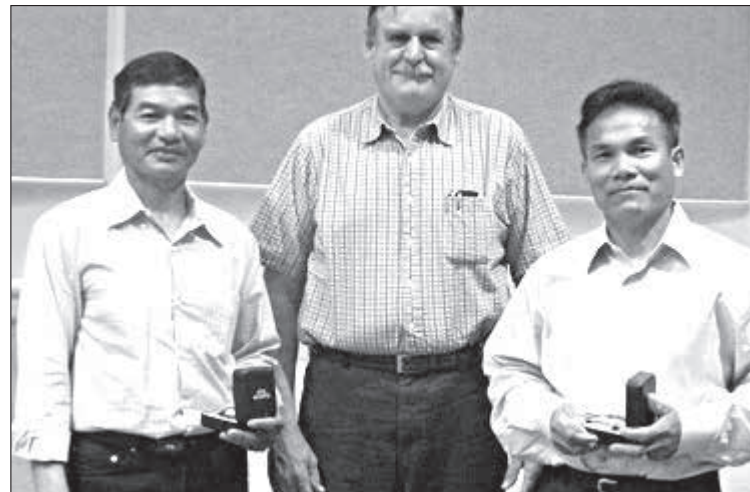


Rojelio Torres, FMA, driving, and Alberto Fuentes, CLA

Thirty-Year Award

Jose Del Real (left), a Top Foreman in the Mission Division for Davey Tree Surgery Co., received his 30-year pin on May 19, 2010 at the Davey Tree Unit meeting in Newark, CA. Presenting the award was Local 1245 Business Representative Junior Ornelas.

José Del Real (a la izquierda), un capataz de principal en la División de Misión Árbol de Davey Cirugía Co., recibió su pin de 30 años el 19 de mayo de 2010 en la reunión Davey Árbol Unidad en Newark, California. Al presentar el premio era el Local 1245 Representante de Negocios Junior Ornelas.



Soeun Khiev, left, and Saun Khiev, right, receive their watches from Business Representative Carl Lamers in Petaluma.

Khiev Brothers Receive 25-Year Awards

Three brothers who came to the United States from Cambodia all received their 25-year service awards this year from IBEW Local 1245.

San Khiev, who works for Davey Tree Surgery in Santa Rosa, was awarded his 25-year watch for service to the union. Business Rep. Carl Lamers presented the award on May 19 at the Davey Yard in Guernville.

San is the third Khiev brother to receive his 25-year award this year. His brothers Saun and Soeun, also employed at Davey Tree Surgery, received their awards earlier this year in Petaluma.

The Khiev brothers have worked for Davey Tree Surgery for a combined 75 years and are held in high regard by the company and their fellow workers, Lamers said.

"After emigrating from Cambodia they



San Khiev, right, receives his watch from Business Representative Carl Lamers.

were employed as dish washers and bus boys. They also worked in various fast food restaurants before participating in a program that had them work for Davey for 2-3 months in training without pay from the company. They all are now Top Foremen and true masters of their trade," Lamers said.

Sanchez marks 25 years

Jose Luis Sanchez, who works for Asplundh Tree Expert in Woodside, CA, received his 25-year watch in March in Redwood City, CA. Presenting the award was Business Representative Junior Ornelas.

José Luis Sánchez, quien trabaja para Asplundh Árbol de Expertos en Woodside, California, recibió su reloj 25 años en marzo en Redwood City, CA. Al pre-



sentar el premio fue Representante de Negocios Junior Ornelas.



'Peer to Peer' program progresses

By Ralph Armstrong

The small work group that was put together to work on the elements of a union-sponsored Lineman Peer to Peer safety program met April 19. This was the second meeting in the last month and progress is being made on how this program should be laid out and what information should be included.

DIR Safety Requirements

WHAT AN EMPLOYER MUST NEVER DO:

Never permit an employee to do work that violates Cal/OSHA law.

Never permit an employee to be exposed to harmful substances without providing adequate protection.

Never allow an untrained employee to perform hazardous work.

EMPLOYEES HAVE CERTAIN RIGHTS IN WORKPLACE SAFETY & HEALTH:

As an employee, you (or someone acting for you) have the right to file a complaint and request an inspection of your workplace if conditions there are unsafe or unhealthful. This is done by contacting the local district office of the Division of Occupational Safety and Health (see list of offices). Your name is not revealed by Cal/OSHA, unless you request otherwise.

You also have the right to bring unsafe or unhealthful conditions to the attention of the Cal/OSHA investigator making an inspection of your workplace. Upon request, Cal/OSHA will withhold the names of employees who submit or make statements during an inspection or investigation.

Any employee has the right to refuse to perform work that would violate a Cal/OSHA or any occupational safety or health standard or order where such violation would create a real and apparent hazard to the employee or other employees.

You may not be fired or punished in any way for filing a complaint about unsafe or unhealthful working conditions, or using any other right given to you by Cal/OSHA law. If you feel that you have been fired or punished for exercising your rights, you may file a complaint about this type of discrimination by contacting the nearest office of the Department of Industrial Relations, Division of Labor Standards Enforcement (State Labor Commissioner) or the San Francisco office of the U.S. Department of Labor, Occupational Safety and Health Administration. (Employees of state or local government agencies may only file these complaints with the State Labor Commissioner.) Consult your local telephone directory for the office nearest you.

EMPLOYEES ALSO HAVE RESPONSIBILITIES:

To keep the workplace and your co-workers safe, you should tell your employer about any hazard that could result in an injury or illness to people on the job.

While working, you must always obey state job safety and health laws.

The California Labor Code (Section 6311) allows you to refuse to perform unsafe work as long as it is hazardous enough that any reasonable person would think his/her health or safety would be in danger by doing the work.

Before you refuse to perform unsafe work, however, make sure you inform your supervisor about the unsafe condition, and give the company a chance to correct it. If the company does not correct the unsafe condition, and you decide to refuse the work, make sure that you inform your supervisor, preferably in writing or in front of others, exactly why you are refusing to do the work, and that you will return to work as soon as the condition is fixed.

"Employees shall have the right to... engage in other concerted activities for the purpose of...mutual aid or protection."—from Section 7 of the National Labor Relations Act"

Occasions might arise when an employee is confronted with a choice between not performing assigned tasks or subjecting himself to serious injury or death arising from a hazardous condition at the workplace.

If the employee, with no reasonable alternative, refuses in good faith to expose himself to the dangerous condition, he would be protected against subsequent discrimination. The condition causing the employee's apprehension of death or injury must be of such a nature that a reasonable person, under the circumstances then confronting the employee, would conclude that there is a real danger of death or serious injury and that there is insufficient time, due to the urgency of the situation, to eliminate the danger through resort to regular statutory enforcement channels. In addition, in such circumstances, the employee, where possible, must also have sought from his employer, and been unable to obtain, a correction of the dangerous condition."—Code of Federal Regulations, Title 29, Section 1977.12(b) (2).

On May 17, two "Target Leadership" presentations were given at NV Energy headquarters in Reno, featuring Jeff "Odie" Espenship. With the completion of these 2 presentations it will end a pretty remarkable couple of months where the local was able to get this safety message to a large number of membership through 15 presentations at various entities.

We continue to ask for comments and feedback from those who attended those sessions.

PG&E Climbing Gear

Effective May 1, 2010 PG&E was supposed to implement their new policy on the purchase and replacement of Lineman climbing equipment. I am being told by some that as of the end of May some areas have not been given any information on this.

This policy is a result of the change in the OSHA regulation which considered this stuff fall protection equipment rather than tools of the trade, which makes it Personal Protective Equipment (PPE). In the state of California all PPE is required to be provided by the employer.

These meetings were done jointly to discuss concerns from both the employer as well as the membership and although PPE is not a negotiable item it is mutually agreed upon that it is in the best interests of both parties to work through this in an attempt to get the best policy/program in place.

Some of the basic elements in this program are as follows:

Since a large portion of the mem-

ACCIDENT

Limb gets away

Identifying information has been withheld to encourage members to report accidents and near misses without fear of retribution.

A three person tree trimming crew was in the process of lowering a chunk of a tree limb using ropes. The crew did not take any wraps on the rope since they just lowered two limbs without incident. The weight of this limb was greater than the crew anticipated and the crew was unable to hold the weight. The limb came down and tore down a 21kv primary conductor. The scene was secured and one of the crew members began complaining about pain in his stomach. The employee suffered a hernia as a result of this incident.

Forms and guidelines for reporting accidents can be found on the IBEW 1245 website. Download form from www.ibew1245.com/Accident_Report_Form.pdf. Units should use these forms as part of their unit meeting and submit them to the Safety Committee.

bership would prefer to keep using the climbing equipment they currently have for numerous reasons, and we would like to continue to let them use this equipment, the company has agreed to replace it when they are no longer in compliance during inspection. The company will upon an amicable separation of employment, give the employee the tools to take with them.

If an employee has equipment that is in need of replacement or repair this becomes the employers responsibility and they should not use the equipment until the issue is corrected.

There will likely be several questions as with any new program so please contact me with those questions once this is rolled out and everyone has a chance to review it.

PG&E FR Clothing Cycle and Allowances

The new FR Clothing allowances for the 2010-2011 clothing cycle has been approved and should be available in the employees' accounts. There should also be at least one new shirt item available which was wear trialed by several employees with real positive feedback. This shirt is made from inherently FR fabrics and not the treated cotton. Allowances and a new roll-over provision are listed below:

- Allowance for 2010 - \$450 for full-time users and \$225 for part-time users.
- The maximum roll-over of unused dollars from year two to year three is limited to 150% of the current year; i.e., for the 2010 year, the most any part-time user would have is \$337.50 and the most any full-time user would have is \$675.

Right to Refuse Unsafe Work

This topic has been discussed quite extensively over the last several months and was also the focus of our group safety meetings which were held in Vacaville on April 1, 2010. The requirement to stop unsafe acts and/or your right to refuse unsafe work is not only your responsibility it is also the law.

Many company safety rule books don't specifically address this subject verbatim and the feeling is that it is communicated to the workers by other means such as during safety meetings and other communications from the companies. Regardless of whether or not this is in the companies' rule books you don't have to go much further than to look at the required workplace postings in all work locations to find this requirement. The accompanying blue box, at left, contains the current DIR requirements for posting in the workplace.

For additional information on safety in the workplace, please visit www.ibew1245.com/safety-matters.html

Primary voltage unmarked

Identifying information has been withheld to encourage members to report near-misses without fear of retribution.

On April 27, 2010 I had a call to a car-pole accident. I arrived to find an aluminum street light pole with what I thought to be 120/240 volt street light heads. I was asked by the Fire Department to clear the wires so they could move the pole out of the street as this was a City of San Mateo pole.

I found the energized wires clear of the pole and only had to cut the ground wire and tape the other 'energized wires.' I did not find any 'high voltage' signs on the splice box nearby or on the pole. I was surprised to find that this was a high voltage system when the city worker asked me to de-energize the R.O. (regulated output) circuit which can be 2400+ volts to ground.

This is primary voltage, but it was not marked as such in this case. The box was just marked 'Street Lights', and not 'High Voltage'. These voltage wires go right up into the street lights. This could be dangerous because it is not properly marked, and any worker could be mistaken into thinking he's working with 120/240 volts when in fact he's working with high voltage. If they're not wearing proper PPE this could have negative consequences.

Additionally, the splice boxes are not bolted down as they should be for high voltage conductors. These lights are 100% owned and maintained by the City of San Mateo.

Report near-misses to the Safety Committee at rma1@ibew1245.com

Retiree Club Meeting Schedule

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

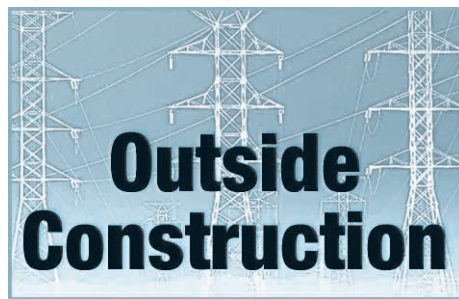
San Jose Chapter: 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose, CA.

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

Santa Rosa Chapter: 1st Tuesday each month, 10 a.m., at Coco's Restaurant, 1501 Farmers Lane, Santa Rosa.

Merced Chapter: 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th Street., Merced.

Reno/Sparks Chapter: 3rd Wednesday each month, 8:30 a.m., Denny's Restaurant, 205 E. Nugget Ave., Sparks, NV.



Outside work finally breaking loose

By Ron Cochran

Work for the Outside Line group is finally breaking loose. The utility customers have released over a 140 substation projects that will span over the next eighteen months. The utilities are also releasing transmission and wood pole work at this time. We will have more accurate information later this month. Most of this is EPC (Engineering – Procurement – Construction) work. Some of this work will take a short while to start the construction phase as it will have to be engineered and the materials purchased. We have line crews working on several different properties. We have two cable projects in the Bay Area also being worked at this time.

We have many line workers traveling for work out of our jurisdiction right now

in several states and a few went overseas to stay busy. As Book I clears off, we expect our members to come home. We are getting more phone calls daily now from members abroad.

Our inspector and relay technician groups are now seeing a surge. We are actively recruiting qualified Overhead Line, Underground Line and Substation Inspectors for a couple of different contractors at this time.

As for the AMI work, Wellington Energy is setting all kinds of production records. Wellington employs more of our members than any other contractor. We have a few other contractors doing AMI on much smaller scales.

The AC load control work is also holding steady.

The pole test and treat construction groups are still ramping up.

We continue to organize contractors in between all of the other activities. In May, we organized and signed contracts with five new contractors. Intermountain Rigging and Heavy Haul does substation work and specialize in substation demo type work. Fort Bragg Electric, WIPI Construction, Ellett Construction, Manual Bros. Construction



Ron Cochran



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

Roger Baldwin 39 years Stockton, CA	Alice Becerra 12 years Talmage, CA
Raul Banda, 26 years Selma, CA	Richard Berrett 30 years Menlo Park, CA
Arthur Banda 35 years Riverbank, CA	Katherine Burke 25 years Rancho Murieta, CA
Lonnie Barry 35 years Elk Grove, CA	Shirley Callen 42 years Vallejo, CA

Fidel Camargo 8 years Stockton, CA	Michael Darr 43 years Placerville, CA	Gary Gee 22 years San Francisco, CA	Steve Lucido 39 years San Bruno, CA
Richard Capozzo 36 years Martinez, CA	Michael Davis 43 years San Jose, CA	Martin Goni 42 years Lodi, CA	Molly Maddox 36 years Modesto, CA
Agustin Castillo 35 years Foster City, CA	Larry Dearman 32 years Arbuckle, CA	Darrell Griffith 39 years Concord, CA	Thomas Martinez 37 years Del Rey, CA
Cecilia Ching 30 years San Leandro, CA	Generoso Dela Cruz 30 years San Francisco, CA	Leonard Head 40 years Oakland, CA	Bennie Marzett 38 years Bakersfield, CA
John Claiborne 40 years Sanger, CA	Frederick Dwyer 31 years Hanford, CA	Doreen Heinicke 28 years Bakersfield, CA	Dennis Matsuo 24 years Discovery Bay, CA
John Clark 25 years Knapp WI	Karen Evers 17 years Atascadero, CA	John Janisen 22 years San Rafael, CA	Randall McCullough 43 years Napa, CA
Dan Clipper 28 years Waterford, CA	Julie Faustino 36 years San Francisco, CA	Robert Jovovich 31 years Novato, CA	Ronald Morris 45 years Ben Lomond, CA
Peter Coffin 43 years Walnut Creek, CA	Gary Feddersen 38 years Oakley, CA	John Kepus 26 years Lovell, WY	Fred Najera 30 years Antioch, CA
Daniel Conway 24 years Walton KY	Wallace Fong 18 years Daly City, CA	Sean Kilty 15 years Monterey, CA	Paul Noe 36 years Rocklin, CA
Robert Covert 7 years Magalia, CA	Kelly Foster 34 years Wishon, CA	Boncille Lamar 16 years Miramonte, CA	Larry Olson 35 years Hilmar, CA
Stephen Coy 21 years Paso Robles, CA	Michael Freitas 36 years Pacheco, CA	Trevina Lim 38 years Oakland, CA	Harry Paul 25 years Mariposa, CA
Michael Cranor 26 years Blanchard, ID	Michael Friend 25 years Fair Oaks, CA	James Lloyd 23 years Atascadero, CA	William Paul 31 years Clovis, CA
Dennis Cronin 30 years Hercules, CA	George Garcia 36 years Fairfield, CA	Charles Louie 38 years Bakersfield, CA	Rickey Pinson 21 years Harrison TN

are all performing electric distribution, transmission below grade type work. We are currently organizing a few smaller contractors. We have plans to start a major organizing campaign in California and may ask you for a little help to get it done.

We are still working on the Project Labor Agreement for the SWIP project. The SWIP project has a new partner "NV Energy". Our contractors are on the third set of bids. We believe the project will happen, although it's hard to say when with all the changes that are being made.

We have made very few crew visits in recent months due to all the other activities; we hope to see every crew in the months of June and July.

BOOK STATUS

Linemen Book 1: 38

Linemen Book 2: 68

Linemen Book 3: 2

Linemen Book 4: 50

Groundman Book I: 13

Groundman Book II: 18

Groundman Book III: 81

Groundman Book IV: 113

Line Equipment Man Book I: 15

Line Equipment Man Book II: 9

Line Equipment Man Book III: 11

Ron Cochran is Assistant Business Manager, IBEW Local 1245.

San Jose, California

March 12, 2010

THE HONOREES

40 Years

Chapman, Charles
Cvietkovich, Thomas W
Davis, David R
Hickey, Jeffrey G
Ohlson, C D
Revino, Vincent
Villa, Raymond L

35 Years

Bowman, Keith
Bustillos, Michael
Garcia Jr., Gilbert M
Garrett, Dawn
Hernandez, Edward
Langone, Jan S
Mickelson, Dana
Oclassen, Frank
Ortiz, Richard
Parysek, Barbara
Powell, Delores
Vetter, Barry
Wilcox, David

30 Years

Arreg, Theodore
Bergh, Janice M

Billingsley, Mary L
Brill Jr., William P
Carter, Valerie J
Citti Jr., Ralph V
Clark, Donald J
Dare, John M
Davis, Richard A
Donohue, Kathy
Gonzales, Emile W
Guerrero, Eugene
Guerrero, Ralph A
Hicok, Darrel C
Ibarra, John R
Jones, Joy A
Lane, Steve A
Lueck, Douglas D
Mannina, Alice A
Miyamoto, Martin D
Monahan, Timothy E
Moscato, Matthew D
Muro, Armando
Najar, David T
Nicholls, Craig
Oka, S M
Roan-Montgomery,
Delena J
Rodrigo Jr., Victor A
Rogers, Maria A

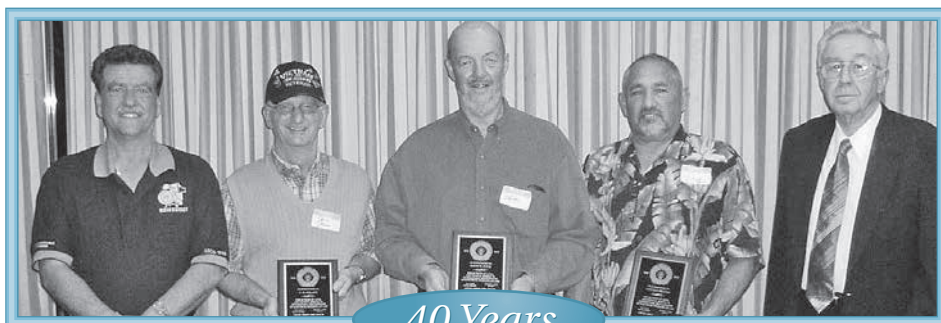
Sanchez, Gerry M
Tapia, Atala O
Tomka, Minerva A
Vance, Thomas J
Zuniga, Gary F

25 Years

Allen, Steven
Camera, Johnny S
Clark, Thomas W
Clifford, Sharon
De La Rocha, Xavier
Estrada, Grant D
Ferguson, Shawn L
Gurley, Cory R
Haro, Tracy A
Jaques, Gillian P
Korman Ii, Charles K
Lam, Charles F
Lau, Rebecca
Moore, Sean D
Nash, Bret R
Orepeza, Ernest D
Regan, Darryl A
Snell, David B
Suniga, Ruben D
Van Waardenber, David S



SERVICE AWARDS



Vice President Art Freitas (left) and President Mike Davis (right) present 40-year awards to (from left) Chris Ohlson, Dave Davis and Vince Revino.



John Pruett
38 years
Dublin, CA

Abraham Punla
13 years
San Leandro, CA

Rick Rentschler
44 years
Napa, CA

Rudolph Rich
38 years
Gilroy, CA

Eugene Richards
38 years
San Leandro, CA

W Roederer
36 years
Cobb, CA

Phil Rojas
26 years
Watsonville, CA

Arthur Romero
40 years
Bakersfield, CA

Jerry Rubbo
38 years
Bakersfield, CA

Garry Sanchez
35 years
Auburn, CA

Douglas Scott
31 years
Stockton, CA

John Shaver
29 years
Dublin, CA

Kelly Smith
37 years
San Jose, CA

Stephen Smith
27 years
Palo Cedro, CA

Melendre Tabayoyong
36 years
Hercules, CA

Frank Thome
27 years
Clayton, CA

Larry Todd
39 years
Antioch, CA

Mauro Vela
39 years
Gilroy, CA

Alma Villa
16 years
Newark, CA

Delano Walker
37 years
Stockton, CA

William Walsh
32 years
McArthur, CA

James Wilhelm
37 years
Cameron Park, CA

Felix Wilkerson
37 years
Escalon, CA

Maurice Williams
40 years
Oakland, CA

Kenneth Williams
39 years
Magalia, CA

Terri Williamson
32 years
Stockton, CA

Janice Willson
2 years
San Leandro, CA

Donald Winders
37 years
Burlingame, CA

George Wood
36 years
Oroville, CA

Jerry Woodruff
40 years
Sebastopol, CA

Doughnut hole rebates: If you get a call, it's a scam

Scam Alert!

Beware of scammers identifying themselves as government insurance agents who contact you in an attempt to receive bank account information. These individuals will promise to assist you obtain the \$250 rebate. However, once you fall in the doughnut hole, you automatically qualify. There is no need to file paperwork. Furthermore, *federal employees will not call and ask for bank account numbers or information in order to send you your \$250 rebate.*

If you receive such a phone call or door-to-door visit, hang up the phone or shut the door, and call your state insurance department or Better Business Bureau to report the scam.

How do I know if I am in the doughnut hole?

If you have Medicare Part D, the doughnut hole begins once you spend \$2,830 in total prescription drug spending and extends until your total drug costs for the year reach \$6,440. Within that gap, seniors have to pay the full cost of medications out-of-pocket.

How much will my rebate be?

The doughnut hole rebate is \$250 per person, and will go towards helping you afford your medications.

What do I need to do to apply for the doughnut hole rebate?

There is no need to apply. If you have reached the doughnut hole, the government will automatically send the rebate check to you starting as early as June 15. Beware of scam artists who say they will help you apply!

Does health care reform close the doughnut hole?

YES! The health care bill will fully close the doughnut hole by 2020. It does so by providing Medicare beneficiaries with a \$250 rebate when they fall into the doughnut hole in 2010. Additionally, in 2011 seniors in the doughnut hole will receive a 50% discount on prescription drugs. Finally, the bill phases down the coinsurance so it is at a standard 25% throughout the plan by 2020.

Provided by Alliance for Retired Americans

SERVICE AWARDS



Sacramento, California

January 16, 2010

THE HONOREES

50 Years

Brown Jr., Donald
McNally, Jack

45 Years

Choate, Robert
Felkins, Paul E
Lohre, Kenneth

40 Years

Bell, Douglas
Dixon, Thelma
Espersen, Fred
Gehring, Lockey
Harper, Jesse
Martinez, Roy
Murray, Arthur
Norris, Darryl
Pierce, Joseph
Soto, Louis
Takao, Arthur
Thompson, Wayne
Treat, Gregory

35 Years

Barry, Lonnie
Brown, Samuel
Callahan III, John
Cervantes, Edward
De Silva, Ronald
Flores III, Guillermo
Gacutan, Patricia
Garcia, Douglas
Kieft, John
Larue, Edward
McKay, Michael
Quiroz, Carmen
Ricker, Norma
Rochholz, Larry
Terrell, Linda
West, Arnold
Yee, Thomas

30 Years

Barrera, Henry
Bennett, Timothy
Boykin, Charrise
Carrasco, Albert
Celosse, Eric
Chambers, Bradford
Cooper, Steve
Correia, Martin
Crawford, Pamela
Culver, Thomas
Dangerfield, Christina
De Arcos, Richard

Diregold, Gwen
Duarte, Jefferey
Dube, Marc
Farris, Maria
Ferguson, Terri
Finato, Robert
Fox, Albert
Galam, Rosie
Garcia, Michael
Gerstle, Bob
Hamilton, Kathy
Hardison, James
Haver, Cynde
Helmstreit, Joe
Helmstreit, Juliet
Himman, Theodore
Holt, Charles
Jones, Tina
Lomba, Aires
Lunney Jr, Robert
Martinez, Pete
Monahan, Richard
Nataad, Gerald
Nelson, Chris
Neuburger, Donna
Ortiz, Mary
Paneda, John
Perea, Sally
Petersohn, Rhuea
Preciado, Robert
Price, Debbie
Prior, Barry
Ramil, Liwayway
Rice, Lee
Roman, Kenny
Sanchez, Robert
Seaton, Steve
Smethurst, Kevin
Stinson, Michael
Surber, Richard
Theobald, Arthur
Tolbert, Rebecca
Treat, Karen
Werth, Cheri
Weyrens, Susan
Whisler, Jerry
Winkler, Tony
Witt, Alan
Zickowski, Edward

Burke, Kathy
Carroll Jr., Daniel
Conway, Daniel
Croll, Karen
Cuevas, Joe
Dolcini, John
Dullum, Jeffrey
Dunkerson Jr., James
Embry, Thomas
Feuerhelm, Kurt
Fisher, Michael
Flatland, Mark
Garcia, Richard
Gomez, Federico
Gonzales, David
Gonzales, Timothy
Green, Alan
Green, Michael
Hood, Jim
Humphrey, James
Incardone, Dennis
Jennings, Curt
Jorden, Rudi
Knodel, Darrell
Koppinger, Lori
Lasavio, Mark
Lightell, Michael
Long, Judy
Martinez, Vincent
Massey, Brett
McCann, Bonnie
Medeiros, John
Medina, Jesse
Mobley, Lori
Moore, Lois
Owens, Ernest
Pacheco, Oscar
Padilla, Samuel
Patton, Dan
Potter, Sharon
Reyes-Eichhorn, Laarni
Shank, Douglas
Shank, Jeffrey
Sordi, Daria
Stephens, Sharon
Stokes, Steven
Summerfield, Raymond
Taylor, Robert
Vander Waal, Jeff
Vorderbruggen, Gary
Walke Jr., Richard
Weathers, Frank
Wheeler, Jaime
Wilhelm, James
Williams, Carole
Yuen Jr., Owen

25 Years

Barrameda, Cecil
Bazil, Michael
Biggs, J'earl
Blenkhorn Jr., David
Brown, Vern

Business Manager
Tom Dalzell, right,
presents awards
to, from left: Jack
McNally (50 years),
Don Brown (50
years), Ken Lohre
(45 years), and Bob
Choate (45 years).



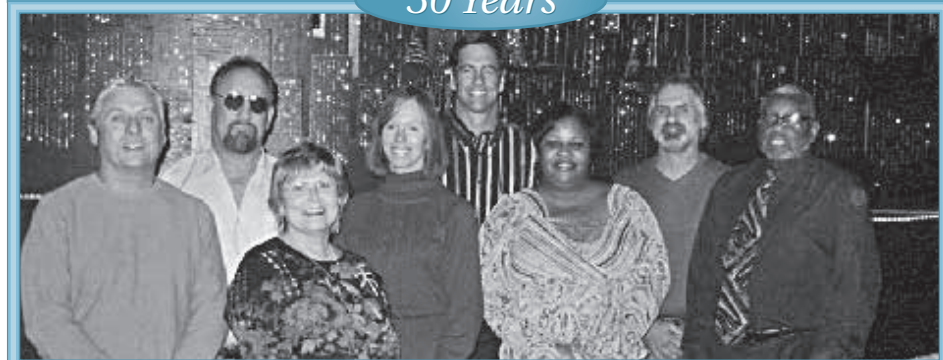
40 Years



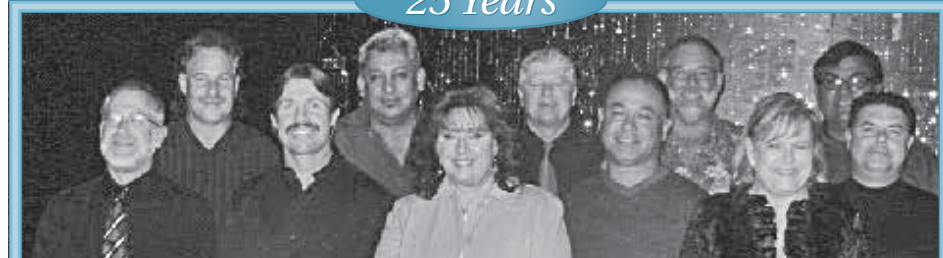
35 Years



30 Years

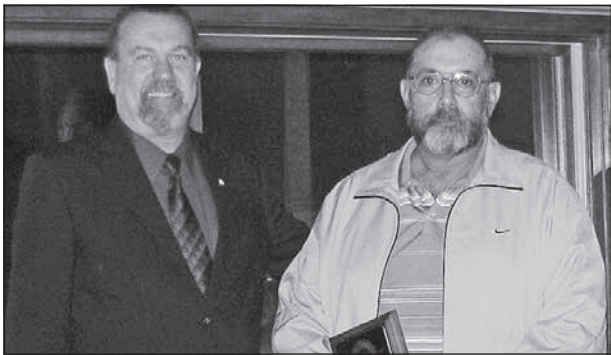


25 Years

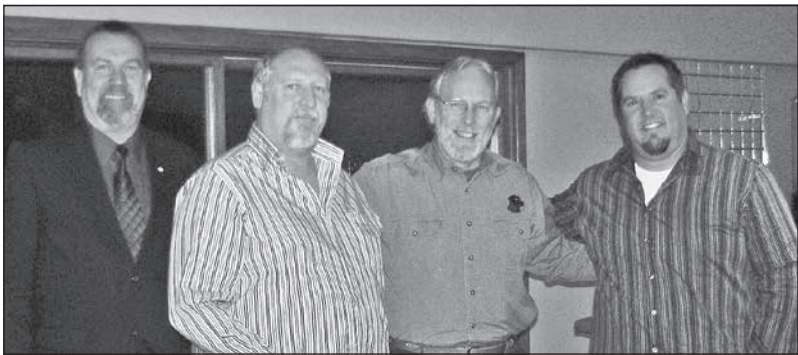




Ronald Nelson, right, receives his 45-year award from Business Rep. Ed Dwyer.



Mick Martin receives his 40-year award from Business Rep. Ed Dwyer.



Charles Damon, Wesley Dedrick and Thomas Savage receive 30-year awards.



Hugh Mechals and Craig Sanchez receive 25-year awards.

THE HONOREES

45 Years

Ronald Nelson

40 Years

Ben LaPen
Mick Martin

35 Years

Steve Hutchings

30 Years

Charles Damon
Wesley Dedrick
Donald Freeman
Robert Hubbard
Martin Johnson
Kirk Lamar
Benjamin Lewis
Karen Miller
Thomas Savage

25 Years

David Bahr
Brent Bohannon
Andrew Conner
Philip Feraru
Ronda Lovergine
Daniel Meaney III
Hugh Mechals
Craig Sanchez



SERVICE AWARDS



Assistant Business Manager Bob Choate, left, and retired Business Rep. Mickey Harrington have 95 years of service between them.



Forty-five year award winner Karen Carter.



Forty-year service award winner Will Rodriguez, left, congratulates 50-year service award winner Mickey Harrington—and vice versa.

Redding, California

February 26, 2010



25 Years

THE HONOREES

50 Years

Harrington, Mickey D

45 Years

Carter, Karen

40 Years

Case, Ronald T
Rodriguez, Will J
Shirley, Larry E
Vieck, Adrian M

35 Years

Barnette, Tom R
Caswell, Norma

Deal, John L
Edgar, Roy
Elliott, Cindy A
Homer, Gary
Miller, Timothy
Morgan, Diane M
Munoz Jr., James
Rogers, Britta M
Sanders, Barbara
Tarazon, Victoria
Villalovos, Joann I

30 Years

Borgwat, Nicolaas
Buentipo, Amante A

Bunten, Edward R
Claybaugh, Barry
Clevenger, Cecil M
Darlington, Dennis L
Emerson, Johnny R
Frey, Eugene P
Hatting, Donald R
Hawes, Donald K
Jensen, William P
Johnstone, Craig
Kipp, Jim D
Lytle, John M
Madden, Roy P
Mcdaniel, Linda L
O'rourke, Brian T

Pedersen, Todd L
Rebol, Pat R
Smoak, Rena K
Valdivia, Benjamin
Wagner, Kathleen
Weber, Mark R
Wertz, Richard G
Wyand, Dan W

25 Years

Alves, Kenneth W
Andrew, Bryon D
Askew, John V
Baker, Dwayne G
Boone, Stanley D

Coates, Nicholas
Coleman, Clarissa
Crider, Kimberlee
Davis, Bruce D
Dean, Robin E
Dobbs, Greg T
Ely, Peter H
Flores, Anthony R
Foushee, Robert
Fredrickson, Kim L
Frisbie, Donald G
Gilmore, Daryle L
Gullixson, Robert C
Hafner, Marty J
Hood, Edward J

Hood, Loren C
Lowery, Steve
Meeks, Alan M
Moore, Colleen L
Moore, Kevin C
Morris, Glenn R
Naish, Maureen A
Oelrichs, Michael K
Peterson, Lonney P
Schiff, John
Springer, Michael J
Thomason, Charles J
Torres, Lawrence
Warmbrodt, Billy D

Our American Dream

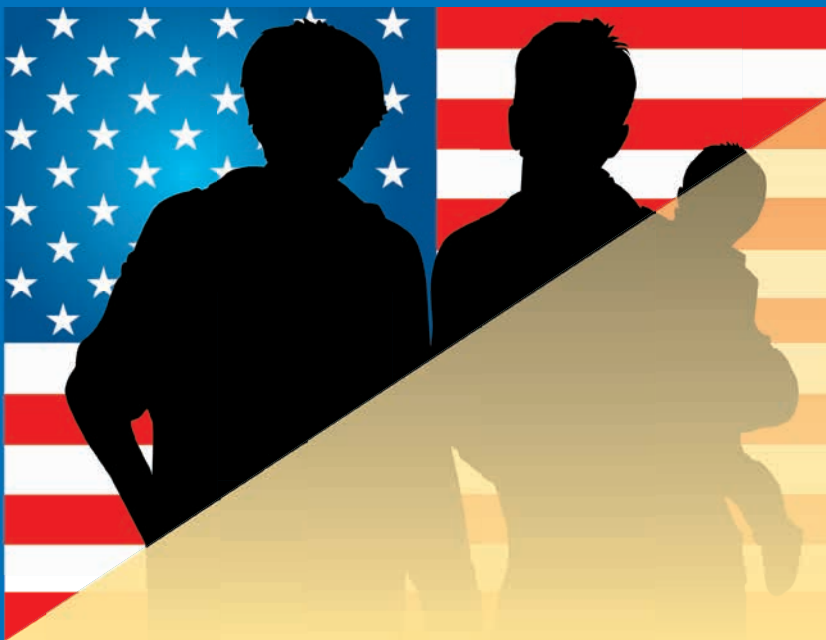
Wage Security – Job Security – Family Security

Our ability to take care of our families depends on holding a job that pays decent wages.

Our union brothers and sisters made progress over the decades by negotiating wage security and job security into our IBEW 1245 union contract.

In the IBEW contract proposal for 2010, Clerical members seek these fair and reasonable improvements in exchange for helping PG&E survive a difficult decade:

- Fair and equitable wages
- Work/Life balance for our families, including alternative work schedules, vacation and funeral leave
- Better training and opportunities for advancement



Under Attack

The PG&E bargaining proposal attacks the job security and wage security on which our families depend. It would allow the company to:

- Contract out our work at the Call Centers and the Bill/Print/Mail offices
- Divide our workforce through a Two-Tier wage system that traps all future Clerical workers into second-class citizenship at PG&E

THAT'S NOT *OUR* AMERICAN DREAM

Our job security is our family security.

Ask a designated On-Site Volunteer about the Clerical Member Petition.

Clerical bargaining updates at: www.ibew1245.com