Threats: Competitive distribution system. Despite the real, and they are here. We are well-funded and politically popular, due in no small part to the wealthy backers that stand to benefit, at the expense of the rest of us as both workers and customers, and even at the expense of the environment. These new threats are emerging on top of the continued threats we have fought and are continuing to fight against employers trying to take away our hard-fought benefits, cut our hard-earned wages, and slash our workforce.

We have our work cut out for us. But we have been laying the groundwork so we are ready to take on the challenges and come out better equipped for the future of our industry.

Fortunately, we knew these competitive threats were coming and we took them seriously from the start. Our members had the foresight to increase our dues in 2008, giving us the resources today to fight multiple battles at once.

Those resources enabled us to prepare for the threats we now face. Fortunately, we have been building our political connections in California and Nevada for years, and are currently building coalitions to fight these battles. We have secured a voice in the process so we can be heard and take a stand for what's right.

And, we are fortunate to have our tried-and-true record of organizing against and standing up to countless prior threats. We have the lessons learned from those experiences. We know how to fight and how to stick it out for as long as it takes.

The challenges are tough and they are coming at us fast and without warning. We don't get to pick and choose the next challenge, but we will be ready to fight, and fight hard.

And I am certain that together we will prevail. We have the resources. We have the unity. We have the vision.
Setting the Standard: Conferences Help Public- and Private-Sector Shop Stewards Hone Their Skills and Knowledge

IBEW Private Sector Stewards Training

Shop Stewards conference attendees outside Weakley Hall in Vacaville.

Shop stewards play a pivotal role when it comes to defending the rights of union members at work. IBEW 1245 prides itself on ensuring that our shop stewards receive the training and resources they need to be the best stewards they can be, and the union holds periodic conferences and trainings to help the stewards hone and refresh their skills and knowledge.

This February, Local 1245 hosted a series of day-long conferences for our shop stewards in the public and private sectors. Forty-four public-sector and private-sector stewards attended the Reno shop steward conference on Feb 3, and 89 stewards attended the Vacaville conference on Feb 5. The agenda covered a wide variety of important rights and laws that shop stewards ought to be familiar with, as well as key skills that can help them service the members and the contract in the most effective way possible.

"IBEW 1245 shop stewards are second to none in the representation of members," said IBEW Local 1245 Business Manager Tom Dalzell. "Our shop stewards set the standard."

A team of Local 1245 Business Reps, along with Assistant Business Manager Ray Thomas, worked together to develop and present an engaging and useful curriculum. The conference kicked off with an overview of Weingarten and Garrity Rights, presented by IBEW 1245 Business Rep Sheila Lawton. Business Rep Al Fortier highlighted important shop steward "Do's" and "Don'ts," and Business Rep Sam Glero went over the elements of Just Cause. Business Rep Pat Waite presented a session on "What is a Grievance?" and Business Rep Jennifer Gray followed it up with a detailed description of grievance handling. Business Rep JV Macor discussed the workplace protections enshrined under FMLA and CFRA, and Business Rep Charley Souders explained the union’s Duty of Fair Representation under the law. The training also included a presentation on Local 1245’s peer safety program, along with a briefing on the Friedrichs v CTA case (see page 20-21).

Additionally, 14 shop stewards from IBEW 1245-represented manufacturing employers came together on Feb. 16 in Vacaville for their own shop steward conference. That training was facilitated by Business Rep Cruz Serna and Assistant Business Manager Ray Thomas. Local 1245 Business Manager Tom Dalzell kicked off the training by emphasizing the need for more, and better quality, manufacturing jobs in the United States. The rest of the day-long training featured sessions on shop steward roles and responsibilities, understanding the contract, legal rights of shop stewards, grievance handling and possible legal issues. The day concluded with an open discussion where the stewards could ask questions and learn from one another.

Ray Thomas contributed to this report. Photos by John Storey, Ray Thomas and Cruz Serna.
Proposed Ballot Measure Could Open the Door to Energy Deregulation & Job Loss in Nevada

A dangerous ballot measure that was just introduced in Nevada could result in the elimination of jobs at NV Energy, and may undo the vital regulations that govern the state’s electric utility market.

“The secretive backers of this measure want voters to believe it’s about ‘energy choices,’ but in reality, it would help a handful of ultra-wealthy casino moguls get even richer, at the expense of Nevada’s working families,” said IBEW 1245 Business Manager Tom Dalzell. “If enacted, this sort of policy would inevitably result in significant layoffs at NV Energy, and could open the door to large-scale Enron-style deregulation of the energy industry in Nevada.”

The proposed measure was introduced on Feb. 3, 2016 by a new Political Action Committee that has to yet reveal any information about its agenda or its financial backers. The measure seeks to amend the Nevada state constitution in order to allow energy consumers to procure energy from other sources besides Nevada Energy.

Under the existing state law, there can only be one authorized electric utility company per service territory. Currently, NV Energy is the sole authorized electric utility provider, serving approximately 1.3 million customers throughout the state. If the measure is approved by voters in November, it would do away with the existing policy and leave it to the Legislature to provide a framework for other entities to enter Nevada’s energy market by July of 2023. Given the Nevada Legislature’s track record of deregulation, the end result of such a drastic policy shift could have untold consequences for every Nevada resident, and will almost certainly lead to job losses at NV Energy.

According to the petition filed with the Nevada Secretary of State:

“The People of the State of Nevada declare that it is the policy of this State that electricity markets be open and competitive … and that economic and regulatory burdens be minimized in order to promote competition and choices in the electric energy market.”

While no additional information is readily available about the backers of this measure, several news reports have linked the measure to three massive casino companies, which have recently sought to procure power from a source other than NV Energy.

The Las Vegas Sands Corp., MGM Resorts International and Wynn Resorts submitted a request to the state’s Public Utilities Commission to leave NV Energy in 2015 in an effort to find cheaper power elsewhere, and were informed by the PUC that they would have to pay exit fees and additional costs if they choose to do so. According to the Las Vegas Review Journal:

“The fees approved by the commission total $86.9 million for MGM, $15.7 million for Wynn and $23.9 million for the Sands, plus recurring fees and charges to recover certain ongoing costs that cannot currently be quantified. The exit fees were imposed by the commission to protect remaining Nevada Power customers. Nevada Power is part of NV Energy.”

The Sands Corp. told the PUC that the fees “effectively denied” the company’s plan to leave NV Energy, and it would come as no surprise to discover that they were behind this new effort which would give them the ability to leave NV Energy without having to pay those fees. Sands’ billionaire CEO Sheldon Adelson — the 18th richest person in the world — has a track record of backing political campaigns and measures that would negatively impact working class families in order to increase his own corporate profits.

According to the Nevada Secretary of State, the proposed initiative must receive 55,234 valid signatures from registered Nevada voters (including at least 13,809 signatures from each of the four petition districts) to qualify for the ballot. The measure can be challenged in court before it is certified to appear before voters in November.

“If you are approached by someone asking you to sign the petition to qualify this measure for the ballot, please consider the ramifications,” said Dalzell. “The position of Local 1245 is that this measure is dangerous and we urge members to refrain from signing on to it.”

The full text of the petition can be found at http://nv sos.gov/Modules/ShowDocument.aspx?documentid=4089.
When the City of Vallejo declared bankruptcy in 2008, the city’s municipal workers and their union, IBEW Local 2376, were among the hardest hit. They struggled for nearly a decade to regain footing without much traction.

“We’ve had a lot of challenges under the bankruptcy,” said Local 2376 Business Manager Eleanor Brown. “Our members haven’t gotten a raise since 2008, and the City keeps telling us that they don’t have the money. We don’t believe they’ve been totally forthcoming with their financial projections, but we just haven’t had the resources to challenge their fiscal forecast and budget with our own actuarial.”

Brown, a 23-year member of Local 2376 who has served as Business Manager for the past four years, wanted to do what’s best for her members, and so when she was approached by Local 1245 about the possibility of merging Local 2376 in with Local 1245, she took it under serious consideration.

“Local 1245 is a nationally recognized local, with lots of strength and political influence,” said Brown. “I made the decision to start the merger process simply because I know it would mean more resources at our disposal, as well as more strength for us, and also for 1245. The union is all about solidarity, and we are always stronger when we stand together.”

Brown took the merger idea to the Local 2376 Executive Board, and with their blessing, she invited Local 1245 leaders to come and speak directly with the members of Local 2376. Business Manager Tom Dalzell, Assistant Business Manager Ray Thomas and Business Rep Jennifer Gray presented to the 2376 membership, and the members were able to ask questions and get a better sense of the Local that they were considering joining.

“After listening to the presentation and learning about how 1245 would influence the makeup of our organization, our members voted a couple of weeks later, and the result was 96% in favor of the merger,” said Brown. “They didn’t make this decision because they’re disgruntled, but because we’ve been going in circles for the last 10 years and there hasn’t been any progress. But now that we are joining up with 1245, it’s going to make us so much stronger, and everyone is really excited about it.”

An Asset to Our Local

Local 2376 represents 221 active employees at the City of Vallejo in every non-management classification, from clerical workers, to engineers, to building inspectors, to water department workers, to dispatchers, to housing department workers and more. The merger will make the City of Vallejo one of the few “wall-to-wall” properties represented by Local 1245.

The Vallejo members recently secured a one-year contract with the City, but that round of negotiations did not address any economic issues, and Brown has faith that with Local 1245’s resources and Assistant Business Manager Ray Thomas serving as chief negotiator, this next round of negotiations is certain to be more fruitful.

“We’re very encouraged by how the negotiation process is going this time around, and we’ve only just gotten started. Ray is really knowledgeable and well-respected in the industry,” said Brown. “We are definitely looking forward to having the resources to do our own fiscal analysis.”

“We are pleased to welcome our brothers and sisters from the City of Vallejo to 1245. These hard-working men and women are sure to be an asset to our Local,” said IBEW 1245 Business Manager Tom Dalzell. “We are confident that we can achieve more gains as one large and united Local than they would have been able to secure otherwise, and we are committed to working tirelessly to make sure they get the wages and benefits that they deserve.”

Local 1245 Member Wins “Editor’s Choice Award” in IBEW International Photo Contest

IBEW Local 1245 member Steve Marcotte was awarded the “Editor’s Choice Award” for his submission to the IBEW’s annual photo contest. The image, taken at the Sacramento Veterans Day Parade, depicts Local 1245 members and veterans Pam Pendleton and Walter Carmier, as they share a smile along the parade route.

“Local 1245 showed up to parades all over our jurisdiction to support the members who did serve and make sure veterans know the IBEW is a path for veterans to a middle class life,” Marcotte said. Marcotte’s award-winning photo is above. To see the other winning photos, go to www.ibew.org/media-center/Articles/16Daily/1602/160205_18thIBEWPhoto.
Outside Construction

Work Outlook

Work picture continues to be steady and is expected to remain so through 2016. In addition to the work that has been contracted out through the utilities in our jurisdiction, we are also seeing additional projects — including large solar, Caltrain electrification, high speed rail and the trailer park modification pilot project for which all should provide good jobs for our members for the next several years. In addition to the construction work, we also have members performing inspection services, locating and support service work throughout the jurisdiction.

Since January 2014, Local 1245 has conducted 5,715 Safety Orientations. These orientations, done in conjunction with Code of Excellence training, have helped to educate the workforce on what’s at stake for not working safely by explaining the consequences. All members are required to complete the orientation in order to take a job through dispatch.

Our two OSL reps in the field have visited a total of 69 jobsites and have logged approximately 6,000 miles in the last month alone.

Inspection Contractor

Canus Corporation is no longer performing gas inspection work for PG&E. This change took place at the end of March, and had an impact on close to 200 IBEW 1245 members who were moved to other contractors that are still performing the same work. Although we expected a smooth transition for these members, it didn’t go without some issues, which we continue to work through. All the agreements are identical, however some of the processes and types of work are slightly different. We will continue to work with the members and the contractors to resolve any and all issues that may arise.

Grievances

As we have reported in the past, the Local 1245 Outside Line staff receives frequent calls and discovers numerous issues on a weekly basis related to violations of the agreement. For the most part we are successful in getting these issues resolved in various stages of the grievance process, with most being done in the first step.

However, there are a couple of ongoing grievances that are in the first step and discovery process, one of which has a more widespread impact and involves some potential back pay to several members. We feel confident that this issue can and will be resolved in the first couple steps of the process.

Safety Books (Update)

As we wait to see the final documents from CalOSHA on mandatory changes to both the High Voltage and Low Voltage safety orders, the joint IBEW / NECA Safety committee has begun the process of starting the review of the Safety Red Book. There is a lot of work to do to get this up to the current FedOSHA changes, however, the feedback we have received from CalOSHA will be key to make sure this Safety Manual is current with the state requirements. We are out of the latest edition and have no plans to print any more due to the pending changes. If anyone needs a current copy, it is available for download on our website at www.ibew1245.com/ and the current FedOSHA document from CalOSHA will be posted on our website.

OSL Safety Oversight

Recently, OSL crews have experienced more contractor safety oversight, such as crew audits, and a stronger than usual push from PG&E and their inspectors. There are a lot of factors at play, and PG&E states that they have been mandated by the PUC for stronger contractor oversight. We know that PG&E is working on a plan on what this is supposed to look like, and we will be working with PG&E to find out what the parameters are while also trying to understand the mandate a little better. More to come on this as it becomes available.

Update Personal Information

This is just another reminder for all IBEW 1245 members to make sure all of their personal information is up to date. If a member has changed their place of residence or has had a change in marital status, it is important to have that information updated in our system. There is a lot of important material that is mailed to our members’ residences which they may not receive if their contact information is not kept current.

Beneficiary information that is not updated following a change in marital status can lead to hardships for a member’s loved ones. Funds will be given to whoever was named as the beneficiary, and benefits could end up in the hands of the wrong person based on old information that was provided years prior. We have seen this happen before, and have no way of reversing these disbursements. Members may ask the OSL rep for a Change of Beneficiary card, or call the union office for one if needed.

JATC

On February 29, the California-Nevada JATC opened the apprenticeship application process for a 10-day period. During this period, they received over 1,600 requests for applications. Approximately 1,300 applications were returned and will be evaluated, and scheduling is underway for interviews. Due to the large number of applications, we anticipate the interview process to go on throughout the rest of the year. The first round of interviews is scheduled for May 17 and 18.

We currently have 330 outside line apprentices registered in our JATC program and one traveling apprentice in our jurisdiction.

• 42 Apprentices are working out of local 1245
• 248 are working out of 47
• 4 are working out of 396
• 11 are unemployed (37 are technically unemployed, but 26 can’t work)
• We have graduated 11 apprentices to journeyman lineman
• We haveindentured 0 outside line apprentices

We currently have an orientation/class for the new apprentices, and we anticipate all will pass the class.

OSL Shop Steward Training

On March 26, Local 1245 held a shop steward training session, which also included some labor and IBEW 1245 history and structure. Although we had hoped for a larger turnout, we felt it was a success. Based on the feedback from the members who did attend, they all came away with some valuable information.

Organizing

In the month of April we signed Sturgeon Electric California, LLC to the Outside Line Construction Agreement.

We have met with K.W. Emerson, Inc who may sign the Hydro agreement. We also met with ArborWorks, to discuss signing the master Line Clearance Tree Trimming agreement.

2016 Training Schedule and Special Events

• LAWDP Rodeo – April 30, 2016, Los Angeles
• Soccer Tournament – April 30, 2016, Ripon
• Soccer Tournament – May 14, 2016, Fairfield
• NSUJL Benefit Rodeo – June 17, 2016, Clearfield County, PA
• IBEW 1245 Golf Tournament – October 8, 2016, Vacaville
• International Lineman’s Rodeo – October 15, 2016, Bonner Springs, KS
• First Aid & CPR is the 2nd Saturday of every month at the JATC Riverside and Sacramento facilities.

2016 Call Counts

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Local 1245 Office Staff Celebrates E-Board Member Mike Cottrell

The IBEW Local 1245 office staff hosted a luncheon at Weakley Hall on Dec. 30 to celebrate Local 1245 Executive Board member Mike Cottrell, who is retiring from his job as a Lineman. Cottrell is a 30-year member of Local 1245 who served two terms as Southern Area member on the Executive Board, and in 2013 he was elected to a third term in the newly-created seat representing Line Clearance Tree Trimmers and Outside Construction.

Photo by Muriel Moore
It was a beautiful, sunny day at Rooster Ranch Wings and Clays in Hilmar, where roughly 180 folks participated in the annual Nor-Cal IBEW Clay Shoot, while another 160 took part at Raahauge’s in Dunnigan. IBEW members from several California locals enjoyed a day of challenging sporting clay pairs that put marksmanship to the test. Long-time hunters and expert shots from Bakersfield to Eureka lined up side by side with plenty of novices and first-timers to challenge the courses set up along the rural terrain.

Safety was of the utmost importance, and all participants had to attend a mandatory safety briefing prior to the shoot. After a full morning of friendly competition, the shooters and their families settled down in the shade for a delicious lunch. Following lunch, the highly anticipated prize raffle commenced, and the shooters checked their tickets with anticipation in the hopes of having their number called.

The fabulous prizes included many shotguns and hunting rifles, two full-size gun safe, and the grand prize – a coveted Browning over-under 20-gauge, competition-grade shotgun.

The top shooters were also announced after lunch, and Local 1245’s very own Bill McKinley, an Electric Crew Foreman at PG&E from Bakersfield, came in first place after shooting an impressive 92 out of a possible 100 at the Hilmar location!

Anthony Brown is an IBEW 1245 Business Rep.
Thirty-seven delegates from IBEW Local 1245 (including Executive Board members and staff) travelled to New York City to participate in the Electrical Workers Minority Caucus (EWMC) 26th Annual National Meeting, which took place Jan. 14-17 at the Sheraton New York Times Square Hotel.

"As a first-time delegate at this year's 2016 EWMC Conference in NYC, I was honored to be selected as one of the members to represent our Local," said IBEW 1245 member Theresa Buchanan. "Nothing I've experienced beforehand could prepare me for what I was about to be a part of."

"This has been one of the best conferences that I have attended. I love the way all of our brothers and sisters from all over the U.S and Canada come together for this conference," said IBEW 1245 Organizing Steward and EWMC veteran Rene Cruz Martinez. "The brotherhood and sisterhood is definitely felt because everyone treats each other with respect and everyone is always so nice to one another."

The EWMC conference kicked off with a "Day of Giving," and all the delegates spent time volunteering at various locations and charities around New York. For Buchanan, the community service day was particularly inspiring.

"My team's service project was held at St. Joan of Arc Church in the Bronx. That's where a group of nearly 25 EWMC volunteers — lead by members of Local 3 — worked tirelessly to paint a large community room in need of a little TLC," said Buchanan. "As the day concluded, I was able to talk to other brothers and sisters about how gratifying it was to give back to a community that needed our help, and the lasting impression we'd made in that parish."

"I had the opportunity to volunteer at Operation Exodus, which provides students from surrounding schools with an after school program, tutoring and a place to wait for their parents while they get off work," said Martinez. "We got to paint three rooms for them while others also did some electrical work. It felt good to complete our tasks, and on our way out, we got to see about 15 kids come into the premises after school. I felt a great sense of accomplishment seeing these kids come here. I know somehow they would appreciate what we did for them."

"As union members, we are very fortunate, so I feel participating in the Day of Service was just one of the ways in which we can give back to our communities," said IBEW 1245 Recording Secretary Rachel Ramirez-Hill, who also attended the EWMC conference for the first time this year. "I hope that in the future, we will be able to grow volunteerism within our Local."

The conference featured several engaging workshops and notable speakers, including community activists, faith leaders, elected officials, public advocates and several figuresheads from the IBEW.

International President Lonnie Stephenson announced his goal to double the number of Business Managers who attend the EWMC conference and increase the number of International Vice Presidents as well. He reminded delegates of how important the EWMC is to the IBEW, and aspires to make the IBEW more diverse while also promoting the next generation of younger workers.

Third District International Vice President Don Siegel, a long-time EWMC delegate and supporter, challenged delegates to hold their Union leadership accountable for increasing diversity in their Locals. Brother Siegel also reminded delegates that the top leadership of the IBEW should reflect its membership. Local 11 Business Manager Marvin Kropke spoke to first-time delegates at the New Member Orientation, and issued the same challenge to them.

"All who spoke had stories to tell about how unions have made an impact in their lives, both personally and professionally. The most memorable speaker was Sister Robbie Sparks, EWMC President Emeritus. She was most poignant as she told of her struggles from the civil rights movement, to workers' rights, and how her work is never-ending," said Buchanan. "Both current EWMC President Keith Edwards, and IBEW International President Lonnie Stephens delivered an inspirational message of leadership and solidarity within the Union that brought everyone to their feet."

For many attendees, the most emotional part of the conference took place on the second day, when the delegates had the opportunity to tour the 9/11 Memorial.

"Being at Ground Zero, where more than 2,500 people lost their lives, and seeing remnants of what used to be elevator tags, guns encased in molten cement, and missing person fliers forced me reflect on the importance of my life," said Buchanan. "It was heart breaking to hear accounts from loved ones of that fateful day, and how their lives have forever changed. The tribute Local 3 made to their fallen comrades atop the Freedom Tower is a sentiment we have for one another - we are more than union members, we are an extension of family."

The third day of the conference began with elections for the EWMC officials, Executive Board and Young Workers Board. IBEW Local 1245's own Office Manager, Tonya Alston, who had previously been serving as an At-Large member of the EWMC Executive Committee, was elected to serve as its National Secretary.

That afternoon, IBEW Local 1245 Staff Organizer Jammi Juarez helped lead a workshop of leadership communication styles, and 1245 Organizing Steward Lorenzo Arciniega served as one of the panelists during an in-depth discussion of LGBTQ issues in the union and the workplace.

"It makes me proud to see the EWMC step up to the plate on the LGBTQ issues," said Martinez. "I was happy to see some of our brothers and sisters come up to the stage and share the struggles that the LGBTQ community faces on a daily basis at job sites and sometimes within their locals. I know there is still a lot of work to be done within our locals, but the EWMC has definitely set the bar for IBEW locals to follow."

The conference concluded with an Awards Dinner, where Local 1245 presented EWMC with a donation for $10,000.

"I wanted to thank IBEW 1245 for giving me the honor of attending my first EWMC Conference. This was truly an amazing experience," said IBEW 1245 Executive Board Recording Secretary Rachel Ramirez-Hill. "I have been to a few other conferences on behalf of the Union but this one really stands out ahead of the rest."

"Attending this conference has been life changing for me in so many ways. The experience not only humbled me, but ignited a strong passion and renewed belief in the Brother and Sisterhood of the IBEW," said Buchanan. "I was fortunate to have met so many strong union men and women, from all walks of life, and was proud to be among them!"

Tonya Alston contributed to this report.
IBEW Local 1245’s Organizing Stewards Spread the Activism Bug

If enthusiasm is contagious, then we've gotten an epidemic breaking out at IBEW Local 1245.

As the 2016 class of IBEW 1245 Organizing Stewards filed into Weakley Hall for their first meeting and orientation on Jan. 22, their enthusiasm and positive energy was palpable. The number of Organizing Stewards has nearly doubled since last year, proving without a doubt that once the activism bug starts spreading, there's no stopping it.

Organizing Steward Logan Jonas, who works as a Night Cable Splicer for PG&E in San Francisco, has definitely caught the organizing bug, and says his favorite part of the program is being able to effect positive change for his co-workers and others.

"Being a part of the Organizing Stewards has changed my life. I've been able to grow in ways that I didn't expect," said Jonas. "I am a better person for having the opportunity to be involved and give back to the hard-working people of this union and this country."

Of the 70 members who make up this year's Organizing Steward army, about half are returning from last year, while the other half are new to the program. As the seasoned Stewards shared their favorite experiences from the previous year, the new Stewards listened in rapt attention, and were clearly excited to be a part of such a groundbreaking program.

"It's a wonderful feeling when you know you're becoming involved in something for a greater purpose, and that's what we stand for!" said new Organizing Steward Ashley Boles, who works at the PG&E Fresno call center. "Being able to experience solidarity and giving back to the hard-working people of this union and this country.

The 2016 class of Local 1245 Organizing Stewards

Answering the Call: Local 1245 Organizing Stewards help boost union membership at Indiana manufacturing plant

When our brothers and sisters in Indiana asked for assistance building their membership at a local manufacturing plant, Local 1245 answered the call.

In mid-February, a team of Local 1245 Organizing Stewards, comprised of Miguel Pagan, Rene Cruz-Martinez, Lorenzo Arciniega, Lorae Andreason and myself, Nilda Garcia, flew to Indiana to help IBEW Local 1424 grow its union membership at Faurecia, a manufacturing company that makes vehicle exhaust systems.

The company employs 870 workers at its Indiana plant, many of whom are native Spanish-speakers. Local 1424 represents the workers at Faurecia, but since Indiana is a “Right to Work” state and Faurecia is an open shop, the union has struggled to build and maintain a strong membership base. When we arrived, only 356 of the workers were dues-paying members, which meant we had more than 500 opportunities to sign non-members up to be a part of the union.

Back in 1989, the company and the union engaged in a year-long strike, and the memory of that experience has made some of the senior workers hesitant to join the union. But we didn't let that deter us. We joined up with dozens of other IBEW organizers from across the country, along with the team from Local 1424, and launched an aggressive door-to-door blitz, with the goal of talking to every Faurecia worker about the benefits of union membership.

As Organizing Stewards, we've been trained on what it takes to be the "boots on the ground" for this type of campaign, so we focused on having as many face-to-face conversations as we possibly could. We started with 513 homes to visit, and by end of the first day, we had already knocked on 90% of those doors. By the time we completed the blitz, every house had been visited at least twice.

We worked tirelessly every day, from early morning to late in the evening, to get those conversations going and educate the workers. Many of them didn't even know about the union, or what it meant to join. We had to explain how important it was to be an active member of the union, especially given the fact that the union contract will be expiring in March of 2017.

Through the one-on-one conversations we had with the workers, our 1245 team quickly identified several workplace safety issues at the plant. Rene and Lorae had an extremely eye-opening conversation with one female worker who had been run over by a fork lift at the workplace. She was still limping and had never received worker's compensation, so we pulled Local 1424 Business Manager Jerry Wagner in to help with this particular case.

By identifying the issues that mattered to the workers and explaining how the union could help them, our blitz team was able to sign up 52 new members in a week, bringing the Local from 38% membership up to a solid 48%. We left an additional 72 membership applications for local stewards to collect, which, once collected, would push membership up to 60%.

Local 1245 organizer Jammi Juarez with IBEW International President Lonnie Stephenson and 9th District IVP John O'Rourke.

Local 1245 Commended for Excellence in Organizing

For the third year in a row, Local 1245 has received the IBEW International “Henry Miller Award” for excellence in organizing. Additionally, Local 1245 staff organizer Jammi Juarez was awarded the “Above and Beyond” award at this year’s 9th District Progress Meeting. The award gives her accolades for her "ongoing commitment to organizing, and thereby, furthering the purposes for which the IBEW was instituted."
Linemen Share Highlights from Suriname Trip at Advisory Council Meeting

When IBEW 1245 linemen Samson Wilson, James Scott and Carl Kheen travelled to the small South American country Suriname in the Fall of 2015, they weren’t sure what they would encounter. They had heard from local 77 member Brady Hansen, the founder of the Suriname American Brotherhood Initiative, so they had some sense of the challenges that Surinamese linemen face. They knew that they would be providing potentially life-saving skills and training, but they didn’t realize exactly how impactful the trip would be until they were there.

As honored guests at the Local 1245 Advisory Council meeting in January, the three linemen took the opportunity to share their heartfelt stories and express their gratitude to the union for making the trip possible.

“What a great experience! I was able to share my knowledge, and I also learned a lot from the guys down there,” Outside Lineman James Scott told the Local 1245 Advisory Council. “They’re smart people, and it was great to see how resourceful they are.”

“Safety is so important, so to have this chance to be able to keep our brothers safe down there, and teach them basic things … and then to see that light go on for them, it means a lot,” said SMUD Lineman Carl Kheen.

In addition to providing critical skills and safety training, the linemen from Local 1245 also brought along a shipping container filled with safety equipment they had collected, including climbing gear, boots, traffic control flags and eye protection. Tools and equipment are incredibly scarce for the Surinamese linemen, and they were clearly grateful for the donated items.

“The amount of material that we were able to donate and take down there, and the looks on their faces when they saw all of the stuff we brought, it was just amazing,” said NV Energy lineman Samson Wilson.

While the donations were plentiful, they weren’t quite enough to provide for every lineman in Suriname, and the Local 1245 trainers ended up donating some of their own belongings as well. “I gave away all my personal stuff,” said Kheen. “My boots, my clothes, even my actual climbing belt that I climbed with for 13 years, I left that for a brother down there.”

The trip itself only lasted two weeks, but the linemen from Local 1245 have found that the experience continues to be a part of their everyday lives at home. “With social media and Facebook, I’m able to stay in contact with the friends I made down there. I think I found that the experience continues to be a part of their everyday lives at home. “With social media and Facebook, I’m able to stay in contact with the friends I made down there, and I can’t wait to go back,” said Kheen.

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“It’s made people proud to be part of a union that’s giving back, not just in our own communities, but also in third world countries that they’ve never even heard of.”

Labor Federation Leader Explains Importance of Friedrichs Case at Advisory Council

When Local 1245 Business Manager Tom Dalzell invited California Labor Federation leader Art Pulaski to address the Local 1245 leadership at the January Advisory Council meeting, Pulaski answered the call.

“Art has always been a good and loyal longtime friend to local 1245, and has supported us in the many competitive challenges that we face,” Dalzell told the Advisory Council. “I’ve asked him to come here today to talk about a big challenge we’re facing in the public sector, with a case that’s pending in the Supreme Court that’s part of the corporate agenda to dismantle unions.”

Pulaski took the time to explain the court case to the Advisory Council and detail exactly what’s at stake.

“The Supreme Court is about to decide on a case called Friedrichs vs CTA … and the decision that the Supreme Court will make will determine whether every public union in California and across the nation will still have the right to have an agency shop. That’s the very essence of this case,” Pulaski explained.

“If [the Court rules in favor of the plaintiff(s)] what we will see in California is a move by the anti-worker corporations to do away with all union shops, both in the public sector and also in the private sector,” Pulaski continued. “This is an attack on workers that would affect all of us in California. That’s why we’re asking you to remain vigilant and support us in this fight.”

A few weeks after the Advisory Council meeting, Supreme Court Justice Antonin Scalia passed away, leaving the Court split 4-4 on the Friedrichs case. While most in the Labor Movement consider this to be a temporary reprieve, Local 1245 is still heeding Pulaski’s request to remain vigilant (see “Update on the Friedrichs v. CTA Supreme Court Case” page 21 and “IBEW 1245 Launches Public Sector Member-to-Member Education Drive on the Union Difference” page 20).

Pulaski also took advantage of the opportunity to share his sentiments about Local 1245’s leadership.

“Tom is not just a leader of this great local union, he is also a Vice President of the California Labor Federation, which is a federation of a thousand local unions in California. Tom has always been there as a leader for me and for our Executive Council as a whole,” said Pulaski. “He’ll wait to the right moment and then offer his words of wisdom in to help to move mountains and shape opinions, so we make the right decisions in terms of how we lead the future of the union movement.”

“When, dodged a bullet!”

April – June 2016

James Scott

Samson Wilson

Carl Kheen
The energy sector is changing at a rapid pace, and with these changes come an assortment of new and unique competitive challenges that have the potential to seriously impact IBEW 1245 members and their jobs.

As part of Local 1245’s ongoing effort to keep members abreast of these changes, the union hosted a special two-day seminar that detailed the most significant competitive challenges confronting our members, including Renewable Portfolio Standards, net energy metering, microgrids, technological advancements, the future of gas and coal, threats to the Diablo Canyon nuclear power plant, battery storage, public-private partnerships, and changes to energy regulations, including deregulation efforts in Nevada and regulation reform in New York state.

More than two dozen members came together at Weakley Hall to learn about the full gamut of issues, listen to a panel of knowledgeable thought leaders on the topic of utility market changes, and with these technological opportunities from the interest of the customer, rather than the interest of a particular type of developer, we could come up with a must more holistic, much better solution,” Ramsay continued. “And the utility and its workforce would have a much bigger role than people are anticipating, because it would make sense.”

This notion struck a chord with many of the members, especially those who work at Diablo Canyon Nuclear Power Plant.

“At power plants we hear about the ‘duck curve,’ but it is not set in stone,” said Diablo Canyon Operator Jeremy Winn. “Things can be done. We have the power to have an impact.”

Feeding the Duck

Susan Kennedy, formerly the commissioner of the California Public Utility Commission and now head of a microgrid and battery storage company, delved into more detail about the “duck curve.” She noted that the backward load pattern (known colloquially as the “duck curve”) caused by policies that prioritize developers over customers.

“If we step back and look at these technological opportunities from the interest of the customer, rather than the interest of a particular type of developer, we could come up with a much more holistic, much better solution,” Ramsay continued. “And the utility and its workforce would have a much bigger role than people are anticipating, because it would make sense.”

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After a crew from PG&E’s Tower department installed a new tower near Lake of the Pines in the Grass Valley area, a GC Transmission crew from the North Valley was sent out to lift the conductors on the tower to a new cage extension in order to correct a ground clearance violation. The crew was also tasked with installing new insulators and hardware, as well as re-tensioning the wire, which became too tight when it was lifted.

The job utilized two helicopters – one to pick the wire, and the other to carry members of the crew.

“We do this quite a bit,” said crew member Jason Madigan. “We’ve been taking care of this type of work since [last] spring, all throughout the Valley and up here in the foothills. We’ve been working on this particular job for the past couple of months. We call jobs like this NERC jobs, where there are ground clearance violations, and we come in to lift the wire up.”

NERC stands for the North American Electric Reliability Corporation, the non-profit entity that oversees and regulates electric grid reliability in the US, Canada and Mexico. When a NERC aircraft identifies a violation, the company is notified, and crews like Madigan’s are dispatched to correct the issue.

Photos by John Storey
Local 1245 Doubles Down to Keep Diablo Canyon Power Plant Open

PGE’s Diablo Canyon Nuclear Power Plant has been under assault for years from a variety of state and federal agencies, as well as a handful of committed opponents. Last year, IBEW Local 1245 succeeded in funding off a legal effort seeking to close the plant, but the threats to Diablo Canyon’s continued operation have continued to mount, and IBEW Local 1245 remains steadfastly committed to do everything in its power to keep the plant up and running.

Diablo Canyon is one of the biggest economic drivers in San Luis Obispo County, and thousands of residents and businesses depend on it as a key source of quality jobs and revenue. More than 1,500 workers — including 600 IBEW 1245 members — are employed at Diablo Canyon, making it the largest creator of jobs in the San Luis Obispo area. The plant’s operation tax base helps fund everything from public safety to schools, and plays a key role in the economic stability of the region.

Diablo Canyon is also a vital part of California’s clean energy future. As the largest generator of local, greenhouse-gas-free power in the state, Diablo Canyon provides much of the critical baseline power that California needs to meet its Climate Action goals, which is particularly important given the state’s rapidly changing electricity supply. If Diablo Canyon were to close, the sudden loss of the 2,240 MW produced there would inevitably cause a significant increase in greenhouse gas emissions to replace this baseline power. We saw this occur when the San Onofre Nuclear plant in southern California was first curtailed and then shut down several years ago. The Grid operators had to find replacement power, which ended up coming from fossil fuel generation sourced mostly from old, dirtier plants that were forced back into production.

Keeping Diablo Canyon open is fundamental to IBEW Local 1245. The union is engaging directly with several state agencies, the State Lands Commission, the Coastal Commission, the State Water Board and the CPUC as part of our ongoing fight to keep the plant open. We have also met directly with the Governor and his aides, as well as members of these Commissions, to lobby for the continued operation of Diablo Canyon. Additionally, Local 1245 is organizing locally in San Luis Obispo County to build a broad coalition of labor, community and environmental groups to support and keep open Diablo Canyon.

www.keepdiablocanyonopen.com

Local 1245 Members and Supporters Rally for Diablo Canyon

More than 180 IBEW 1245 members and supporters descended on the State Capitol on April 4 to deliver an important message — Keep Diablo Canyon Power Plant Open. A busload of Local 1245 members who work at Diablo Canyon traveled up to Sacramento for the rally, where they were joined by elected officials, union leaders, Local 1245 Organizing Stewards, union staff and supporters.

Local 1245 Business Manager Tom Dalzell carried home the message that the next generation of Californians are relying on Diablo Canyon in a multitude of ways, both environmental and financial.

“I’ve got two really good reasons to keep Diablo Canyon open — Anna and James Lyman,” Dalzell said, recognizing Diablo Canyon employee Adam Lyman’s two children, who came to the rally with their parents. “Diablo Canyon is the largest private employer in the county, paying over $20 million in property taxes. The schools and public services in San Luis Obispo all depend on the jobs at Diablo Canyon.”

“We recognize that greenhouse gas emissions are a problem, and we want to be part of the solution,” said IBEW 9th District International Vice President John O’Rourke. “All we’re asking for is to extend the plant’s lease through 2024-25, which would give us the opportunity to step back and refocus our efforts on what is needed … because 2,240 megawatts of baseload power generation, well, you just don’t create that overnight. We need a thoughtful, well-planned system to bring on new megawatts of generation.”

Kevin Garduno, an operator at Diablo Canyon who recently became the head of the union’s campaign to keep the plant open, took a moment to address the safety concerns that some members of the public have when they think about nuclear power.

“I never have even one second of hesitation when I’m driving into the plant, because I know my brothers and sisters at Diablo Canyon are the best operators in the nation,” Garduno said. “They keep us safe every single day. They follow all the precautions, policies and procedures that are in place to keep the plant safe, reliable and running at peak efficiency.

Representatives from other local unions also joined the rally. John Mader, president of ESC-IFPTE local 20, which represents 350 engineers and designers that work at Diablo Canyon, as well as the scientists who work at the Environmental Protection Agency (EPA), emphasized the fact that the nation’s top environmental experts are advocating for nuclear power as a clean and safe alternative to dirty fossil fuels.

“This fight isn’t just about union jobs. This fight is about our planet,” said Mader. “We care about the environment and about taking care of our planet, then you keep this plant open!”

Part of Our Future

Although IBEW Local 1245 is not an official member of the State Building and Construction Trades Council, its leader, Robbie Hunter, joined the rally to underscore the plant’s important history as well as its flawless safety record.

“When Enron was playing games back in 2000 [during California’s energy crisis], … it was Diablo Canyon that kept the lights on and kept our economy and economy moving,” said Hunter. “It’s got the most perfect record — not just of a nuclear power plant, but of ANY generation plant in the United States.”

Hunter was not the only notable state leader who spoke at the rally. Several members of the California Legislature also came out to voice their support for Diablo Canyon.

“Diablo Canyon is part of our future. It meets all the goals of renewable energy, clean energy, it’s a part of our water infrastructure,” said Assemblymember Devon Mathis (R-Visalia). “I’m going to do everything in my power to keep you guys open and keep Diablo Canyon open.”

And PGE’s letter agreement, piloted during California’s Energy Crisis, has served Diablo Canyon well, and continues to be a model for keeping the plant running.

“If you look back at the drought, at the water, the basin is good for our state, and it’s also part of our water infrastructure,” said Assemblymember Adam Gray (D-Merced) to the crowd of supporters. “California needs clean energy and green jobs, and we’ve got both here” at Diablo Canyon. We should be talking about building more, not taking away what we’ve got.”

This summer, the State Lands Commission will decide whether or not to renew PGE’s current license that allows Diablo Canyon to remain in operation, and Local 1245 intends to continue speaking out and lobbying the members of the Commission to make sure they understand the critical role that Diablo Canyon plays in both our economy and well as our clean energy future.

General Negotiations Commence at PG&E

On March 18, IBEW Local 1245 and PG&E launched general negotiations with the initial exchange of bargaining proposals. Although Local 1245 has not generally posted the original proposals at the onset of general negotiations in the past [and in fact, has only done so one time in the last five rounds of bargaining], the union has decided to post the full proposals this year, in order to keep members informed and ensure that this round of bargaining is as transparent as possible. View the Company’s proposals at bit.ly/PGEnegotiationsMarch2016. View the Union’s proposals at bit.ly/1245initialproposalsMarch2016.

“It is our position that all issues that affect a limited number of members should be addressed in ad hoc negotiations, and that includes electric and gas service crews, two-man rubber-gloving and sick leave in the call centers,” said IBEW 1245 Business Manager Tom Dalzell.

“This has been our stance for quite some time, and we will continue to maintain that position as general negotiations move forward. Our intention NOT to negotiate these issues as proposed by the Company, and instead reserve them for the relevant ad hoc committees.”

The general negotiations commenced after members voted down two letter agreements, 16-07 and 16-08, related to gas and electric service crews.

Letter Agreement 16-07 (Electric Service Crew)

A total of 907 ballots were mailed, and 494 ballots were returned.

YES: 149 (30.2%)
NO: 334 (69.6%)
BLANK: 0 (0.0%)

Letter Agreement 16-08 (Gas First Responder Crew)

A total of 808 ballots were mailed, and 325 were returned.

YES: 211 (64.9%)
NO: 114 (35.1%)
BLANK: 0 (0.0%)

Visit our website at www.ibew1245.com/ pge for updates on negotiations.
Retirees’ Corner

Reno/Sparks Retirees Support Meals on Wheels

The IBEW 1245 Reno/Sparks Retirees Club chapter donated $600 in club funds plus an additional $250 in matching union funds to the local Meals on Wheels program in Washoe County. Pictured from left: Local 1245 retirees Rod Thomas, Rud Gray, Jim Lappin, Cyril Escallier, Vickie Borst and Ron Borst, and Washoe County Senior Services Administrative Assistant Leslie Williams.

Reno/Sparks Retirees Present Donation to Ronald McDonald House

On Dec. 29, 2015, the IBEW 1245 Reno/Sparks Retirees Club members Rod Thomas, Cyril Escallier, Jim Lappin and Ron Borst (far right) presented a donation for $250 to the Nevada Children’s Cancer Foundation rep Lisa Shaffer (holding check) on Dec. 29, 2015.

Reno/Sparks Retirees Support Holiday Meal for the Less Fortunate

Members of the Yerington Retirees Club presented their annual Holiday donation of $250 to the Yerington Vineyard Fellowship, to support the annual holiday dinner for the less fortunate in Yerington. The community organization serves a full dinner to around 500 people and gifts for children as well. Pictured from left: IBEW Local 1245 retirees TBird and Walt Plett, Yerington Vineyard Fellowship Director Pete Focha, and retiree Alyce Reese.

Reno/Sparks Retirees Present Donation to Nevada Children’s Cancer Foundation

The IBEW 1245 Reno/Sparks Retirees Club members (from left) Rod Thomas, Cyril Escallier, Jim Lappin and Ron Borst (far right) presented a donation for $250 to the Northern Nevada Children’s Cancer Foundation rep Lisa Shaffer (holding check) on Dec. 29, 2015.

Congratulations newly-retired members

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in a Retiree Club chapter in Dublin, San Jose, Santa Rosa, Merced, Reno, Yerington, Carson City or Winnemucca. If you don’t have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Retirees Clubs meeting changes

New Meeting Location and Date for Yerington Retirees Club

The IBEW 1245 Yerington Retirees Club Chapter has a new meeting location. Starting on February 24th, 2016, the club will meet at Pioneer Crossing Yerington (11 North Main Street, Yerington, NV 89447) in the Branding Iron Restaurant Meeting Room. The meetings will now take place on the 4th Wednesday of each month at 10:30am.

The IBEW 1245 Carson City Retirees Club chapter has changed its meeting schedule. Instead of meeting every month, the club will now meet four times per year (January, April, August and October) on the 4th Thursday at 9am. The meeting place will remain the same (Grandma Hattie’s Restaurant, 2811 S. Carson St., Carson City, NV).

Meeting Schedule Change for Carson City Retirees Club

From left: Ronald McDonald House CEO Marty Ozer with IBEW 1245 retiree club members Rod Thomas, Rita Weisshaar, Jim Lappin, Cyril Escallier and Ron Borst.

From left: Ronald McDonald House CEO Marty Ozer with IBEW 1245 retiree club members Rod Thomas, Rita Weisshaar, Jim Lappin, Cyril Escallier and Ron Borst.
Retirees, from page 14

Ruth Evangelio 33 years
Nipomo, CA
Daniel Furthado 30 years
Madera, CA
John Gaffney 39 years
Stockton, CA
Gary Finks 33 years
Danville, CA
Dennis Flint 32 years
Newport, CA
Frank Flores 41 years
Clovis, CA
Alan Franck 36 years
Concord, CA
Jeffrey Fung 37 years
San Jose, CA
Vincent Grimes 7 years
San Jose, CA
Brian Grunlohd 32 years
Modesto, CA
Donald Garrett 45 years
Ceres, CA
Judy Graile 8 years
Oakland, CA
Clifford Good 44 years
Livermore, CA
Gary Hartig 33 years
Los Gatos, CA
Donata Johnson 38 years
Clovis, CA
Kirk Hazel 43 years
Salinas, CA
Brian Heatley 32 years
San Mateo, CA
Garry Hackett 36 years
Nipomo, CA
Matthew Hagen 32 years
Tuolumne, CA
Jerry Hahn 41 years
Fresno, CA
Gregory Hasty 42 years
Oakdale, CA
Chris Hansen 22 years
Oakdale, CA
Shelley Hinojos 39 years
Hartford, CA
Lorenso Hellman 25 years
San Jose, CA
Michael Henderson 25 years
San Jose, CA
David Hinde 37 years
Dunnigan, CA
John Henry 12 years
Benica, CA
Marcin Hoyt 25 years
Eugene, Oregon
Michael Hughes 37 years
Fresno, CA
Jason Hughes 42 years
Hayward, CA
Steven Jones 35 years
Loleta, CA
Donald Jongerson 38 years
Fresno, CA
Michael Jones 39 years
Morgan Hill, CA
Jeffrey Lynn 41 years
Dayton, NV
Donovan Riddle 25 years
Redding, CA
Terri Kline 21 years
San Jose, CA
Gary Kuntz 20 years
San Benito, CA
Charles Kramer 25 years
San Benito, CA
Gary Kuntz 20 years
San Benito, CA
The Call, from page 9

Local 1424 up to 55% membership at the plant.

"The Indiana Blitz showed me that an idea, a "Right to Work" state, union values can prevail," said Local 1424 Organizing Steward Miguel Pagan. "Our message was simple: you don't always get what you deserve... but you will get what you negotiate."

"We were thrilled to have us there, and our 1245 team identified seven Spanish-speaking workers who now want to become shop stewards. Lorenzo put together a Spanish membership welcome packet, to make sure the Local had the resources for these employees after we left. We also shared many ideas with Local 1424, but for also for the International IBEW."

"We changed minds, got the workers in the plant talking about the IBEW, and started a movement. The work here is not done, but together we made a difference."

"As always, I am grateful for our union and for our Organizing Steward program. We are so lucky to have great leadership and the vision of our Business Manager, Tom Dalzell. We accomplished so much, not only for Local 1424, but for also for the International IBEW. If we were able to bring union membership Coordination Committee in five days, we can just imagine what they'll accomplish by March of 2017!"

I always ask my co-workers if they can picture working for company without a union, collective bargaining, safety or job security. I absolutely can, and I know why those of us involved with the union. This experience has solidified my commitment to the union even more. We are working people standing together!"
La Cumbre de Seguridad de los podadores de árboles fue un rotundo éxito

**Area Norte**

Nuestra reciente Cumbre de Seguridad de los podadores de árboles “Mantenga la distancia” fue un gran éxito, y en base a los comentarios que hemos recibido durante las visitas al campo y a los patios, tuvo un impacto importante sobre los miembros. El orador principal, el Dr. Bell, fue revelador y mantuvo la atención de los asistentes, quienes salieron muy satisfechos de la presentación. Sin duda causó un gran impacto. Hemos recibido numerosas solicitudes para que regrese.

Casi todos los contratistas de árboles han estado contratando nuevos empleados, algunos, a instancias de las empresas de servicio público, ya que esperan podar muchos más árboles en comparación con el año pasado. Se espera que los contratistas cumplan con el programa previsto y se les ha informado que si no lo pueden cumplir, la empresa de servicio público traerá a subcontratistas y que los contratistas principales tendrán que pagar dichos costos.

La contratación ha tenido un efecto negativo en la producción, y ha puesto más presión sobre los empleados con experiencia y calificaciones para sostener la producción. Hay poco tiempo disponible para la capacitación y no se recibe ninguna compensación por la capacitación. La gerencia ha amenazado a algunos capataces de las cuadrillas por ser demasiado exigentes con los nuevos empleados, muy probablemente debido a la ausencia de tiempo para la capacitación. La mayoría de los contratistas de árboles están trabajando en horarios de cuatro días, diez horas y muchos están obligados a trabajar un quinto día obligatorio. En algunos casos, los patos que generalmente votan en contra de los horarios 4 x 10 han votado sí, lo que indica que entienden las dificultades que enfrentan las compañías y están dispuestos a ayudar.

Todavía estamos recibiendo reclamos sobre problemas de vacaciones, tanto en términos de vacaciones acumuladas como en conceder días de vacaciones. Los dos últimos años han sido difíciles para las compañías, pues más y más árboles requieren atención, agravado por el hecho de que las compañías no contratan suficiente gente para hacer el trabajo. Este año es como los dos últimos, soluciones son necesarias, y las compañías deben contratar a más personas (lo cual está haciendo). Es un reto porque los nuevos empleados deben recibir capacitación y, naturalmente, habrá que hacer algunos sacrificios.

**Area Sur**

El IBEW 1245 está haciendo un excelente trabajo en la promoción de la seguridad en este grupo, y sin duda necesitan toda la ayuda que puedan obtener sobre la base de la tasa de accidentes en este tipo de oficios. La gerencia está demostrando la capacitación en función de sus cuotas de producción. Tres miembros de la zona asistieron a la capacitación de seguridad “Mantener la distancia” en Vacaville el 14 de abril, y otro miembro asistió a un excelente seminario en Santa Bárbara organizado por un arborista de renombre mundial. La asistencia a las reuniones del sindicato de una unidad ha sido muy alta en comparación con otras unidades. En ella participan alrededor del 30% de los miembros del área, es decir, alrededor de 28 miembros en promedio. Hay una gran cantidad de información errónea y también existe inseguridad sobre sus empleos originados por la cultura y composición demográfica del grupo, y algunos miembros continúan teniendo problemas en relación con el mandato del estado de tres días libres por licencia por enfermedad. Los hemos educado sobre lo que dice la ley, así como sobre las excepciones asociadas con la ley. Este tema será discutido en la próxima ronda de negociaciones. Los ascensos son un problema en algunas áreas y no en otras, dependiendo de la educación y el conocimiento de nuestros miembros acerca de sus derechos descritos en el contrato, así como en virtud de la jurisprudencia.

**Promociones**

Promociones son un issue in some areas and not others, based on education/knowledge of our members about their rights under the contract as well as under case law. We helped with the promotions of two employees that had the time and experience for the next advancement, despite the fact that neither employee possessed a class “B” license. Top management has been preaching to us in labor-management meetings that progression may be based on the class “B” licenses. The contract is silent in terms of the transfer of crews within 60 miles (home base), and a “meet and confer” is needed in order to resolve this ongoing issue.

**North Central Area**

NV Energy requested to cut back two crews last month. The majority of the crews had been sent to Carson City, and two crews were sent to Eastern Nevada. Work just opened up on the South Lake Tahoe border. We only have a few minor issues going on at the present time. Note that we have a shop steward and safety continued on page 33

Lines Clearance Tree Trimmers

Tree Safety Summit Proves to be Resounding Success

**North Area**

Our recent “Keep the Clearance” Tree Trimmer Safety Summit was a great success, and based on the feedback we’ve gotten during field and yard visits, it made a notable impact with the membership. The keynote speaker, Dr. Bell, was insightful and engaging. He was given high marks for his presentation by those that attended, and definitely made a lasting impression. There have been numerous requests to have him come back.

Almost all of the tree contractors have been hiring new employees, some at the urging of the utility, because they expect to trim many more trees compared last year. The contractors are expected to stay on schedule and have been told that if they are unable to do so, the utility will bring in subcontractors and the prime contractors will have to pay the bill.

The hiring has had a negative effect on production, and has put more pressure on those with experience and qualifications to maintain production. There is little time for training and no compensation for the training. Some crew foremen have been counseled by management for being tough on the new hires, most likely due to frustration and production pressure.

Most tree contractors are working four-day, ten-hour schedules with many mandating a fifth mandatory day. In some cases, yards that usually vote against 4x10 schedules have voted yes, which indicates they understand the predicament the companies are in and they are willing to help out.

We are still hearing about vacation issues, both in terms of accrual and granting vacation time. The last two years have been tough for the Companies, with more and more trees needing attention, compounded by the fact that the Companies did not hire enough people to do the work. This year is like the last two only more so, and the Companies must hire more people (which they are doing). It is challenging because the new hires need to be trained, and naturally there will be some culling.

**South Area**

IBEW 1245 is doing an excellent job in promoting safety to this group, and they certainly need all the help they can get based on the accident rate in their trade. Management is pushing back on the training based on their production quotas. Three area members attended the “Keep the Clearance” safety training in Vacaville on April 14th, and another one attended a grand seminar in Santa Barbara that was put by a world-renowned arborist.

Attendance at union meetings in one unit has been very high in comparison to other units. It runs about 30% of the area’s membership, or about 28 members on average.

There is a lot of misinformation and insecurity about their jobs based on the group’s demographics and culture, and members are still having issues regarding the state’s mandate of three days off for sick leave. We have educated them on what the law states, as well as the exemptions associated with the law.

This issue will be discussed during the next round of negotiations.

IBEW 1245 Health and Safety Committee member Dan Boschee was not sure what he was going to learn when he attended a class entitled “Surviving the Active Shooter,” at a National Safety Council meeting. But when the class concluded, Boschee knew he had to bring the information back to his employer and his fellow union members at Frontier Communications.

Ten minutes into the class, IBEW Local 82 Safety instructor Paul Chaney, wearing a full business suit, made a startling point when he produced eight simulated weapons that had been concealed in his clothing, and pointed out that the only exit in the room was a single door behind the audience.

Boschee realized just how important it is to have a plan in place in the off chance that something like that could happen at work, so introduced the topic to the members of the Frontier safety committee, which he chairs. Now, two years later, Frontier Communications is ushering in a new policy with required training for all 18,600 employees in nine states. The overall goal of the active shooter policy is to produce a means to respond to threats at Frontier locations and heighten awareness on how to stay safe in the rare event an incident may happen. Thanks to a collaborative effort from rank-and-file IBEW members and Frontier supervisors, a positive step has been made to address a potential threat.

On April 9, Boschee and three other members of the Local 1245 Health and Safety committee will travel to the Spring National Safety Council Labor Division and IBEW safety caucus to find information that will benefit their employers and fellow union members. The committee members include Carlos Rodriguez (Utility Tree Service), Al White (PG&E), Mike Gomes (Modesto Irrigation District), IBEW 1245 Senior Assistant Business Manager Ralph Armstrong and Business Representative Rich Lane.

Local 1245 Health & Safety Committee Member Spur Frontier Communications to Develop Active Shooter Policy

**Asplundh Tree**

LINE CLEARANCE TREE TRIMMERS

Promotions are an issue in some areas and not others, based on education/knowledge of our members about their rights under the contract as well as under case law. We helped with the promotions of two employees that had the time and experience for the next advancement, despite the fact that neither employee possessed a class “B” license. Top management has been preaching to us in labor-management meetings that progression may be based on the class “B” licenses. The contract is silent in terms of the transfer of crews within 60 miles (home base), and a “meet and confer” is needed in order to resolve this ongoing issue.
Three members from IBEW 1245 — Mike Garner, Jose Pedro Paredes, and I, Rosario Garcia — showed that line clearance tree trimmers from Local 1245 know how to do their job at this year’s International Society of Arboriculture (ISA) western chapter tree climbing competition in Santa Barbara. I’m so very thankful and grateful to the IBEW 1245 Executive Board, the Keep the Clearance peer safety committee and the union as a whole for sponsoring our participation. I would also like to thank the Local 1245 staff that attended the competition, Abel Sanchez and John Kent. It was a pleasure to have you there with us.

As volunteers, we arrived two days before the competition began to help set up several events, including the delayed speed climb, aerial rescue, throw line toss, secured foot lock, and my personal favorite, the work climb.

• Work climb: Climbers are placed 55 ft up at the top of the tree with a bucket lift, and have to move down through several stations. At the first station, climbers have to ring the bell with a handsaw. At the next station, they touch a bell with a hand saw and throw sticks at a target on ground. Then they move to a pole pruner station, followed by a limb walk where they cannot move the limb too far down or a bummer will sound, and then the final descent to the base of the tree where they rappel down onto a target, all in under five minutes.

• Throw ball toss: Targets are set up in different crotches of tree. Competitors must toss a throw ball and braid rope all the way through to the ground in under six minutes, and they earn more points for more difficult targets.

• Aerial rescue: A life-sized weighted dummy is placed in a tree, and the climber must assess the situation and bring the dummy back to ground safely within five minutes.

• Secured footlock: The climber starts on ground and climbs 50’ straight up a rope as quickly as possible using a secured double footlock.

• Secured speed climb: Similar to the footlock, except the climber climbs the tree to the height of 50’ as fast as possible. These events took lots of time and energy to set up. We went up more than 60 feet to set up friction devices and ropes atop trees, along with cow bells at each tree station for the competitors to ring to signify the station is complete. From the tree tops, we got to appreciate a great view of the ocean, which was just across the street from where the event took place in Chase Palm Park.

Two full days of hard work took place to get this great event underway. Thursday and Friday were the set-up days, and Saturday was the first day of competition. 30 climbers from all over the western chapter of the ISA came to compete for the title. The top five competitors from Saturday competed in Sunday’s master challenge, vying to be crowned winner of the Western chapter and advance on to the international competition, which is being held in Houston, Texas this year.

Our experience gave us the knowledge of how an event like this is run, and we hope to host a similar event for the members of our great union, IBEW 1245.

Rosario Garcia is a line clearance tree trimmer at Trees Inc and 7-year member of IBEW 1245.
Roseville Unit Presents Community Fund Donation to Bayside Military Care Package Campaign

Unit #1122, Merced Irrigation District, donated $350 to the Atwater Police Athletic League (PAL) afterschool program.

The Reno/Sparks Retirees Club Chapter donated $250 to each of the following four organizations: Veteran’s Guest House, Washoe County Senior Services/Meals on Wheels, Northern NV Children’s Cancer Foundation and Ronald McDonald House.

Unit #1123, Merced, donated $200 to the Merced County Food Bank, $100 to the American Cancer Society and $200 to the Boys & Girls Club of Merced.

Unit #1218, Lompoc, donated $250 to the Lompoc High School Girls Soccer Program and $250 to Brice Fabling Bikes 4 Kids.

Unit #1219, Hollister, donated $500 to Chamberlain’s Children Center in Hollister.

Unit #1221, Buellton, donated $500 to Domestic Violence Solutions in Santa Barbara.

Unit #2311, Oakland Physical, donated $250 to the Alameda County Food Bank and $250 to the Hercules High School JV Basketball Team.

Unit #2316, Concord, donated $500 to St Jude’s Children Hospital.

Unit #2317, Antioch, donated $250 to the American Legion in Antioch.

Unit #2518, Modesto Irrigation District, donated $250 to New Dimensions Foster Family Agency and $250 to Modesto Gospel Mission.

Unit #3012, USBR/CVO, donated $250 to Mustard Seed School and $250 to Wounded Warrior Project.

Unit #3311, Reno, donated $250 to Mrs. Evelyn Mount’s food pantry.

Unit #3313, Yerington, donated $250 to the Boys & Girls Club of Mason Valley and $250 to the Josh Farler Helping Hands Project.

Unit #3318, Elko, donated $500 to the Great Basin Children’s Advocacy Center.

Unit #3611, Marysville, donated $500 to the Veterans of Foreign Wars (VFW) Post 948 in Marysville.

Unit #3711, Novato/Marin, donated $500 to the Whistlestop/Marin Senior Coordinating Council.

Unit #3714, Ukiah, donated $250 to Willits Senior Center and $250 to Willits Boosters.

Unit #3715, Lake County, donated $500 to the Upper Lake High School’s Mock Trial team.

Unit #3812, Vacaville, donated $250 to the Disabled American Veterans Post 84 and $250 to Wheelers for the Wounded of California.

Unit #3813, Placerville, donated $500 to Casa El Dorado Child Advocacy group.

Unit #4014, Frontier, donated $250 to Elk Grove Longhorns Youth Baseball Team and $250 to Elk Grove Food Bank.

Unit #4419, Redding/Davey & Utility Tree, donated $250 to Good News Rescue Mission and $250 to Western Service Workers Association.

Unit #4911, General Membership, donated $500 to the American Legion Post 509 in Fresno.

East Bay Retirees Club donated $250 to the Guide Dogs for the Blind and $250 to St Jude Children Research.

Unit #1513, Santa Cruz, donated $500 to the Boys & Girls Club of Santa Cruz.

Unit #2318, Richmond, donated $250.00 to the Richmond Emergency Food Pantry.

Unit #2510, Manteca, donated $150 to Manteca VFW, $175 to Second Harvest Food Bank and $175 to Love, Inc.

Unit #2518, Modesto Irrigation District, donated $300 to Modesto Girls Softball League and $200 to New Dimensions Foster Family Agency.

Unit #3316, Fallon, donated $500 to the Out of Egypt Food Pantry.

Unit #4716, Concord/Davey Tree, donated $500 to the California Fly Fisher Unlimited.

Carson City Retirees Club donated $250 to NAMI (National Alliance of Mental Illness).

Unit #1217, Templeton, donated $250 to the Paso Robles Girls Softball League.

Unit #2511, Stockton, donated $200 to the Ed Stewart American Legion Hall to replace their sign.

Unit #5232, North Lake Tahoe, donated $250 to the U-8 Falcons Soccer League and $350 in matching funds to the Snowfest Bunco Bash.

Unit #1215, San Luis Obispo/Pismo Beach, donated $500 to Ride-On/Vets Express Transportation.

Unit #2509, Stockton Clerical, donated $200 to the Owl Project.

Unit #3712, Santa Rosa, donated $250 to the Roseland Youth Center.

Unit #4014, Frontier, donated $100 to the American Cancer Society Relay for Life.

Unit #3513, Roseville, presented a $250 donation from the Local 1245 Community Fund to the Bayside Military Care Package Campaign. Members Mike Barton and Dennis Ehrebberger, along with Business Rep Jennifer Gray, presented the check on Dec. 8 and also participated in the assembling of care packages for active military service men and women who were deployed over the holidays.

Fresno Physical Unit #1111 Supports Boys and Girls Club of Del Rey

Unit #1111, Fresno Physical, presented a $500 donation from the Community Fund to the Boys and Girls Club of Del Rey last fall. This photo depicts some of the younger children who have benefitted from the donation.
Chapter 20

California desert 1959 / Tragedies recalled / The token passed down

He had no monkey on his back but he thought about it a lot for the rest of his days and that night in Fowler with the teller he heard the forecast but chose to ignore the conclusion as a lucky guess gone wrong. He was after all the heir to the token and he would have to pass it on anyway someday so he sat about to figure who to hand it over to. All the fun he had with them, one he might choose could not possibly say no and after a good saturation of booze and another sweet girl they may even share he would award the token and be done with it and the curse and gratuities would be for some other to deal with and no longer his to bring the crowds in with and lure them with his tales of the trade to celebrate the life of the great one who lay in his grave in the nation’s capital overseeing it all, or the other who lay in his grave near Houston. But it must be the right lineman, better to do the duty of it than even he had done, to better position the mighty arms of labor to strengthen still further against the grip and greed of the higher power of management that always waited to deplete them into submission and to deliberate to destroy the brotherhood.

On the Kansas City cutter he met the kid and he was a nervous one that had been out in Hobbs right after the war with Curly and just couldn’t take any more of it, all those orders from his sister’s husband so he broke away and went on the move with Sky Rocket to learn of the craft and the token. Curly wanted him to stay with him at South Western Power and settle down and the call of the tramp in Sky and Fancy sold him over to the road and Pinky the grunt that had also served under Henry was to steal him and the Pep into the traveling rascals of the road never to settle in their entire lives but once in a while stopping to catch their breath at a power company and swearing they were through with the road but a couple years was all they could ever stand and off they would go again. Road whores chasing the wind and the money, dragging the kids and women along, pulling the trailers and chasing their hot dreams and cold beer straight to hell like a bunch of rented mules caught in their free-dom and dreary dazed dreams of home.

Separting on their own but still moving to places in Minnesota for the high lines and silos in Wyoming building power to a new cold war age, opting sometimes for the ground to have a change from the belt and hooks soothing on the ground like a turkey buzzard on a shit wagon catching breath to fly again and to meet again on a job to wail in delight at the new child one had. Going hungry from time to time and calling each other for a few dollars to hit a job and pay the dohby to do it all again and a few would save and build a dream home on a piece of ground but most would just go from place to place and even to the ends of the earth just to be free and tell some smart son of a bitch to shove his job up his ass just to see the look on his face on his way to the next job.

But when eyes were closed under the shade of hope and the burden of the sun sank into their backs for the long haul of labor, by god they were free to roam standing straight and walking proud to the very end. Spending their days car-sank into their backs for the long haul of labor, by god they were free to roam the dobby to do it all again and a few would save and build a dream home on a piece of ground but most would just go from place to place and even to the ends of the earth just to be free and tell some smart son of a bitch to shove his job up his ass just to see the look on his face on his way to the next job.

But when eyes were closed under the shade of hope and the burden of the sun sank into their backs for the long haul of labor, by god they were free to roam standing straight and walking proud to the very end. Spending their days carrying the banner that their women did not fully understand to their graves like standing straight and walking proud to the very end. Spending their days car-sank into their backs for the long haul of labor, by god they were free to roam the dobby to do it all again and a few would save and build a dream home on a piece of ground but most would just go from place to place and even to the ends of the earth just to be free and tell some smart son of a bitch to shove his job up his ass just to see the look on his face on his way to the next job.

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Threat to Public Sector Unions

WASHINGTON, D.C. — A group of nine teachers from southern California — were backed by the California — were backed by the California — were backed by the Center for Individual Rights (CIR), which sought to drastically undercut public sector unions.

Friedrichs v CTA: The Threat to Public Sector Workplace Rights

The plaintiffs in the Friedrichs case — a group of nine teachers from southern California — were backed by the Center for Individual Rights (CIR), which is funded by anti-union corporate interests, including Charles & David Koch, the billionaire brothers who funded Wisconsin governor Scott Walker and his strategy to wipe out Wisconsin’s public sector unions. Their goal is to overturn 40 years of legal precedent and do away with agency shops, fair share fees and automatic dues deductions, effectively transforming every state into a so-called ‘Right to Work’ state. Without those funding mechanisms, unions would be weakened and would have fewer resources to engage in bargaining, representation and organizing.

“The backers of Friedrichs” would have you believe the so-called ‘Right To Work’ movement is about preserving your right to choose to be union or not. But you already have a choice,” Local 1245 Assistant Business Manager Ray Thomas stressed at the meeting. “In the public sector, under current law, you choose to be union, just as the majority of your co-workers choose to be union. Agency Shop provisions are a choice. You and your coworkers already choose whether or not to have Agency Shop provisions within your bargaining units. Friedrichs is not about choice. It’s about destroying unions and taking away your voice at the workplace.”

The recent death of Supreme Court Justice Scalia presents a temporary reprieve in the Friedrichs case, but US Supreme Court Chief Justice John Roberts retains the right to hold the case over to be re-argued once a new justice has been nominated and confirmed.

Why Pay Dues?

“I have always felt that teamwork is what keeps us safe at work. We count on each other to look out for each other’s back so we can go home safe each day,” said SMUD senior employee and IBEW 1245 veteran Don Hurdle. “Paying dues is just an extension of me doing my part to help the team. I would never think of having another crew member doing my part of the job and me being able to get credit for a job well done... and I would never expect another member to pay my share so I can boast about how good my benefits, pay and retirement are.”

Hurdle’s Business Rep, Sam Glor, underscored the value of union representation when he held up the bright yellow SMUD contract, listing the negotiated protections and benefits that workers enjoy.

Local 1245 Business Rep Sheila Lawton summed up the benefits of being a dues-paying union member in one word. “Representation!” she said. "And the knowledge that you can dial my number at any hour and know I will have your back.”

The Union Difference

Member after member shared anecdotes about the difference that the union makes in their everyday lives. A voice at work, job security, good wages, the ability to provide for their families, insurance, a secure retirement, free time to spend with family, training, safety, respect, solidarity and stability were among the benefits of unionization that the members identified.

Kristen Schiavone, an IBEW 1245 member at Plumas-Sierra Rural Electric Cooperative, told the story of how the union-negotiated medical insurance plan saved her family from bankruptcy when her husband received a cancer diagnosis.

“We paid $10 for crutches,” she recalled. “But the rest was covered by insurance.”

Another union brother recounted that before he secured a union job, he never saw his young kids due to long and unpredictable working hours. Others recalled working without a union, and the stark difference in wages, benefits and working conditions.

But the union difference isn’t just anecdotal; there’s a wealth of data to back it up. In so-called “Right to Work” states where public sector workers do not have union representation, workers earn, on average, $5,071 less than workers in free bargaining states. They are 31% more likely to lack decent health insurance, and are 13% more likely to live in poverty. Public sector workers are exempt from most wage-and-hour laws, and public sector unions play a critical role in ensuring that these civil servants have the same sort of protections that private-sector workers are guaranteed under the law.

A Voice in Politics

If the plaintiffs in the Friedrichs case prevail, members would be required to “opt in” rather than “opting out” of making political contributions on an annual basis. At IBEW Local 1245, numbers contribute just $5 per member per year into the political fund. Any member who does not want to participate in the political fund can request a refund of their $5 contribution.

A common question that often comes up at the workplace is “Why does the union engage in politics in the first place?” The fact is, unions need to have a voice in politics in order to protect workers’ rights and interests.

Business Representative Randy Osborn, who represents IBEW 1245 workers in the ‘Right to Work’ state of Nevada, explained why unions need to raise their political voice.

“Last year, the Nevada state legislature and governor sought to eliminate the eight-hour work day, remove prevailing wage rules, and further weaken unions,” said Osborn. “IBEW 1245 members, our retirees and our paid lobbyists pushed back.”

“Today, the attack on labor was brought to California. We fought Prop 32 tooth and nail, and rallied Labor to preserve our way of life,” IBEW 1245 Organizer Jammi Juarez recalled. “If Prop 32 had passed, we would have been severely crippled. Here we are preparing for the next battle in this war on Labor and the middle class.”

IBEW’s International organizer Rick Thompson reminded the group that anti-union interests often use culturally-charged wedge issues to divide and distract us from the core issue of workers’ rights.

“Whether we are Republicans or
Democrats, we are all union brothers and sisters,” said Thompson. “Our individual beliefs often differ, but we have common interests: our rights in the workplace and our right to be union. That’s what we are fighting for. We have to bring the conversation back to the brotherhood and the fight for a voice and respect.”

**Member by Member**

The 60 member-leaders mapped out the steps they will take to conduct one-on-one conversations with each of the 2,400 public sector 1245 members over the next two months. Their first step was to identify on-site volunteers to help them go department by department, member by member, to talk about the union difference and the importance of sticking with the union no matter what the Court decides. They took assignments, including making presentations at unit meetings, posting flyers on union bulletin boards, and brainstorming additional ways to convey the importance of union membership. They set a goal to generate more than 120 photos of their co-workers with statements of why they support the union.

IBEW 1245 Business Manager Tom Dalzell celebrated the effort saying, “This is the strength of our Union – our members leading the charge and organizing. We will continue to educate and defend our members and their right to maintain their strong Union and their hard earned wages, benefits and working conditions.”

For ongoing updates on the campaign, flyers, Q&A, articles and more photos, visit www.ibew1245.com/friedrichs. If you would like to add your picture and message to the campaign, email Rebecca Band at rgb1@ibew1245.com.

Eileen Purcell is staff organizer at IBEW 1245.

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**Update on the Friedrichs v. CTA Supreme Court Case**

Following the unexpected passing of Supreme Court Justice Antonin Scalia in February, an impending crisis for the American labor movement has been temporarily averted. Justice Scalia, who is no friend of organized labor, was expected to be the critical swing vote in *Friedrichs v. California Teachers Association*, which is a case that would determine whether public sector unions can continue to require “fair share” fees from non-members for the rights and benefits provided from collective bargaining. Learn more about the case at ibew1245.com/faqs-friedrichs-v-california-teachers-association/.

Those who were hoping that Scalia would split from the conservative bloc of the Court and vote to uphold nearly 40 years of legal precedent allowing contractual fair share agreements were sorely disappointed by the hostile tone he took toward the union’s position during oral arguments.

Without his vote, the Court issued a 4-4 ruling in late March, which serves to affirm the decision of the lower 9th Circuit Court. Because the 9th Circuit ruled in favor of the California Teachers Association, public sector unions will continue to enjoy the unimpeded right to collect dues from their membership as if the Friedrichs case had never reached the Supreme Court’s docket.

However, the case could still be reargued in front of a full bench once a new justice has been appointed by the President and confirmed by Congress, in which case it will likely be a while before we know the final outcome of the case, given the entrenched and bitter partisanship that exists within the halls of Congress. Congressional Republicans have already declared that they will oppose any and all of President Obama’s nominees to the Supreme Court, no matter the political consequences. Presumably, this stalemate could continue until a new president has been elected.

“Although public sector unions dodged a bullet, the anti-union forces are continuing their attacks aimed at destroying the labor movement,” noted the IBEW 1245 Organizing team. “These attacks are happening in state legislatures, the courts and through their well-funded propaganda war to influence public opinion.”

Now is not the time to sit back and breathe easy; we need to be ever-vigilant in reminding friends, family, and colleagues of the benefits of being union strong.

Alex Pacheco is the staff attorney at IBEW 1245.
The city of Roseville is located about 20 miles northeast of Sacramento, and many of its residents drive into the state capitol on a daily basis. But Roseville is more than just a commuter community. As the largest city in Placer County, Roseville is a mini-metropolis of sorts, with a wealth of local businesses, retail establishments and one of the largest auto malls in the country.

Business tends to run smoothly in the city, and that’s thanks in large part to the hard-working City of Roseville employees, members of IBEW Local 1245. These dedicated men and women work day-in and day-out to make sure that the ‘guts’ of the city—including the power plant, water mains and sewer system—are safe and operational. And whenever something is out of order, Local 1245 members are on call to make the necessary repairs.

Quickly and Correctly

When the water valve that connects up to the sprinkler system at Cooks Collision on Taylor Rd. needed fixing, a five-man crew from the City of Roseville was dispatched to rectify the problem.

“The City does all its own backflow testing in-house,” said Senior Water Distribution Worker Dave Boisa, noting that the City does 5,000 of these tests each year. “This one didn’t pass its annual inspection, so it had to be repaired.”

The owner of the property had the choice to either call a private contractor to do the repair, or ask the City to handle the job. According to Boisa, choosing to use City workers saved the property owner around $1,000, since the City gets a better rate on parts and never marks them up. Additionally, since the City workers conduct the inspections, they know precisely what the problem is, they’re able to handle the repairs quickly and correctly.

The crew, comprised of members from the meter backflow division as well as the water construction division, went to work...
on the fire backflow. One of the water valves needed to be replaced, and the other needed to be repaired, but the men made short work of the task. Once the parts were in place, they tested and flushed the system, and promptly brought the valves back online so that the Cooks Collision sprinkler system was once again operational.

"Call Us First. We’re Free."

Not all of the jobs the City workers do are commercial. They also tend to quite a few residential issues, particularly pertaining to the city’s aging sewer system. In the older neighborhoods, the sewer lines are between 60 and 100 years old, and as time passes, the lines and mains shift and sag, which can cause a number of issues.

"Here outside this residence on Highland Street, they have a giant sagging belly in their sewer line, and it’s causing pooling, which is disrupting the flow," said Sewer Maintenance Lead Worker Joe Lightle, who has worked for the city for 23 years. "So we’re coming in and replacing all of it, the whole service. We’re also going to clean out the main so they won’t have any trouble."

This type of problem is quite common, and Lightle and his wastewater crew do these sorts of repairs every day, repairing and replacing sewer system segments one by one. In this case, the customer had a sewer back-up, and called the City to get it straightened out.

"A while back, the City actually sent out a bulletin in these older neighborhoods that says ‘Call us first. We’re free.’ Otherwise, a plumber is going to gouge them for a few hundred bucks," Lightle explained.

**More Opportunities**

On the other side of town, another group of Local 1245 members work diligently to keep the City’s power plant up and running. Each member has a critical job, whether it’s running the control room, making repairs on the maintenance deck, or fueling the boilers. The members work rotating shifts, and are always ready to ensure the facility is running smoothly. IBEW member Chad Brown replaces a tuft of grass after the cleanout install is complete.
“It’s a good place to learn, and good people to work with,” said Mechanic Guadalupe Oseguera, who started working at the plant just a few months ago. “They have more opportunities here. You can grow with the company, and they treat everybody fairly.”

A lot of the work at the plant involves testing, checking and re-checking the machinery to make sure it’s in tip-top condition.

“We verify that the equipment is sound, we look for visible abnormalities, and we check the oil levels,” said Power Plant Technician Kurtis Bomgardner, who is responsible for keeping tabs on several parts of the plant, including the air ejectors, battery chargers and meter deck. “We’re required to check it twice a day, and if there’s any sort of issue, then we will check three or four times a day.”

Pride in the Work

Most of these members aren’t just employed by the City, they also live there, and many of them grew up there, which makes their work even more meaningful.

“I’ve lived in the City my whole life—47 years living in the City, 15 years working for the City,” Boisa said with a note of pride in his voice.

They appreciate the fact that the work they do means that their friends and neighbors have access to safe and reliable utilities.

“My favorite part of this job is being able to provide protected, quality domestic drinking water,” said Utility Maintenance Worker Mike Barton.

There’s no doubt that the rest of the City’s residents are grateful for that fact as well.

Pride in the Work

Roseville continued from previous page

or keeping the materials stocked in the warehouse.

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Rebecca Band is communication organizer at IBEW 1245.
In this day and age, it’s hard to imagine going to work in a location without any electricity, roads, cars or running water, and the idea of relying on pack mules to get a job done seems pretty antiquated. But for the IBEW 1245 members who took part in the Sacramento Municipal Utility District’s Rubicon Outlet Modification last fall, that sort of “blast from the past” was precisely what they experienced for the duration of the project.

The Rubicon Dam is located within the federally-protected Desolation Wilderness area, and the US Forest Service has extremely restrictive rules when it comes to the use of vehicles and mechanical equipment in the wilderness. This made transporting the 14 crew members from SMUD and all of their tools and supplies in to the worksite exceptionally challenging. The team utilized helicopters to reach the wilderness border, but once they were there, they had to rely on a pack mule outfit to move everyone and everything to the worksite location.

“The logistics of getting all of the materials and people in with mule teams and helicopters was a good testament to how much thought went into planning for this job,” said SMUD Hydro Electric Crew Foreman Bill Mathews. “It was pretty incredible. Everybody had to remember every little thing that we would need – down to the last nut and bolt – to have a successful end result. It’s not like we could just go out to the hardware store; it was a helicopter and a mule ride away if you forget something.”

Since getting to and from the worksite was no small feat, the entire crew camped out at the Rubicon Outlet, which is located about eight miles away from Loon Lake, for the entire 10-day project. Pack mules were constantly bringing in fresh supplies and hauling away waste and tools throughout the course of the project. A total of 125 pack mule loads carrying as much as 150 lbs. at a time came and went during the job.

The goal of the project was to increase the minimum flow volume from Rubicon Dam into the Rubicon River in order to comply with a new hydropower license issued by the Federal Energy Regulatory Commission (FERC). The SMUD crew was tasked with installing a larger valve and piping at the outlet in order to provide for the higher minimum flows.

The first four days involved meticulous set-up and preparation, including de-watering the site (with assistance from wildlife experts who were brought in to relocate the fish that live there), constructing a jib crane, removing the old pipe supports, conduit, control cabinets and PV arrays, and grouting new pipe support anchors. On the fifth day, the 2,300 lb. valve and 1,900 lb. tee were set into place with helicopter assistance. The crew was then able to install control equipment, torque the bolts and route the wiring for the flow meter and actuator. Once everything was in place and testing confirmed that all was functioning correctly, the final step involved re-watering the site, and ensuring that the area was left just as it was when the crew arrived.

The Crew:

- Tom Caudell, Hydro Mechanic Foreman
- Dave Thorn, Plant Mechanic
- Bradley “Eric” Snyder, Plant Mechanic
- Jeremy Devlin, Plant Mechanic
- William “Bill” Mathews, Hydro Electric Foreman
- Mark Hopson, Electrician
- Mike Cason, Electrician
- Joe Astronomo, Material Specialist II
- Jacob Walker, Hydro Stationary Engineer Foreman
- Scott Rikalo, Hydro Stationary Engineer II
- Aureliano “Will” Perez, Utility Worker
- Steve Fackler, Hydro Field Technician
- Ty Burislon, Electrician Apprentice
- Mike MacDonald, Telecom Technician
Members Approve New Agreement at Frontier Communications Elk Grove

A fter months of dedicated effort and hard work, the IBEW 1245 Negotiating Committee members of Frontier Communications (under the Elk Grove Agreement) reached a Table Agreement with the company in November of 2015, and the IBEW 1245 members at Frontier voted 25-6 to approve the new agreement in December. The new, three-year agreement includes:

- General Wage Increases of 2.5% on 11/30/15, 2.5% on 9/29/16 and 2% on 9/28/17
- Medical employee contributions
  - Maintain the 24% employee share of the PPO plan for 2016, 2017 & 2018
  - Maintain 24% employee share of the EPO plan for 2017 with a slight increase in 2017 to 25% and again in 2018 to 26%
  - Maintain 24% employee share of the Kaiser plan for 2017 with a slight increase in 2017 to 25% and again in 2018 to 26%
- Additional language related to open medical the negotiations of medical plans in 2017 if necessary to address possible Affordable Care Act excise tax issues
- Dental remains at 25% with no increase for the term
- Improvements to Standby language raising compensation from $50 to $60.
- Improvements to Temporary Upgrade language
- Improved Overnight Trip language and compensation at $50 for all days involved
- Improved Gloves and Work boots language with provisions for $125 re-builds in odd years and $275 towards new boots in even years along with language for new hires to be allowed $125 towards boot purchase if hired in an odd numbered year
- Improved language and additional certification opportunities under the Certification Differential section
- Increased attendance occurrences from 5 to 7
- Improved Paid Meal Language including a simplified system allowing for an "in lieu" of dollar amount system streamlining administrative costs and avoiding issues with reimbursement amounts being scrutinized.

Special thanks to our negotiating committee, comprised of Frontier members Bill Bryan, Trevor File, Kenny Lawson and Ryan Stewart, and IBEW 1245 Assistant Business Manager Ray Thomas, as well as the ballot committee, which consisted of Frontier members Bryan Cole, Alan and James Medeiros, along with IBEW 1245 staffer Peggy Proschold.

JV Macor, IBEW 1245 Business Rep

New Agreement Ratified at Port of Oakland

O n Feb. 10, IBEW 1245 members ratified the Tentative Agreement that was reached with the Port of Oakland on Feb. 3. The final vote tally was 20-4.

The two-year agreement will be in effect from January 1, 2016 to December 31, 2017. It includes General Wage Increases of 4% effective Jan. 1, 2016, 2% effective July 1, 2016, 2% effective July 1, 2017. Additionally, the Port of Oakland has agreed to proceed as judiciously as possible to binding arbitration on the applicability of the “Me Too Clause” toward the 4% wage increase received by other labor organizations from July 1, 2015 to December 31, 2015.

The new agreement also includes the following:

- Language to allow stewards time off without loss of pay to investigate grievance issues
- A professional development fund of $1100 per year (probationary employees would be eligible to use the funds after six months)
- Unit members will be able to purchase computers, laptops, mobile phones, tablets through June 30, 2017. After that date, approval required based on need for training course
- 100% reimbursement for cost of annual dues for one professional society or association/organization per member
- Promoted or retiring members shall be paid the balance of their Merit Pay premium in a lump sum
- Free parking for employees at 530 Water Street garage
- In exchange for 5% increase in wages, additional duties were added to job description for Airport Duty Manager
- Serving on the Negotiating Committee were bargaining unit members Dion Bailey, Ken Taylor, and Eddie Villasenor.
- Al Fortier, IBEW 1245 Business Rep

New Agreements Ratified at City of Redding

T he IBEW 1245 members in the Electric and Maintenance Units at the City of Redding voted to approve new agreements in late January. The final vote tally for the Electric unit ratification was 40-13, and the Maintenance unit voted 67-39 to ratify their agreement.

The Electric agreement will be in effect until September of 2017. Members will see a 5% increase effective Jan 31, 2016, followed by a 4.5% increase in July of 2016, and a 4.5% increase in January of 2017. The union also secured an additional 1% for seven classifications at the Redding Power Plant, as well as improvements to the boot allowance. The union and city agreed to address ongoing concerns surrounding the meals language and the Working Foreman (line) getting requirement in ad hoc negotiations.

The Maintenance agreement will also be in effect until September of 2017. Members will see a 4% increase effective Jan 31, 2016, followed by 3.5% in January of 2017. The union also secured improvements to the mechanics’ tool allowance, and agreed to ad hoc negotiations to discuss the qualifications for the Working Supervisor classification. The City wished to remove it from the Pre-Bid process (which is driven by seniority) and simply eliminate language with provisions for $125 re-builts in odd years and $275 towards new boots in even years along with language for new hires to be allowed $125 towards boot purchase if hired in an odd numbered year

Sheila Lawton, IBEW 1245 Business Rep

1245 Members at City of Ukiah Unanimously Ratify New Agreement

T he IBEW 1245 members at the City of Ukiah unanimously ratified a Table Agreement with the City on Jan. 14, 2016. The vote tally was 12-0 in support of the agreement with 100% member turnout.

After a few months of forward moving and positive negotiations with the City, our negotiating committee — consisting of Jim Lozano, Ben Keffeler and Rodney Huffman and Business Representative JV Macor — presented the membership with a YES recommendation for a Table Agreement that had very desirable improvements.

First and foremost was the restoration of the 5% takeaway in base wages that occurred in 2013, along with two successive general wage increases as part of a three year agreement.

Key features include the following:

- 5% restoration back to 9/19/2015
- 5% general wage increase 9/19/2016 and 2.5% general wage increase on 9/19/2019.
- Term date will be 9/19/2015 to 9/18/2018.
- Incumbent employees will have an opportunity to take advantage of City medical contribution or remain on their current FLEX dollar amounts. New hires will fall under the new medical contribution amount.
- New language to explore medical cost savings collectively.
- Improved language related to residency while on-call/stand by.

The full Table Agreement can be seen at ibew1245.com/wp-content/uploads/2016/01/Ukiah-Table-Agreement-1-14-16.pdf.

We want to thank committee members and brothers Lozano, Keffeler and Huffman for all their hard work and effort.

JV Macor, IBEW 1245 Business Rep
New Agreement Ratified at City of Berkeley

On Dec. 9, 2015, the IBEW 1245 members at the City of Berkeley unanimously ratified the Tentative Agreement for a new contract reached between the union and the City of Berkeley. The two-year agreement contains a 2% COLA for each year. There is an additional 1% wage increase in the second year in exchange for a 1.25% contribution to CalPERS on the employer side.

Other enhancements to the existing contract include an additional 3% wage increase for longevity pay after 25 years of service, and increased life insurance from $50,000 to $100,000 (exchanged for reduction in annual dental cleanings from 4 to 3). The City and the union also agreed to provide retiree medical coverage in non-City sponsored plans, equal to the monetary value of the coverage provided in City plans. Previously, employees were only allowed to vest into City sponsored medical plans. The Negotiating Committee also achieved improved promotional language for promotions within the unit, and an increased tool allowance from $300 to $500 annually.

The Negotiating Committee for IBEW 1245 consisted of Business Representative and Chief Negotiator Al Fortier, and bargaining unit members Greg Marwick, Phil Rayment and Chris Kaldunski.

Al Fortier, IBEW 1245 Business Rep

Members Approve New Agreement at Roseville

After four months of bargaining, IBEW 1245 and the City of Roseville reached a tentative agreement on December 17, 2015. The IBEW 1245 bargaining committee recommended a “Yes” vote for ratification by the membership, and the members at the City of Roseville overwhelmingly approved the new agreement on December 29, 2015. The final vote count was 114-5. The City Council met on Jan. 6, 2016 and unanimously approved the MOU.

The three-year agreement (January 1, 2016 – December 31, 2018) includes General Salary Increases of 2% in January of 2016, 2.6% (35 hour PLT exchange) in January of 2017 and 2% in January 2018. The January 2016 general wage increase thirty three classifications will receive Labor Market Adjustment (LMA) salary increases giving these 33 classifications an 11% increase average LMA.

For new employees hired January 1, 2016 and thereafter, there will be new salary step schedule with approximately 2.5% wage progressions. Nine classifications will have an approximate 10% reduction in the top salary step based on the LMA. All classifications will receive general wage increases, including all step progressions, each year of the MOU.

The agreement also includes annual Cafeteria Plan increases. On Dec. 1, 2016, the Cafeteria Plan maximum will increase to $1,296 (+$24); on Dec. 1, 2017 Cafeteria Plan maximum will go up to $1,321 (+$25); and on Dec. 1, 2018 the Cafeteria Plan maximum will increase to $1347 (+$26). Other highlights of the agreement include:

• Enhanced Standby Pay
• Increased Class A certifications for Water Distribution & Wastewater (6 to 8)
• Increased meal allowance (from $16 to $20)
• Salary alignment to previously Y-rated classifications
• Enhanced vacation use for probationary employees

The IBEW 1245 bargaining committee overwhelmingly recommended a “Yes” vote for ratification by the membership.

Special thanks to the IBEW 1245 Bargaining Committee, which was comprised of City of Roseville members Mike Barton, Jeff Beaubier, Jimmy Bell, Brian Boyd and Gary Kidder, as well as myself and IBEW 1245 Assistant Business Manager Ray Thomas.

Jennifer Gray, IBEW 1245 Business Rep

Members Ratify New Agreement at Bella Vista Water District

The IBEW 1245 members at Bella Vista Water District have ratified a two-year agreement. 18 ballots were cast, and the final vote tally was 11-7. The agreement contains the following terms:

• Two-year term from date of IBEW member ratification
• General wage increases:
  • 2.76%, effective first normal business day following member ratification
  • 2.76% on September 26, 2016
• Article 10.5 CTO: Reducing CTO over 12 months
• Increased boot allowance
• Improved upgrade language

All other MOU terms and conditions will stay in full force and effect through term of the successor agreement.

Sheila Lawton, IBEW 1245 Business Rep

Members Ratify Agreement at Yuba County Water Agency

IBEW 1245 members at the Yuba County Water Agency ratified a new agreement on Friday, Dec. 18. A total of 22 ballots were cast, and the final vote tally was 20-2.

The agreement contains the following terms:

• Three-year term from July 1, 2015 to June 30, 2018
• General wage increases:
  • 3% effective the first day of the first full pay period after Jan. 1, 2016
  • 2.25% effective July 1, 2016
  • 3.25% effective July 1, 2017
• Agency agreed to Agency shop language
• Increase in retiree medical premium cap
• Negotiated 12-hour shift language
• Birthday holiday converted to floating holiday
• Improved remote reporting language

Sheila Lawton, IBEW 1245 Business Rep
**SERVICE AWARDS**

East Bay
February 19, 2016

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**40 Years**
From left: (Dalzell), Wilson Kung and his wife.

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**50 Years**
Pepper, William
Baehler, John L.
Sondersen, G.K.

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**55 Years**
Lacombe Jr., Kevin
Jackson, Lyle
Lee, Sue
Macaluso, Theresa
McDougal, Joseph
Morgan, Joseph
Olson, Paul
Palmer, David
Pang, Chook
Petia, Ernest
Salas, Maria
Sanchez, Mark
Satcher, Crystal
Schanz, Richard
Shockey, David
Smalley, David
Smith, Darrell
Speicher, Andrew
Thompson, Andrea
Webster, Claude

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**25 Years**
Aldarondo, Dolores
Aponte, Carlos
Batrajan, Abel
Bradley, Ronald
Brewer, Samantha
Brown, Teresa
Buermontro, Jose
Calvillo, Sean
Cheung, John
Datta, Raymond
Davis, James
Fazio, Philip
Fortier, Alfred
Galvan, Raul
Hamilton, Jim
Head, Colleen
Hernandez, Virginia
Ileta, Osca
Lenneart, Anthony
Lorenzo, Hernando
Marin, Randall
McIntyre, Brian
Mello, Scott
Morgan, Cheryl
Padilla, Jose
Pastor, Steven
Patchen, Gary
Perez, Rene
Pires, Barry
Quave Jr., Louis
Rambos, Randall
Ramussen, Debra
Rice, Timothy
Riedmiller III, Charles
Riley, Robert
Rodriguez, Agustin
Sailors, Kenneth
Sancho, Jose
Simon, Rodney
Smith, Darrell
Speicher, Andrew
Thompson, Andrea
Valero, Michael

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**20 Years**
Alvarado, Ruben
Bassett, Billie
Bradley, Ronald
Dennison, Al
Dennison, Alice
D elevator, Bledisa
Gonzalez, Juan
Gutierrez, Simon
Hall, Dean
Isherwood, James
Kawakalaya, Veronica
Kelly, Paula
Kidd, Gary
Kilner, Stephen
Lewis, Jeffrey
Madison, Clayborn
Manalo, Richard
Martinez, Jose
McIntyre, Michael
Melvin, Mark
Molina, Doris
Moore, Erik
Morales, Danny
Morgan, Darryl
Naton, Ross
Navellier, Guy
Ratansiaek, Boney
Rodriguez, Bernard
Rodriguez, Eric
Sattler, Dacarelle
Serrano, Rogelio
Tanti, Steve
Tejada, Jaime
Torga, Ronald
Turner, Gordon
Urbina, Francisco
Valerin, Michael

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**15 Years**
Arceo Jr., Bienvenido
Allen, Debbie
Ameo, Ian
Ashworth, Crystal
Bascara, Reynaldo Jr.
Barnes, Mike
Brow, Darryl
Calderon, Ernest
Cereja, Robert
Commerford, David
De Leon, Daniel
Doolan, Justin
Ehala, Roderick
Eschenbod, Marisela
Flores, Vincent
Gore, Agnes
Hanlon, Leila
Hosford, Ben
Hutchinson, Robert
Ibarra, Nicholas
Janca, Mark
Laquito, Le Roy
Maddox, Darren
Magana, Mark
Marino Sr., Ricky
Marsden, Carol
Martin, Glenn
Nava, Maria
Ochoa, Antonio
Oliveira, Susie
Orten, Andrew
Peralba Jr., Marcelino
Reardon, Timothy
Rogers, Michael
Ryker, Dan
Sales, Christopher
Shen, Joseph
Shiner, Robert
Silva, John
Su, Tuan C.
Thomas, Sr.
Tobias, Fredy
Tom, Tony
Ullon, Nick
Vong, Vinh O.
Wade, Sonny
Wendling, Lyle
Wico, Josephino
Young, Michael

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**10 Years**
Alinea III, Ignacio
Andersson, Daniel
Arana, Kaya
Asuano, Brandon
Balderston, Martin
Baron Jr., Jeff
Benito, Jorge
Black, Joe
Boyles, Daniel
Bueno, Martin
Camarillo, Marco
Cannon, Robert
Chen, John
Chiapero, Michael
Clark, James
Conley, Daniel
Cowell, Ryan
Codd, Michael
Carrier, Jason
Darnell, Maxwell
Dennar, Michael
De Anda, Edward
Fehnberg, Ahmad
Forsee, Kevin
Garcia, Heriot
Gashin, Lashaa
Gomez, Robert
Gonzalez, Jose
Hampton, Earl
Hardy Jr., Thomas
Houdashelt, Christine
Huynh, Hoa
Jackson, Holly
Johnson, Ivar
Kilman, Jason
Knight, Elizabeth
Lehby, Damien
Leung, Ching
Linder, Fred
Lopez, Rodrigo
Luis, Mark
Mahoney, St. Joseph
Mansell, Britton
Martin, Edward
Martinez, Jason
Mendiol, Joseph
Morris, Andr
Murray, Michael
Nieves, Ryan
Osi, Anthony
Pederson, Jason
Peeters, Sheldon
Pena, Po
Perez, Nicholas
Peyruxcam, Ben
Phillips, Michael
Ramos Jr., Mario
Ramos Jr., Jr.
Ramos Jr., Rebels
Randy, Ryan
Reagan, Charles
Ross, Renan
Saeth, Eric
Sanders, Salvador
Schafer, Michael
Schafer, Ron
Saipan, Liew
Sanchez, Miguel
Sanchez, Michael
Santer, Dave
Santana, Richard
Santos, Jennifer
Schaub, Michael
Steele, Marco
Stevens, Andrew
Steele, Andrew
Stein, Mark
Stillman, Brian
Stumpf, Eric
Swift, Nathaniel
Theide, Michael
Tobler, Jakob
Tillman, Eduardo
Vancini, Bryan
Walker, Jim
Washington, Brittan
Weging, Christopher
Yabut, Xaibin
Yang, Lee
Yu, Guo

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**5 Years**
Adams, Seth
Aguirce, Fredy
Alvarez, Salvador
Bartos, Tom
Batose, Raymond
Benjamin Jr., James
BibNeal, Nicholas
Blaine, Richard
Brasier, Cameron
Captain, Tammin
Carmody, Thomas
Castor, Joseph
Chavez, Jose
Cly, Ayanna
Contrares, Maria
Cruz, Joel
Culcasti, Salvatore
Dance, Brandon
Davidson, Martin
Deltamore, Jeffery
Dillon, Michael
Dong, Daniel
Gutierrez, Michael
Hall, John
Hansen, David
Henderson, Darryl
Hernandez, Christian
Hernandez, Dennis
Hernandez, Richard
Hernandez, Tony
H莪, Valerie
Houck, James
Howell, John
Huynh, Hoa
Ibarra, Nicholas
Ibarra, Silvina
Ibarra, Daniel
Jackson, Holly
Johnson, Ivar
Kilman, Jason
Knight, Elizabeth
Lehby, Damien
Leung, Ching
Linder, Fred
Lopez, Rodrigo
Luis, Mark
Mahoney, St. Joseph
Mansell, Britton
Martin, Edward
Martinez, Jason
Mendiol, Joseph
Morris, Andr
Murray, Michael
Nieves, Ryan
Osi, Anthony
Pederson, Jason
Peeters, Sheldon
Pena, Po
Perez, Nicholas
Peyruxcam, Ben
Phillips, Michael
Ramos Jr., Mario
Ramos Jr., Jr.
Ramos Jr., Rebels
Randy, Ryan
Reagan, Charles
Ross, Renan
Saeth, Eric
Sanders, Salvador
Schafer, Michael
Schafer, Ron
Saipan, Liew
Sanchez, Miguel
Sanchez, Michael
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Santos, Jennifer
Schaub, Michael
Steele, Marco
Stevens, Andrew
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Stein, Mark
Stillman, Brian
Stumpf, Eric
Swift, Nathaniel
Theide, Michael
Tobler, Jakob
Tillman, Eduardo
Vancini, Bryan
Walker, Jim
Washington, Brittan
Weging, Christopher
Yabut, Xaibin
Yang, Lee
Yu, Guo

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**45 Years**
Front row, from left: Richard Landa and Gregory Thomas.
Back row: Business Manager Tom Dalzell.

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**35 Years**
Front row, from left: Dennis Finnegan and Al White.
Back row, from left: Jerry Debaca and Archimedes Gatan.

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**30 Years**
From left: Mark Tkachenko, Lou Mennel, and Tot Nguyen.
Retirees, from page 15

Bradford Simmons 41 years Hayward, CA
Lance Smith 11 years Redding, CA
Sharon Stagner 37 years Redding, CA
Kathy Stamatis 33 years Eureka, CA
Mc Stamps 31 years Pittsburg, CA
Robert Stout 39 years Chico, CA
Theodore Strack 42 years Fremont, CA
Beatrice Syvassink 2 years Galt, CA
Mary Tam 11 years Cupertino, CA
Issac Taylor 12 years Berkeley, CA
Gregory Thomas 45 years Dixon, CA
Pamela Thomas 32 years Antioch, CA
Regina Thomas 21 years Santa Rosa, CA
Antionette Tims 38 years Antioch, CA
Louis Tinsley 25 years Antioch, CA
Jinnie Tom 38 years Walnut Creek, CA
Chris Torreano 19 years Vallejo, CA
Ronald Toga 20 years Walnut Creek, CA
Stephen Tucker 37 years Fresno, CA
Jack Tyler 46 years Benicia, CA
Regina Walls 40 years Magalia, CA
Michael Walters 37 years Vacaville, CA
Lynette Warren 12 years Wellington, NV
Jack Weaver 44 years Clovis, CA
Steven Webb 26 years Mokelumne Hill, CA
Douglas Wheeler 28 years Tracy, CA
Ronald White 41 years Oakland, CA
Debra Williams 12 years Tracy, CA
Donald Williams 10 years Bakersfield, CA
Kenneth Williams 37 years Antioch, CA
Lars Wingerreid 33 years Bakersfield, CA
Kathy Wintery 20 years Ridgecrest, CA
Steven Wong 36 years Suisun City, CA
Stephanie Woodham 35 years Stockton, CA
George Wright Jr. 15 years Reed Point, Montana
Edward Zickowski 38 years Vacaville, CA

25 Years Front row, from left: Clara McAfee-Evans, Alfred Fortier, and Dorlene Alvarado. Back row, from left: Robert Young, Carlos Vega, Scott Mellor, and Louis Quave.

15 Years Front row, from left: Robert Shiner and Sonij Wade. Back row, from left: Michael Yuen and Vinh Vong.

10 Years Front row, from left: Cisco Schaaf, Victoria Dezordo, and Sean Stephens. Back row, from left: Peter Tran, Britton Mansell, and Jeff Barton.

5 Years Front row, from left: Rose Lee and Ayanna Cloy. Back row, from left: Jason Duran, Roy Moore, and Richard Serna.

5 Years Front row, from left: Teresa Brown, Blesida Duterte, and Darcelle Sattler. Back row, from left: Simon Gutierrez, Derek Molina, Erik Moore, and Darryl Morgan.

10 Years Front row, from left: Moung Saetern, Graciela Mejia, and Liew Chiam Saephan. Back row, from left: Daniel Conley, Kevin Forse, and Fred Linder.

10 Years Front row, from left: Moung Saetern, Graciela Mejia, and Liew Chiam Saephan. Back row, from left: Daniel Conley, Kevin Forse, and Fred Linder.

5 Years From left: John Friend and Thomas Carmody.

Utility Reporter
35 Years
Jose Astronomo. Back row, from left: James Harrison, Jeff Rhinehart, Manuel Pires, Thomas Patterson, and James Clifton.

30 Years

25 Years

15 Years
Front row, from left: Vanessa Ricci and Catherine Teel. Back row, from left: Pedro Rodriguez and Patricia Ramirez.

45 Years
From left: Vice President Anna Bayless-Martinez, Secretary Glenna McCluskey and Treasurer Cecelia De La Torre.

HONOREES

45 Years
McCluskey, Glenna
Swindell, Raymond

40 Years
Reyes, Chris

35 Years
Astronomo, Jose
Bannulos, Pascual
Beck, Peter
Camille, Cynthia
Clifton, James
Dennings, Thomas
Franzi, Mike
Harrington, James
Hockaday, Kenneth
Knox, Thomas
Martin, Woodie
Price, Irene
Turney, Martin

30 Years
Allen, David
Ali, Michael
Christenson, Eric
Cukalo, Chris
Cuno, Rory
Daniels, John
Draville, Clay
Fites, Jose
Howerton, Larry
Leonard, Mark
Lisias, Richard
McClure, Michael
Moore, Patricia
Patterson, Thomas
Pires, Matthew
Rhinehart, Jeff
Ruffin, Kenneth
Spanner, Mike
Thomas, Philippe
Vandenberghe, Allen
Vernier, Richard
Waters, Bradley

25 Years
Aceved, Editha
Bandley, Ted
Berriss, Robert
Broward, James
Deluchi, Daniel
Dodson Jr., Roy
Drake, Brett
Estlin, Kim
Evans, Jaden
Ginter, Anthony
Gonzales, Brian
Green-Collins, Juanita
Hidalgo, Joe
Jaquith, James
Lerner, James
Lyle, Jon
Matroshich, Michael
McCoy, Kyle
McKee, Matthew
Medina, David
Nobrega, Dwayne
Pedersen, Peter
Reyes, Winslow
Ritzema, Mattius
Soto, Ruben
Spence, Staci
Stevens, Regina
Terra, Randy
Tennery, John
Waldron, Richard
Youngblood, Larry
Zimmer, James

20 Years
Alca, Petra
Andersen, Robert
Brussel, Michelle
Brown, Timothy
Bums, Donald
Carte, Mark
Cooper, Ronondo
Cross, Diane
Deck, Jeffrey
Flemming, Christopher
Freeman, Jason
Fuentes, Jennifer
Haggerty-Machado, Terry
Henderson, Willie
Hightower III, William
Illy, Martin
Johnson, Christine
Jones, Ralph
Joseph, Sara
Laserson, David
Madrid, Esteban
Mangiasay, Rebecca
Maydal, Veronica
Mcbride, Adriane
McGilligan, Matthew
Molina, Derek
Monz, Jacqueline
Ochoa, Afonso
Ochoa, Hector
Olson, Robert
Perry, Carol
Ratlif, Peter
Rivera, Denice
Sanchez, Stephen
Singleton, Rebecca
Thompson, Phillip
Torres, Victor
Valenti, Michael
Vazquez, Carlos
William, Sue
Wilts, Ryan

15 Years
Adams, Rachael
Anezoua, Jean
Araujo, Salvador
Asler-ryell, Sylvia
Bradley, Adam
Cisneros, Jorge
Clark, Linda
Cline, Steve
Crane, Glenn
DeBier, Bill
Eggert, Robert
Embry, David
Ferreira, Jason
Franco, Ricardo
French, Jennifer
Gonzales, Matthew
Gonzalez, Stephanie
Gonzalez, Kristy
Gray, Sheree
Gruen, Alisa
Guerrero, Andrea
Gutierrez, Stephen
Habib, Donald
Harris, Bianca
Harris, Suzanne
Jordan, Anthony
Kaln, Scott
Linn, Daniel
Lockhart, Shane
Lockheart, Kimberly
Long, Chen
Lopez, Alfred
Lovett, Curtis
Ma, Diane
Martinez, Aurora
McCready, Daniel
McKean, Michael
McKean, William
Mitchell, Syretta
Moore, Joshua
Morris, James
Nelson, John
Nunes, Jeff
Oliva, Mary
Ordez, Raquel
Ortega, Martha
Ortega, Pedro
Pender, Van
Peraz, Jony
Pitchford, Melissa
Pruett, Kevin
Quezado, Daniel
Richardson, Vanessa
Richardson, Jennifer
Roth, Benjamin
Russo, Paul
Sadowski, Cruz
Schweiger, Jesse
Serrano, Araceli
Sesto, Saul
Soto, Ramon
Spies, Vallerie
Stapleton, Thomas
Tecon, Arlene
Test, Catherine
Torrres, Christine
Trogden, Jacob
Vernon, Gail
Walke, Steven
Wallace, Lisa
Wanner, Howard
Wells, Jennifer

10 Years
Aguilar, Francisco
Albertoni, Frederick
Alcort, Robert
Anderson, Teresa
Austin, Steve
Avila, Juan
Barlow, Dejune
Battig, Raphael
Beckham, Brian
Behler, Richard
Berrios, Wilbur
Bledsoe, Paul
Brooks, Debra
Brum, Michael
Calagcino, Nolan
Cannon Jr, William
Cantrell, Benjamin
Canty, Constance
Castañeda, Angel
Castellanos, Byron
Chavez, Antonio
Christensen, Jeremy
Cottonham, Jesse
Davis, Jeffery
De Vellis, Mark
Ditt, Shahl
Donmez, Ali
Dorado, Philip
Early, Alan
Edwards, Darryl
Eichman, Mark
Escoto-Cruz, Enrique
Esquivel, Jose
Faus, Bryan
Flores, Jennifer
Foronda, Alarey
Gormley, Timothy
Haas, Anthony
Hampton, Timothy
Haran, Shane
Hernandez, Jose
Higinbotham Sr, Donald
Hogue, Daniel
Houser, Brian
Johnson, Byron
Jones, Kristoffer
Keener, John
Kelly, David
King, Richard
Kissoon, Gerald
Knackstof, Alvin
Krause, Harry
La Torre, Vincent
Lee, James
Lee, Jeffrey
Lee, Terry
Lofting, Randy
Lomeli, Adrian
Lopez, Cynthia
Lucas, David
Mason, Erik
McDaniel, Anthony
McElroy, Scott
McMurrin, Scott
Medlin II, Raymond
Moore, Tony
Murphy, Mark
Naya, David
Nava, Asdrubal
Ollman, Joseph
Ortiz, Nathanial
Padilla, Felicia
Patten, Tyler
Quinio, Ruben
Ramus, Thomas
Redd, Eric
Rivas, Guillermo
Robards, Gerald
Romans, Karen
Ramsing, Michael
Rui, Miguel
Salazar, Jason
Schmed, Jeff
Sherwood, Max
Shevky, Jacob
Siegfried, John
Simmons, Kim
Singh, Anisha
Soria, Saul
Soto, Saul
Spalding, Travis
Stevenson, Tamieca
Tabit III, Matthew
Teague, Tracey
Terry, Marcellus
Tober, Tracy
Tullar, William
Valach, Joseph
Velasquez, Tom
Vazquez, Carlos
Torres, Victor
Singleton, Rebecca
Thompson, Phil
Vrana, Carlos
Webb, Jennifer
Welch, John
Wolfe, Joseph
Wolffe, Todd
Wood, Jennifer
Wynn, Mark
Ybiosa, Rolando
Yepez, Ismael
Zambrano, Francisco

5 Years
Arrington, Jill
Achauken, Flaubert
Austin, Mitchell
Bagley, Thomas
Barnes, Harold
Baxter, Steven
Bell, Matthew
Blevins, Mark
Brady, Monica
Brasstorn, Philip
Cadena Jr, Mario
Cardona, Harold
Carrion, Ryan
Cavan, Joel
Chapman, Martin
Chavez, Anthony
Christenson, Nathan
Cottrell, Matt
Demsey, Mark
Deslevia, Manuel
Diaz, Javier
Dobaks, Patricia
Edlund, Terence
Ellis, Alexander
Evans, William
Friend, John
Garcia Verdin, Cesar
Garcia, Carey
Garriola, Luis
Gilio, Delthah
Gothring, Chester
Goforth, Rebecca
Gonzales, Kevin
Gross, Brandon
Gust, Scott
Guzman, Gerardo
Harris, Joel
Hensley, Lauren
Hernandez, Tiffany
Hoag, Jeff
Keovenay, Phouhtal
Knapp, Nicholas
Lang, Nicholas
Lindsey, Thomas
Lo, Lisa
Machado, Daniel
Marquez-Samaniego, Esther
Martinez, Sergio
Martinez, Zachary
McCurdy, Matt
McDonald, Matthew
McNair, Michael
McNamah, David
Milton, Simon
Moore, Jeff
Murphy, Eric
Oliver, Noel
Onelli, Nicholas
Osvald, Jamie
Pacheco, Jeffrey
Pimental, Richard
Podesoto, Anthony
Quackenbush, Kevin
Ravis, Rex
Reese, Rome
Rosen, Mark
Rosen, Mark
Roth, Robert
Sattler, Steven
Sheehan, Travis
Segura Jr., Nicolas
Shahas, Travis
Silva, Steven
Sones, Kyle
Sweeney, Marcieda
Tamecia

Photo by: John Storey

30 January 2016
Congratulations on your service!

Merced
January 29, 2016

SERVICE AWARDS

HONOREES

40 Years
Knox, Gerald
Maire, Mark

30 Years
Johnson, Nathan
Lema, Greg
Moore, Patricia
Whatley Jr., Carl
Wichas, Patricia

25 Years
Bagnasco, Josephine
Frates, Robert
Gilliam, Debbie
Haskell, Tom
Hernandez, Martin
Marquez, Tanya
Martin, Blair

20 Years
Beck, Barton
Blakey, Aaron
Cheatwood Jr., John
Conley, Glenn
Elliot, John
Haley, Israel
Henson, Aaron
Lee, Brenda
Ogilain, Carl
Sanford, Ruperto
Scott, Eric

15 Years
Arredondo, Joel
Escobedo, Robert
Fields, Ryan
Gilliam, Shelby
Gonzalez, Gustavo
Haena, Vera
Lopes, Doug
Lyle, Keith
Stone, Peter
Tanachion, John
Van Vliet, William
Wells, Michelle
White, John

10 Years
Acree, Matthew
Birdsong, Charles
Bledsoe, Ruby
Buckowski, Joshua
Brazil, Nicholas
Carpenter, Kevin
Chavez, Sergio
Clark, Graciela
Cumrow, Jared

Davenport, Derrick
Davis, John
Duval, Travis
Fitzgerald, Drew
Garcia, Billy
Garcia, Sonya
Green, Jerry
Henderson, Joshua
Inman, Joss
Kaiser, Brant
Kikun, Jos
Lenz, Michael
McKin, Richard
McNeil, Derek
Mize, Laura
Moreno Sr., Antonio
Moues, Steve
Murillo, Luis
Navarro, Jose
Nickles, Nathan
Oleson, Bryn
Orlando, Lawrence
Peire, Clint
Plaa, Benjamin

Richards, Brian
Rigby, Steven
Rojas, Gabriel
Saldivar, Adrian
Sanders, Cody
Schuppert, Justin
Serpa, Michael
Singh, Anish
Slade, Jeremy
Sobotta, Dustin
Souders, Charley
Souza, Matthew
Sturtevant Jr., Wynter
Turner, Richard
Winchester, Mark
Wortham, Cory
Zamarrigia, Miguel

5 Years
Azregain, Ihab
Boere, James
Bowman, James
COllo, Ryan
Diaz, Roberto
Diosmitz, Stephen
Dutra, Jayson
Dutra, Nathan
Fitzhernery, Christopher
Ford, Jamie
Galvan, Juan
Gonzales, Nicholas
Grimes, Curtis
Hines, James
Hopkins, Brandon
Hulsey, Christopher
Lupian, Brant
McCullough, Jason
Pearson, David
Sandlin, Jason
Sargenti, William
Swilley, Greg
Tannehill, Kyle
Thornberry, Corey
Walls, Matthew
Wells, Jonathan

5 years
From left: (Bayless-Martinez), Terence Edlund, (De La Torre), and (Ramirez-Hill).

5 years
Front row, from left: Sophia Rin, Marceda Sweeney, and Patricia Dobales.
Back row, from left: Phouthai Keoveunxay, Esther Mares-Samambao, Anthony Chavez, and Tiffany Hernandez.

25 years
Front row, from left: Sonya Garcia and Rory Bledsoe. Back row, from left: Curtis Grimes, Dustin Sobotta, and John Davis.

5 years
Front row, from left: Matthew Bell, Phouthai Keoveunxay, and Brandon McMahon.
Back row, from left: Kevin Quackenbush, Derek Sybesma, Steven Worley, Steven Silva, and William Evans.

20 years
From left: Glenn Conley, Brenda Lee, and Eric Scott.

15 years

30 years
From left: Business Manager Tom Dalzell with 30 year members Patricia Moore and Nathan Johnson.

Photos by John Storey

10 and 5 years
Front row, from left: Sonya Garcia and Rory Bledsoe. Back row, from left: Curtis Grimes, Dustin Sobotta, and John Davis.

10 years
Front row, from left: Karen Romere, Anthony Williams, Ruth Valiquette, and Recording Secretary Rachel Ramirez-Hill.

5 years
Front row, from left: Sophia Rin, Marceda Sweeney, and Patricia Dobales.
Back row, from left: Phouthai Keoveunxay, Esther Mares-Samambao, Anthony Chavez, and Tiffany Hernandez.

15 years

20 years
From left: Glenn Conley, Brenda Lee, and Eric Scott.

5 years
Front row, from left: Matthew Bell, Phouthai Keoveunxay, and Brandon McMahon.
Back row, from left: Kevin Quackenbush, Derek Sybesma, Steven Worley, Steven Silva, and William Evans.

10 and 5 years
Front row, from left: Sonya Garcia and Rory Bledsoe. Back row, from left: Curtis Grimes, Dustin Sobotta, and John Davis.
SERVICE AWARDS

February 5, 2016

Congratulations on your service!

Photos by John Storey

40 Years
From left: Business Manager Tom Dalzell, Thomas Perez, and Senior Assistant Business Manager Ray Thomas. Back row, from left: Dave Vandermeer and Robert Ingram.

30 Years
From left: Erick Ruste, Michael Collver, and Greg Gordon.

25 Years
Front row, from left: Kristina McGie and Gregory Lynch. Back row, from left: Ahren Aitchison and Mark Chumley.

20 Years
Front row, from left: Michael Anderson, Paul Schargus, and Mark Bailey.

15 Years
From left: Erick Ruste, Michael Collver, and Greg Gordon.

10 Years
From left: David Hoertling, Virginia Farr, and John Townsend.

5 Years

HONOREES

40 Years
Perez, Thomas

30 Years
Anderson, Michael Bailey, Mark Lynch, Gregory McGee, Kristina Netzloff, Matthew Perales, Tim Schargus, Paul Tuamala II, Edward Netzloff

35 Years
Cummins, Rodney Hansen, Richard Hiser, Mark Ingram, Robert McDonald, Tom Moffett, Michael Ross, William Rutledge, Frank Thomas, Raymond Vanderventer, Dave Wimer, Greg Netzloff

25 Years
Cummins, Rodney Hansen, Richard Hiser, Mark Ingram, Robert McDonald, Tom Moffett, Michael Ross, William Rutledge, Frank Thomas, Raymond Vanderventer, Dave Wimer, Greg Netzloff

20 Years
Aitchison, Ahren Andrade, Shawn Begley, Clint Capfer, Steven Dennis, Russ Ellis, Craig Eiland, Brandon Gilbert, Scott Horton, David Jetson, Ben Johnson, Jeffrey Kenney, Alan Kirk, Kellum Loper, Keith Mason, Laine Overman, Kenneth Gordon, Greg Hamilton, Dustin Jeebs, Peter Johnson, Jeff Lommon, Anthony Reginato, Aaron Ruste, Eric Schinstock, Randy Smith, Joe Trimble, Jason Warner, Jacob Webster, Walter

15 Years
Bagwell, Todd Bloom, Kevin Collier, Michael Foster, Troy Geritz, Randy Gordon, Greg Hamilton, Dustin Jeebs, Peter Johnson, Jeff Lommon, Anthony Reginato, Aaron Ruste, Eric Schinstock, Randy Smith, Joe Trimble, Jason Warner, Jacob Webster, Walter

10 Years

5 Years
From left: Erick Ruste, Michael Collver, and Greg Gordon.

From left: Ahren Aitchison and Mark Chumley.

From left: Kellem Kirk and Alan Keeney.

From left: David Hoertling, Virginia Farr, and John Townsend.

Árboles, de la página 16

Ayudamos en el ascenso de dos empleados que tenían el tiempo y la experiencia para pasar al siguiente nivel, a pesar de que ninguno de los empleados poseía una licencia clase “B”. La alta gerencia nos ha estado diciendo en las reuniones entre el sindicato y la gerencia que los ascensos pueden estar basados en las licencias clase “B”.

El contrato no dice nada en cuanto a la transferencia de cuadrillas dentro de un área de 60 millas (sede principal), y se necesita una reunión para discutir este problema.

Área Norte Centro

Asplundh Tree

NV Energy solicitó reducir dos cuadrillas el mes pasado. La mayoría de las cuadrillas habían sido enviadas a Carson City, y dos cuadrillas fueron enviadas al este de Nevada. Acaban de comenzar unos trabajos en el límite sur de Lake Tahoe. Actualmente solo hay algunos problemas menores. Ahora que

Trees, from page 16

steward appointed covering the system, things are starting to run more smoothly.

Davey Tree

We expect to secure the final GRC in May 2016. We are waiting for Davey’s specialized training implementation in Central Coast Division. This training is to be for heavy project type work, such as FPT and reliability type work. We have initiated a grievance in Pole Test & Treat Division for two members who feel they were wrongfully terminated and we are in the early stages of this process. In the East Bay, crews have been sent to other areas to perform work in Oakland and Napa.

Mario’s Tree

The company is also hiring new employees, and they are working 10-hour days. They are currently working in Fresno helping Trees Inc as well as in the Sonora area helping Utility Tree. Most of their work is reliability work.

Mountain Enterprise

Liberty Energy and PG&E crews have been very busy with all the work that has been scheduled. Most crews are scattered all over the system. Liberty Energy had a few snow days so work was a little hectic to say the least.

Mowbray – SMUD/PG&E

We still have a few outstanding issues with the Company to discuss. The Company hired new personnel at SMUD; lots of new faces in the yard. We have been losing workers who are leaving to work in other states. This is challenging for all the Contractors and maintaining a skilled work force in California is an issue that needs to be addressed.

South Central Area

Pacific Coast Tree Expert

The Company is back helping Utility Tree in the Mariposa area and Yosemite Division. We are meeting with the owner next week, and will be handing out more Union packets.

Trees Inc.

The Company is hiring new employees throughout the San Joaquin area, from Fresno to Stockton. The Company has all employees working 5/10s, and voluntary Saturdays. We are planning on holding the next GRC in early May to discuss all open matters system-wide.

Utility Tree Service

The Company is also hiring new employees, to keep up with scheduled work, most areas voted no on 10-hour days, so they are asking employees to work 9 hour days. All crews from the Sonora area are working in San Jose Division because they are behind schedule.

Windy Tree

The Company brought in Loggers Unlimited to help them in Jamestown and Pinedale.

Wright Tree

The Company is asking the Union for help to hire new employees and to send them people. They are struggling and are falling behind schedule.

The Company started focusing on production goals at SMUD. Members are starting to feel the pressure, and are not caring for this tactic. Some members have decided to change to another Company. In the South Bay, the Company is still in hiring mode. Anyone looking for work should contact Chuck Ritter at Wright Tree Service.

Todavía tenemos algunos problemas pendientes que discutir con la compañía. La compañía contrató nuevo personal en SMUD; hay un montón de caras nuevas en el patio. Hemos ido perdiendo trabajadores que se están mudando para trabajar en otros estados. Este es un reto para todos los contratistas y mantener una fuerza laboral calificada en California es un problema que debe ser abordado.

Área Sur Centro

Pacific Coast Tree Expert

La compañía ha regresado y está ayudando a Utility Tree en el área de Mariposa y en la División de Yosemite. La próxima semana nos reuniremos con el propietario, y entregaremos más paquetes del sindicato.

Trees Inc.

La compañía está contratando nuevos empleados en todo el área de San Joaquin, desde Fresno hasta Stockton. Todos los empleados de la compañía están trabajando en horario 5/10, y sábados voluntarios. Estamos planificando llevar a cabo la próxima reunión del Comité de Revisión de Quejas a principios de mayo para discutir todos los asuntos pendientes en el larga del sistema.

Utility Tree Service

La compañía también está contratando nuevos empleados para mantenerse al día con el trabajo programado, la mayoría de las áreas votaron para no trabajar días de 10 horas, por lo que están pidiendo a los empleados trabajar 9 horas diarias. Todas las cuadrillas de la zona de Sonora están trabajando en la División San Jose, ya que presentan retrasos en el programa previsto.

Windy Tree

La empresa trajo a Loggers Unlimited para ayudarles en Jamestown y Pinedale.

Wright Tree

La compañía está pidiendo al sindicato ayuda para contratar nuevos empleados y para que le envíen candidatos. Están haciendo grandes esfuerzos y se están retrasando en el programa.

La compañía comenzó a concentrarse en las metas de producción en SMUD. Los miembros están empezando a sentir la presión, y no les agrada esta táctica. Algunos miembros han decidido cambiarse de compañía. En el sur de la Bahía, la compañía todavía está contratando empleados. Cualquier persona en busca de trabajo debe ponerse en contacto con Chuck Ritter en Wright Tree Service.

Line clearance tree trimmers with Business Manager Tom Dalzell at the ‘Keep the Clearance’ Peer Safety Summit on March 11. 

Photo by John Storey
tion and Testing. Committees Served at the Union: Veterans Committee 2016. Other Activities on Behalf of the Union: No on 32
campaign (door to door canvassing).

Arthur “Art” Freitas

Dane “Big Dawg” Moore

Robert “Rob” Thomas

Recording Secretary
Clouddell Douglas Jr.

Vice President
Anna Bayless-Martinez
er CLUW Conventions/National Executive Board Meetings; Stockton Central Labor Council; IBEW International Conven

Business Manager/ Financial Secretary and Delegate to the International Convention of the IBEW
Tom Dalzell
Initiated into IBEW April 1981. Classification: Business Manager/Financial Secre
mitees Served at the Union: Spoke for the follow
tee; SAP Accounting Committee. Lead spokesperson for Ad Hoc Negotiations on High Cost of Living Areas (2002), System
tomer Operations (2005), and Electric Control Center Consolidation (2006). Lead/ spokesperson for the following negotiatio
ns: AC Transit 1982, 1985; Alameda Bureau of Electricity 1982; Charter Com
land 1999; City of Santa Clara 1999, 2005; City of Ukiah 2002; Glenn-Colusa Irriga
tamento Regional Transit 1983, 1986; Sonic Cable 1985, 1988; TransCanada 2004; Tur
tock Irrigation District 2001–2014; Wellington Power 2006. Other Activities on Behalf of the Union: Delegate to IBEW Interna
tional Convention 1999; Delegate to Ninth District Progress Meeting 2004, 2006–2016; Delegate to IBEW Utility Confer
gelate to IBEW Organizing Conference, 2002–2016; Delegate to National Safety Council Annual Conference 1986 (Drug Testing), Vice President, California State Federation of Labor 2007–present; Vice President, State Association of Electrical Workers 2006–present. Union Chair, West
tricity (1994), City of Berkeley (1989, 1991, 1998); City of Fulton (1994); City of Healds...
Cecilia De La Torre  
Initiated into IBEW June 1996.

Darryl Norris  
Initiated into IBEW August 1970.  
Classification: Retired Service Mechanic.  
Former Business Representative Local 1245.

Jesús Lorenzo Arciniegas  
Initiated into IBEW November 2001.  
Classification: Operating Clerk.}

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**Please note:** 
- If you have moved, please update your address with the Union or you may not receive a ballot.
- Ballots will be mailed to members on Wednesday, June 1, 2016.
- Ballots will be counted on Tuesday, June 28, 2016. To be counted, ballots must be received at the ballot post office box by 10:00 am on Tuesday, June 28, 2016.
- If you have not received your ballots by Friday, June 10, 2016, please call the Election phone at 707-452-2779 or send an e-mail to the Election e-mail address – elections@IBEW1245.com

Your message should include your full name, phone number, mailing address and either your member ID number or the last 4 digits of your Social Security number.
Candidates for Local Union Office

Northern Area Executive Board

Marcos Luna
Initiated into IBEW May 1997.

Ivan Pereda
Initiated into IBEW January 2010.

Steven “The Enforcer” Segale

Central Area Executive Board

Oni Brown
Initiated into IBEW January 2010.

Gary Maschio

Carl “CO” Olguin
Initiated into IBEW April 1996. Classification: Distribution Gas System Operator. Shop Steward: 2010 to present. Local Union Offices Held: Central Area Executive Board-CURRENT. Other Activities on Behalf of the Union: Organizing Steward, Executive Board Member of Electrical Workers Minorities Caucus (EWMC) Solano Chapter; Shop Steward Conference; New Employee Orientations; Delegate to Central Valley Labor Council (CCL); EWMC Member and Conference 2013–present; EB245 Utility Conference-Water Distribution Energy Future Conference; Negotiation Training; Political and Organizing campaigns representing EB245 Local 1245, including assisting Teamsters with Taylor Farms and Olam; IBWE Local 1245 Endorsed Candidate Precinct Walk, Redding, CA.

Northeastern Area Executive Board

Thomas “Tom” Cornell

Richard “Dick” Daniell

Janelle Bucci
Initiated into IBEW March 2019. Classification: Senior Maintenance Assistant. Shop Steward: 2015 to present. Local Union Offices Held: Unit 1311 Chairman, Committee Member, Vice Chair for the Union: Maintenance Assistant Training Committee; From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee Training Conference; From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee, Organizing Steward, Steward Training 08/15; Quarterly Labor Management Meetings 05/15 to current.

Outside Construction and Tree Trimming Companies Executive Board

Mike Cottrell
Initiated into IBEW December 1985.

San Joaquin Division of PG&E

Danila Mayo
Initiated into IBEW June 1975.

Coast Valleys Division of PG&E

Bryan “Goob” Anderson

Diablo Canyon Nuclear Generating Station

Ronald Greenlee
Initiated into IBEW March 1991. Classification: Senior Maintenance Assistant. Shop Steward: 2015 to present. Local Union Offices Held: Unit 1311 Chairman, Committee Member, Vice Chair for the Union: Maintenance Assistant Training Committee; From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee Training Conference; From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee, Organizing Steward, Steward Training 08/15; Quarterly Labor Management Meetings 05/15 to current.

California Gas Transmission

Janelle Bucci
Initiated into IBEW March 2019. Classification: Senior Maintenance Assistant. Shop Steward: 2015 to present. Local Union Offices Held: Unit 1311 Chairman, Committee Member, Vice Chair for the Union: Maintenance Assistant Training Committee; From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee Training Conference; From 11/15 to Current; Benefits Committee from 08/15 to current. Other Activities on Behalf of the Union: Negotiating Committee, Organizing Steward, Steward Training 08/15; Quarterly Labor Management Meetings 05/15 to current.
Candidates for Local Union Office

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

Tyler Jones
Initiated into IBEW November 2010.

Tony Varni
Initiated into IBEW January 2002.

Alameda/Contra Costa Transit District and East Bay Municipalities
No Valid Nominations

East Bay Division of PG&E

Matt Ortolano
Initiated into IBEW March 2005.

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

Logan Jonas
Initiated into IBEW February 2006.

Stockton Division of PG&E

Kristofer Hardman
Initiated into IBEW August 2004.

Robert Harty
Initiated into IBEW December 1985.

Sacramento Regional Transit District

Lauren Bartlett

TransCanada
No Valid Nominations

Humboldt Division of PG&E And Resort Improvement District #1

William Goodman
Initiated into IBEW November 1990.

Ward “Sonny” Hollesen

Jim Walpole
Initiated into IBEW February 1984.

Shasta Division of PG&E, City of Redding, City of Shasta Lake, and Bella Vista Water District

Calem Colgate
Initiated into IBEW August 1997.

Paul Snyder
Initiated into IBEW November 2002.

NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt Wheeler Power, Inc., Lassen Municipal Utility District and Wells Rec

Michelle Benuzzi
Initiated into IBEW June 2001.

Casey Kelley
Initiated into IBEW May 1999.

Jonathan McCue
Initiated into IBEW October 2005.

Charles Sala
Initiated into IBEW March 2001.

Samson Lee Wilson

De Sabla Division of PG&E

Sandi Busse
Initiated into IBEW March 2011.

Drum Division of PG&E, Plumas Sierra Rec and City of Roseville
No Valid Nominations

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

Mark Anderson
Initiated into IBEW December 1979.

Keith Hopp
Initiated into IBEW December 1983.

North Bay Division of PG&E, City of Healdsburg, City of Ukiah, and City of Willits

Daniel Novella
Initiated into IBEW May 2006.

Joseph “Joe” Stockel

Sacramento Division of PG&E
No Valid Nominations

Sacramento Municipal Utility District and City of Lodi

Marcus T. Crumble

USBR, Western Area Power Administration

Lawrence “Larry” Torres
Initiated into IBEW January 1985.

Frontier Communications

Trevor File
Initiated into IBEW July 2008.

Ken Lawson
Initiated into IBEW June 2006.

General Construction of PG&E–At-Large

Freddy Alvarez
Initiated into IBEW August 2012.

Luke Bogart

James Noonkester
Initiated into IBEW October 2003.

Tree Trimmers Companies

Brian Battilocchi
Initiated into IBEW July 2005.

Manuel Cortez
Initiated into IBEW March 2003.

Rosario “RO” Garcia

Michael Garner
Initiated into IBEW May 2014.

James Hanlon

Luis Mendez
Initiated into IBEW July 2009.

Ricardo Montes
Initiated into IBEW June 2011.

Jose “JP” Paredes
Initiated into IBEW August 2012. Classification: Foreman. Local Union Offices Held: Unit Chairman Unit 4726. Committees Served at the Union: Secretary for the Keep the Clearance Peer to Peer Committee 4/30/2013–present.

Steve Speak
Initiated into IBEW May 1997. Local Union Offices Held: Unit Recorder Unit 4714; Unit Chairman Unit 4714. Committees Served at the Union: Safety Steward; Keep The Clear- ance Safety Committee 2015 to present. Other Activities on Behalf of the Union: 2001 Leadership Conference.
Candidates for Local Union Office

Outside Construction

Robert “Bubba” Avery
Initiated into IBEW August 1974. Classifi-
cation: Journeyman Lineman. Shop Stew-
vard: 2000–2006; Local Union Offices Held:
Outside Construction Advisory Council;
Committees Served at the Union: Injured
Workers Fund 2006 to present. Other
Activities on behalf of the Union; Judge,
Leineman’s Rodeo 6 years.

Gary Hughes
Initiated into IBEW August 1967. Classifi-
cation: M&K Mech-
1989. Local Union Offices Held: Unit
Chair, Unit Vice-Chair, Unit Secretary.
Committees Served at the Union: Various
Committees as Local 1245 Business Rep
1989–2005. Other Activities on behalf of
the Union: Negotiating Committee 1989–
2005; Various Committees, Committees,
Labor Councils and Training.

City of Vallejo and Greater Vallejo Recreation District Advisory Council

Marcus Adams
Initiated into IBEW April 2003.

Kenneth McKay
Initiated into IBEW August 2010.

Delegates: Western Area Power Association, Government Coordinating Council 1 (GCC-1)

Sam Gloro
Initiated into IBEW December 1978.

Candidates for Delegate to the International Convention of the IBEW

Bryan “Gooby” Anderson
Initiated into IBEW February 1967. Classifi-
cation: Journeyman Lineman, Shop Stew-
vard: 2008–present. Committees Served at
the Union: Keep Dia-
blo Open 2016. Other Activities on behalf of
the Union: Attended Ad Council meetings.

Manufacturing

Jim Baker
Initiated into IBEW January 2014.

Todd Shiel
Initiated into IBEW January 2014.

Generation including Dynergy, Foster-Wheeler, GenOn, NCPA, NRG and Tri-Dam Project

No Valid Nominations

Materials Distribution Department of PG&E

Michael Hunt
Initiated into IBEW January 1986. Classifi-
cation: Lead Driver, Shop steward 1986 to
present. Local Union Offices Held: Material
Distribution Depart-
mant of PG&E Advi-
sory Council. Com-
mittees Served at the Union: Raingear Procure-
ment Approval.

City of Lompoc

Gary Silbaugh
Initiated into IBEW: January 2013. Shop Stew-
vard: 2013-January 2013. Local Union Offi-
ces Held: Recorder. Com-
mittees Served at the Union: Negotiating
Committee 2013 & 2015. Other Activities on behalf of
the Union: Attended Ad Council meetings.

Clerical-at-Large of PG&E—Central Area

Kelly Gibbs
Initiated into the IBEW: December 2003.

Donchele “Desiree” Soper
Initiated into IBEW January 2006. Classifi-
cation: Senior Service Representative (SSR)
at the Sacramento Contact Center. Shop Stew-
vard: 2009–Present. Local Union Offices Held: Local
unit Chair. Committees Served at the Union: Recording Secretary for the Electric-

Materials District of PG&E

Craig Keith (Tater) Tatun
Initiated into IBEW: April 30, 1991. Classifi-
cation: Heavy Equipment Operator II. Shop Stew-
vard 2007–present. Local Union Offices Held:
Cohainman Lead Steward. Committees Served at the Union: Negotiating Com-
mittee 2005–present. Other Activities on behalf of the Union: Delegate and Board
Member for the Merced and Mariposa
Central Labor Council. Organizing Stew-
vard. Union Yes dinner. IBEW Utilities con-
vention in Chicago, IL.

Irrigation Districts (Merced ID, Turlock LD, Lindmore ID, Paradise ID, South Feather Power and Water Agency, Modesto Id and South Joaquin ID)

Renelle Hayes
Initiated into IBEW December 1990.

Robert “Bubba” Avery
Initiated into IBEW August 1974. Classifi-
cation: Journeyman Lineman. Shop Stew-
vard: 2000–2006; Local Union Offices Held:
Outside Construction Advisory Council;
Committees Served at the Union: Injured
Workers Fund 2006 to present. Other
Activities on behalf of the Union; Judge,
Leineman’s Rodeo 6 years.

Gary Hughes
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cation: M&K Mech-
1989. Local Union Offices Held: Unit
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Committees Served at the Union: Various
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1989–2005. Other Activities on behalf of
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the Union: Keep Dia-
blo Open 2016. Other Activities on behalf of
the Union: Attended Ad Council meetings.

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Jim Baker
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sory Council. Com-
mittees Served at the Union: Raingear Procure-
ment Approval.

City of Lompoc

Gary Silbaugh
Initiated into IBEW: January 2013. Shop Stew-
vard: 2013-January 2013. Local Union Offi-
ces Held: Recorder. Com-
mittees Served at the Union: Negotiating
Committee 2013 & 2015. Other Activities on behalf of
the Union: Attended Ad Council meetings.
Author of the “Young Workers Resolution” that was endorsed unanimously at the Biannual California State Federation Convention in 1999; Member of the Biennial State Delegation to the Biennial California State Federation Biannual (San Francisco, CA); 07/2012 Delegate to the 9th District IBEW Progress meeting at the laptop; 06/2012 Attended IBEW International Member to Member training Session (Vacaville, CA); 03/2012 Co-Hosted a Intergenerational assembly at the California State Legislation Conference (Sacramento, CA); 09/2011 Met with and introduced the 25th United States Secretary of Labor, Hilda Solis at the AFL-CIO Next Up Young Workers Summit (Minneapolis, Minnesota, Minnesota); 03/2012 Delegate to the California State Federation Legislation Conference (Sacramento, CA); 03/2012 Elected to the Union Plus Leadership & Development Training; (Washington, D.C.); 02/2010 Attended IBEW 1245 Unit Chair & Unit Recorder Conference (Vacaville, CA); 01/2012 Panelist/Speaker/Delegate at the IBEW Electrical Workers Minority Caucus Conference 2012– 2016; New AFL-CIO Next Up Young Workers Summit. And Conference 2012– 2016; National LAMPAC 2016. And Conference 2012– 2016; National CLUW Conventions/National Executive Board Treasurer 2004 to present; IBEW International Convention 2001, 2006, 2011; EWMC Member 2011 to present; IBEW National Women’s Conference 2009; IBEW National Women’s Conferences; California Labor Federation Bi-Annual Convention 2012’ North Valley Labor Council; IBEW California State Federation Conferences; Labor’s Joint Legislative Conferences; Lobby Day Washington DC & Sacramento CA; Grievance Resolution Workshop; California PCC/CMC Health Care Seminar 2010; Precinct Walking, Bally’s & Phone Banking.

Shame on NV Energy Home Office Picket (Las Vegas, Nevada); 11/2009 Attended Shame on NV Energy Picket (Reno, Nevada); Member of the following Electrical Workers Minority Caucus (International), Electrical Workers Minority Caucus’s RENEW collective (International), Labor Council for Latin American Advance- ment (LCCLA) (National), Pride@Work (National), Delegate to the South Bay Labor Council (SBLC), NAACP (National), Alumni of the AFL-CIO National Young Workers Advisory Council (YWSC).

David Barnard
Initiated into IBEW December 2004.

Glen Barnard
Initiated into IBEW November 2009.

Lauren Bartlett

Michael L. Barton
Initiated into IBEW April 1999. Shop Steward 2013–present; Local Union Offices Held: Unit Chair, Unit Chair, Unit Steward at- Arms. Committees Served on at the Union: Anna Bayless-Martinez

Sandi Busse
Initiated into IBEW March 2011.

Manuel Cordeiro
Initiated into IBEW March 2011.

Mike Cottrell
Initiated into IBEW May 2004.

Richard “Dick” Danieli
Initiated into IBEW December 1985.

Elvira Bernal
Initiated into IBEW August 2007.

Luke Bogart

Stanley Boone
Initiated into IBEW September 1985.

Eleanor Brown

Janelle Bucci
Initiated into IBEW March 2013. Classifica- tion: Senior Mainte- nance Assistant. Shop Steward: May 2015 to present. Local Union Offices Held: Unit 1311 Chairman. Com- mittees Served at the Union: Maintenance Assistant Training Committee; From 11/15 to Current; Bene- fits Committee from 08/15 to Current. Other Activities on Behalf of the Union: Negotiating Committee Training 03/16; Steward Training 08/15; Quarterly Labor Management Meetings (05/15 to current.

Cloudell Douglas Jr.

Rodrigo Flores
Initiated into IBEW September 1999.

Dorothy Fortier
Initiated into IBEW May 1975. Classifica- tion: Operating Clerk. Shop Steward: Steward 1987 to present. Local Union Offices Held: Executive Board Treasurer 2004 to present; Unit Recording Secretary #2511 2000 to 2002. Committees Served at the Union: Committees Served on in Union: Benefits Committee 2003 to present; Corporate Clerical Committee 2015 to present; Local Union Offices Held: Church Committee 2004 to present; General Construction of PG&E At Large Advisory Council. Other Activities on Behalf of the Union: Benefits and Quarterly Benefits Committee 1998 to 2002; Position Evaluation Committee 2001; Over-time Committee CRC, 2001; Safety Walk Around Committee 2001; Other Activities on Behalf of the Union: San Joaquin/Calaveras County Central Labor Council 2007 to present; SJL CIC Local Executive Board Member & Chair 2011 to present; Coalition of Labor Union Women (CLUW) Delegate 2004 to present; CLUW National Executive Board Delegate 2009 to present; CLUW Rules Committee Co-Chairperson 2013; Women of Labor Conference 2011; Electrical Workers Minority Caucus (EWMC) Del- egate & Member; Labor Council for Latin America (LCLAA) (National) Member 2004–2005; IBEW International Convention Del- egate 2006 & 2011; IBEW 9th District Progress Meetings; IBEW Utility Conferences; IBEW International Labor Conference 2009; IBEW National Women’s Conferences; California Labor Federation Bi-Annual Convention 2012’ North Valley Labor Council; IBEW California State Federation Conferences; Labor’s Joint Legislative Conferences; Lobby Day Washington DC & Sacramento CA; Grievance Resolution Workshop; California PCC/CMC Health Care Seminar 2010; Precinct Walking, Bally’s & Phone Banking.

Cecilia De La Torre
Initiated into IBEW September 1987. Classi- fication: Operating Clerk. Shop Steward: Shop Steward 1987 to present. Local Union Offices Held: Executive Board Treasurer 2004 to present; Unit Chairperson #2511 2002 to present; Unit Recording Secretary #2511 2000 to 2002. Committees Served at the Union: Committees Served on in Union: Benefits Committee 2003 to present; Corporate Clerical Committee 2015 to present; Local Union Offices Held: Church Committee 2004 to present; General Construction of PG&E At Large Advisory Council. Other Activities on Behalf of the Union: Benefits and Quarterly Benefits Committee 1998 to 2002; Position Evaluation Committee 2001; Over-time Committee CRC, 2001; Safety Walk Around Committee 2001; Other Activities on Behalf of the Union: San Joaquin/Calaveras County Central Labor Council 2007 to present; SJL CIC Local Executive Board Member & Chair 2011 to present; Coalition of Labor Union Women (CLUW) Delegate 2004 to present; CLUW National Executive Board Delegate 2009 to present; CLUW Rules Committee Co-Chairperson 2013; Women of Labor Conference 2011; Electrical Workers Minority Caucus (EWMC) Del- egate & Member; Labor Council for Latin America (LCLAA) (National) Member 2004–2005; IBEW International Convention Del- egate 2006 & 2011; IBEW 9th District Progress Meetings; IBEW Utility Conferences; IBEW International Labor Conference 2009; IBEW National Women’s Conferences; California Labor Federation Bi-Annual Convention 2012’ North Valley Labor Council; IBEW California State Federation Conferences; Labor’s Joint Legislative Conferences; Lobby Day Washington DC & Sacramento CA; Grievance Resolution Workshop; California PCC/CMC Health Care Seminar 2010; Precinct Walking, Bally’s & Phone Banking.
Ronald Green
Initiated into IBEW 1984.
Donald Green

Ronald Greenlee
Initiated into IBEW 1991.

Jean Makowski
Initiated into IBEW 1990.

Jenni McCloud
Initiated into IBEW 2014.

Kenny McGivin
Initiated into IBEW September 1985.

Michael “Mike” Grill

Brian Hall
Initiated into IBEW April 2002.

Robert Hartley
Initiated into IBEW December 1985.

James (Jim) “Hammer” Hayes

Renelle Hayes
Initiated into IBEW December 1990.

Joe Herries
Initiated into IBEW July 1984.

Daniel Howard

Dale Ingram
Initiated into IBEW 2012. Classification: Apprentice. Local Union Offices Held: Assistant to the General Manager at Sunoptics Plant 2014–2015, Assisted the Organizing Drive and the Sunoptics Plant 2014–2015, Assisted the Organizing Drive at the Greenleaf Manufacturing Plant 2014, IBEW 1245 Leadership Training facilitated by former White House Chief of Staff据了解, the description seems to be a list of individuals along with their professional and personal highlights, likely related to organized labor or union work. However, without more context, it’s challenging to provide a clear summary or deeper analysis of the information presented in the image.
Gary Kidder
Initiated into IBEW November 2009.

James “Jim” Klewer

Keith Lyle

Gary Maschio

Carson McAtee
Initiated into IBEW September 2011.

Jose “Rey” Mendoza
Initiated into IBEW, October 2007. Classification: IBEW Business Representative. Shop Steward: 2008 to June 2014. Committees Served at the Union: Clerical Bargaining Committee 2014 PG&E Contact Center Operations Rewards & Recognition Committee 2013. Other Activities on Behalf of the Union: Fresno Central Labor Council Executive Board 2014. Selected and Delegate. Attended the California Labor Federation Joint Legislative Conference 2015 & 2016. Delegate to the IBEW Electric Workers Minority Caucus Conference 2013 to present; Organizing Steward 2012 to present; Prop 32/30 Campaign; Worked as IBEW organizer in following campaigns: California AD16, Louisiana Senate, CA District 7. Campaign Coalition of Labor Union Women (CLUW) Central California Chapter Vice President and Alternate for National Executive Board 2013 to present. Other Activities on Behalf of the Union: Women’s Leadership Conferences; IBEW Gas Conference; IBEW Women’s Conference; IBEW Utility Conference; Shop Steward and Organizing Steward Conferences; National CLUW Member; CLUW Conventions and National Executive Board Meetings; San Joaquin Calaveras County Central Labor Council Delegate; North Valley Labor Federation Delegate; California Labor Federation Delegate; EWMC Member; and Conference 2016. IBEW 9th District Progress Meeting 2015,2016; Union New Member Experience Co-facilitator 2015.

Anthony Montalvo
Initiated into IBEW July 1984.

Carl “CO” Olguin
Initiated into IBEW April 1996. Classification: Industrial Gas 
System Operator. Shop Steward: 2010 to present. Local Union Offices Held: Central Area Executive Board – Current. Other Activities on Behalf of the Union: Organizing Steward; Executive Board Member of Electrical Workers Minorities Caucus (EWMC) Solano Chapter; Shop Steward Conference; New Employee Orientations; Delegate to Central Valley Labor Council (CLC); EWMC Member and Conference 2013 – present; IBEW Utility Conference; California Distribution Energy Future Conference; Negotiation Training; Political and Organizing campaigns representing IBEW Local 1245, including assisting Teamsters with Taylor Farms and Ohalo; IBEW Local 1245 Endorsed Candidate Precinct Walk, Redding, CA.

Ricardo Orozco
Initiated into IBEW September 2012.

Michael Patterson
Initiated into IBEW March 2002.

Rachel Ramirez-Hill
Initiated into IBEW November 2005 – 2014. Classification: Customer Service Representative. Shop Steward: 2011 to present. Local Union Offices Held: Executive Board Recording Secretary 2015 to present; Executive Board Central Area 07/15 to 07/15; Unit Recorder Unit 2511 2012 to present; Clerical at Large for the Central Area Advisory Council 2013–2015. Committees Served at the Union: Attendance Management Initiative for CCO 2012; CCO Labor Management Committee 2011–2013; CCO Labor Management Committee 2013 to present; Organizing Steward 2012 to present; Prop 32/30 Campaign; Worked as IBEW organizer in following campaigns: California AD16, Louisiana Senate, CA District 7. Campaign Coalition of Labor Union Women (CLUW) Central California Chapter Vice President and Alternate for National Executive Board 2013 to present. Other Activities on Behalf of the Union: Women’s Leadership Conferences; IBEW Gas Conference; IBEW Women’s Conference; IBEW Utility Conference; Shop Steward and Organizing Steward Conferences; National CLUW Member; CLUW Conventions and National Executive Board Meetings; San Joaquin Calaveras County Central Labor Council Delegate; North Valley Labor Federation Delegate; California Labor Federation Delegate; EWMC Member; and Conference 2016. IBEW 9th District Progress Meeting 2015,2016; Union New Member Experience Co-facilitator 2015.

Elane Robbins

Mark Rodin
Initiated into IBEW March 2005.

Michael Ruiz
Initiated into IBEW September 2008.

John Samuel
Initiated into IBEW August 2011.

Pedro “Pete” Sandoval Jr.

Brad Schuback
Initiated into IBEW March 1986.

Bonnie Sivisend
Initiated into IBEW March 1977.

Ronald Smith
Initiated into IBEW June 2005.

Donchele “Desiree” Soper

Luis Somotay
Initiated into IBEW October 2003.

Vickie St. Martin

Julia Steffen
Initiated into IBEW September 1983.

Hunter Stern

Ryan Stewart
Initiated into IBEW May 1999.

Joseph “Joe” Stockel

Jennifer Threlfall
Initiated into IBEW December 2011.

Jaime I. Tinoco
Initiated into IBEW February 2014. Classification: Utility Reporter
We regret to announce that longtime IBEW Local 1245 member and former Business Rep Jeff Johnstone passed away at the age of 68.

Brother Johnstone was initiated into the IBEW in 1968. He worked for several Local 1245-represented Outside Line contractors during the 90s before joining the Local 1245 union staff as an Outside Line Rep in the Riverside office (prior to Local 47 assuming the representation of the southern part of the state).

“He was a great worker, intelligent, and a good union man,” recalled Local 1245 Rep Mark Rolow.

“He worked long and hard, and fought for every one of the members he represented. He was always upbeat, and always had my back,” said Local 1245 Dispatcher Gina Britt. “He was a good guy, and a great role model of what a union brother should be. He was such a good boss and friend, and I was very sad to hear of his passing.”

“When I was a brand new rep, Jeff took me under his wing as though I was son. He taught me the ropes,” said former Business Rep, Roy Duncan. “He was a great guy, and if he had any enemies, I don’t know who they were. He was always welcome in every yard we went to visit, and he always did the best he could for the members.”

Johnstone became sick with throat cancer in 2012, but all who knew him during that time were amazed at his commitment and desire to keep fighting.

“His spirit was incredible,” said former Local 1245 staffer Corrine Jo Mascareñas. “Instead of being bitter and angry about the things that he could not do anymore, he joyfully embraced what he still could do.”

“Everyone thought the world of him,” said former 1245 staffer Rich Duncan, who had met Johnstone on a project in Lancaster in 1986 and served as his supervisor for several years. “He ran a pretty good job, and everyone wanted him as a foreman.”

“Jeff was a true blue unionist. He had a sharp sense of humor and knew the line construction industry and world as well as anyone,” said IBEW 1245 Business Manager Tom Dallzell. “He made me laugh and made me proud.”

In Memoriam: Jeff Johnstone
Bob Choate loved line work. Even when he was just starting out as a PG&E groundman in the mid-1960s, he avoided taking sick leave because he was afraid he might miss something new.

Choate, who died suddenly on March 1 at the age of 70, gave the next 40 years of his life to the trade, first as a lineman for PG&E and later as a union representative. He earned widespread respect for his knowledge of line work, but even more so for his commitment to his peers.

"There is nothing he wouldn't do for a union brother or sister," said IBEW 1245 Business Manager Jack Tamimi.

Choate worked for nearly three years in General Construction at PG&E, then moved over to Division, working in Richmond, Walnut Creek and then Concord, where he was a foreman. He served on two bargaining committees in the early 1980s, and his grasp of union principles and his commitment to the cause impressed then-Business Manager Jack McNally, who hired him as a business representative in 1984.

Choate's early mentors included Business Representatives Sam Tamimi and Joe Valentino, who schooled him on union mechanics. But Choate didn't need a lot of coaching on the principles of unionism and solidarity. When Valentino died suddenly in 1983, Choate sat with him all night.

People looked up to Choate, and it wasn't just because of his expertise. Choate was a big man who towered over the crowd in any room. When Choate was hired onto the union staff, the late Roger Stalcup called him "that T-man from Concord who's big enough to burn diesel." Choate was mostly a gentle giant, but his size could be a factor when it came to keeping order at meetings.

Disagreements over contract proposals could get heated. The presence of Choate, along with "Big Ed" Caruso, helped keep the discussion focused, according to Tamimi.

But you don't get far on size alone, and Choate quickly established himself as an expert on PG&E's line department, and a strong advocate for the union members who worked in it. Having come "out of the tools" Choate understood the system, knew the contract and spared no effort when it came to enforcing it.

"He had a strong work ethic. He had a strong desire to represent members," McNally said at the time of Choate's retirement from the union staff, in 2011. "He was a very energetic guy and did a lot of work. You'd ask him to do something and he'd get with it."

As a business representative Choate established himself as the union's resident expert on call-out procedures, and in the late 1990s McNally promoted Choate to assistant business manager, a position he continued to hold under Business Managers Perry Zimmerman and Tom Dalzell.

Being an assistant business manager posed a new set of challenges. He had more responsibility for bargaining, including negotiations at Diablo Canyon Power Plant, and became involved in arbitrations. He also took on responsibility for the Joint Apprenticeship Training Program and served two stints as the union's top official in the PG&E grievance procedure.

In Choate's last years on the union staff, Dalzell promoted him to Senior Assistant Business Manager. When Choate decided to retire in 2011, Dalzell persuaded him to stay on long enough to assist with negotiating one more Physical Agreement with PG&E.

One measure of the respect that Choate commanded among his peers was the election for delegate to the IBEW International Convention. Out of more than 60 candidates in 2011, Choate finished third. In 2006 he finished second. He was also elected as a delegate in 1991.

Choate wasn't just a serious student of the line craft; he was a serious student of the union craft. He held 14 Labor Studies Certificates from the University of California Berkeley, from 1977 to 1992, and eight AFL-CIO certificates in industrial relations and contract negotiations from 1980 to 1992.

Choate was initiated into IBEW in June of 1965, a member of Unit 2316 in Concord/Walnut Creek. Choate served as a shop steward from 1976 until he became a member of the union's staff in 1984. He represented members in Ukiah, Ft. Bragg, Eureka and Geyers Power Plant from 1984 to 1998, and during the same period represented members at Davey Tree in the North Bay.


Choate once said his knowledge of the job came from the job itself and the crews he worked with. He never went to apprentice school; he just practiced climbing on his lunch break. "The more I practiced, the more lunches I didn't eat," he said in 2011.

"GC, when you hired on in those days, if you were accepted by the crew they took care of you. We had boomers line-men on the crew who did the teaching, then you had the other linemen who'd take care of you—if they liked you. Of course if you weren't worth a s**t they'd run you off," Choate said.

Nobody ever ran Choate off. He was a lineman, and a union brother, to the end.

Choate is survived by his wife, Jane.
THE UNION SUXS.

YEAH? GOT A REASON FOR SAYING THAT?

ONE REASON? I GOT A BUNCH

CAUTION BELLYACHER AHEAD

THE UNION DOES EVERYTHING IN SECRET.

OUR UNION MEETING IS OPEN TO EVERYONE--

--WHY NOT GET SOME OF YOUR QUESTIONS ANSWERED THERE?

AND THE SHOP STEWARD'S NEVER AROUND.

WE CAN'T GET A VOLUNTEER FOR STEWARD IN YOUR DEPARTMENT BECAUSE YOU BAD-MOUTH THE UNION ALL THE TIME.

WELL... I GOTTA PAY DUES... AND THE LAST RAISE WASN'T ENOUGH!

DUES KEEP OUR UNION STRONG. THAT'S WHY OUR PAY STAYS AHEAD OF INFLATION.

MAYBE YOU SHOULD GET A NON-UNION JOB WHERE WE DON'T HOLD YOU BACK!

THE UNION IS IN BED WITH MANAGEMENT!

YEAH, RIGHT!

IF ANYBODY'S IN BED WITH MANAGEMENT, IT'S THE BELLYACHERS--WHO ARE ALWAYS TEARING OUR UNION DOWN, RATHER THAN STANDING WITH US.

THAT GUY GRIPES ABOUT EVERYTHING.

YEAH, LET'S GET SOME WORK DONE!

SOME WORKERS ALWAYS FIND FAULT IN OTHERS, BUT MANAGE TO DISAPPEAR WHEN IT'S TIME TO COME UP WITH A SOLUTION. NEXT TIME YOU SEE SOMEONE BLOWING HOT AIR, USE SOME FACTS TO COOL THEM DOWN. UNIONS MEAN BETTER BENEFITS AND A BIGGER VOICE ON THE JOB.