Inside:

Shelter Cove 22
Dalzell: Forward Together 2
PG&E Contract Vote 4
Member Donates Kidney 6
Outside Construction 8
Softball Tourney 11
Rocky Fire 12
Lineman’s Rodeo 15
Organizing Institute 17
Retirees 18
Advisory Council 20
Tree Trimmers 24
Suriname Donation 25
SMUD Fishing Derby 27
Water on Tap at TMWA 30
Frontier Connects Communities 40
Remembering Chris Habecker 42
Manufacturing 43

IBEW 1245 linemen Hollis Hadley, bottom, and Don Lee from PG&E replace a utility pole that was destroyed by the Rocky Fire. Story begins on page 12.
Much has been made by politicians and economists in recent years about stagnating wage growth. President Obama has called income inequality “the defining issue of our time.” According to the Pew Research Center, real wages for most workers have barely budged in decades, and benefits — particularly for non-union families — have been decimated. Across the country, union membership has declined in tandem with wage growth, largely as a result of globalization and far-right attacks on workers.

The trajectory of the middle class in this country is discouraging to be sure — but our members are on a different track. Thanks to your membership and support, we have been able to secure contracts that have delivered wage and benefit increases that far exceed the national average. Our members enjoy a level of stability and security that define the “American Dream.” But we cannot take that for granted; we must continue to fight each and every day to protect, defend and enhance the contracts that our members count on.

Earlier this summer, we concluded a set of negotiations with PG&E, our union’s largest employer, and emerged with a Tentative Agreement consistent with the pattern of substantial compensation increases that have characterized other contracts we’ve negotiated. We then embarked on an intrepid effort to communicate with members about the tentative agreement, and explain the various changes and improvements it contained. The bargaining committee, myself and our staff attended unit meetings, visited dozens of worksites, hosted Tele-Townhalls and held shop steward trainings all over the state. We answered hundreds of questions and posted responses to the most frequently questions on our website for everyone’s benefit.

The process reminded me how fortunate I am to work with such dedicated and passionate members. The discourse was largely fact-based, civil and informative, and it’s abundantly clear that our members are truly invested in their contract and the future of our union.

Our members are what make our union one of the strongest in the nation. And when the votes were tallied and we learned that the members declined to ratify the contract (see “PG&E Bargaining Committee Heads Back to the Table,” page 4), I heard the message loud and clear. They want us to do better, and believe strongly that we have the ability to secure an even stronger deal for them. And so, do better we must.

In my view, the fight has only just begun. We won’t give in, and we refuse to give up.

I know for a fact that our union is stronger for having gone through the process of negotiation and debate. I hope that through this effort we will increase the participation level in our union, which is critical to our long-term survival. Every meeting and every conversation we had helps inform how we will move forward. And we will move forward together.

In Solidarity.

Santa Rosa Retirees Club
New Location for Future Meetings

The IBEW 1245 Santa Rosa Retirees Club meeting location (Coco’s) has closed its doors without notice, and as a result, the September meeting has been cancelled.

Starting in October, the Santa Rosa Retirees Club meetings will be held at Sam’s Food Play Cafe, 2630 Cleveland Ave, Santa Rosa, CA. The meetings will continue to take place the first Tuesday of each month at 10am (with the exception of the December, 2015 meeting, which will begin at 9:30am due to a scheduling conflict.)

—Ken Rawles, Santa Rosa Retirees Club

Unit meeting changes

Unit #3217, City of Redding, has changed its meeting location. Starting in October, the unit will meet on the third Wednesday of the month at 4pm, and meetings will be held every month, instead of bi-monthly. The meeting location will remain the same.

Lloyd Cargo,
IBEW 1245 Business Rep

Jim Brager has been tapped to replace Business Representative Mike Grill, who will be retiring from the union in September. Brager will be taking over Grill’s assignment, which includes PG&E members in Fresno Division (except Call Center), Gregg Substation, and the Merced, Auberry, Helms, Madera and Los Banos Service Centers.

Brager worked as a PG&E Electrician out of Fresno for 23 years, where he spent three years in GC Substation and 20 years in Substation Maintenance. For the last three years, he served as the full-time Safety Chair for all of Substation Maintenance, in addition to his role as a member of the Review Committee.

He previously served as Chair of the old Lemoreuo Unit, and was serving as a member of the PG&E 2015 Bargaining Committee when he was tapped to join the union staff. Before he came to Local 1245, Brager was a member of Fresno-based IBEW Local 100 for 17 years, where he worked as an inside wireman. He served as Vice President of Local 100 for two terms, and became an International Shop Steward in 1991.

Welcome aboard, Brother Brager!

Support IBEW Local 1245 Members
Who Lost Their Homes in California Wildfires

Several IBEW local 1245 members and retirees have lost their homes and all of their belongings in the recent California wildfires. Many of them narrowly escaped with just the clothes on their backs. The union is looking to raise funds to help these members pay for clothes and lodging during this difficult and tragic time.

Visit gofundme.com/IBEW1245Fire to contribute what you can. Every dollar can make a difference for a union family in need.
Services department. Prior to joining the Local 1245 staff, he was working as a Field Mechanical Inspector at Lakeville Substation in Petaluma.
Brother Wilson served as a shop steward for 15 years, and sat on the Fleet Labor Management committee for the past decade.

Welcome aboard Brother Wilson!

Balistreri Joins Local 1245 Staff

Brother Roberto Balistreri has joined the IBEW 1245 staff as a Business Representative. He will be working with the Local 1245 members in the De Anza, San Francisco & Peninsula Divisions of PG&E.
Balistreri has been a member of the IBEW for 12 years, and served as a shop steward for nine years prior to joining the Local 1245 staff.

He spent most of his career at PG&E in the electric overhead department, where he worked from 2003 until 2014. He started as a T&D assistant, went through the apprenticeship program, and eventually became a journeyman lineman. In 2014, he took a temporary job as an M&C coordinator that lasted about 19 months.

Welcome aboard Brother Balistreri!

International Labor Communicators Association Awards

IBEW 1245 Website Takes First Place

The 2015 ILCA Labor Media Award winners have been announced, and the newly redesigned IBEW 1245 website was awarded first place for website content and design. The union was also recognized for its outstanding visual communications and writing in several categories:

2nd Place: Visual Communication Awards – Print and Internet / Best Informational Graphic / Local Unions, “PG&E Contract Extension”
2nd Place: Writing Awards – Print and Internet / Saul Miller Awards / Organizing / Local Unions, “Victory! Sunoptics Workers Choose IBEW 1245”
3rd Place: Visual Communication Awards – Print and Internet / Best Illustration / Local Unions, “National Lineman’s Day”
3rd Place: Visual Communication Awards – Print and Internet / Best Photograph / Local Unions, “Good For The Pole, Good For The Tree”
Honorable Mention: Visual Communication Awards – Print and Internet / Best Photo Essay or Gallery / Local Unions, “The Extra Mile”

View all of the winners at ilcaonline.org/2015-ilca-labor-media-award-winners.

IBEW Outside Linemen upgrade high voltage transmission towers

A crew of IBEW outside linemen upgraded 44 high voltage transmission towers on the Bridgeville-Cottonwood 115 line this summer. They worked together to change out the wood H structures to light-duty steel, as part of an ongoing NERC [North American Electric Reliability Corporation] project. Additional Outside Line information on page 8.

From left: Joel Ibanez, Brig Roberts and Dennis Hornbeck replace high voltage transmission towers.

Travis Core shows apprentice Gavin Drake how to tie a knot.
The results of the PG&E contract ratification vote are in. Just under 11,000 ballots were mailed out, and 5,896 of the ballots were returned.

- Physical: Yes 1349 / No 3354
- Clerical: Yes 652 / No 515
- Benefits: Yes 1809 / No 3952

Since the physical and benefits agreements failed to garner enough votes, all Bargaining Committee members will head back into negotiations on Monday to work towards a new tentative agreement that will be ratified by the members.

"The Bargaining Committee worked diligently to deliver what it saw as the best and richest agreement of any unionized utility in the country," said IBEW 1245 Business Manager Tom Dalzell. "But the results of the vote demonstrate that our members believe we can do better. We hear and respect the opinions of our members, and we are ready to go back to the negotiating table and fight for an even stronger agreement. We know it won't be easy, but we're committed to securing an agreement that our members can be proud of."

Dalzell is inviting all members to take this opportunity to express their concerns over the last contract and detail the elements they believe to be critical for the next one.

Dalzell's message to members is clear: "We want to make sure the next tentative agreement reflects the needs and wants of our members, so we encourage you to talk to your shop stewards and union reps, and attend your unit meeting in the coming weeks, so we can get a firm sense of what specific elements compel you to vote 'yes' or 'no," Dalzell said. "And as always, I invite you to email me at any time and share your thoughts with me directly."

About the Vote
The ratification vote was officiated by Pacific Election Services, an independent company that specializes in conducting elections for labor unions. The Ballot Committee verified the eligibility of each voter and oversaw the final count. The votes were counted at the union hall on Sept. 22, and the Ballot Committee – comprised of Vivian Barraza, Nichole Brooks, Jeff Campondonico, Tara Cruz, Justin Doolan, Al Estes, Lynn Flavin, Marie Fitting, Travis Glock, Cindy Horton, Pam Richardson and Lem Stubblefield – announced the results immediately after the counting was done.

Local 1245 Receives “Movement Builders” Award from Contra Costa Central Labor Council

IBEW Local 1245 has once again been honored and awarded for its outstanding Organizing Steward program. A group of Local 1245 Organizing Stewards and aspiring Organizing Stewards, along with Business Manager Tom Dalzell, received the inaugural "Movement Builders" award from the Contra Costa Central Labor Council at its annual Labor-to-Labor Dinner on September 17.

The union was recognized for going above and beyond by dispatching several dedicated member-activists to work on the Susan Bonilla for State Senate campaign, which took place earlier this year. The Organizing Stewards from Local 1245 quickly stepped into leadership roles on the campaign and provided critical assistance and coordination during an exceedingly difficult election.

"It was really refreshing to get this absolute jolt – pun intended – of energy that came with having the Organizing Stewards come and join us," Contra Costa Central Labor Council Executive Director Margaret Hanlon-Gradie said just before handing out the awards. "It not only reinvigorated the Labor Council at a time when we were slugging through an election, it showed other unions, ‘This is how you can do it!’"

"It boils down to the investment we make in our organizations, and this union makes big investments – not only in rank-and-file workers, but in young workers, women have places of power, and people have pathways to leadership. That’s how we grow a strong movement!” Hanlon-Gradie continued.

Local 1245 members Rosario Garcia, Nicole Gross, Treva Harrison, Ricardo Hernandez, Steven Marcotte, Ivan continued on page 5
Organizing Stewards get a lesson in leadership at Panetta Institute

By Kevin Krummes,
IBEW 1245 Organizing Steward
Photos by John Storey

It’s About Taking Risks

Risks. What do you think of when you hear that word? Maybe the classic board game spring to mind. Maybe you imagine yourself sitting in the bleachers when the Giants play the Dodgers. Maybe, if you’re single, it means trying an online dating service for the first time.

These are all valid perceptions of “risk,” but for the IBEW 1245 Organizing Stewards who gathered at the Panetta Institute for Public Policy in Monterey in mid-September, the concept of risk took on a new meaning— as an element of strong leadership.

The special Panetta Institute event was hosted by Leon Panetta himself, a former Congressman, Secretary of Defense and CIA Director. Panetta was joined by his dynamic wife Sylvia, and the couple delivered a stirring talk. The first-hand account of how all leaders must take risks to effectively lead. According to Panetta, sitting idly by and waiting for public opinion to change is not leadership— it’s just a feeble attempt to keep your job.

This message of taking a risk for what’s right really hit home with the Organizing Stewards, who know from first-hand experience how important risk-taking is in order to make a difference for themselves, their colleagues, or even people they’ve never met.

2016: Our Chance to Lead

Panetta convincingly argued that next year’s election will be the most critical referendum in 50 years. If we as Union members want to protect what is rightfully ours— what we have fought for and what our past brothers and sisters have died for— we need to lead. Union members must realize that our way of life is being threatened like never before, and if we want to pass our standard of living on to our children, we have to roll up our sleeves, get to work, and lead the way.

Some other takeaways from Panetta’s inspiring talk:

- We need to exude a sense of urgency to overcome the current climate of political dysfunction. As Panetta said, “America could go one of two ways – we can enter into an era of a great renaissance, or become a country moving slowly but surely into decline.” It was a powerful statement, one we’re not used to hearing, and as Union members and American citizens, one we must heed.
- As Organizing Steward Pam Pendleton put it: “My thinking changed yesterday, and I’m remembering why I made the decision to become an organizer.”
- The pivotal issue of immigration needs to be addressed, and it has to happen sooner rather than later. As the son of Italian immigrants, Mr. Panetta understands the important role that immigrants play in our country. “I loved hearing about his ‘Coming to America’ journey,” said Organizing Steward Walter Carmier. “These stories can bring us all together.”
- Common sense, courage, and the willingness to work hard are just some of the strengths of the American People. If our leaders can mirror these qualities, then America can once again regain its place as a beacon of hope for the rest of the world.

On a related note, Panetta emphasized the importance of integrity. “Leaders must have it,” he declared. As Organizing Stewards and Union Members, it is imperative that all of us display our integrity daily.

“I found it refreshing to learn that despite who he has worked for or what he has experienced, his integrity has not been compromised,” remarked Organizing Steward Lupe Johnson. “Perhaps the most fascinating risk-related anecdote Mr. Panetta shared was behind-the-scenes account of the operation that brought Bin Laden to justice, which took place while Mr. Panetta was CIA Director. Using all the information available, Panetta risked it all, both internationally and domestically, and recommended sending the Navy Seals on that fateful mission. We all know the outcome, but hearing how it came about and the courage it took to make that decision was gripping.”

Organizing Steward Logan Jonas summed it up: “[You have to] make a choice—no matter how difficult.” One final takeaway from our visit was the compelling partnership between Leon and Sylvia Panetta. In our brief time with them, we all noticed that their love, trust, and respect for each other was readily visible. They make a remarkable team.

“Any day in Monterey is special, but spending an afternoon with one of America’s preeminent leaders was extraordinary. The energy in that room was palpable, and the resolve was off the charts. As we stare down the sights leading to the decisions of 2016, we only need harness the passion and dedication of the Panettas, and to use and live the chart. As we stare down the sights leading to the decisions of 2016, we need to harness the passion and dedication of the Panettas, and to use and live up to our full potential.”

Pereda, Rachel Ramirez Hill, Kristen Rasmussen and Eric Sunderland were recognized by name, and each received a personalized plaque from the Labor Council. The Labor Council also gave Local 1245 a framed award to display in the union hall.

“When we started our (Organizing Steward) program, we had a couple reasons for doing it. Times were changing and we needed to be able to fight the good fight on the streets. And as a matter of survival, we needed to reach younger workers. We really didn’t have a choice. In five years, our movement will be gone if we don’t reach out to the next generation of workers,” Dalzell told the attendees at the Awards Dinner. “I would say that I am humbled by this award, but that’s sort of a lie, because the award is not about me at all. This award is really about these men and women who will fight the fight that Tom Joad” talked about when he walked away from the campfire that night.”

“Tom Joad, a character from John Steinbeck’s classic 1939 novel “Grapes of Wrath,” fought for the dispossessed during the Great Depression. Bruce Springsteen’s 1995 recording, “The Ghost of Tom Joad,” has helped keep alive Tom Joad’s iconic status, just as union organizers today carry on the cause of assisting workers who need help.”

Sylvia Panetta gave a stirring introduction of her husband.
A sk just about any parent and they’ll tell you: “I’d give up pretty much anything if it meant keeping my kid healthy.” But few parents will ever experience the kind of sacrifice that IBEW 1245 member Patrick Whitham has made to save his son.

Ten years ago, Whitham and his wife discovered that their son Jake – who was just two years old at the time – suffered a rare condition that was causing major damage to his kidneys. For the past decade, young Jake has been undergoing medication-based treatments to prevent full-on renal failure. Whitham knew that it was only a matter of time before Jake would need a kidney transplant. That time finally came in early 2015. The doctors found that Jake, now 12 years old, had critically high levels of creatinine in his blood and would need to either go on dialysis or get a new kidney. Whitham didn’t think twice. He immediately began preparing to donate his own kidney to his son.

The process was intense and took many months. “I had to ready myself, spiritually, physically and financially,” Whitham said. “I began running so I would be in good enough shape to be a donor. I underwent a lot of tests... And I did extensive research to make sure I had all my ducks in a row.”

During his research, Whitham discovered a California state law, SB 1304, also known as the Organ & Bone Marrow Donation Leave Law. The statute provides certain rights to individuals who donate organs or bone marrow, including a paid leave of absence from work.

Whitham, who works as a Heavy Equipment Mechanic for the City of Lompoc, approached his HR department to request a leave of absence under SB 1304, but he was denied. He continued to pursue it for weeks, to no avail. Eventually, he went to his union shop steward, Jaime Tinoco, and told him what was going on. “When I first talked to Jaime about it, it was just because I wanted to keep him and the union in the loop. I didn’t expect anything to come from it,” Whitham said. “But Jaime really took the ball and ran with it. He took it to heart. He went to bat for me, and I really appreciate that.”

As a father himself, Tinoco felt compelled to do everything he could to help the union brother out. “This organ donation really hit me hard emotionally,” said Tinoco, “because it shows the true definition of a father.”

It was Tinoco who discovered that the organ donation leave law does not apply to City employees, which was why Whitham’s leave request was turned down. So he reached out to IBEW 1245 Assistant Business Manager Ray Thomas to see if there was anything the union could do. Thomas was also touched by Whitham’s story and went out of his way to get the leave request approved.

“I directly contacted City of Lompoc Human Resources Director Ray Garcia,” Thomas said. “Mr. Garcia immediately empathized with Patrick and Jake’s situation, and proceeded to champion the effort to allow for paid and excused time off provisions for Patrick while he donated a kidney to his son.”

Tinoco also contacted the Mayor and made an appointment with City Administrator Patrick Wiemiller in order to lobby for the paid leave. On June 19, just days before Whitham was scheduled to have the surgery, Tinoco and fellow IBEW member John Daniel met with Wiemiller, who agreed to make an exception and approved Whitham’s leave of absence.

“Almost Overwhelming”

On June 23, Whitham and his son took the four-hour trip to UCLA Children’s Clinic and underwent the extensive and highly invasive procedure. The transplant was a success, and father and son are both recovering well.

“(Before the surgery) I had mixed feelings; there was apprehension, but I was also looking forward to getting through it,” Whitham said in an interview two weeks following the transplant. “There’s such a sense of relief to have this behind me. We’re both still in pain, but we’re so happy.”

Young Jake’s recovery is ongoing. Whitham’s wife has to take their son up to UCLA Medical Center twice a week, every week, for the next few months for follow-up appointments with the doctors. Even though Whitham had been saving up for this and his paid leave request was approved, the medical bills, travel to LA and other expenses associated with the transplant still hit the family pretty hard.

Tinoco recognized that the Whithams could use some financial support, so again he took action.

“We requested to do a City-wide BBQ fundraiser for Patrick and his family,” Ray Thomas noted, “so I was not surprised at all when Gabe told me that, to him, this organ donation resolution at the City will always be known as the ‘Jacob Whitham Act.’”

Patrick Whitham hopes his ordeal and the new changes to the City’s policy will raise awareness and embolden other Lompoc employees to become organ and tissue donors.

“This is something we should all be proud of. The city did the right thing for its employees and it’s a win-win for both [the City and its workers],” said Whitham. “If this sways someone else to save another person’s life or give them a better life, then it’s a good thing.”
Utility Reporter 7
Reno
April 17, 2015

Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245’s collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities.

Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 2547, Vacaville, California 95696, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objection commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

Service Awards

35 Years
From left: Dana Mohler, Andy Pinochi, and William Keating.

30 Years
From left: Larry Greenhill, (Osborn), and Gary Henry.

HONOREES

40 Years
Deal, John
Elliott, Cindy
Villalovos, Joann

35 Years
Ackerman, Gary
Callahan Jr., Roy
Cowperthwaite, Lance
Crawford, Carl
Darlington, Dennis
Emerson, Johnny
Frey, Eugene
Jarramillo, Jerry
Keating, William
Kelly, Jeffrey
Kinder, Stanley
Lough, Donald
McKinney, Dana
Miller, James
Moeller, Dana
Pinochi, Andy

30 Years
Cray, Tamara

25 Years
Cornell, Thomas
Duesing, Paul
Helton, Robert
Miller, James
Mize, Robert
Morrison, Edward
Retzer, William
Rose, Paul
Rusche Jr., Robert
Selvig, Eric
Skrich, Shirliann
Trvik, Thomas

15 Years
Baffrey, Robert
Cellarelli, Mike
Cherry, Sean
Christensen, Marc
Conte, Chris
Cunningham, Shanen
Ellis, Steve
Ervin, Paul
Folmer, Jesse
Henderson, Steven
Huthala, Kirk
Jackson, John
Jordan, Mark
Lage, Glenn
Leaman, Bryan
Lewis, Tony
Miller, Milton
Moei, Michael
Nevarez, Michael
Norvell, Patrick
Parale, Richard
Phillips, Ross
Pinkham, Clifford
Roberts, Paul
Smith, Jeremy
Takahara, Mark
Tolbert, Leamen
Wimbly, Nancy

10 Years
Anderson, Christopher
Barajas, Victor
Beard, Russell
Bedel, Craig
Billows, Kevin
Brown, Jason
Bunkowski, Travis
Curtis, John
Czarneck, Eric
Diaz, Elizabeth
Garcia, Tristan
Gomez, Enders
Hatch, Michael
Inks, Steven
Manciu, Ryan
McChallar, Justin
McCue, Jonathan
Mccue, Justin
Palmer, Ronald
Palya, Jerry
Peralta, Gregory
Pielochowski, Michele
Quiroga, Hector
Rivera, Veronca
Sandoval, Sergio
Van Lier, Brian
Vanasse, Wayne
VanDenheugebe, Cory
Wolf, Todd
Gomez, Faustino

5 Years
Chapout, Kerry
Giannotti, Rhonda
Habberstad, Kyle
Hordmeyer, Ronald
Peters, Brandon
Smith, Michelle
Zimmerman, Josh

40 Years
From left: Joann Villalobos, Business Representative Randy Osborn, and Cindy Elliott.

Photos by John Storey

Congratulations on your service!
Work Outlook

Work outlook continues to remain steady in distribution, and we’re seeing some increases in transmission work in both California and Nevada. We have a total of 93 crews (62 electric crews and 32 civil crews) currently doing distribution work on PG&E property, spread out across the whole service area. Some of the electric crews are two-man crews performing the surge arrestor project. Transmission and Substation work looks like it will pick up in the last quarter of 2015; however, that is always subject to change if work is put off. We are seeing some increases in transmission work now in both California and Nevada and have had a couple of open calls towards the end of the month.

We are also picking up new contractors who are performing LED streetlight retrofit projects. This work is a little confusing because some of it is for PG&E, and some of it is for cities and municipalities where PG&E is performing the project management duties. If the lights are owned by the utility, the work is performed using the Outside Line Construction Agreement, and if it is for the cities, it is performed by contractors who are signatory to the Traffic Signal and Streetlight Maintenance agreement. Keeping this work separate can be a chore, but it is critical, especially when we are dealing with City-owned equipment, because this city/municipal work must follow prevailing wage requirements. The “journeyman wireman” classification is the wage determination used, since this work is considered public works. If lights are owned by the utility, the work is performed using the Outside Line Construction Agreement, and if it is for cities, it is performed by contractors who are signatory to the Traffic Signal and Streetlight Maintenance agreement. Keeping this work separate can be a chore, but it is critical, especially when we are dealing with City-owned equipment, because this city/municipal work must follow prevailing wage requirements. The “journeyman wireman” classification is the wage determination used, since this work is considered public works.

Outside Construction

Code of Excellence

As of the end of August, we have now held 4,098 Safety orientations. These sessions emphasize professional behavior and building safety on the job, based on the red book demands and the terms of our agreement. We are driving home the point that we will expect nothing less from Journeymen working in our jurisdiction, and we need to take all precautions possible to head off fatalities, burns, falls, and dismemberment before they happen.

Apprenticeship Program

Interviews

On Aug. 25 the last 80 eligible apprenticeship applicants remaining from the September 2014 period were interviewed. During this 10-day application period, over 1,100 applications were submitted, and over the last year the JATC has worked to get everyone interviewed that qualified. The trustees will evaluate the current available applicants and will discuss the need or time to possibly open the application process again in 2015.

Privilege Suspensions

We continue to see apprentice privileges suspended for Journeymen for various reasons. Last month alone, we had seven Linemen have these privileges suspended. These Journeymen have to attend a trust meeting to discuss the incident that led to the suspension before consideration is given to reinstate those privileges. This practice is happening all across the country with all the JATCs, and the information is shared between them as well as all the contractors who use apprentices. It is important for all our Linemen to know that it is their job to teach and train each apprentice the correct and safe way to work in accordance with the agreements as well as the safety rules that are in place. Failure to do so could result in a suspension which will in most cases cause the lineman to miss out on work.

Pay Increases

Over 90% of the outside line construction agreements expired on May 31, 2015. We have been working diligently to get all these contracts ratified or extended. The largest of the agreements are the California Outside Line Construction Agreement and our Inspection Agreements (outlined above). On June 1, 2013 anyone working under these agreements should have seen an increase in pay.

We secured a two-year extension to the existing Outside Line Agreement that included an across-the-board wage increase of 2% plus a new HRA account. The contractors began paying $5.50 an hour to the new HRA account for every hour worked. This $5.50 an hour coupled with the 2% wage increase has about a 3.5% value for 2015.

Beginning January 2016, Lineco will also have a general increase of $2.25 an hour which the contractors will also pick up. On June 1, 2016 there will be a general increase of 3% for all workers working under this agreement.

Postings

With the construction industry it is important to work with the Department of Industrial Relations (DIR) to make sure all increases are filed to accurately reflect these wage increases in the prevailing wage postings. These postings are only updated twice a year and are an important part of making sure that the correct wage rates are paid on Public Works projects. The second posting is the Federal Davis Bacon Posting which needs to be updated as well.

In addition to the prevailing wage and Davis Bacon postings, the IBEW International Office requires us to update our database on every agreement when it is ratified. A lot of work has gone into getting this information updated and correct.

New Training

During the last joint IBEW and NECA safety conference meeting, both parties agreed to implement the “train the trainer” programs for Helicopter HEC programs, as well as the new and revised Foreman training. Both of these programs have gone through a rigorous approval process and both IBEW and NECA agree on its implementation. Over the next couple of months, the JATC will be working with trainers and employers to get some new trainers trained.

Organizing

We signed two new contractors in July and August: Skyline Electric Company and Frontline Energy Services. We continue to talk with potential new contractors on a daily basis and we are currently waiting on paperwork for contractors who have expressed interest in becoming signatory.

2015 Training Schedule and Special Events

• First Aid & CPR is the 2nd Saturday of every month at JATC;Sacramento facility.

• Annual Golf Tournament – Vacaville-October 11th

• International Linemen’s Rope–Kansas–October 17th

Dispatch

August 2015

<table>
<thead>
<tr>
<th>Total Calls</th>
<th>Total 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman</td>
<td>87</td>
</tr>
<tr>
<td>Apprentice Lineman</td>
<td>9</td>
</tr>
<tr>
<td>Equipment Man</td>
<td>26</td>
</tr>
<tr>
<td>Groundman</td>
<td>96</td>
</tr>
<tr>
<td>Substation Tech</td>
<td>13</td>
</tr>
<tr>
<td>Fabricator Tech</td>
<td>30</td>
</tr>
<tr>
<td>Cable Splicer</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td>269</td>
</tr>
<tr>
<td>Subtotal</td>
<td>1,543</td>
</tr>
</tbody>
</table>

Out of Work Books

As of August 31, 2015

<table>
<thead>
<tr>
<th>BOOK #</th>
<th>L-1</th>
<th>L-2</th>
<th>L-3</th>
<th>L-4</th>
<th>ES-1</th>
<th>ES-2</th>
<th>ES-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calls</td>
<td>19</td>
<td>36</td>
<td>2</td>
<td>15</td>
<td>12</td>
<td>2</td>
<td>19</td>
</tr>
<tr>
<td>CS-1</td>
<td>7</td>
<td>F-1</td>
<td></td>
<td></td>
<td>GM-1</td>
<td>23</td>
<td>GM-4</td>
</tr>
<tr>
<td>CS-2</td>
<td></td>
<td>F-2</td>
<td></td>
<td></td>
<td>GM-2</td>
<td>23</td>
<td></td>
</tr>
<tr>
<td>CS-3</td>
<td>3</td>
<td>F-3</td>
<td></td>
<td></td>
<td>GM-3</td>
<td>300</td>
<td>Sub-3</td>
</tr>
<tr>
<td>CS-4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Sub-2</td>
<td></td>
<td>Sub-4</td>
</tr>
<tr>
<td>CS-5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Sub-1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

IBEW Local 1245 Injured Workers Fund

The balance of the fund as of July 31, 2015 was $866,057.25. In the months of July and August the fund paid out one disability claim. Below is a summary of all the reports of the IBEW Local 1245 Injured Workers Fund, EIN 35-2308172, Plan No 501, for the period beginning September 30, 2014 and ending August 31, 2014.

Self-Funded Benefit Information

The Trust maintains its disability and death benefits under a self-funded program.

Basic Financial Statement

The value of Trust assets, after subtracting liabilities of the Trust, was $733,456 as of September 30, 2014, compared to $637,098 as of October 1, 2013. During the Trust year the Trust experienced an increase in its net assets of $96,358.

During the Trust year the Trust had total income of $121,919. This income included employee contributions of $121,919.

Trust expenses were $25,561. These expenses included $14,081 in operating expenses and $11,500 in benefits paid directly to participants and beneficiaries.

Benefits and eligibility rules change from time to time. Be sure to use the most recent plan booklet and to read any special notices about your coverage. Do not rely on outdated information. Consult your booklet or the plan office for details.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant’s report.

To obtain a copy of the full annual report, or any part thereof, write or call the office of IBEW Local 1245, 30 Orange Tree Circle, Vacaville, CA 95687-3105, (707) 462-2070.

You also have the legally protected right to examine the annual report at the main office of the Trust, 30 Orange Tree Circle, Vacaville CA, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefit Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

BOARD OF TRUSTEES
Shell-Shocked in Benicia

IBEW 1245 Spreads the Word About Marin Clean Energy’s Dirty Tricks

M arin Clean Energy is up to its usual old dirty tricks. The deceptively-named company has expanded its bogus program into the city of Benicia, and now Benicia residents are being enrolled in MCE without their consent—under the ironic guise of “Community Choice Aggregation.”

On Saturday, June 26, IBEW 1245 held an educational blitz in Benicia to make sure consumers know the truth about MCE, and help them understand their right to opt out if they want to continue receiving energy from PG&E. Ten Organizing Stewards and prospective stewards participated in the blitz; Mike Musgrove, Kristen Rasmussen, Rachel Ramirez-Hill, Ivan Pereda, Eric Sunderland, Nilda Garcia, Sandi Busse, Steve Martocci, Serena Moss and Christine Raines, along with IBEW 1245 staffers Eileen Purcell, Hunter Stern and Jammi Juarez.

“With flyers in hand, we went door to door to speak with Benicia residents about their City Council voting for Marin Clean Energy as their electric service provider without giving them a choice,” Organizing Steward Nilda Garcia reported. “A majority of them had already opted out, but some people were not aware ... and appreciated the fact that we were out informing the community about MCE.”

By the end of the day, the Local 1245 team collectively had more than 100 conversations at the doors, and provided the residents with information about MCE and the website where they could go if they want to opt out.

“This is important work – talking directly to electric customers about serious changes to the source and environmental impacts of the energy they receive,” said Business Representative Hunter Stern, who has been working to expose MCE’s scam for several years. “Who better to provide the facts then the workers themselves and IBEW 1245?”

When MCE first came to Marin in 2008, the agency claimed it would use real green power and create local jobs, but the reality has been quite different. MCE actually buys most of its power from Shell Energy of Houston, Texas (a subsidiary of Shell Oil) and uses an accounting gimmick called “Renewable Energy Certificates,” or RECs, to make it seem green when it’s not.

MCE provides an energy mix that emits more greenhouse gases than PG&E from the same wires that PG&E customers receive, but they use marketing gimmicks to make it seem like it’s somehow better for the environment. Local environmental experts agree that RECs are simply a “feel good” scam, and concerns about “slamming” (the illegal practice of enrolling customers in a different service provider without their consent) have sparked concerns in every community that is considering or already using Community Choice Aggregation.

IBEW 1245 is committed to push back against the deceptive scams being promoted by MCE, as well as other companies seeking to take advantage of Community Choice Aggregation for their own financial gain. Learn more, at www.StopTheShellShock.org.

IBEW 1245 spreads the word about Marin Clean Energy's dirty tricks.

Photo by Rachel Bryan

Above left: Sen. de Leon briefly briefed the delegation before they began lobbying. Photo by Rachel Bryan

Above right: The IBEW 1245 crew knocked on hundreds of doors in Benicia to expose MCE’s energy scam.

Over 70 IBEW members from all over California descended on the Capitol on August 18 for an intense day of face-to-face meetings and a little arm-twisting to support the bills and legislators that will help further the job creation and clean energy goals of the State. Local 1245 had the largest contingent as staff organizers Jammi Juarez and Fred Ross, Business Rep Hunter Stern and Organizing Stewards Kevin Krummes, Ivan Pereda and Gerald Williams led the charge to urge state legislators to vote yes on SB 350 (de Leon). The bill will lead California into the next phase of clean energy and clean fuel production and create up to 400,000 new jobs in the next 15 years. Local 1245 was pleased to have International Representative Charlie Randall of the IBEW 9th District Office join the delegation. The IBEW contingent broke into four groups and immediately got to work, speaking with 25 Assembly Members and Senators to urge them to support SB 350. Some were easy sells, such as Assemblymember Jim Frazier of Oakley, are supportive of extending the Renewable Portfolio Standard to 50% of the electricity to be generated from renewable sources, but remain very skeptical of the other elements of the bill — as well as the manner in which these provisions may be implemented by the California Air Resources Board — and will not support the bill as-is, according to Hunter Stern.

After weeks of intense debate and negotiations, the California Legislature passed SB 350 with bi-partisan support, but only after the hotly-contested provision to cut the use of petroleum in California by 50 percent over the next 15 years was removed from the final version of the bill. Gov. Brown has expressed his support for the environmental provisions in SB 350 and is expected to sign the bill into law.

Union Teams Up with SF Board of Supervisors and Mayor Lee to Help Provide Truly Green Energy to San Franciscans

IBEW 1245 has reached an important agreement with San Francisco Board of Supervisors President London Breed, Mayor Ed Lee and Supervisor John Avalos to ensure that San Franciscans have the best chance to receive truly green, truly clean energy through the upcoming CleanPowerSF program.

On July 31, the Board of Supervisors approved an amended version of President Breed’s Clean Energy Right to Know Act that reflects the city’s plans to limit the use of unbundled Renewable Energy Certificates, or RECs, in CleanPowerSF’s power mix. Although previous iterations of the program have relied on unbundled RECs, respected environmentalists, energy experts and the California Labor Federation have strongly criticized their use.

“Limiting the use of unbundled RECs means that residents can be more confident that the CleanPowerSF energy program will deliver what it promises,” said IBEW 1245 Business Rep Hunter Stern. “We’d like to thank Mayor Lee, Board President Breed and Supervisor Avalos for their leadership on this issue and for their commitment to ensuring CleanPowerSF voluntarily uses no more unbundled RECs than what is allowed under state’s Renewables Portfolio Standard. Local 1245 fully supports Measure H, and will actively campaign for its passage and against the ‘Renewable Energy Truth in Advertising Act’ (Measure G) we previously submitted for the ballot.”

“While we have this understanding, there are plenty of our enemies in the City trying to undermine this compromise approach,” Stern continued. “So we will need to fight hard to ensure that unbundled RECs will not be used to call dirty power green in San Francisco the way Marin Clean Energy has done.”

For more information, visit www.truthinenergysf.com/.

The IBEW 1245 crew knocked on hundreds of doors in Benicia to expose MCE’s energy scam.

Nilda Garcia and Sandi Busse found these “‘Shell No!” flyers to be an effective way to spread their message.
Fresno Charity Bowl Raises Funds for Local Muscular Dystrophy Association

When Mason Nguyen-Quiroga was diagnosed with the rare muscle disease Dermatomyositis at the tender age of eight years old, he spent seven weeks in the hospital and was confined to a wheelchair for more than a year. Now, two years later, Mason still needs daily medications and weekly injections. Kids with Mason’s condition usually don’t get to go to summer camp, but the Muscular Dystrophy Association office near his home in Fresno sponsors a special camp just for kids with muscle disease, with doctors, nurses, counselors and support staff on hand to help ensure children that need more assistance can safely enjoy Camp Tuolumne Trails.

Thanks to the MDA local Fresno office, ten-year-old Mason just completed his second year at camp. He told his stepfather, IBEW 1245 Organizing Steward P.J. Saenz, “It was awesome! Can’t wait until next year!” Mason’s experience has inspired his stepdad to do what he can to give back to the MDA and keep the camp going for Mason and other kids like him.

As one of the coordinators of the IBEW 1245 Fresno Charity Bowl, Saenz proposed making the Fresno MDA the official charity of this year’s bowling event, which took place on June 27. The second annual event was a rousing success, with 22 bowlers and 60 attendees raising more than $2,000 for this worthy cause – twice as much as was raised at last year’s event. The event organizers from IBEW delivered the check to the MDAs Fresno office the following week.

“Everyone’s a winner!”

The event was definitely a family affair, with lots of you bowlers-in-training joining their parents on the lanes. The air-conditioned bowling alley providing a much-needed reprieve from the sweltering summer weather.

IBEW 1245 Business Reps Gracie Nunez and Rey Mendoza, Organizing Stewards Georgette Carrillo and Melissa Becerril, Shop Stewards Eddie Moreno, Joe Sanchez, and Anita Chavez, prospective Organizing Steward Ashley Belles and member Aracely Magana assisted with raising donations from the gracious support of members within IBEW 1245, UFCW 8, SEIU 521 and the Fresno-Madera-Tulare-Kings Central Labor Council. Member Luis Sandoval brought old friends from high school. UFCW 8’s Jerry Hunsucker and Jim Avalos bowled with Dillon Savory of the Labor Council. Hunsucker even helped sell raffle tickets during the event. Prize items included a 50 inch LED TV, a Blu-Ray player, the movie “Cesar Chavez” and IBEW 1245 emblem merchandise. Attendee Raul Reyes was shocked when he won the Grand Prize TV.

“For those who escaped the heat and tried to roll strikes, the atmosphere was very friendly, wild, and fun,” said Saenz, who worked with fellow Organizing Steward Miguel Pagan to coordinate the event. “Nobody walked away without enjoying some laughs and everyone was a winner!”

P.J. Saenz contributed to this report.
IBEW 1245 members work hard, and they play hard. Sometimes they play so hard that they hurt themselves.

But despite a player injury that occurred during the final game of the day, IBEW 1245’s Second Annual Central Valley Charity Softball Tournament was a rousing success.

Nearly 60 players from all over the Central Valley came to compete for the title, while their friends and family cheered them on from the sidelines and enjoyed some tasty nachos and tacos. Attendance at this year’s event was triple the number who joined the action last year. Altogether, more than 120 people came out to the charity event, which only came to fruition thanks to the hard work of Central Valley Organizing Committee members Rodrigo Flores, Rachel Ramirez-Hill, Carl Olguin and Rosario Garcia.

“It was a great day full of delicious food, raffle prizes, and fun with family and friends,” said Organizing Steward Rosario Garcia. “This year’s competition was fierce, with six teams coming out from all areas of our great valley to make history … as the first team to win the 1245’s Central Valley Organizing Committee Softball Tournament.”

Unfortunately, due to an injury that occurred when a player was racing to score a run, the final game ended early. The two teams that faced off in that last game — the Skull Crushers (Modesto PG&E Yard) and Sweet Lu’s (a local restaurant) — demonstrated true sportsmanship by agreeing to call it a tie.

Despite the abrupt ending to the day, pretty much everyone left the field feeling great (with the exception of the injured player, who wasn’t feeling so great at the time, but is now recuperating after undergoing surgery to repair his broken leg).

“We are truly happy with our union.”

“I realized how meaningful the event was to our members when I received several calls the following day from members offering to help at next year’s event … and donate with whatever they can give. The feedback I’m getting from members is ‘We are truly happy with our union,’” said Organizing Steward Carl Olguin.

“What thrills me the most is that our members are already planning for next year’s event. What an amazing feeling. All our hard work is finally paying off!”

So far, the charity event raised $1,985.05 for the city of Ceres Youth Programs, which provides scholarships for low-income children to participate in recreational sports leagues. Additional donations are still coming in.

“I can hardly wait for next year’s event,” said Olguin. “I know our members will come through as always and our attendance will double!”

If you live in the Central Valley and would like to be involved in next year’s tournament, contact your Business Rep or a member of the organizing committee.
Article by Rebecca Band
Photos by John Storey

A big, severe drought inevitably leads to a big, severe fire season. The Rocky Fire was the first, but certainly not the last, massive fire to sweep through northern California this year, which has made it a busy season for the IBEW Local 1245 members who worked to restore and repair power poles and lines.

On July 29, the Rocky Fire broke out near Clear Lake in Northern California, about 100 miles north of San Francisco. The exceptionally dry and windy weather conditions allowed the wildfire to spread at a breakneck pace, and more than a thousand residents were forced to evacuate as the fire tore through communities in Lake, Yolo and Colusa counties. According to NASA, the fire generated so much smoke that it could be seen from space.

After all the flames were finally extinguished, the Rocky Fire had taken out 43 homes and 53 outbuildings, along with a PG&E transmission line and two distribution circuits. The company reports that the fire scorched 88 power poles; some had burned so badly that they fell down, others were still standing but charred to the point that they were extremely unsafe.

About 100 IBEW Local 1245 members from PG&E were dispatched to the area...
and worked closely and safely with the first responders, but the rugged, steep terrain made the areas in need of restoration and pole replacement extremely difficult to access.

“We were able to get in here yesterday [Aug. 5], and we replaced the poles that we could using the line truck. We had a CAT that built us some roads to the poles because most of this is inaccessible,” said Ken Farris, PG&E Electric Crew Foreman out of the Clear Lake yard, while his crew worked nearby. “Today, we have a UTV [utility terrain vehicle], to get down there and help us replace a few more poles. Some of the guys on the other side of this ridge over here, they’re flying in the poles because they can’t get any [vehicles] in.”

Firefighters finally succeeded in fully containing the Rocky fire on Aug. 14. The fire burned more than 69,400 acres.

One of the residences destroyed by the fire belonged to IBEW 1245 retiree Bill Hilbrandie (see “Santa Rosa Retirees Help Victim of Rocky Fire” on page 19), and the union is currently working to raise funds to help Brother Hilbrandie rebuild his home.

See more photos at: http://ibew1245.com/2015/08/07/pge-crews-respond-to-rocky-fire/
PG&E CCFA Unit Votes 47-5 to Join IBEW 1245
by Eileen Purcell, IBEW 1245 Staff Organizer

On Friday, August 7, PG&E Computer Client Field Analysts (CCFAs) overwhelming voted to join IBEW 1245. Turnout was a record high. Of the 53 eligible voters, 52 cast ballots in the NLRB sponsored election, with 47 voting yes (90%) and 5 voting no. There were no challenged or voided votes.

The vote culminated a five-month organizing drive that began when Braden Warrender, a PG&E CCF working in San Ramon, reached out to IBEW 1245 organizer Jennifer Gray. “Originally, it started when I read about SoCal Edison outsourcing its entire I.T. Department,” said Warrender, who has worked for PG&E for two years.

Warrender helped develop and lead the Volunteer Organizing Committee (VOC) which was comprised of eight co-workers from across the PG&E territory. He and the VOC worked closely with Gray, IBEW Local 1245 Organizer Jammi Juarez and IBEW International Organizer Rick Thompson. IBEW 1245 Senior Assistant Business Manager Joe Osterlund was instrumental in answering an array of questions as would-be members evaluated the prospect of joining IBEW 1245.

The VOC educated their co-workers and turned out the unprecedented vote, taking seriously the advice from Juarez and Thompson that “It’s up to you.”

“It was inspiring to see workers from numerous areas, with different issues and various tenure, come together and decide to take charge of their work lives,” said Thompson.

Warrender and co-worker and VOC member Alfreda Smith observed the vote count, which took place at the NLRB Region 32 offices in downtown Oakland.

“I feel relieved,” said Warrender after the votes were counted. “We put in a lot of work.”

Alfreda Smith, a 36-year employee at PG&E’s General Offices in San Francisco, said “I feel great! I’m really happy for the CCFAs.”

“I’m retiring soon,” Smith added, “but after I leave, CCFAs will have a voice in what happens. This is a victory for the workers who will be here in the future.”

Shortly after the results were announced, IBEW 1245 Business Manager Tom Dalzell spoke to Warrender and Smith by phone, welcoming them to IBEW 1245 and congratulating them and the VOC for “taking control of your lives.”

“We respect PG&E’s decision to provide IBEW 1245 the opportunity to present information and letting its employees decide what is best for them,” Dalzell added.

PG&E Gas Distribution Coordinators Join IBEW 1245
by Jammi Juarez, IBEW 1245 Staff Organizer

On June 16, the Gas Distribution Coordinators at PG&E’s Bishop Ranch facility voted to join IBEW local 1245 by a margin of 2-to-1.

The IBEW 1245 organizing team first met with the Gas Distribution Coordinators on April 16, 2015 to discuss joining the union. The NLRB election took place exactly two months later, using the new expedited electronic filing process. The final vote tally was 8 to 4.

The company maintained a neutral position during the campaign. IBEW 1245 staff will be working to incorporate these new members into the existing Physical Collective Bargaining Agreement, and plan to negotiate a Letter Agreement for the specifics affecting the group. Local 1245 staffers Joe Osterlund, Lou Mennel and Jammi Juarez have already met with the new group to begin the process of negotiating the LOA.
IBEW 1245/PG&E Lineman’s Rodeo Represents a Chance to Reach the Holy Grail

by Bob Gerstle, IBEW 1245 Assistant Business Manager
Photos by John Storey

For over 100 lineman and apprentice lineman, The PG&E/IBEW 1245 lineman rodeo, which took place on Aug. 1, represented a chance to reach the Holy Grail: the International Lineman’s Rodeo in Kansas City. Only a select few can qualify.

This was the fourth annual PG&E/IBEW rodeo, which came back in 2012 after a 12-year hiatus. It has gotten bigger and better each year. As a result, the competition has gotten much stiffer. It certainly didn’t hurt that the team from Grass Valley, made up of JP Richard, Adam Beene and Anthony Albright, were the overall world champions last year in Kansas City. Everyone wants to take down the champions.

The day has also become a wonderful day for families. As a result, attendance has increased each year. There are many vendor booths, and the activities for kids are endless. The food, courtesy of ex-PG&E lineman Ish Hernandez, is exceptional.

At the end of the day, it wasn’t a PG&E team that got the first-place trophy. A team from SoCal Edison was on top of the podium. The Grass Valley team was the top PG&E team, coming in second place overall, which means they’ll be heading back to the International Rodeo this year. The other top-scoring PG&E journeymen and apprentices going to Kansas City are listed below.

• Journeymen: Anthony Esposito, Luke Bogart, Jacob Hunt, Josh Tuner, Marco Acosta, Eli Tharp, Jacob Krzyminski, Mark Stacy, Cassidy Maxfield
• Senior Division: Randy Patt, Michael Moss, Jerry Bryant
• Apprentices: Jordan Chene, Logan Schaffer, Tanner Boren, Tim Moore, Zack Huseby, Brandon Dance

IBEW 1245 Members Compete in National Gas Rodeo

Story by Rebecca Band
Photos by John Storey

This summer IBEW 1245 members from PG&E competed in the National Gas Rodeo in Colorado Springs, CO for the third time, and this year, the union was well represented. Of the 52 teams participating in this year’s Gas Rodeo, four of them were made up of IBEW 1245 members from PG&E.

The teams competed in four qualifying events – the meter set, six-inch pipe cut, service run and hand dig. The other teams were extremely skilled, and our members showed their competitive spirit. They were more prepared this year, thanks to the practice they got at the first annual PG&E/IBEW 1245 Gas Rodeo, which took place on May 30th.

Even though they showed marked improvement, Local 1245’s teams from PG&E didn’t quite make the strides they had hoped for. In the end, our top teams missed the chance to compete in the final relay round by less than a minute.

In the two-person team division, the North Valley Gas Rats (Michael Silveria and Gregory Haggard, alternate Jayson Visiononi) came in 17th and Frisco’s Elite GC Gas (Marcus Pineda and Kitiona Umaleava, alternate Tahmal Fleming) came in 20th.

In the four-person team division, Los Jefes (Emanuel Ene, Adam Kotko, Miquel Loza and Sam Barraza, alternate Garrett Velangelu) placed 14th and the Yosemite team (Kevin Gonzalez, Devin Holman, Ryan Clark and Walter Bobbitt, alternate Cornelis Koeiman) placed 21st.

Even though his team didn’t make it as far as they’d hoped, Eman Ene from the Los Jefes team called the experience “awesome.”

“I met a lot of good guys from different companies, and had a great time,” said Ene. “The practicing and all the work we put into it definitely paid off.”

Street Fitter Marcus Pineda from Frisco’s Elite GC Gas team felt the same way. “I loved it. We get to come out and compete, show our skills and see what everyone else has got,” said Pineda, who competed in the National Rodeo last year as well. “Everybody out here is real cool and we had a great time.”

There’s no question that the competition has motivated the Local 1245 teams from PG&E to practice even harder to improve their standing next year.

“The hardest thing today was keeping your adrenaline where it needed to be,” said Ene. “We had a couple slip-ups... but it's nothing we can't fix. We'll be in the top five next time.”

More photos at: http://bit.ly/1F1qitN
When the workers at his facility began organizing to join IBEW 1245 in 2013, Sunoptics assembler Todd Davis found himself taking on a new role – that of a union organizer and leader. He stepped up and helped run a successful organizing campaign that resulted in a victorious union election at Sunoptics in January 2014. But even though he has the experience of forming a union from the ground up, Davis discovered that he still had a lot to learn about union organizing when he attended the AFL-CIO’s three-day intensive Organizing Institute, which took place at Weakley Hall during the last weekend in June.

“This training was not easy,” Davis remarked. “I assumed I knew some stuff, but I didn’t.”

Davis was one of fifteen IBEW 1245 organizing stewards and prospective organizing stewards who participated in the Organizing Institute workshop. Two brothers from IBEW 441 and a staffer from the Sacramento Central Labor Council were also in attendance. AFL-CIO Organizing Institute facilitators Patricia Recinos and Tiffany Lake led the training, and were joined by several facilitators from the IBEW, including 9th District Organizing Director Bob Brock, IBEW organizer Rick Thompson, and Local 1245 staff organizers Fred Ross, Jammi Juarez and myself.

The workshop focused on honing the specific skills that every organizer needs in his or her toolbox, including articulating the union difference and inoculating workers against the bosses’ attacks, setting goals, identifying issues, developing actions, building committees, crafting messages and creating catchy slogans. They learned about the characteristics of a good organizer and a good leader, and watched the anti-union video Target Management uses in their new employee orientations attacking unions.

But the centerpiece of the training was the one-on-one conversation and relationship-building activity. Participants examined the component parts of an effective organizing conversation and practiced each part, role-playing with each other and with the facilitators. They also practiced active listening, the art of the open-ended question, and techniques to “draw out the story.” They discovered that understanding the hopes and concerns of would-be union members is key when it comes to motivating them to take public action. The capstone of the experience involved conducting two simulated 30-minute house visits as part of a mock organizing drive at a manufacturing plant.

“You guys inspire me”
The feedback from participants was overwhelmingly positive.

“I loved this training,” said seasoned Organizing Steward Nilda Garcia. “I am very proud to be part of IBEW, and I love organizing.”

Prospective Organizing Steward Todd Davis, the former leader of the Sunoptics organizing campaign, had two big take-aways: “The Union changes lives,” and it’s imperative to “get our members involved.”

Chris Hahn, also one of the leaders of the Sunoptics fight, said, “It was an honor to be here. It was tough and I struggled, but I can learn to be a better leader.”

“The training was not what I expected,” said Neal Lauzon, an inside wireman and President of IBEW Local 441. “Most trainings are boring – you sit there and listen. This was the opposite. It changed my approach to talking with folks in five or fifteen minutes.”

Theresa Hernandez from the recently organized unit at the City of Lompoc thanked the group and said “IBEW is in my heart. I feel like we are brothers and sisters. I learned so much. I love you guys.”

An unexpected bonus was the presence of 12-year old Madison, daughter of NV Energy Organizing Steward Veronica Rivera. Madison participated actively over the three days, and even spoke about the union difference. At the end of the workshop, after everyone else had given their feedback, the youngster stood up in front of the group and said, “Thank you, I thank every one of you in this room, especially my mom. You guys inspire me.”

Each participant left the day with a certificate of achievement from the AFL-CIO Organizing Institute inscribed with the quote:

“If there is no struggle, there is no progress. Those who profess to favor freedom, and yet depreciate agitation, want crops without plowing the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one; or it may be a physical one; or it may be both moral and physical; but it must be a struggle. Power concedes nothing without a demand. It never did and never will.”
–Frederick Douglass

The Organizing Institute participants and facilitators
Local 1245 Retirees Hold Second Annual Joint Meeting

IBEW 1245 retiree leaders from Nevada and California held their second annual joint meeting on July 24 in Reno to strategize on ways to amplify the voice of retired union members. Their immediate goal is to grow the IBEW 1245 Retirees Club as well as the two statewide organizations representing all retired union members: the Nevada and California Alliances for Retired Americans (NARA and CARA).

Tom Bird, who has been instrumental in organizing Nevada's IBEW retirees, said the meeting focused on recruiting, retaining, messaging, and making contact with retirees.

"When people retire and they change their phone number, their e-mail, we can't find them," said T-Bird, as he is universally known. There are currently 600 IBEW retirees in northern Nevada—a large number of them from Local 1245—and another 600 in the southern part of the state, he said.

The joint meeting in Reno was led by IBEW 1245 retirees from California: Ken Rawles and Bill Wallace. Both of these retired brothers are outspoken in the movement to mobilize retired union members. Rawles publishes a bimonthly newsletter for the IBEW Ninth District, which encompasses 39 IBEW locals. Wallace is a frequent contributor to IBEW 1245’s website and newspaper.

Rawles, who helped organize the Santa Rosa Chapter, sees two major reasons for retired local union members in California to get involved in the IBEW 1245 Retirees Club. The first is to stay current on what's going on in the local union and provide support where possible. A second major reason is "to support each other.”

"There's going to come a time when somebody needs some help around their place, and we're going to do that," said Rawles. "Retirees don't work so we have the time to provide that kind of support to each other."

Rawles thinks it's important for retirees to attend the unit meetings for current employees—or, as Rawles likes to call them, "future retirees." It's one way to let these members know they can have influence even after they've retired.

Ron Borst, a leader in the Reno-Sparks Chapter of the Retiree Club, says he can think of three areas where that influence is needed: Social Security, Medicare and Medicaid. All three programs are a source of support for senior citizens, and all three are vulnerable to the budget axe if seniors don't help defend them.

Retirees in Reno-Sparks have demonstrated that it's also possible to have a direct impact on the well-being of seniors locally. The Reno-Sparks Chapter has used the IBEW 1245 Community Fund to direct money to charities that are geared toward senior, Borst noted, including Meals on Wheels and the Evelyn Mount food bank.

At the Chapter's last meeting, with the weather heating up, Borst challenged Chapter members to round up fans that could be donated to seniors who need them.

"There are many people who never had the opportunity to work under a good union contract, but they may have supported us in daily life, as cooks, as mechanics, or whatever," Borst said. Helping distribute fans to those who need them isn't just an act of charity—it's a way of saying "thank you" to seniors for their service as workers, whatever that service might have been.

"We came up with 21 fans in three days," Borst said.

Rita Weisshaar, another activist in the Reno-Sparks Chapter, said the IBEW 1245 campaign in 2010-2011 to prevent cuts in retiree medical benefits at NV Energy shows that retirees can have an effect when they stand together. She noted that IBEW 1245 retirees helped swell the crowd during a protest against threatened cuts in Social Security benefits.

Social Security and Medicare "have protected seniors from poverty," Weisshaar said. Seniors, in turn, must protect these programs to make sure they survive.

Although the IBEW retirees plan to use social media in their recruitment drive, they hope the result is to get people to attend face-to-face meetings.

"Human contact is what these meetings provide," said Borst. "It's more personal."

"It's camaraderie, staying current on things you don't get on Facebook," said T-Bird. "The only way to engage in that is to show up for the meeting."

T-Bird thanked the IBEW 1245 Executive Board and office staff for helping make the second annual CARA-NARA summit possible.

IBEW 1245 retirees from Nevada and California met in Reno on July 24 to coordinate strategy in their ongoing effort to grow the Retiree Club and use it as a platform to protect Social Security, Medicare and Medicaid. Retirees attending the Advisory Council meeting on July 25 were, standing from left: Tom (T-bird) Bird, Mike Grimm, Bob Vieira, Bill Wallace, Larry Darby, Mel Hambrick, Ron Borst. Sitting, from left: Ken Rawles, Tom Young, Rita Weisshaar, Anna Bayless-Martinez, and Art Freitas. Not pictured: Mike Hall and Pete Bousal

IBEW 1245 and NARA Retirees Attend Annual Legislative Conference

Members of the Nevada Alliance for Retired Americans (NARA) attended the Alliance for Retired Americans Legislative Conference in Washington DC July 7-10.

Thursday, July 9 was the Congressional Lobby Day. This is the first year that NARA visited every Nevada Congressman and Woman representing Nevada. NARA President and Local 1245 retiree Tom Bird lead groups of members to every office.

"It was a mad rush maneuvering the underground system and running from one building and floor to another," Bird noted, "but we had an important message to tell Congress."

Bird and his fellow retirees told the members of Congress that they were concerned about the bickering, calling on them to get down to business and do the job they were elected to do—serving the people of Nevada. The retirees also urged Congress to enhance Social Security, Medicare and Medicaid, and support our Vets. They left copies of the Social Security Works book at offices along with packets of cards signed by Medicare supporters who attended NARA’s two recent Retirement Forums.

During the conference, Carolyn Williams, IBEW International Civic and Community Director, arranged a breakfast meeting between the IBEW leadership who attended the Conference with the International’s Chief Lobbyist and IBEW International Communications Specialist Len Shindel.

Bird and fellow IBEW 1245 retiree Rita Weisshaar, who serves as Vice President of NARA, also had the opportunity to tour IBEW International Headquarters after the conference was over. The highlight of the tour was spending time with new International IBEW International President Lonnie Stephenson. Bird presented President Stephenson with the first cap in his collection as President. The Cap represents the IBEW 1245 Retirees.
Santa Rosa Retirees Help Victim of Rocky Fire

It all started when IBEW 1245 PG&E retiree out of San Jose, Nancy Landeros, saw a name she recognized in a newspaper article. As the first reports of the devastation and loss of homes caused by the Rocky Fire in Lower Lake hit the news, the name she recognized was that of fellow IBEW 1245 retiree Willem “Bill” Hilbrandie.

Hilbrandie had been the lone Gas Service Representative in Boron for many years, and spent a great deal of time down in Bakersfield doing Meter Reading. He had moved to his home located on his sister Dini’s property in Lake County on Rocky Creek Rd. in 1991. Last week, when they returned home from some routine shopping, Hilbrandie noticed the fire progressing in the surrounding areas. Soon after, the Fire Chief told him and his sister they had five minutes to evacuate. They quickly gathered what they could, grabbed their cell phones, some important paperwork and their four dogs, and went to the evacuation site. Hilbrandie thought it would be just a night or so, but, to his dismay, he soon discovered that all the structures on his sister’s property — including their home located on his sister’s property — had been destroyed.

When Nancy Landeros read in the paper that Hilbrandie’s family had lost everything, she jumped into action and got on the phone with the Union Hall. The Hall quickly got a hold of Ken Rawles, Santa Rosa Retirees Club Recording Secretary, who quickly jumped into action and devised a plan. First, Rawles immediately contacted retiree Dean “Red” Ohlen who lives on the Lake County and asked him to try and locate Hilbrandie (no easy feat given the remote location of Hilbrandie’s property). Ohlen researched articles and newspapers until he was able to find one of Hilbrandie’s neighbors who had his cell phone number.

Then, Rawles contacted all the retirees on his Club roster and took up a collection for Hilbrandie and his family. In less than a weeks’ time, Rawles had collected over $600 in donations from fellow retirees. Ohlen coordinated with Hilbrandie to find a day and time to meet up, and on Aug. 12, with the Rocky Fire still burning and the new Jerusalem Fire raging right next to it, Ohlen and his wife, met with Hilbrandie and his sister in Lower Lake to hand over the Retiree Club donations. Both were taken aback when Nancy Landeros read in the newspaper article. As the first reports of the devastation and loss of homes caused by the Rocky Fire hit the news, the name she recognized was that of fellow IBEW 1245 retiree Willem “Bill” Hilbrandie.

Hilbrandie definitely thanked the IBEW and all of the union folks, including Nancy Landeros, Ken Rawles and Red Ohlen, who jumped into action on their behalf, but also very much wanted to acknowledge the following:

- Their wonderful community and close neighbors who have helped so much.
- The Firefighters and CDF Crews, along with our active PG&E and Outside Electrical Workers.

Reno-Sparks Retirees Donate Fans to Low-Income Seniors

Reno-Sparks Retirees Donate Fans to Low-Income Seniors

Seniors simply cannot afford to pay for air conditioning, and the sweltering heat makes summertime uncomfortable and downright dangerous for low-income seniors. After seeing a local TV station urging individuals to donate electric fans for seniors, IBEW 1245 retiree and Reno-Sparks Retirees Club President Ron Borst challenged the other members of his retirees club to get involved in the effort. He called on them to bring fans to the group’s monthly meeting in July. The retirees only had three days notice but managed to bring in 21 fans, which they proceeded to donate to Washoe County Senior Services, an organization providing support and resources to low-income seniors in the Reno-Sparks area.

“We’re the lucky ones. We had a good union contract to work under and now we have a good retirement,” said Borst, “and if we can help others out who weren’t so fortunate, through no fault of their own, that’s what we should do.”

Retirees serve lunch at Reno Senior Center
Mike Davis, who recently retired as president of IBEW 1245, received a standing ovation at Advisory Council in Reno on July 25 for his long service to the union.

Business Manager Tom Dalzell lauded Davis for leading the union into a new era of fiscal strength and for supporting new avenues of member participation, including the creation of safety stewards and organizing stewards.

"The Executive Board, and especially the president, have a very important and unrecognized role. They help guide us," Dalzell said.

"My career in the union began five days after I hired on," said Davis. "Lee Thomas said, 'You’re the new kid—here are your papers, sign 'em.' That was in June of 1967, and Lee Thomas happened to be president of the union at that time. Little did he know that he was signing up the member who would someday follow him in that role.

Two years after joining the union Davis became a shop steward, a position he held throughout his career at PG&E. He has served the union in several elected positions, from Southern Area Executive Board, to Treasurer, to Vice President, until becoming President in 2004.

Davis, a graduate of the UC Berkeley Labor Studies program, represented IBEW 1245 as a delegate to many California Labor Federation conventions, to Nevada State AFL-CIO meetings, and to many IBEW Ninth District Progress meetings, among others. As President he represented the local as a delegate to the 38th IBEW International Convention. He also served as a delegate to the South Bay Labor Council—for over 40 years.

For all his many accomplishments, and his selfless devotion to our union, IBEW 1245 thanks President Mike Davis, our union brother forever.

Union Thanks Outgoing President Mike Davis for His Years of Service

Chip Chadwick was honored at the IBEW 1245 Advisory Council meeting in Reno on July 25 for his service to the union cause.

"Chip has been the heart, the soul and the face of 1245 at Truckee Meadow Water Authority," said Business Manager Tom Dalzell in presenting the plaque.

"He has been everything we could ever have in terms of being a steward. He has represented his members in a way that exemplifies what trade unionism is," Dalzell said, who noted that Chadwick has agreed to continue as an organizing steward in his retirement.

Chadwick, who has twice attended the Rocky Mountain Labor School, said that other unions marvel at IBEW 1245’s accomplishments in an era when many unions are struggling to hold their own.

"1245 has given us some good contracts and my passion has been to keep what we have," Chadwick said.

Advisory Council Honors TMWA Member Chip Chadwick

Rachel Ramirez-Hill Gets Sworn in as New Recording Secretary

IBEW 1245 President Art Freitas swears in Rachel Ramirez-Hill as the union’s new recording secretary at the Advisory Council meeting in Reno on July 25. Ramirez-Hill served briefly as the Central Area member on the Executive Board, to replace Anna Bayless-Martinez, who recently became vice president. But there was a pressing need for a new recording secretary after the recent death of Chris Habecker and Ramirez-Hill was tapped for this important assignment. Her experience includes serving as an Organizing Steward and also on the Advisory Council as the PG&E Clerical-at-Large member from the Central Area. Congratulations Sister Rachel!
The volunteers from Local 1245 pose for a photo at the Evelyn Mount Food Bank.

Photos by John Storey

Advisory Council members Clodell Douglas and Jaime Tinoco do some heavy lifting at the Evelyn Mount Food Bank.

Photos by John Storey

Utility Reporter 21

The volunteers from Local 1245 pose for a photo at the Evelyn Mount Food Bank.

Photos by John Storey

Advisory Council members Dan Mayo and James Hayes team up to haul canned goods.

Advisory Council
Members Volunteer at Evelyn Mount Food Bank in Reno

Monterey/Salinas
June 5, 2015

Photos by John Storey

35 Years
From left: Amante Buentipo, IBEW 1245 President Art Freitas, Lula Dodd, and Paul Scherer.

30 Years
From left: (Freitas) with David Sieling.

25 Years
From left: Richard Baca, (Freitas), Karen Gwara, and David Crawford.

10 Years
From left: Filemon Gonzalez, Chris McLaughlin, and (Freitas).

5 Years
From left: Gary Lundtvedt and (Freitas).

Congratulations on your service!

HONOREES

45 Years
Bullard, William

35 Years
Buentipo, Amante
Dare, John
Dillon, Michael
Dodd, Lula
Henderson, Martin
Hecox, Darrel
Jones, Joy
Maskoe, Kevin
Miyamoto, Martin
Olea, David
Scherer, Paul
Stowell, Douglas
Valton, Richard

30 Years
Camara, Johnny
Dewville, Don
Echeverria, Michael
Estrada, Guadalupe
Ishida, Grant
Jarschke, Carl
Lam, Charles
Lopez Jr., Ralph
Meyer, Frederick
Romero, Elizabeth
Sieling, David
Silva, Robert
Turnipseed, Paul

25 Years
Allen, Max
Baca, Richard
Barker, Casey
Calender, Kendall
Crawford, David
Gwara, Karen
Jorgensen, Robert
Patterson, Michael
Smallwood, William

20 Years
Adams, Donald
Curtis, Craig
Diven, Christopher

15 Years
Dayla, Ernie
Douglas, Dennis
Locatelli, Mark
Razoreca, Michael
Salkanskas, Casey
Sissom, Adam
Ursino, Theodore
Velasquez, Tony

10 Years
Barba, Alejandro
Bautista, Ramiro
Brunelle, Michael
Buentipo, Amante
Contreras, Guadalupe
Gil, Jose
Gonzalez, Filemon
Grabee, Joseph
Greco Ii, Frank
Hasbrook, Daniel
Kerwin, Dan
Mclaughlin, Christopher
Sissom, Adam
Velis, Cruz

5 Years
Alfaro, Miguel
Alvarado, Juan
Clark, Tom
Gramespacher, Terri
Jones, Tyler
Lopez-Vera, Eugenio
Lundtvedt, Gary
Miller, Weston
Newton, Michael
Ramirez, Francisco
Sanford, Joseph
Sorria, Jorge
Uterback, James
Villalobos, Librado
Wade, Matthew

5 Years
From left: Gary Lundtvedt and (Freitas).

Congratulations on your service!
Popular among avid fishermen, retirees and eco-tourists alike, the tiny resort enclave of Shelter Cove is truly a hidden gem of Northern California.

Located 90 miles away from the nearest city, deep inside the King Range, Shelter Cove is definitely off the beaten path. But its spectacular charter fishing, giant redwoods, black sand beaches and quaint B&Bs make Shelter Cove a quintessential Lost Coast destination.

Most who choose to travel or retire here are looking to get away from it all, while still enjoying all of the amenities they’re accustomed to, including the basics like electricity and clean, running water.

But those essential utilities would cease to function without Shelter Cove’s dedicated team of public service workers, proud members of IBEW local 1245. The seven members that keep Shelter Cove running are employed by Resort Improvement District #1 (RID), a special-purpose district established 50 years ago for the purpose of installing and maintaining wastewater, water distribution and electrical utility services for the Shelter Cove Sea Park Subdivision. IBEW local 1245 has represented the RID workers for the past 20 years.

Typically, a utility crew would be significantly bigger, with highly specific roles and classifications. But the RID is a different kind of utility, with a different kind of crew. Each member has a specific assignment, but they never hesitate to help each other out.

“There are no specialists or prima donnas at the RID; everyone pitches in when the chips are down to fix whatever needs fixing,” said IBEW 1245 Business Representative JV Macor. “Everyone falls into their roles respectively and respectfully of each other.”

Never Boring

Construction Superintendent Brian Speelman has worked for RID at Shelter Cove for 20 years. The team he works with are a small but dedicated group of jacks-of-all-trades, on hand to address every type of maintenance issue that may come up. Every day is different, and most of the time when he goes to work, there’s at least one surprise task in store for him.

“Today, we started out with trying to get some water pump stations back online, and get some chlorine residuals straightened out; you know, water clarity issues. Then we shifted gears and went to hang up a banner for an upcoming event for the local community here... then we ran into an issue with one of our underground vaults that needed some immediate attention,” Speelman said. “We never know what we’re gonna hit for the day. We plan for everything, and we very seldom get to stick to our plan.”

Speelman was originally hired as a lineman and worked with the electrical crew, but his experience and background in the logging industry allowed him to transition into general construc-
tion as well. He still works with the line crew whenever they need him and does some line clearance tree trimming as well. He also helps other members take care of the golf course, the airport, the water treatment plant and all of the wastewater collection systems. It’s no small job, but Speelman and the men enjoy the variety.

“It’s challenging...you never know what your job for the day is, and it’s never boring,” he said, likening it to going into a three-ring circus. “You keep your head down and you get the job done, but you never know what it’s going to be.”

No Easy Feat

Providing these essential services in Shelter Cove comes with an enormous set of challenges, most notably the rough terrain and remote locale.

“We have a large service area but a small customer base, with roughly 50 miles of overhead and 4.5 miles of underground power lines, 44 miles of water lines, 27 miles of sewer and 4,500 lots but only 600 customers,” Speelman said. “Our terrain around here is rather difficult; we go from sea level to about 2,400 feet in a short distance, and we’ve got a lot of pressure zones on our water system that make it extremely difficult to maintain.”

But those challenges are what the RID guys like most about their jobs. These experienced crew members know exactly what to do and how to do it, so the locals and tourists never have to worry about whether they’ll have access to clean water and reliable power.

These unsung heroes take an incredible amount of pride in the work that they do. “It makes you feel good to go back home at the end of the day knowing that you got everybody back up and running,” said Speelman. “We make it look easy, but it’s really not.”

A Sense of Brotherhood

Before he came to Shelter Cove, Speelman was an IBEW member in Alaska, which he says gave him “a really good sense of brotherhood.” He is proud to be a lifelong IBEW member, and never hesitates to say that whenever he hears other people bad-mouthing unions.

“The benefits of being in the union are 110% more than what people realize... I came off the street and went to work, and I was immediately accepted into that brotherhood,” he said, noting how much the union has provided for him, both personally and professionally.

“The money that we made, the benefit packages, it made all the difference in the world compared to the other trades I’ve worked in. Having a little bit of extra money in your pocket, being able to settle down and have a family, doing the work that you feel comfortable and are qualified to do, it’s just meant a lot to me.”

John Storey contributed to this report.

See more photos at: 
http://bit.ly/1NocqLo
Asplundh Tree Expert

Crews are back from working the Eastern side of Nevada. The company now has more crews together since the startup of the contract. Things seem to be running smoothly at NV Energy. Davey Tree Surgery

Most headquarters are on 10-hour schedules. We are still having a few vacation issues that continue to come up. The company has implemented a policy requiring employees to place gear in their buckets at the end of the day. All bucket trucks are to be extended with their gear in it; we see this as a bigger problem. We expect to set a GRC in September to resolve the majority of our issues system-wide. The company has asked the union to help them with their safety issues and to go to all their yards and talk to our members. Rich Lane and the business Reps will try to help them. Davey has received a lot of CEMA work in the Los Padres Division and some in Central Coast. They are working lots of overtime.

We have recently had more than one report of individuals photographing coworkers breaking safety rules and turning the pictures over to management. These safety violations would have been great opportunities to be your brother’s keeper and offer safety advice to coworkers, but appear instead to have been used to garner points with management.

We have also heard reports of ineffective supervisors allowing “yard bullies” to assign to the union’s Health & Safety Committee

Most of the Line Clearance Tree Trimming companies are overloaded with work at present and into the foreseeable future; there is all the overtime anyone could want, and more. Vacations have been difficult to schedule for the last two years and are getting harder to schedule. One solution might be to hire more trimmers. The problem is that the training needed for new workers does not appear to be in the budget.

Sindicato Colaborado con OSHA en Dos Investigaciones de Accidentes

Esta semana hemos colaborado con OSHA en dos investigaciones de accidentes de poda de árboles. En ambos accidentes dos hermanos del Local del Sindicato sufrieron lesiones graves. Ambos tuvieron fractura de pelvis. Los accidentes ocurrieron con el descensor (port-a-wrap) Buckingham 601, sobre todo el más grave de los dos accidentes. Aún no está claro cómo sucedió el accidente de la lesión más grave. La investigación de OSHA continúa, pero aparentemente la carga no estaba bajo control mientras se estaba utilizando el descensor. La persona que estaba bajando el tronco perdió el control y fue golpeado por el tronco, fracturando gravemente su pelvis y ocasionando lesiones internas. En el otro accidente, se estaba intentando bajar a un hombre utilizando el descensor, en contra de la recomendación del fabricante. Aparentemente el hombre no ató bien el nudo y cayó una distancia entre 4.6 m y 10.7 m (15 y 35 pies), (los informes difieren). En ambos casos, una capacitación adecuada pudiera haber prevenido los accidentes. Por supuesto, también hubo otros factores que contribuyeron, y estos accidentes están todavía bajo investigación. Los descensores son herramientas muy útiles cuando utilizan personas debidamente capacitadas, pero cuando se utilizan incorrectamente pueden ser muy peligrosos.

Recentemente hemos recibido más de un informe sobre personas que fotografiaron a los compañeros de trabajo cuando incumplieran las reglas de seguridad y que luego entregaron las fotos a la gerencia. Estas violaciones de seguridad podrían haber sido excelentes oportunidades de ser guardián de sus hermanos y ofrecer consejos sobre seguridad a sus compañeros de trabajo, pero en lugar de eso, parece que se utilizan para ganar puntos con la gerencia. También hemos escuchado informes sobre supervisores ineptos que permiten que algunos “matones de patio” decidan quién obtiene qué trabajo. Los trabajos más difíciles, como por ejemplo los clientes difíciles o los árboles cubiertos con roble venenoso se los asignan a los que están fuera de su camarilla. Estamos abordando estos asuntos, pero ese comportamiento no parece muy apropiado entre hermanos. La mayor parte de las compañías de poda de árboles para el despeje de líneas están sobrecargadas de trabajo actualmente y en el futuro previsible; hay disponible todo el tiempo que alguien pudiera desear, y más. En los últimos dos años ha sido difícil progresar las vacaciones y cada vez es más difícil. Una solución es contratar más podadores. El problema es que la capacitación necesaria para los nuevos trabajadores no parece estar incluida en el presupuesto.

Asplundh Tree Expert

La mayoría de las oficinas centrales tienen horarios de 10 horas. Todavía estamos teniendo algunos problemas de vacaciones que continúan surgiendo. La compañía ha implementado una política que exige a los empleados colocar sus equipos dentro de las cestas al final del día. Todas las grúas deben extender los brazos con los equipos adentro; creemos que ocasiona un mayor problema. Esperamos programar una reunión del Comité de Revisión de Quejas en septiembre para resolver la mayoría de nuestros asuntos pendientes a lo largo de todo el sistema. La compañía ha pedido ayuda al sindicato con sus problemas de seguridad, y pidió que fueran a todos sus patios a hablar con nuestros miembros.
When IBEW 1245 leaders and members learned about fellow IBEW member Brady Hansen’s program to provide much-needed safety training and supplies to linemen in the impoverished South American country of Suriname, they felt compelled to do all that they can to support Hansen’s effort.

The union immediately decided to begin collecting tools and safety equipment to donate to the Surinamese linemen, who work under treacherous conditions without any of the protective gear that American linemen take for granted. For more than six months, Local 1245 members at PG&E, SMUD and NV Energy have been partnering with their employers to gather all the supplies they could possibly collect in order to make a grand donation to the Surinamese.

“Sharing supplies and knowledge with the Surinamese linemen is the right thing to do,” said Pat Waite, Local 1245 business representative who represents workers at NV Energy. “I’m really proud we have partnered with this program.”

On July 21, union staff and members loaded up the donated supplies into shipping containers at the PG&E Fresno materials warehouse and prepared them to be sent to Suriname. The shipment included 300 pairs of EH rated boots from PG&E which were nearly new. PG&E linemen and grass roots leader Fred Cincera got the company’s safety glasses manufacturer to donate more than 1,000 pairs of new safety glasses.

While everyone made a concerted effort to pitch in, the members and management at PG&E went above and beyond. “This could not have happened without the tremendous support of PG&E senior leadership and the PG&E Ergo Committee, made up of our members,” noted IBEW 1245 Assistant Business Manager Bob Gerstle.

This mass donation is just the first part of the union’s effort to support Hansen’s program in Suriname. This fall, a delegation from IBEW 1245, including Adam Weber and Samson Wilson from NV Energy, Anthony Albright from PG&E, Carl Keehn from SMUD, Outside Lineman James Scott and union staffs Bob Gerstle, Ralph Kenyon, Rich Lane and Abel Sanchez will be travelling on a mission to Suriname to serve as instructors at the Lineman School that Hansen has set up there.

The 32 attendees covered a wide range of topics, including an extensive discussion surrounding the remediation of asbestos wraps in the field and possible exposure. Nevada Energy peer members shared their procedures with PG&E members. According to the safety stewards from PG&E, asbestos remediation procedures are not a set.

Third Annual Control the Pressure Gas Safety Summit Focuses on Learning From Peers

By Rich Lane

The Control the Pressure peer-to-peer committee held their third annual safety stewards summit on August 12 at the IBEW 1245 hall. The agenda included a presentation of testimonials, a workshop on valve changing equipment and tailboards, and a break-out session by classification which enabled safety stewards to focus on issues specific to their work duties.

The 32 attendees covered a wide range of topics, including an extensive discussion surrounding the remediation of asbestos wraps in the field and possible exposure. Nevada Energy peer members shared their procedures with PG&E members. According to the safety stewards from PG&E, asbestos remediation procedures are not a set.
Oakdale. We were asked about vacation issues and progression issues. We talked with supervision and it seems things are going smoothly.

Pacific Coast Tree Experts

They have two crews working for Utility Tree in the Bay Area. The owner says that he has been awarded work with Southern Cal Edison, and that is his focus right now.

Trees Inc.

We are preparing for the final GRC in September. Routine work is winding down in a major way, although project work is continuing to work its way to the crews in San Joaquin. All hands are working 10-hour days now and volunteer shifts on Saturdays.

They have Mario’s Tree Service doing CEMA work in the hills for them. They also have a lot of work in hand. They hired four new employees in the last month.

Utility Tree Service

The next GRC is expected for September. All hands are working 10-hour schedules in the Bay, and Sacramento Valley. They are having several vacation issues that we are dealing with.

The company has a lot work in hand. Apparently they are behind schedule and are asking everyone to work. They are saying that they cannot give employees vacation time off because they need to catch up. Employees are tired and mad that they cannot take time off when they want. It’s been like this for 3 years.

Wright Tree – SMUD/ PG&E Transmission

The company is running a very smooth operation with two GFs running the show at SMUD. The crews seem to be happy working for Wright Tree. Transmission has plenty of working going on in the bay.

Wildfire Challenges Modesto Irrigation District Line Crews

by Mike Gomes

On June 18, a large fire broke out in a rural part of the Modesto Irrigation District service area that burned nine distribution and transmission poles. The fire raced through open areas and was so extensive that it destroyed six homes and crossed three counties in an area near Modesto and Escalon, also jumping the Stanislaus River.

IBEW 1245 line crews stood by while firefighters worked to extinguish the fire, but the crews were later sent home because firefighters would not allow them to access the area. When the crews did finally gain access, there was a lot of smoke and ash in the air and fumes from burned poles and vegetation were extremely toxic. The crew members had a physical reaction to the high heat and toxic smoke, resulting in nausea and vomiting. The airborne ash got into equipment and clothing, making breathing very difficult.

Due to the rare occurrence of such conditions, there was no advance planning by the company for conditions the crews were working under. They were subject to extreme heat, and in some instances workers' shoes actually melted. The linemen's attitude to “get the job done under extreme adverse conditions” may have contributed to the greater-than-average exposure.

The crews communicated their concerns to management and requested better off-site staging in a clean area with access to water and food, along with a short rest to eat and recuperate after a break. This rare event was a good learning experience for all, as the dry conditions that existed this summer create the potential for future events that may cause another large fire situation.

Mike Gomes is a member of IBEW 1245’s Health and Safety Committee.

City of Oakland Agreement Ratified

By Al Fortier

On August 27, the IBEW 1245 members unanimously ratified a new agreement with the City of Oakland.

The 24-month agreement will be in effect from July 1, 2015 to June 30, 2017 and includes an 8% general wage increase over the term, along with a 1% bonus. The agreement also has increased acting pay, attitude compensation leave, increased medical in-lieu pay, a commercial driver's license premium, a clothing allowance and improved leave benefits.

Al Fortier is an IBEW 1245 business rep.

Tree Report, from page 24

Oakdale. We were asked about vacation issues and progression issues. We talked with supervision and it seems things are going smoothly.

Pacific Coast Tree Experts

They have two crews working for Utility Tree in the Bay Area. The owner says that he has been awarded work with Southern Cal Edison, and that is his focus right now.

Trees Inc.

We are preparing for the final GRC in September. Routine work is winding down in a major way, although project work is continuing to work its way to the crews in San Joaquin. All hands are working 10-hour days now and volunteer shifts on Saturdays.

They have Mario’s Tree Service doing CEMA work in the hills for them. They also have a lot of work in hand. They hired four new employees in the last month.

Utility Tree Service

The next GRC is expected for September. All hands are working 10-hour schedules in the Bay, and Sacramento Valley. They are having several vacation issues that we are dealing with.

The company has a lot work in hand. Apparently they are behind schedule and are asking everyone to work. They are saying that they cannot give employees vacation time off because they need to catch up. Employees are tired and mad that they cannot take time off when they want. It’s been like this for 3 years.

Wright Tree – SMUD/ PG&E Transmission

The company is running a very smooth operation with two GFs running the show at SMUD. The crews seem to be happy working for Wright Tree. Transmission has plenty of working going on in the bay.
Third Annual SMUD Fishing Derby Honors Late IBEW Member Ken Barnes

The third annual Chief Red Cloud Fishing Derby, hosted by SMUD members and The Pollock Pines/Fresh Pond Unit #3912, was a rousing success. This year’s event was dedicated to IBEW member Ken Barnes, who passed last year after working to help promote family recreation. He was a founder of the SEA campground, and has for years entertained the kids with his stories dedicated to native American folklore.

The weekend-long event gives SMUD members and their families a chance to get away from it all and spend some time enjoying the splendor of the great outdoors. This year’s attendance was up from the previous year, with 51 adults, 27 junior fishermen and 140 friends and family enjoying the dinner. The winners of the fishing derby were:

**Adult division**
1st place: Floyd Darrow
2nd place: Deanne Mikulin
3rd place: Trevor Lamb

**Junior division**
1st place: Jack Patterson
2nd place: Naomi Goldsby
3rd place: Patrick Lamb

“My favorite thing about the derby is that it’s a family event with kids and their parents having a good time together. It’s something that we don’t see enough of in today’s lifestyle,” said Bay Curtis, unit chair and coordinator of the annual event.

“The IBEW members have supported this campground for years and it’s a great family environment. It’s the only place I know where the kids can have the freedom to go and play and we don’t have to worry about them because it really is a family community that looks after each other. We have made a lot of great friends up there and look forward to getting together each summer.” Curtis said.

Liberty Energy Planners Vote to Join Local 1245

By Pat Waite

The planners who work at Liberty Energy voted 5-1 last month to join IBEW 1245. A group of Liberty Energy employees who were already 1245 members brought up the possibility of the planners joining the union at the North Lake Tahoe unit meeting in July 2015. Since the planner group works closely with the line crews, the members thought that the six planners at Liberty may want to join IBEW 1245.

Two of the planners are located in South Lake Tahoe, and four are in North Lake Tahoe. The seasoned members in the South and North talked with the potential new members and had them sign authorization cards for IBEW 1245 to represent them.

The union contacted the NLRB in last week of July to set up the union election. Ballots were sent out on August 7 and were counted on August 25. We are currently in discussions with the company to integrate the six new members into Liberty’s existing collective bargaining agreement.

Pat Waite is an IBEW 1245 business rep.

Informe Árbol, viene de la página 24

Rich Lane y los representantes de negocio intentarán ayudarles.

Davey ha recibido una gran cantidad de trabajo de CEMA en la División Los Padres y algunos trabajos en Central Coast. Están trabajando muchas horas de sobretiempo.

**Mario Tree Service**

Tienen dos cuadrillas trabajando para Tress Inc. en la División de Fresno, ejecutando trabajo para CEMA. Hemos escuchado que tienen algunas cuadrillas trabajando para Wright Tree Service en el norte hacia Fortuna. Están trabajando 5/10 y los sábados para mantenerse al día con el trabajo que reciben.

**Mowbray**

SMUD/PG&E – La compañía está en marcha y operando en SMUD. Algunos miembros todavía están esperando que los contraten pronto. Tenemos algunas quejas con el empleador y esperamos discutir todos los asuntos en la próxima reunión del Comité de Revisión de Quejas que está por programarse. Davey Tree ha estado utilizando a Mowbray para ayudar con sus metas de producción. Esto ha estado sucediendo a lo largo de todo el sistema.

**Osmose**

Nos reunimos con algunas de sus cuadrillas que trabajan en la División de Stockton. Estaban alojados en un motel cerca de Hwy 12 y la I-5. Sin problemas.

**Windy Tree**

Nos reunimos con las cuadrillas en su patio en Oakdale. Nos preguntaron sobre los temas de las vacaciones y los ascensos. Hablamos con los supervisores y parece que las cosas van bien.

**Pacific Coast Tree Experts**

Tienen dos cuadrillas que trabajan para Utility Tree en el Bay Area. El propietario dice que ha recibido trabajo de Southern Cal Edison, y que en este momento se está enfocando en eso.

**Trees Inc.**

Nos estamos preparando para el Comité de Revisión de Quejas a finales de septiembre. El trabajo de rutina está disminuyendo de manera significativa, aunque las cuadrillas en San Joaquin continúan ejecutando trabajo de proyectos. Todos están ahora trabajando 10 horas al día y turnos de voluntarios los sábados.

Mario’s Tree Service está ejecutando trabajos de CEMA en las colinas para ellos. También tienen bastante trabajo planificado. Contrataron a cuatro nuevos empleados en el último mes.

**Utility Tree Service**

Se espera que la próxima reunión del Comité de Revisión de Quejas sea en septiembre. Todos están trabajando horarios de 10 horas en la bahía, y en Sacramento Valley. Están teniendo varios problemas de vacaciones que estamos manejando.

La compañía tiene mucho trabajo. Aparentemente están retrasados y le están pidiendo a todos que trabajen. Dicen que no le pueden dar vacaciones a los empleados porque tienen que ponerse al día con el trabajo programado. Los empleados están cansados y molestos por no poder tomar el tiempo libre cuando lo desean. Esta situación ha sido así durante 3 años.

**Wright Tree – SMUD/PG&E Transmission**

La compañía está ejecutando una operación sin problemas con dos Capataces Generales dirigiendo las operaciones en SMUD. Las cuadrillas parecen estar contentas trabajando para Wright Tree. Hay bastante trabajo de líneas de transmisión en la bahía.
Congratulations on your service!

55 Years
Former Business Manager Jack McNally (left), receives his 55-year award from Business Manager Tom Dalzell.

45 Years
Darryl Norris.

35 Years
Front row, from left: Judy Long and Michael Bazil. Back row, from left: Steve Brager, Michael Lightell, and James Wilhelm.

30 Years
Front row, from left: David Blankhorn, Ronnie McCann, and Dan Carroll. Back row, from left: Jeff Dullum, Michael Green, and Ring Mohr.

50 Years
From left: Bob Choate with (Dalzell).

HONOРЕES

55 Years
McNally, John (Jack)

50 Years
Choate, Robert

45 Years
Norris, Darryl

40 Years
Brown, Samuel

35 Years
Bell, Timothy

30 Years
Argerbright, Jason

25 Years
Adams, Raymond

20 Years
Adel, Carl

15 Years
Addison, Nicole

10 Years
Aguilar, Christine

5 Years
Ayer, Robert

3 Years
Ayer, Tony

2 Years
Ayer, Lee

1 Year
Ayer, John

28 October – December 2015

October – December 2015

SERVICE
AWARDS

Sacramento
March 20, 2015

Congratulations
on your service!
Johnson, Jerry
Kenebrobe, James
Kim, Brian
Ladd, Ralph
Lemieux, Paul
Lonio, Jennifer
Luke, Esteban
Luna, John
Luna, Renee
MacFerren, Nina
Massey, Jason
McCord, Brian
Mohammed, Farane
Moore, Jamie
Navarro, Erendino
O’Callaghan, Casey
Olshon, Eric
Oliverson, Felix
Ortiz, Jonathan
Penin, Kathryn
Pezzuto, Jason
Price, Michael
Quitter, John
Rice, Marvin
Rist, Tyler
Sanchez, Reuben
Simons, Diana
Sutton, Joseph
Thom, David
Thomas, Christoph
Vannatta, Robert
Vargas, Maury
Velasquez, Miguel
Verrastro, Michael
Wessels, Van
Wojciechowski, Damon
Yepes, Esperanza

10 Years
Allen, Dixon
Andrews, Kevin
Anderson, Robert
Antezano, Francis
Armola, Luis
Atterberry, Samantha
Barber, Danny
Bik, Jonathan
Blakely, Ruzena
Bok, Donavon
Boulet, Jon
Bricese, David
Brownwing, Shelle
Casagrande, David
Case, Kory
Chatman Jr., James
Chapadale, Jay
Collins, Jefferson
Contrez, Jose
Cook, Darryl
Decker, Valerie
Deltado, Adrian
Delgado, Jesse
Diaz Sr., Arturo
Dilorenzo, Marc
Dolazo, Eduardo
Dixon, Eric
Duett, Shaun
Edelman III, Frank
Elliott, Luke
Escamilla, Adam
Ferris II, Earl
Foster, Kenneth
Garris, Kimberly
Gily, Sean
Gomez, Faustino
Gomez, Juan
Gonzalez, Adam
Grigoby, Ken
Gross, Garrett
Gutierrez, David
Hacker, Aaron
Hackett, Andrew
Hamilton, Jeremy
Hammond, Ralph
Harvis, Clinton
Harnett, Phillip
Henry-Munke, Sandra
Jenkins, Christel
Johnston, Christopher
Jones, Douglas
Jones, Matthew
Kam, Jennifer
Katzenstein, Wesley
Keeling, Paul
Kerste, Alman
Key, Dionne
Krause, Matt
Laute, Donald
Littlefield Jr., Steve
Lopez, Rene
Lord, David
Maece, Davina
Marcote, Steven
Martin, Robert
Mascoe, Tiffany
McGriff-Matta, Janine
Medina, Veronica
Mjian, Candelario
Moe, John
Molen, Mike
Moore, Michael
Moore, Michael
Moreno, Ruben
Mosley, Stacey
Moss, Serena
Morse, Marvin
Nelson, James
Nobler, Jennifer
Norton, Felicia
O’Brien, Ian
O’Brien, Michael
Odom, Mudos
Phan, Scott
Placencia, Angela
Prater, John
Quintana, Anthony
Ramirez Sr., Robert
Regele, Rachel
Reed, Odis
Regalado, Esmaralda
Reeme, Brian
Reyes, Jose
Rhodes, Joel
Riddle, Matthew
Roachell, Jonathan
Robbins, Charles
Rodriguez, Victor
Romero, Gonzalo
Rubio, Michael
Salgado, Raymond
Serra, Carlos
Shall, Darrell
Soto, Ricardo
Steller, Scott
Stoddard, Ronald
Taboatabo, Arnel
Taylor, David
Trumble, Dana
Valentine, Ivia
Vorhees, Josh
Whitmer, Brian
Wilson, Brian
Wilson, Matthew
Wright, Jeremy
Yadav-Rao, Lina

5 Years
Aguijera, Katherine
Anderson, Hugh
Baker, Brian
Barnby, Kyle
Bell, James
Bishop, Marcus
Blackburn, Karl
Belt, Jason
Bullock, Tim
Butsch, Blake
Camacho, Eric
Carlson, Eric
Castellanos, Nicholas
Cooper, Jerry
Cotton, Sierra
Cooley, Joseph
Daniel, Darrell
Evans, Steven
Evans, Veronica
Fitch, Rodney
Flores, Edward
Gass, Dana
Gomez, Louis
Gonge, Craig
Gutierrez, Anna
Hall, Richard
Hampton, Preston
Hernandez, Bryan
Hernandez, Walter
Hummel, Jeffrey
Hutchinson, Conner
Iniguez, Miguel
Jimenez, Luis
Johnson, Guadalupe
Jones Jr., Wilfred
Lavalle, Rodolfo
Leach, Robert
Leister, Rhannya
Lewis-Moe, Manan
Mancia, Lev
Maneças, Joseph
Manella, Jason
Marion, Monique
Mariscal, Candido
Martin, Joshua
Mason, Jessica
Martín, Shane
McWhorter, Timothy
Middleton, Zachary
Miller, Brandon
Moro, Micah
Montano, Jose
Montgomery, Tanner
Mota, Jorge
Negrete, Juan
Ochoa, Jesus
Osparrona, Jesus
Pereda, Ivan
Perler, Adrian
Place, Matthew
Ponce, Herberto
Potts, Marc
Powell, Bradley
Preston, Jason
Ramirez, Luis
Rand, Daniel
Rapadas, Daniel
Rig, Stuart
Ross, Mark
Rosas, Juan
Ruedas, Hilario
Sanchez Sandhu, Gurjit
Santos, Kyle
Scahill, Brian
Senegal, Rodney
Shahnan, Jeffrey
Sheron, Trueman
Siens-Enell, Andrew
Smith, Chris
Smith, Edward
Strubs, James
Thornton, Michael
Waters, Rodney
Weby, Joshua
Wilson, David
Wesley, Jessica
Yerpie, Omar

15 Years
Front row, from left: Jamie Moore and Joe Hoang. Back row, from left: David Cabral Walter, Carmine, and Eric Olshon.

20 Years

25 Years

30 Years
Front row, from left: Jim Hood and Sam Padilla. Back row, from left: Lonnie Jackson, John Dolcini, and Darrell Knodel.

Photos by John Storey
The Flumes

John Stewart at Verdi Powerhouse

The on-going drought curtailed that power production for the summer, Stewart says, but over the past two years TMWA's powerhouses have completely offset the costs of treating and pumping water—savings that get passed on to the TMWA's customers.

Contrary to what you might think, curtailing power production makes more work for hydro operators like Stewart.

"We're taking advantage of the opportunity to do a lot of maintenance projects you're not able to do when there's water in the river," he says.

Stewart joined IBEW in 2014 "after seeing things in the past that made me want to be part of this union's future—just how well they've done to negotiate our benefits, our pay increases."

"I know it's really hard out there, and people are struggling to get raises, and I feel that we're treated 100% fairly and that's due in part to the representation of our union."

The Treatment

IBEW members don't just wrangle the Truckee River into the hydro plant; they're wrangling downstream to tame that river into something you can welcome into your house. Ted Saxe is foreman of a four-man crew that runs the Chalk Bluff Water Treatment plant 24-hours a day in 12-hour shifts.

"We take water from the Truckee River, we clean it up and make it drinkable," says Saxe. In a process known as flocculation, particles are coagulated out of the water, which is then gravity fed through filters "to really clean it up."

A disinfectant—sodium hypochlorite—is added to meet legal requirements, but care is taken to not over-chlorinate, says Saxe.

"We take pride in what we do. We strive to put out a good product, even as far as how it tastes. Getting the water to the people with good pressure and good quality is the main thing. We take a lot of pride in that."

Saxe started at Sierra Pacific Power in 1985 as a meter reader, moved to the water side of the business in 1992, and stayed the course when TMWA took over in 2000. He says the IBEW helps TMWA employees get "a livable wage" and helps make sure that operators are recognized for the important role they play at the agency.

Water on tap

Truckee Meadows Water Authority

By Eric Wolfe      Photos by John Storey

Reno's water begins high in the Sierras, but it takes plenty of human ingenuity before that water reaches the tap. And for that, thank highly-skilled IBEW 1245 members employed by Truckee Meadows Water Authority.

The water comes from Lake Tahoe and other lakes and reservoirs in the Truckee River watershed. On the river's approach to Reno, some of the water is diverted and carried by flumes to three power houses that can generate up to 6.7 megawatts.

"That energy is really important for TMWA [pronounced TUM-wah] because it helps offset their energy costs to treat and distribute water here in Reno, Sparks and Washoe County," says John Stewart, an IBEW hydro operator at Verdi Powerhouse.

The on-going drought curtailed that power production for the summer, Stewart says, but

The Flumes

When it comes to flumes, Roy Callahan is TMWA's go-to guy.

In the mid-1970s, while he was in college, Callahan spent summers as a temporary worker helping rebuild flumes for Sierra Pacific Power. Ownership of the water system, including the flumes, passed to TMWA in 2000, but Callahan is still the guy who knows these flumes better than anyone.

As a pipe inspector for TMWA, he oversees contractors at pump stations or wherever pipe is being put in the ground. When it became clear that the flume conveying water to Fleish Powerhouse needed replacing, TMWA turned to Callahan to oversee the work.

For generations the Fleish Flume has run alongside the mountain, visible to travelers along Interstate 80. But winters are hard on wooden structures and TMWA decided to bore a tunnel and run the new flume through a 1500-foot section of the mountain, protecting it from the weather.

Callahan takes obvious pride in getting the details right on a structure that should last for generations. "There's a lot more to it than just building a box," he says. Proper measurements are key to making sure that the turns aren't too steep and that you don't create unwanted lateral pressure as the water courses its way to the powerhouse.

"You want to make it nice and easy and gradual," he says.

About TMWA, Callahan has nothing but praise, saying he likes the agency's vision and the way it's managed. "We've got a great group of guys working ... It's a pleasure to come to work and do what I'm doing."

Callahan first learned about the IBEW from his father, who was a machinist at Tracy Power Plant.

"He talked about the security, and the camaraderie with other union members," Callahan recalls. "This is a right-to-work state, so people have a choice (about belonging to the union), but to choose not to belong doesn't make any sense to me. The more members the stronger you become."

The Treatment

IBEW members don't just wrangle the Truckee River into the hydro plant; they're wrangling downstream to tame that river into something you can welcome into your house. Ted Saxe is foreman of a four-man crew that runs the Chalk Bluff Water Treatment plant 24-hours a day in 12-hour shifts.

"We take water from the Truckee River, we clean it up and make it drinkable," says Saxe. In a process known as flocculation, particles are coagulated out of the water, which is then gravity fed through filters "to really clean it up."

A disinfectant—sodium hypochlorite—is added to meet legal requirements, but care is taken to not over-chlorinate, says Saxe.

"We take pride in what we do. We strive to put out a good product, even as far as how it tastes. Getting the water to the people with good pressure and good quality is the main thing. We take a lot of pride in that."

Saxe started at Sierra Pacific Power in 1985 as a meter reader, moved to the water side of the business in 1992, and stayed the course when TMWA took over in 2000. He says the IBEW helps TMWA employees get "a livable wage" and helps make sure that operators are recognized for the important role they play at the agency.
Ted Saxe, water treatment foreman, monitors treatment processes from the control room.

Kim Boldi started off as a customer service rep, but now works as a water supply specialist who helps make sure everything is running as it should. “We are very fortunate to have the jobs we have,” says Boldi, an 11-year IBEW member, “and I think our managers are very lucky to have the people that they have, too.”

You have to be quick to keep up with Amanda Filut. As a service utility worker, she can read customer meters from her vehicle, thanks to transmitters located on customer meters. She also updates the transmitters when needed (but she has to get out of the truck to do that.)

No business survives without cash, and the meter is where the skilled services provided by IBEW Local 1245 members get converted into revenue to keep TMWA afloat.

Filut is a seven-year IBEW member and currently serves on the union’s benefits committee.

“In the beginning I had no interest in doing it, but I was asked to do it and I said, ‘Why not?’ It’s a chance to learn more about the union—and do her part to defend the benefits the union has negotiated for the members.

The Money

The call came in as “urgent” so Greg Bates and his crew cut their lunch short and headed out.

“It’s only a three-quarter inch water line,” said Bates, surveying the damage. “It shouldn’t have been bad.” But it was bad, and if you’re not ready for the unexpected then brother, you’re in the wrong business. The leak was in a giant....

Emergency Response

TMWA crew responds to an unexpectedly serious water pipe leak. Working on the crew were Steve Welch, Fitter; Gerald Garza, Operator; and Greg Bates, Foreman.
Units lend a helping hand

All of the following unit donations to various charitable organizations from June through August 2015 were approved by the IBEW 1245 Executive Board.

Unit 4718, Stockton/Treees Inc., donated $300 to the Christian Worship Center, to assist with its homeless food program in the San Joaquin Valley.

Yerington Retirees Club Chapter donated $250 to the South Lyon Medical Center Long Term Care Center in memory of Luther Reece.

Unit 3213, Burney, donated $500 to the Intermountain Junior Rodeo Association.

Unit 1110, Fresno Clerical, donated $500 to the Pittman High School football team.

Unit 1122, Merced ID, donated $150 to the IBEW Local 1245 Softball Tournament which was held in July.

Unit 1217, Templeton, donated $250 to the Cermo Alto 4H market Goat Group.

Unit 1512, Peninsula/Burlingame, donated $500 to the Daly City/Colma 4H Club for Alternative Energy.

Unit 2301, East Bay Clerical, donated $500 to Eura Dell’s Court #44.

Unit 2412, San Francisco, donated $500 to Pacifica American Little League.

Unit 3218, USBR/Keswick, donated $500 to the Blood Source Blood Drive.

Unit 3510, Loomis GC, donated $500 to sponsor Heather Brassfield, a participant in the 2015 Avon Walk for Breast Cancer in San Francisco on July 11 and July 12, 2015.

Unit 4424, Trees Inc/SMUD, donated $500 to purchase uniforms for two Elk Grove Youth Soccer teams.

In quieter moments you might find Bates rustling up members for the monthly union meeting. Like other unit chairs, he knows you have to go the extra mile to publicize the meetings and encourage members to attend.

In the days before each meeting Bates tacks up posters on all the bulletin boards, puts additional copies on every work table in the ready room, makes verbal announcements there as well, and sends out emails to the entire bargaining unit. He’s been a shop steward for 20 years and thinks the value of the union is pretty obvious:

“We’ve kept people from losing their jobs on several occasions. So there’s power there.” The union brings power to the bargaining table, too, which are a couple of good reasons why Bates plans to keep posting those meeting notices.

Water on Tap continued from previous page

sand pocket. “Everything just imploded, everything fell in, like a big sink hole,” Bates said. There was a gas main adjacent to the hole, and a gas service, and some big cement pillars, adding urgency to the task at hand.

They started vacuuming out water, but the “vac” truck filled up before they could get down to the valve to shut off the service. As a backup they got two pumps going and waited for the vac truck to return.

“It’s just like beach sand,” said Bates, keeping a wary eye on the hole. “With the water in it, it just flows.” He estimated the little ¾-inch leak could turn the water in it, it just flows. “He estimates the little ¾-inch leak could turn the water in it, it just flows.”

In quieter moments you might find Bates rustling up members for the monthly union meeting. Like other unit chairs, he knows you have to go the extra mile to publicize the meetings and encourage members to attend.

In the days before each meeting Bates tacks up posters on all the bulletin boards, puts additional copies on every work table in the ready room, makes verbal announcements there as well, and sends out emails to the entire bargaining unit. He’s been a shop steward for 20 years and thinks the value of the union is pretty obvious:

“We’ve kept people from losing their jobs on several occasions. So there’s power there.” The union brings power to the bargaining table, too, which are a couple of good reasons why Bates plans to keep posting those meeting notices.

Cercek started with TMWA in May, although he worked before as a seasonal employee. “I love it here. I’m happy to be part of the union and helping the community,” Danial Dourte, senior facilities and grounds, is an eight-year member.

Shasta/USBR Unit Supports Local Blood Drive

IBEW local 1245 member from USBR, REU and WAPA recently participated in the annual blood drive sponsored by Blood Source. Unit #3218 also made a monetary contribution to the blood bank through the union’s Community Fund.

“Blood Source wanted me to send their thanks for our participation in another successful community blood drive,” said Murray K. Janisse, Shasta/USBR #3218 Unit Chair. “Thank you if you came in and helped out or just donated. We have had a great relationship and they very much appreciate our partnership.”

Loomis General Construction Unit Supports Walk to End Breast Cancer

The Loomis General Construction Unit #3510 recently made a donation from the IBEW 1245 Community Fund to local 1245 member Heather Brassfield, so she could participate in the Avon 39 Walk to End Breast Cancer in San Francisco. Brassfield has been a strong supporter of breast cancer awareness ever since 2009, when her sister-in-law lost a 10 year battle with breast cancer, leaving behind her husband and two daughters. According to their website, AVON 39 helps fund research, awareness, and education while providing assistance for families currently battling breast cancer. Net funds raised will directly benefit the Bay Area and help make sure that care programs nationwide, as well as national research programs, have the resources to make the most progress possible to help obliterate breast cancer.

Family of Fallen SDG&E Brother Needs Support

Our condolences go out to the family of Brother Tommy Hopewell, a San Diego Gas & Electric lineman and IBEW local 465 member who lost his life due to injuries sustained at work.

He leaves behind his wife and two young children, and they can use our support during this difficult time. You can contribute to their family via GoFundMe at http://www.gofundme.com/hopewellhelp.
North Bay (Petaluma)
March 27, 2015

Congratulations on your service!

HONOREES

45 Years
De Luna, Alice Franklin, Don Montoya, Anthony Radloff, Michael Vega Jr., Troy

40 Years
From left: Steve Semenero, Troy Green Jr., and Samuel Brown.

35 Years

30 Years

25 Years
From left: Chris Garrett, Maria Cortes, and Sean O’Haire.

20 Years
From left: Cody Schroeder and Jaime Garcia.

15 Years
From left: (Dalzell) with Ronnie Olson.

10 Years
From left: Cody Schroeder, Cody Shirley, Eric Vasquez, Alfredo Velasquez, Alfredo Walker, Tiffany

5 Years
From left: Elvis Gonzalez, Joshua Damron, and Ethan Cottrell.

Utility Reporter 33
The Token Bearers

By Mike Cottrell

The next installment in the lineman’s novel by Local 1245 Executive Board member Mike Cottrell.

Chapter 18

Fowler California 1948: Fancy and the Fortune Teller.

It wasn’t all up there in the tools on the top of the world like a god playing with fire. That’s where he wanted to be though, that’s where we all want to be, soaring in your labor, making the most money on how good you are, smooth effectiveness, effortless motion, working from the top down getting the most done in a day with less moves and ups and downs on one pole or tower. On a natural high yelling orders from above to the ground help to get the arms, hardware, bells, guys and wire up in the air. Building most of it on the ground is the trick but the fun really starts when gravity is defied and chances of the trade taken, born, and stemmed from the beginning. The same turns and tricks actuated by students and mentors alike on the same crew on the same day or spread across a time capsule, which began when Edison thrust the world into the century of generated light. And as in all crafts carefully handed down from one to the next generation, notwithstanding the technology supplements inserted by time, the first and the last of us will be the same passing the torch from cradle to grave and back again.

Fancy was on the main street of Fowler listening to a woman and a man arguing outside the bar. It was stuffy inside and he came out to get the fresh fog air on his face and to sober up a little bit. Madam Sophie, she was telling her husband, had confirmed the notion that he was seeing another woman and he did not defend himself against the attack. Fancy thought, Who’s sorry now, since she caught you red handed and you won’t even lie your way out of it. It’s only a fortune teller, what does she know? They paid no attention to him standing there thinking along with their conversation, blinking and rubbing his red nose against the call of the train whistle, not wanting to go any more tonight, not knowing when the next one might be passing through. Tell her to prove it man; don’t let her push you next one might be passing through.

The woman kept pointing to the southwest confirming the direction of the fortune teller’s residence all the while scolding for not loving her with all of his heart and sneaking about with another woman. She pointed again to the southwest and said Madam Sophie told her it was someone they both knew, a family friend. He hung his head. She’s got you now, caught like a fox in the hen house. You unfaithful son-of-a b*tch, you didn’t do it, you and your home wrecking b*tch have ruined the whole relationship. Fancy watched her tear up and then start hitting him and he still hung his head and told her it was her sister.

For the first time she really noticed Fancy standing there taking it all in and she pleaded with him to beat the worthless husband of hers up.

“Ah, hell lady I’m an innocent bystander. I can’t just start beating up your ole man like that.”

The husband warned him to get away and stay out of it. Fancy turned and walked back inside and picked up his bag, walked back out of the bar and started through the dark foggy night in the direction of a red light to the south west. A large rather gathering light that cast out brightly over the town and didn’t seem to be fazed by the cold sticky fog that pushed through Fancy’s clothes and chilled him to the bone.

He stood before the sign and it reached for him like a magnet. Madam Sophie, Madam Sophie, it called him closer and he reached the porch step and looked back to town and then opened the door slowly and walked into the small front room where a table sat and soft warm music played from the RCA phonograph. It was waves crashing against a shore and he thought of somewhere in Oregon and saw the waves slamming madly into great stone cliffs. The couch was on the left against the windowed wall and he sat down and continued thinking of the waves and cliffs. He sat for some time and thought of leaving but couldn’t make himself get up. He wanted to be here, he wanted to have her tell him something but he didn’t know what except he really knew it was about what Sky and Henry wanted him to do with it next and how long it would haunt him and tease him with its presence and contempt. Its power over him, his slavery to the damn thing. The love it showed him and the respect it brought from other linemen. And who should have it after him.

The waves lowered and rose from the old seventy-eight playing over and over again and just before the needle ran off the plastic, she appeared from behind the two large doors that barred the outside world from her domain of knowledge and mystery. A customer followed and as Madam Sophie walked slowly to the Victoria to raise the arm and rally it back to the beginning so it could soothe the next soul while she spent time with Fancy, the female passed by rapidly and called over her shoulder that she would see the Madam next week. She did not respond as the door closed and she turned to the couch and stared down at Fancy.

She was sorry to see him have to wait. He didn’t have an appointment, it was okay with him, and the music was soothing. She curled her finger and he followed through the double doors and turned and watched her close them and she showed him his chair with a long extended brown arm with a beautiful hand attached full of rings of exotic rubies and diamonds and a wrist with six silver rings engraved with various signs of the Zodiac. She had three ways of doing it. One was a palm read for the past, one a palm read for the future and the last a telling of the past, present and future through large cards that she produced and laid on the table. He chose the latter, which was more expensive and remembered he had just enough cash to get it done and some left to hold him until he could get north and make the storm.

Madam Sophie sat down slowly and diligently brought from the drawer in front of her the deck of cards measuring six inches long and three wide. She looked into the old Irishman’s eyes and spoke.

She asked him to express three silent questions in his mind and concentrate on them for a minute. “Oh well shoot,” he said and rubbed his face down once with the wrinkled right hand and thought. “Let’s see,” he murmured and said “To yourself only please.” He thought.

Where do I go from here?

What do I do with the craft and the token?

What is my real mission and who do I give it to when I go, like Sky gave it to me?

Madam Sophie let him dwell for a minute and asked his place and date of birth.

New York City he told her, in hell’s kitchen in November of eighteen ninety one but he was not sure of the date. She expressed some concern through glaring black eyes without a statement.

She began placing the cards on the table in three rows across and then went from left to right vertically to each row until she had placed twenty-one cards. She took the twenty-second card and placed it alone to the right of the last row. She began placing the cards on the table in three rows across and then went from left to right vertically to each row until she had placed twenty-one cards. She took the twenty-second card and placed it alone to the right of the last row. She then placed another card to the left of the first row and it was a moon in the quarter shining through a dark sky with one star above the moon shining brightly more so than the moon itself.

She told Fancy he was carrying something of great importance with him and it possibly could be in the left pocket of his trousers. She asked if she could see if it were so. He said it was and stood long enough to reach in and pull it out and lay it before her. She asked to hold it and examine it and he said of course. She read one side and turned it over and read and studied the other for some time. She placed it on the card to the left where it would represent a full moon with a star shining brightly over it. She then took the card from the right side and placed it directly underneath the card on the left that held the token.

“You are a strong drinker.”
"One would know that from the smell of my breath more than from those cards." She grinned and said of course but then she got serious.

The card with the horse carrying half angel and half beast she said was his personalities torn between his darker and more mischievous side wanting to be free from the token and the angelic side wanting to do what was expected of him from men of his past.

The card holding the token placed above the card with the horse was his destiny. The star above the crescent moon was to be his reward if he would follow through with his great mission.

Fancy was overwhelmed. How did she know? She went on while he concurred this was true. Good she said and told of his being brought out of the streets of New York by a savior into a great endeavor that he must continue to move forward with at all costs.

You have cheated death several times and he nodded, perhaps at birth as well and asked if he knew of that and he said no.

“You may be killed, but I do not see it happening for some time.”

“How?”

“A fall perhaps or a fire or maybe both, could this be possible in your line of work? I feel it could happen at your place of work. Are you a fruit picker or migrant worker?”

“Shoot Madam Sophie I might be a migrant worker but I ain’t no fruit picker. They don’t make trees as tall as I climb sometimes. Besides how does a fruit picker get burned up? I’m a lineman and we’re just the fellows can fall or get burned or both.” Then Fancy swallowed hard and wished he had a girl and a dance hall.

“I think I’ve heard about enough of it. I got a train to catch. I’d like to come back and see you sometime when you ain’t so damn serious. I bet you’d be a lot of fun off the job and all with everything going on around you at a party or dance you’d be able to keep everybody in stitches I suppose. Well look here’s three dollars, the extra one is for keeping this meeting quiet, and not letting it get out old Fancy is doomed to burn or fall to his death. I can say the only good thing about the prediction is I loved the part when you said it’d be awhile before it takes place.”

He stood to leave and she showed him to the door and before she opened it she gave him back the token he was about to forget. He had never done that before and the whole experience scared him somewhat but like all linemen who cheat death they seem to let it ease out of their mind through a series of well-oiled nights and loving girls until the next time and so would Fancy just dwell on it for awhile and it would come back occasionally over the rest of his life at the bar or in his room, or on the train, but most of the time when he would be up a tall tower dead ending wire or on a pole playing with fire he would just be extra careful that’s all.

As he walked by the phonograph she reached and rallied the needle back to the beginning of the record and apologized to a woman sitting on the couch for having to wait just as she had apologized to him a few moments earlier and as Fancy picked up his bag and started back out into the cold foggy night. She asked him to bring a picture of him next time and she would try to tell him more about the mission. He asked what picture and of who, and she said the man who saved you from your doom in New York City.

“I feel like he is a man of the Sky as well, the word Sky keeps hanging in my mind.”

“Yes Ma’am, Madam Sophie, that one and old Henry hang in mind ever day.”

Building One Vision Forward

IBEW 1245 Organizing Steward Ivan Pereda and Staff Organizer Jammi Juarez traveled to San Diego in August to represent IBEW 1245 at the 13th Biennial Asian Pacific American Labor Alliance (APALA) convention. This year’s theme was “Organizing In Solidarity, Building One Vision Forward!” The three-day convention featured a number of unique workshops, performances, strategy summits, town hall discussions and presentations, along with a march and rally to support workers fighting for a fair contract at the hotel where the convention took place.

“The convention was full of many inspiring people fighting for the survival of Unions, and our middle class way of life. APALA President Johanna Hester did an amazing job bringing people together for this convention,” said Pereda.

“I was able to meet some of the tough

The IBEW 1245 Logo Contest is Back on!

Calling all artists and aspiring designers! IBEW 1245 needs your help creating a new logo for our union!

Winner will receive a prize of $1000

The contest is now open to all IBEW 1245 retired members and members in good standing. In addition, immediate family members are now eligible to enter the contest as well.

Enter as many times as you wish. Deadline extended! Entries must be submitted by October 31, 2015.

All formats, including digital designs as well as drawings, sketches and paintings, are eligible.

For complete rules and requirements, see: http://bit.ly/IBEW1245logocontest
San Francisco
March 13, 2015

Congratulations on your service!

From left: John Petrovitz, Robert Hom, IBEW 1245 Business Rep Hunter Stern, and Gene McCandless.

From left: (Marttila), Rafael Fontanilla, (Stern), and Edward Fifer.

From left: Russell Chin, William Ekberg, and Alan Lee.

Retirees, from page 19
Eva Bojorquez
34 years
Sacramento, CA
Anthony Borrego
34 years
Sacramento, CA
Linda Bowers
45 years
Burney, CA
James Brabec
38 years
Roseville, CA
Daryn Breckenridge
33 years
Red Bluff, CA
Charles Carrion
36 years
Winter, CA
Karen Cary
33 years
Willits, CA
Lily Cheung
38 years
Fremont, CA
Stephen Claxton
43 years
Richmond, CA
Manuel Contreras
42 years
San Jose, CA
Angela Cosico
32 years
Hayward, CA
Richard Crow
35 years
Martion, CA
Wayne Crump
36 years
Stockton, CA
Robert Cruz Jr.
40 years
Clovis, CA
Frank Dalao
35 years
Riu Vista, CA
Alice De Luna
45 years
Napa, CA
Leland Deadmond
38 years
Orland, CA
Ronald Deal
38 years
Jamestown, CA
Cindy Florendo
13 years
Loma Rica, CA
Timothy Foley
31 years
Grande Bay, CA
Jonathan Foote
37 years
Darby, MT
Dirk Forrette
31 years
Auburn, WA
Darlene Harbison
36 years
Bellingham, WA
James Hemphill
44 years
Oakland, CA
Edward Hernandez
40 years
San Jose, CA
Bradley Kiel
31 years
Boulder Creek, CA
Rebecca Kinrade
32 years
Yuba City, CA
Charles Korman
3 years
San Jose, CA
John Lake
4 years
Chico, CA
Danny Lambert
39 years
Paso Robles, CA
Tony Oglesby
20 years
Fresno, CA
Mark Joerger
41 years
Santa Rosa, CA
Connie Bennett Jones
35 years
Clovis, CA
Kathleen Kelly
25 years
Davis, CA
Edward Martin
40 years
San Jose, CA
Jesus Garcia
24 years
Santa Cruz, CA
Bryan Hespeler
31 years
Sacramento, CA
Jeff Hoag
4 years
Red Bluff, CA
Sylvia Lopez
27 years
Chico, CA
Robert Martin
41 years
San Francisco, CA
John Martine
31 years
Salida, CA
Katherine Masbhir
5 years
Keenevillesy, WV
Danny Lambert
39 years
Paso Robles, CA
Tony Oglesby
20 years
Fresno, CA
Mark Joerger
41 years
Santa Rosa, CA
Connie Bennett Jones
35 years
Clovis, CA
Kathleen Kelly
25 years
Davis, CA
Edward Martin
40 years
San Jose, CA
Jesus Garcia
24 years
Santa Cruz, CA
Bryan Hespeler
31 years
Sacramento, CA
Jeff Hoag
4 years
Red Bluff, CA
Sylvia Lopez
27 years
Chico, CA
Robert Martin
41 years
San Francisco, CA
John Martine
31 years
Salida, CA
Katherine Masbhir
5 years
Keenevillesy, WV

October – December 2015

35 Years
Front row, from left: Denise Guaraglia, Helen Lau, Monica Huey. Back row, from left: Russell Chin, William Ekberg, and Alan Lee.
Congratulations Retirees! We want you to stay connected to IBEW 1245.

**HONOREES**

**45 Years**
- Jeong, Sharon
- Padron, Kenneth
- Hernandez, Jose
- Montgomery, Delena
- Schappert, David
- Stahler, Ron
- Torring, Joseph
- Washington, Melvin
- Willbrand, David
- Yee, Joseph
- Zugar, Catherine

**40 Years**
- Culver, John
- Leong, Tony
- Lau, Helen
- Maupin, Mary
- Mott, James
- Ng, Anita
- Ogle, Robert
- Roan-Montgomery, Emma

**35 Years**
- Pasion, Ernesto
- Nelson, Lee
- Lopez, Alonzo
- Nelson, Lee
- Pertonitz, Renee
- Davis, Paul
- Cisto, Flores
- Garcia, Denise
- Fontanilla, Rafael
- Fifer, Edward
- Ekberg, William
- Fidel, Edward
- Fontanilla, Rafael
- Guardiola, Denise
- Huie, Monica
- Jaber, Paul
- Lau, Helen
- Lee, Alan
- Lee, Raymond
- Mahoney, John
- Marucut, Dominador
- Maschio, Gary

**30 Years**
- Thomas Gerstle, Charles Hammons, CIR Holland
- Dustin, Robert
- Davis, Paul
- Gaylord, Laura
- Gouding, Dennis
- Hom, Robert
- MacDonald, Renee
- Petrovitz, John
- Byrnes, John
- Cates, Robert
- Clark, Donald
- Chin, Russell
- Clark, Donald
- Del Calzada, Phil
- Ekberg, William
- Fidel, Edward
- Fontanilla, Rafael
- Guardiola, Denise
- Huie, Monica
- Jaber, Paul
- Lau, Helen
- Lee, Alan
- Lee, Raymond
- Mahoney, John
- Marucut, Dominador
- Maschio, Gary
- Mott, James
- Ng, Anita
- Ogle, Robert
- Roan-Montgomery, Emma
- Schappert, David
- Stahler, Ron
- Torring, Joseph
- Washington, Melvin
- Willbrand, David
- Yee, Joseph
- Zugar, Catherine

**25 Years**
- Abellana, Ronald
- Castellanos, Emma
- Chen, Richard
- Del Calzada, Phil
- Ekberg, William
- Fidel, Edward
- Fontanilla, Rafael
- Guardiola, Denise
- Huie, Monica
- Jaber, Paul
- Lau, Helen
- Lee, Alan
- Lee, Raymond
- Mahoney, John
- Marucut, Dominador
- Maschio, Gary
- Mott, James
- Ng, Anita
- Ogle, Robert
- Roan-Montgomery, Emma
- Schappert, David
- Stahler, Ron
- Torring, Joseph
- Washington, Melvin
- Willbrand, David
- Yee, Joseph
- Zugar, Catherine

**20 Years**
- Turrion, Joseph
- Wolfe, Eric
- Savard, Donald
- Watkins, John
- Waters, Shane
- Kayser, Levi
- Jackson, John
- Storey, Larry
- Ancheta, Larry
- Cotter, Richard
- Legasi, Jose
- Nelson, William P.
- Powell, Bryan
- Sanchez, Marco

**15 Years**
- Aguayo, Jose
- Cordaro, Thomas
- Macwood, Jason
- Rashkovskiy, Voldin
- Aquino, Victor
- Balisteri, Robert
- Benkosky, Alex
- Bovina, Boris
- Colpitts, Peter
- Diaz, Henry
- Donegan, Autumn
- Dunlap, Cory
- Epperson, Chad
- Gonzalez Jr., David
- Jackson, Levi
- Kaysen, Shane
- Kern, Jason
- Kuzmetsko, Stanislav
- Lopez, Carmen
- Lopez, Ben
- Nieve, Matthew
- Peacock, Ian
- Rodrigues, Sergio
- Saba, Paul
- Southall, Andre
- Waters, John
- Wyrch, Kenneth
- Yokoo, Tim

**10 Years**
- Aquino, Victor
- Balisteri, Robert
- Benkosky, Alex
- Bovina, Boris
- Colpitts, Peter
- Diaz, Henry
- Donegan, Autumn
- Dunlap, Cory
- Epperson, Chad
- Gonzalez Jr., David
- Jackson, Levi
- Kaysen, Shane
- Kern, Jason
- Kuzmetsko, Stanislav
- Lopez, Carmen
- Lopez, Ben
- Nieve, Matthew
- Peacock, Ian
- Rodrigues, Sergio
- Saba, Paul
- Southall, Andre
- Waters, John
- Wyrch, Kenneth
- Yokoo, Tim

**5 Years**
- Alcaraz, Francisco
- Alvarez, Alex
- Galas, Megan
- Khabun, Margarita
- Ribero, Rick
- Richmond, Ernest
- San Diego, Anthony R.
Congratulations on your service!
Congratulations on your service!

Merced
May 15, 2015

HONOREES

45 Years
Acree, Robert
Boeder, Richard
Monohan, Vincent
Nevarez, Armando
Ochoa, Greg

35 Years
Ennis, Jeffrey
Ford, Michael

Ochoa, Greg
Nevarez,
McDonough,
Kane, Mike L

30 Years
Baza, Thejon
10 Years
Ojinaga, Bobby
Prince, Tana S
Ramirez, Celia
Rodriguez, Ernest
Rosewinkel, Cathy
Rubio, Jeff
Shollen, Laurie
Stout, Darrell
Tooby, Carol
Winn, Charles
Wurstein, Melinda

30 Years
Bell, Richard
Benegas, Al
Calisto, Roberto
Dillidine, Jeff
Eoff III, David
Espostito, Gary
Fackler, Jeff S
Fedor, Patrick
Ford, Walter
Guan, Charlie
Grabe, John
Hernandez, Carlos
Hubbart, Julie
Kenney, Jesse
Leslie, Mike
McCord, William
Mwoord (Mendes), Kimberly
Reyes, Andrew
Sanchez Jr., Salvador
Shine, Robert
Tewah, Revese
Van Dyke, Chris
Vasques, Edwin
Worley, Carl
Wolfe, Mike
Wiley, Jeremy
Zamora, Stan

25 Years
Aber, Karl
Beard, Reggie
Burks, Thomas
Farmer (Denismore), Graz
Downey, Jeanne
Johnson, Craig
Mirza, Josephino
Neff, Scott
Smith, Robert
Smith, Steve
Thornton, Ron
Worley, Vinny
Zidip, Adil

20 Years
Alvarez, David
Aoalos, Enrique
Botello, Regina
Bradley, Cheryv
Campco, Marcelo
De La Cruz, Efrem
Elizondo, Angelica
Espinoza, Cynthia
Flores, Guadalupe
Garcia, Diane
Hinton, Alan
Jones, David
Letizia, Linda
Lindsay, Michelle
Lopez, Mike
Lopez, Roberta
Martin, Laran
Martinez, Richard
Oliver, Itta
Pearson, Kristie
Peters, Todd
Riley, Randi
Rodriguez, Lirorado
Shipman, Mary
Simis, Shirley
Smith, Brian
Stevens, Tracy

15 Years
Boyd, David
Courtwright, Brad
Cox, Wendy
Dickson, Aaron
Guizar, Erika
Hargraves, Roger
Koch, Ron
Latham, La Shawn
Mcbe, Shannion
Mohler, Robert
Porter, John
Scott, Mike
Williams, Scott

10 Years
Alvarez, Alex
Ambro, Gabriel
Arratias, Jeff
Avila, Steven
Barragan, Alberto
Barton, Larry
Berry, Shad
Bogart, Luke
Brown, Hileen
Burgess, Michael
Calley, Sonny
Chadler Jr., Jose
Chavita, Enrique
Costom, Kaiten
Coxon, Jared
Corrente, Randy
Crosby, Mary
Crossby Jr, Darrell
Ellis, Stephen
Felix, Thomas
Garcia, Armando
Granthan, Stephanie
Gehrke, Crystal
Hartstock, John
Hatfield, Wade
Hernandez, Manuel
Holmes, John
Hunt, Robert
Hunt, Steven
Lewis, Aaron
Lomas, Joe
Macias, Jose
Macias, Martin
Macias, Sandra
May, Paul
Moore, Benjamin
Ortu, David
Patterson, Joel
Pew, Kelly
Pheon, Kyle
Pheon, Kyle
Petersen, Tom
Reed, Blake
Rob, Anthony
Rodin, Mark
Silvera, Frank
Small li, James
Tello, Jaime
Van Egmond, Michael
Versacaglin, Daniel
Victor, Tommy

5 Years
Dunsworth, Kyle
Frohmam, Michael
Hamill, Nathan
Jacobs, Tjay
Kelly, David
Kisore, Anale Excellent
Martinez, April
Martinez, Hector
Miffiap, Trent
O’Hagan, Minerva
Valenta, Thomas

Utility Reporter 39

40 Years
Misch, Daniel

35 Years
Auble, Randy
Castillo, Steven
Flowers, Greg
Kane, Mike
McDonough, Michael
Nevezar, Armando
Ochoa, Greg

30 Years
Beeder, Richard
Ennis, Jeffrey
Ford, Michael

25 Years
Backstrom, Jan

20 Years
Bazos, Thejon
Camarazo Jr.

15 Years
Borges, Troy
Boyer, David
Fisher, Timothy
Kingston, Cody
Lane, Richard
Lucio, Frank
Mack, Samuel
Mattos, Dennis
Nava Jr., Efrem
Patie, Steve
Starniavondakus, Bill
Sturm, Jeffrey
Venegas, Gilberto
Verscheidem, Stephen

10 Years
Baza, Thejon
Camarazo Jr.

35 years From left: Brian Cederlof
with (Grill).

30 years From left: Rodney
Stewart with (Grill).

25 years From left: Willie People,
Richard Torres, and Frank Kasper.

15 years From front, left to right:
Bill Stavrianoudakis and Jeffrey Sturm.
Back: David Kelley.

Photos by John Storey

SERVICE
Awards

HONOREES

45 Years
Acree, Robert
Boeder, Richard
Monohan, Vincent
Nevarez,
McDonough,
Kane, Mike L

35 Years
Backstrom, Jan

30 Years
Baza, Thejon
Camarazo Jr.

25 Years
Borges, Troy
Boyer, David
Fisher, Timothy
Kingston, Cody
Lane, Richard
Lucio, Frank
Mack, Samuel
Mattos, Dennis
Nava Jr., Efrem
Patie, Steve
Starniavondakus, Bill
Sturm, Jeffrey
Venegas, Gilberto
Verscheidem, Stephen

10 Years
Baza, Thejon
Camarazo Jr.

5 Years
Dunsworth, Kyle
Frohmam, Michael
Hamill, Nathan
Jacobs, Tjay
Kelly, David
Kisore, Anale Excellent
Martinez, April
Martinez, Hector
Miffiap, Trent
O’Hagan, Minerva
Valenta, Thomas

Utility Reporter 39

40 Years
Misch, Daniel

35 Years
Auble, Randy
Castillo, Steven
Flowers, Greg
Kane, Mike
McDonough, Michael
Nevezar, Armando
Ochoa, Greg

30 Years
Beeder, Richard
Ennis, Jeffrey
Ford, Michael

25 Years
Backstrom, Jan

20 Years
Bazos, Thejon
Camarazo Jr.

15 Years
Borges, Troy
Boyer, David
Fisher, Timothy
Kingston, Cody
Lane, Richard
Lucio, Frank
Mack, Samuel
Mattos, Dennis
Nava Jr., Efrem
Patie, Steve
Starniavondakus, Bill
Sturm, Jeffrey
Venegas, Gilberto
Verscheidem, Stephen

10 Years
Baza, Thejon
Camarazo Jr.

5 Years
Dunsworth, Kyle
Frohmam, Michael
Hamill, Nathan
Jacobs, Tjay
Kelly, David
Kisore, Anale Excellent
Martinez, April
Martinez, Hector
Miffiap, Trent
O’Hagan, Minerva
Valenta, Thomas

Utility Reporter 39
Keeping Communities Connected

IBEW 1245 members at Frontier stay on cutting edge of communication

By Rebecca Band
Photos by John Storey

For IBEW Local 1245 members working at Frontier Communications in Elk Grove, every day is a little bit different. On any given day, these telecommunications workers might be restoring long-distance phone services, running fiber-optic cables, installing a new DSL line or troubleshooting connectivity issues—whatever it takes to keep their suburban customers connected.

The Elk Grove Central office provides telephone, internet and data services for residential and business customers in the Sacramento suburbs and nearby rural areas, including Elk Grove, South Sacramento, Rio Vista, Isleton, Walnut Grove, Corhland, Clarksburg, Wilton and the Delta.

“We play a vital role in every form of communication in the industry from voicemail, to dial tone, to high-speed internet, VoIP and VLAN,” said Walter Carmier, a Central Office Transmission Technician and 16-year member of Local 1245. “We install, monitor and maintain power plants and switching-transport. We also inspect and manage the installation of our network projects. I like that we are always on the cutting edge of communication, and connecting people with technology.”

Military-Style Brotherhood

Like many of his fellow workers at Frontier, Carmier is proud of his longevity with the company; he’s worked here longer than he’s worked at any other business. But Carmier did have one other lengthy employment stint—as a member of the United States Army Signal Corps, where he served as an active duty soldier from 1982-1997, and a Reserve from 1997-2003.

Carmier worked at non-union jobs between his time in the military and when he came on board at Frontier, and says his favorite part of working at Frontier is the fact that it comes with a union card. He appreciates the “military-style brotherhood” that the union provides, as well as the critical protections and benefits he and his colleagues have at work.

“Nonunion jobs are like living in the wild wild west,” said Carmier.

Emphasis on Safety

Frontier Transmission Technician Dan Boschee also comes from a military background. While serving in the US Air Force, Boschee travelled across the western United States and England, installing communications equipment on Air Forces bases. He came to Citizens Utilities (now Frontier) shortly after leaving the military 34 years ago, and has been with the company ever since.

Boschee explains what’s kept him at Frontier for more than three decades: “The primary thing I like [about this job] is the emphasis on safety. I am currently the chairman of the Frontier safety committee in Elk Grove and I am on the union’s safety committee,” said Boschee. “I am also a member of the National Safety Council and chairman of the IBEW Caucus’s Utilities Division, representing a variety of crafts from maritime and the communications industries.”

Technology Changes

Mindy Perez has been with Frontier for 21 years, and enjoys working in the ever-changing and challenging telecom industry.

“Technology changes a lot at any given time,” said Perez. “[This work] keeps me grounded and more educated.”

Perez is known as a “cut writer,” which means she manages high speed internet service orders and data, and builds new cable and maintenance records for high-speed internet office equipment. She values her job and her co-workers, and appreciates the pay, benefits and protections that the union provides.

“I worked retail for five years and did not have the support of a union,” said Perez, noting that the best thing about the union is “the assistance and the information you receive when you’re unsure of the labor laws.”

The Evolution of Frontier

Frontier is the sixth largest local exchange carrier in the United States, providing phone, internet and television services to small towns, suburbs and rural areas in 29 states. IBEW 1245 has represented these telecom workers for nearly half a century, well before the company was known as Frontier.

Back when the company first became union, it was known as Citizens Utilities, an identity it held for many decades. In May of 2000, the company name changed slightly to Citizens Communications, and then in the summer of 2008, the name changed once again, to Frontier Communications. In 2009, Frontier acquired Verizon’s 4.8 million landlines in 14 states, including several of Verizon’s exchanges in California.

IBEW local 1245 currently represents workers in several different classifications at Frontier in Elk Grove.

• The Facility Assigners (also known as Cut Writers) assign circuits and feeds in the Frontier exchanges, maintaining balance on the overall system to meet and match the needs of the required services to the facilities available.

• The Sales and Service Technicians include two groups of workers—Installation and Repair Technicians and Complex Technicians. The I&R Technicians work predominantly on residential service, house lines and internet service. The Complex Technicians can also perform the I&R duties but are mostly assigned larger distribution cable repairs, installing customer end circuits and phone systems, as well as splicing duties and business tickets and orders. Those who have splicing skills handle cable repairs, capital job splicing, and cross function through complex and I&R work.

The Transmission Technicians (also known as Central Office Technicians) work predominantly out of the central office locations that house all the copper, fiber cabling and server equipment necessary to distribute phone service internet service to their customers.

IBEW 1245 currently represents workers in several different classifications at Frontier in Elk Grove.
• The Facility Assigners (also known as Cut Writers) assign circuits and feeds in the Frontier exchanges, maintaining balance on the overall system to meet and match the needs of the required services to the facilities available.
• The Sales and Service Technicians include two groups of workers—Installation and Repair Technicians and Complex Technicians. The I&R Technicians work predominantly on residential service, house lines and internet service. The Complex Technicians can also perform the I&R duties but are mostly assigned larger distribution cable repairs, installing customer end circuits and phone systems, as well as splicing duties and business tickets and orders. Those who have splicing skills handle cable repairs, capital job splicing, and cross function through complex and I&R work.
• The Transmission Technicians (also known as Central Office Technicians) work predominantly out of the central office locations that house all the copper, fiber cabling and server equipment necessary to distribute phone service internet service to their customers.
(left to right) John Lawson, Walter Carmier, Bear Boorman, Dan Boschee, and seated is James Medeiros
Chris Habecker
One of IBEW 1245’s Brightest Lights

by Eric Wolfe

Chris Habecker, IBEW 1245’s long-time recording secretary and one of our brightest lights, died June 30 of a recently-diagnosed illness.

Her service to the union, her loyalty to the cause of labor, and her irrepressible good cheer made Chris a good friend to many and a sister to all. She was initiated into IBEW 1245 in January of 1976, shortly after being hired by PG&E. Six years later she became a shop steward, reflecting early on her commitment to serving members and defending their rights. It was a position she held until her recent retirement from the company.

Being a shop steward was just the beginning of Chris’s union service. She served as chair of Fresno Unit #1111 for 18 years, from 1989 to 2007. In 1994 she took a seat on the Advisory Council and the following year she won a contested election for the Southern Area position on the Executive Board. She became recording secretary for the union by appointment in 2001 and was re-elected to that position in every subsequent election.

“From her position on the Executive Board, Chris was a strong advocate for fiscal strength,” said Business Manager Tom Dalzell. “She helped lead the Board to take meaningful action to assist retirees in Nevada when their medical benefits were under attack by NV Energy.”

Dalzell said that Chris was equally strong in advocating for our current members, offering strong support on the Executive Board for the creation of two new positions to serve members: safety stewards and organizing stewards.

“We are where we are—powerful and financially sound—thanks to her insight and her consistency,” said Dalzell. “Our members will reap the good things she sowed for years.”

Commitment

Chris’s commitment to this union was broad and deep. Beginning in the 1980s, she served on the San Joaquin Division Joint Grievance Committee. In the early 1990s, as PG&E moved to consolidate telephone service into regional call centers, she served on the committee examining consolidation’s impact on Clerical members. As one of many Clerical members who experienced a repetitive stress injury, she didn’t suffer in silence but volunteered instead to serve on the Workstation Evaluation Committee and the Video Display Terminal Committee.

In 1990 and again in 1994, Chris was entrusted with the responsibility of serving on the PG&E General Bargaining Committee. Clerical members could be assured that their concerns were well-represented, while Physical members could be confident that her loyalty to the union embraced all members.

Business Managers from Jack McNally to Perry Zimmerman to Tom Dalzell regularly appointed Chris to represent our local union to the outside world. You could never find a better ambassador. Among the dozens of conferences and conventions she attended over the years were IBEW Ninth District Progress Meetings, IBEW Utility Conferences, National Women’s Conferences, and Coalition of Labor Union Women conferences.

Chris was elected by the members at large to represent Local 1245 at the IBEW’s International Convention in 2001 and 2006, where matters affecting the IBEW’s entire membership were considered and voted on. If you happened to serve with her at such a convention you would notice that she did not merely warm a seat—she paid attention. She was also a delegate to California Labor Federation conferences and conventions, where she engaged in the discussion of issues affecting working people throughout California. Her eager participation in policy and political deliberations reflected her curious mind and her desire to help others.

If you knew her, you knew this for sure: Chris genuinely cared.

As a woman — as well as a respected leader — in a union where males have always been in the majority, Chris understood the special challenges that her position involved. But her advocacy for women was never adversarial. She wanted workplace justice for men and women alike, and devoted as much energy, passion and good will to that cause as any member of IBEW 1245 ever has.

Chris was 68 when she died. She was a member of IBEW 1245 for 39 years.
Nearly 200 Stewards Attend Public Sector/Private Sector and Manufacturing Shop Steward Trainings

IBEW 1245 recently concluded a series of shop steward trainings designed specifically for our public sector, private sector and manufacturing shop stewards. The four trainings took place during the month of June and drew a total of 190 Shop Stewards from more than 50 different employers.

Contract Extension Approved at AnsaldoBreda

IBEW 1245 and AnsaldoBreda, Inc. have reached an agreement for a one-year extension of the collective bargaining agreement with a 2% cost-of-living wage increase. The company and the union signed off on the extension on June 8, 2015.

IBEW 1245 members at AnsaldoBreda in Pittsburg build and repair train cars for transportation systems throughout California, including San Francisco Municipal Transportation Agency (SF MUNI). AnsaldoBreda Inc. recently landed a new contract with the Florida Transportation Association, and will also be working on the new rail system coming to Honolulu, Hawaii. The company has affirmed that these new contracts will increase the technician head count at the Pittsburg facility.

Shortly after AnsaldoBreda was awarded both the Florida and Hawaii contracts, Hitachi Ltd. purchased AnsaldoBreda from Finmeccanica in February of 2015. In an all-hands-on-deck IBEW 1245 membership meeting at the Pittsburg facility on March 27, 2015, Business Representative Cruz Serna and Assistant Business Manager Ray Thomas listened to concerns from members regarding the potential impact of the Hitachi takeover. The membership fully supported a one-year extension, which the union immediately presented to the company. The extension will remain in effect through May 26, 2016.

IBEW 1245 Business Manager Tom Dalzell addressing the shop stewards on June 2 in Reno.

Injured Shop Steward Update: Following the March 27 all-hands meeting, Samuel "Sammy" Bradley, IBEW 1245 Shop Steward at AnsaldoBreda, was seriously injured in a vehicular accident while driving his motorcycle home from work. Sammy made a great recovery and returned to work during the summer. During Sammy’s absence, IBEW 1245 member Tracy Cheek stepped forward to assume IBEW 1245 Shop Steward status at AnsaldoBreda.

IBEW 1245 Business Representatives trained collaboratively with Stewards in the following areas: Weingarten Rights, led by Business Rep Sheila Lawton; Shop Steward Rights, led by Business Rep Al Fortier; Elements of Just Cause, led by Business Rep Sam Glenn; What is a Grievance and Grievance Handling, led by Business Reps Pat O’Keefe and Randy Osborn; Past Practice, led by Business Rep J.V. Macor; and Duty of Fair Representation, led by Business Rep Charley Souders.

Business Manager Tom Dalzell addressing the shop stewards on June 2 in Reno.

IBEW 1245 Members Approve New Agreement at Delta Star

IBEW 1245 Assistant Business Manager Robert Candelaria led the 1245 Business Rep Cruz Serna.

IBEW 1245 members at Delta Star, Inc. overwhelmingly ratified a new successor agreement by approximately 80%, with 122 of the 154 voting members approving the terms for a three-year agreement. Membership ballots were tallied on June 18.

““This agreement is the best agreement that IBEW members at Delta Star have seen in fifteen years,” said IBEW 1245 Business Rep Cruz Serna.

The new agreement provides for general wage increases of 4% this year and 3% for each of the remaining two years of the contract. It also includes a bonus plan, improvements to the pension plan, reduced health care co-pays and increased allowances for vital safety gear including eye protection and work boots.

The IBEW Shop Stewards held three separate employee explanation meetings on June 17, where they shared all of the elements of the agreement with the members at Delta Star. Following the explanations, many members expressed their appreciation to the Union’s negotiation committee, which was made up of shop stewards Danny Kutulas, Robert Candelaria, Sean Jacobs and Alberto Marquez, along with Local 1245 Business Representative Cruz Serna and Assistant Business Manager Ray Thomas.

“Cruz and I had great negotiating committee members at Delta Star, but a very special thanks goes out to Shop Steward Danny Kutulas, a 49-year Delta Star employee and IBEW member,“ said IBEW 1245 Assistant Business Manager Ray Thomas. “Danny has been negotiating agreements at Delta Star since the early 1970s and he brought all of that history to our 2015 table. Danny was key in our achieving and ratifying the terms for this successor agreement.”
WHAT'S THE HURRY?

WE'RE GONNA LEAFLET THAT TOOL PLANT SOUTH OF TOWN.

YEAH, THEY BARELY GET MINIMUM WAGE AND THEY WANT TO ORGANIZE A UNION.

THEIR BOSS TREATS THEM LIKE DIRT, WANT TO COME?

WHY WOULD THEY DO THAT?

PEOPLE PUT THEIR LIVES ON THE LINE TO GET US OUR UNION HERE.

I'M MORE CONCERNED ABOUT THOSE TOOL PLANT GUYS LOOKING TO TAKE MY JOB.

THEY WANT OUR UNION WAGES.

NAH, I'M DOING FINE, THANKS.

OK... BUT DO YOU KNOW WHY YOU'RE DOING FINE?

PEOPLE PUT THEIR LIVES ON THE LINE TO GET US OUR UNION HERE.

AWW, THAT'S ANCIENT HISTORY.

I'M MORE CONCERNED ABOUT THOSE TOOL PLANT GUYS LOOKING TO TAKE MY JOB.

WHY WOULD THEY DO THAT?

WE HAVE DECENT WAGES AND BENEFITS BECAUSE SOMEBODY FOUGHT FOR THEM.

I'M MORE CONCERNED ABOUT THOSE TOOL PLANT GUYS LOOKING TO TAKE MY JOB.

THE WAY WE SEE IT, HELPING THEM IS HELPING OURSELVES.

BACK WHEN THIS UNION STARTED, WE USED TO SAY "BE WISE, ORGANIZE." STILL TRUE TODAY.

SOUNDS TO ME LIKE OUR JOBS WILL BE MORE SECURE IF THEY CAN GET UNION WAGES OVER THERE.

REMEMBER LAST NEGOTIATIONS, WHEN THE BOSS WANTED TO LOWER OUR WAGES TO "MARKET" LEVELS?

HE USED THAT TOOL COMPANY AS AN EXAMPLE OF MARKET WAGES!