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Tree trimmer Rosario Garcia removes an unwieldy palm in Stockton. Story on page 17.
Working Together

First off, I’d like to thank the more than 3,000 members of our union who voted in our last election. It is an honor to serve you as Business Manager, and I look forward to continuing to make progress together. Campaigns can be long and hard, but one of the best ways to make progress together. Campaigns can be long and hard, but one of the best ways to

I understand that growing dissatisfaction with the status quo is part of the reason why some of you voted against me. I want to confront this head on: I hear you, and I understand that we can make even more progress for you and give you an even stronger voice at work. I hear both your encouragement and your anger. But the economic trajectory that our members are on is far different than that of most Americans. We continue to secure wage increases that far exceed the national average, we continue to expand our benefits, and I view every upcoming contract as a means to improving the economic security of our members.

That being said, there is more that can be done. Over the next three years, I will, with opportunities or not currently exist, we will create them.

The recent events at Diablo Canyon are a good example. While the state government and environmental groups planned to simply shutter the plant in 2018, the thousands of workers and their families to the forefront. We worked in public and behind the scenes to bring our members and their families to the forefront. We took issue with every attempt to sideline employees and their needs. In the end, we forced the plant to stay open for another eight to nine years, and negotiated a generous retention and bonus program to take care of our members (see “Diablo Canyon to Remain in Operation” on page 14).

After working at Diablo for 32 years, I was apprehensive about how they would close the plant — it was clear to me that they wanted to do it as quickly as possible and that workers were not figuring in their plans. IBEW 1245 was the best advocate we could have had. The deal that was negotiated will keep us on the job for years and includes retention and bonus pay. The new arrangement will give us time and extra money to make a smooth transition.

These are still scary times: too many people are making too little to get by. The American Dream is slipping away for millions of us. Corporate power is growing fast, and the power of organized working people is not keeping up. But I’m hopeful that we’ve reached election parity. Over the next two years of my term, I will fight like hell to improve your working conditions and paychecks. And we can use our collective political power to force politicians and companies to listen, and to be an effective counter-weight to growing corporate power.

We won’t be left out in the cold if we stand together and fight. I’m dedicating the next two years of my term to doing everything I can to improve the economic security of our members. I am open to every suggestion and every idea. And I look forward to working with all of you to secure a bright future for our members and their families.
California Gas Transmission  
• Janelle Bucci (unopposed)

City of Santa Clara and San Jose Division of PG&E  
• Tyler Jones 37  
• Tony Varni 31

East Bay Division of PG&E  
• Matt Ortolano (unopposed)

San Francisco Division and General Office of PG&E  
• Logan Jonas (unopposed)

Stockton Division of PG&E  
• Robert Harty 74  
• Kristopher Hardman 24

Sacramento Regional Transit District  
• Lauren Bartlett (unopposed)

Humboldt Division of PG&E and Resort Improvement District #1  
• Jim Walpole 11  
• Ward “Sonny” Hollesen 8  
• William Goodman 6

Shasta Division of PG&E, City Redding, City of Shasta Lake, and Bella Vista Water District  
• Paul Snyder 19  
• Calem Colgate 12

NV Energy, TMWA, City of Fernley, Truckee Donner PUD, Mt Wheeler Power, Inc., Lassen Municipal Utility District, Wells REA and Liberty Energy  
• Samson “Lee” Wilson 55  
• Michelle Benuzzi 49  
• Jonathan McCue 31

De Sabla Division of PG&E  
• Brad Burgess (unopposed)

Colgate Division of PG&E, Yuba County Water Agency, and City of Gridley  
• Mark Anderson 19  
• Keith Hopp 17

North Bay Division of PG&E, City of Healdsburg, City of Ukiah, City of Willits  
• Joseph Stockel 76  
• Daniel Novella 50

Sacramento Municipal Utility District and City of Lodi  
• Marcus T. Crumble (unopposed)

USBR, Western Area Power Administration  
• Lawrence “Larry” Torres (unopposed)

Frontier Communications  
• Ken Lawson 14  
• Trevor File 9

General Construction of PG&E – At Large (3 Seats)  
• Freddy Alvarez  
• Luke Bogart  
• James Noonkester

Tree Trimmer Companies  
• Rosario “Ro” Garcia 35  
• Steve Speak 32  
• Michael Garner 28  
• Ricardo Montes 14  
• Manuel Cortez 8  
• Jose “JP” Paredes 8  
• Brian Battilocchi 6  
• Brian Hanlon 6  
• Luis Mendez 3

Clerical At Large of PG&E Northern Area  
• Donchele Soper (unopposed)

Clerical At Large of PG&E Central Area  
• Kelly Gibbs (unopposed)

Clerical At Large of PG&E Southern Area  
• Renelle Hayes (unopposed)

Irrigation Districts (Merced, ID; Turlock, ID; Lindmore, ID; Paradise, ID; South Feather Power & Water Agency; Modesto, ID; and San Joaquin, ID)  
• Craig “Tater” Tatum (unopposed)

Members of the Ballot Committee validate and count ballots at Weakley Hall on June 28, 2016. Observers, visible in the back, were required to remain behind a barrier at the back of the room, ensuring that only ballot committee members had access during the counting process.
Members from IBEW Local 1245 didn’t let the sub-freezing temperatures faze them as they displayed their competitive spirit and prowess at the 16th annual Public Power Lineworkers Rodeo, which took place April 1-2, in Minneapolis, Minn.

Wayne Smith from TID came in first place overall in the Apprentice division, and also placed second on the written test. SMUD apprentice Bradley Powell came in first in the Apprentice Hurtman Rescue event as well as the Apprentice Obstacle Course. Tyler Dewitt from SMUD came in third in both the Apprentice Obstacle Course and Fused Cutout Relocation events, while Aaron (Keith) Rudi from SMUD came in third in the Apprentice Pole Top Pin Insulator Change Out event.

In the Journeyman level competition, Anthony Ormonde, Dustin Krieger, and Josh Klikna from TID came in second place overall. Jimmy Boere, Matt McCurdy, and Sean Coulson from Modesto Irrigation District won the Hurtman Rescue event, and Dwight Johnson, Garrett Mcghehey, and Justin Hirschi from SMUD placed third in that same event. They also came in third in the 4kV Crossarm Change Out.

“lt brings us great pride to see our members triumph when competing against the best of the best at the APPA Rodeo,” said IBEW 1245 Business Manager Tom Dalzell. “Congratulations to all the competitors, and especially our award-winning apprentices from TID and SMUD, as well as our victorious journeymen teams from TID, MID and SMUD.”
I BEW 1245 members from PG&E's Locate & Mark team made a strong showing as first-time competitors in the 15th Annual International Utility Locate Rodeo, which took place June 23-25 in Dallas, TX.

The 1245/PG&E team consisted of Trevor Robertson (Richmond) and Wendell Brown (Oakland) who competed in the Gas Division, as well as Shane Keyser (Redding) and Efrain Nava (Merced) who competed in the Power Division. The four team members secured their spots by placing in the top at the 1245/PG&E qualifier event, which took place earlier this year in conjunction with the 1245/PG&E Gas Rodeo.

The 1245/PG&E team faced off against 77 other competitors from 17 different states representing 28 different companies. Each competitor was given three separate locates within their area of expertise, and were scored both on accuracy and on time to complete. All competitors were also required to do the “Locate from Hell” where they were given three minutes to locate and mark over two wheels. Most did not complete this extremely challenging event.

Despite the 95 degree weather and high humidity, the four members of the 1245/PG&E team competed solidly in their respective events and gained respect of their peers for their quality locates. Local 1245 member Efrain Nava placed third overall in the Power Division, which is truly remarkable given the fact that it was his first time competing in an International Rodeo, and he was up against many skilled and experienced competitors. It was a real surprise to finish in the top three the first year out.

Congratulations to Efrain Nava and all of the other competitors!

Lou Mennel and Bryan Carroll, IBEW 1245 Business Reps

Local 1245 Team Places Third in Power Division at 15th Annual International Utility Locate Rodeo

I BEW 1245 linemen Luke Bogart, Jacob Hunt and Marco Acosta came in 2nd place overall at the 4th Annual National Sisterhood United for Journeymen Linemen (NSUJL) Rodeo, which took place June 17-18 in Pennsylvania. Acosta also secured the first place "Overall Best Climb" award, and Bogart took home the second place award in the "Overall Best Hurtman Rescue" category. Bogart and Acosta also placed first in the Journeymen Team Speed Climb event and second in the Journeymen Team Hurtman Rescue event.

NSUJL is a 501(C)3 non-profit organization dedicated to assisting families of Fallen/Injured IBEW Journeymen Linemen, Utility Linemen, Apprentice Linemen, Groundmen and Operators. Learn more at www.nsujl.org.

Local 1245 Team Places Second at NSUJL Rodeo

Luke Bogart, Jacob Hunt and Marco Acosta show off their trophies at the NSUJL rodeo.
Work Outlook

Work outlook continues to be steady. The number of contract crews working directly for PG&E and SMUD has remained around the same. We anticipate increases in projected man-hours in Transmission and Substation (NERC work) over the next couple of months. There are other projects underway (which aren’t counted in the above-mentioned man-hours) that our members are also performing in Nevada, where NV Energy has taken the pro-union approach to contracting. This is great news for union members in a “Right to Work” state.

We have several projects waiting in the wings to start, and a few projects that have just started but are not yet up to full steam. The trailer park conversion pilot program has had a couple of delays due to a significant portion of the work being pulled from a non-IBEW civil contractor. The contractor was suspended for non-compliance with PG&E property due to an excessive amount of dig-ins. That work has been resent out to bid, and we are waiting to see who it is awarded to. Some of the facility relocate work for the California High Speed Rail project has started, although the rail project itself won’t begin until later this year. It is noted that Local 1245 has project labor agreements in place for all the work from the bolts up on both the Cal-Train and High Speed Rail projects, and these two projects will generate a lot of work for our construction members. Another large project that hasn’t begun yet is the Google project that involves installing fiber throughout the city of San Jose. This project will involve stringing and upgrading the infrastructure in that area and require several years’ worth of work.

We are not seeing the huge spike in lineman calls as we have experienced in the past, which we attribute to the utility keeping more crews on property through the winter. This has been a major change from past years, where the construction crews would basically shut down for a couple of months in the winter and then ramp up in the late spring. That approach came with a lot of difficulties — including building the workforces back up and developing crew continuity — which have the potential to increase work procedure errors and accidents. As of July 20, 2016, we had 15 Lineman on Book 1 and 70 on Book 2 with hopes of getting those numbers down over the next couple of months. The onset of storm season in the south and eastern U.S. will potentially drive that number on the books down as well.

Contractor Safety

Utility

There are several new and ongoing factors that seem to be changing in the construction safety arena. As mentioned above, a non-IBEW contractor was suspended from working on PG&E property due to too many dig-ins. It should be noted that the same criteria applies to all contractors (both union and non-union) that are working on PG&E property. Too many dig-ins and other safety infractions can lead to suspension. Additionally, the PUC’s new mandate on the utility for stronger contractor oversight is changing the landscape on safety where everyone understands that either you work safe or you are off the property. The utility will be conducting site safety audits as well as having the inspectors they employ on our jobs take a bigger role in enforcing safety. PUC compliance on this is set to begin in the next month, however the utility has already begun at different levels through the different departments, and this is something anyone wishing to work out here must be aware of.

This is a reminder that unsafe work practices could only have a member banned from the property, but could also lead to contractors being suspended or removed from the property, causing other members to lose their jobs. The days of taking shortcuts to increase productivity, and turning a blind eye to potential safety hazards are gone. The consequences can effect our members’ ability to make a living. Safety needs to be the number one priority. Although we have seen a reduction in injuries as well as workplace errors, we believe we can continue to do better.

Red Book

We have received several inquiries regarding updated safety books. We have started a review of the California Safety Manual (Red Book) in order to reflect the Federal OSHA changes as well as anticipate the CalOSHA changes that have yet to be released. A committee has been formed and we have begun the process. We don’t anticipate printing or finalizing this project until the CalOSHA regulations have been posted, to make sure the information published in our manual accurately reflect the state’s new requirements. The state rules must be equal to or greater than the Federal requirements, and there are many cases where CalOSHA may require stricter policies. We want to make sure our guide is not more like a distance. A small contractor that became signatory to Local 1245 in 2008 had never received work that we were aware of. However, they were recently spotted in San Francisco working as Qualified Electrical Workers (QEWs) on a fiber optic install project in energized vaults and manholes. We suspect that the contractor didn’t believe the fiber work was covered work; but the whole reason they were on the project was due to the fact that this utility company requires QEWs in their vaults and manholes. Local 1245 is demanding they cease the work as a non-union contractor and live up to the agreement they signed with 1245, as well as provide restitution for any QEW work performed on this project.

Dispatch Call Counts

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* (as of 7/21/16)
ing any issues early is key to ensuring the members get what is theirs.

**JATC**

The JATC is in the process of interviewing the 1,300 applicants who submitted applications and associated paperwork during the ten-day application period this spring. On average, about 140 applicants are interviewed each month, and it will take several more months to complete the interviews. The current list of applicants past the application period for positions to open up, and it will be some time before the application period will open again.

Business Rep Richard Ingle attended the Apprentice Picnic in Ontario on July 9 which is a mandatory event for all apprentices, and is supported by both Local 1245 and Local 47. He reports that a good time was had by all.

We currently have 342 outside line apprentices registered in our JATC program and two traveling apprentices in our jurisdiction:

- 55 Apprentices are working out of Local 1245
- 239 are working out of Local 47
- 2 are working out of Local 396
- 29 are unemployed (48 are technically unemployed, but 19 can't work)

We have graduated 37 apprentices to journeyman lineman and have indented 47 outside line apprentices.

**Traffic Signal and Street Light Agreement**

Wage increases for 2016 under the Traffic Signal and Street Light agreements were based on the one-year average for the Consumer Price Index (CPI) for all Urban Wage Earners in the San Francisco, Oakland and San Jose areas ending in June. Those numbers are just in and they equate to a 2.7% wage increase for all classifications under that agreement.

**Injured Workers Fund**

The balance of the Injured Workers Fund as of June 30, 2016 was $946,756.90. In the month of June, one disability payment was made. The Trustees of the Injured Workers Fund have amended the Plan Document to increase the Disability Benefit payouts, which became effective July 1, 2016.

**Disability Benefits**

1) Initial Disability Benefit (for disabilities lasting more than ten (10) days but less than thirty (30) days): $2,000.00
2) Secondary Disability Benefit (for disabilities lasting more than twenty-nine (29) days but less than ninety (90) days): $3,000.00
3) Final Disability Benefit (for disabilities lasting at least ninety (90) days): $5,000.00

Any questions and requests for a copy of the Summary Plan Document should be directed in writing to the Trustees of the Injured Workers Fund at 30 Orange Tree Circle, Vacaville, CA 95687.

**2016 Training Schedule and Special Events**

- IBEW 1245 Golf Tournament – October 8, 2016, Vacaville
- International Lineman's Rodeo – October 15, 2016, Bonner Springs, KS
- First Aid & CPR is the second Saturday of every month at the JATC Riverside and Sacramento facilities
- OSHA 10 ETD class scheduled for July 29 and 30 in Vacaville

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**Flying High**

In late June, a nine-man crew comprised of IBEW 1245 members from Par Electric was sent in to place one phase of a circuit on the Morro Bay 230KV line, off Highway 41 near Atascadero.

“arrenging a span of wire,” explained General Foreman Ken Fields. “We’ll pull it out with a v groove, we’ll pull a rope in behind it, and then we’ll hook up a new wire and pull the new wire in.”

While the work itself wasn’t particularly unusual, the terrain was exceptionally rugged, and ground access to the area was pretty limited, so the crew had to utilize a helicopter to get in to some of the areas that they were unable to easily reach by land.

“We’re taking out a span of wire,” explained General Foreman Ken Fields. “On one tower we have a bucket truck, and on one tower we’re gonna fly the guys in and out [with the helicopter],” said Fields. “We’re hanging our boards with the helicopter, and anything the guys need, we’ll just fly it to them, instead of driving. It’s just too far.”

It also happened to be a scorching hot day, with temperatures in the triple digits, which presented an added challenge.

“It’s 104 [degrees] out here, so we’ve got lots of Gatorade and water for the guys,” said Fields. “And we have air conditioners on our truck if they need to get cooled off.”

Par Electric crew replaces a 230KV line in Atascadero

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The crew with Outside Line Business Rep Richard Ingle (left).
Organizing Stewards Learn from the Experts

M ore than 80 Organizing Stewards and “apprentice” Organizing Stewards came together on April 22 at Weakley Hall for a one-of-a-kind workshop featuring some very influential labor leaders and worker advocates.

Two of California’s most powerful labor lobbyists, Angie Wei and Caitlin Vega of the California Labor Federation, kicked off the day-long training with a “deep dive” into the world of California politics and legislative maneuvering. They began their presentation by commending IBEW 1245, its leadership, and the Organizing Stewards for prioritizing the type of member-to-member grassroots organizing work that defines union power.

“I know my boss, [California Labor Federation leader] Art Pulaski was here last month and said he thinks IBEW embarked on a long and storied union organizing career that led her to become the first woman and youngest person ever to be elected Secretary-Treasurer of the AFL-CIO.

“I was the original Organizing Steward!” Shuler declared, as she recalled the time her Business Manager dispatched her to California to help fight a union-busting ballot measure in 1996. That was when she first met current Business Manager Tom Dalzell, who she still holds in very high regard.

“Tom’s bold vision sets the standard for the labor movement across the country,” said Shuler. “He embodies solidarity, creativity and innovation.”

“It is inspiring to me to be with IBEW 1245 Organizing Stewards today and hear about your recent solidarity organizing in Idaho and Indiana,” she continued. “I love that you all are engaging in grassroots organizing; that’s what Labor does best.”

Motivated by Shuler’s inspiring words, the Organizing Stewards closed out the day by planning out the next phase of the Local’s “Union Difference” campaign. The Local launched the campaign with public sector stewards earlier this year to combat the potential ill effects of the Friedrichs vs. CTA Supreme Court case [ibew1245.com/friedrichs/]. While the death of Justice Scalia has offered a temporary reprieve, the Local will not be resting on its laurels, and the Organizing Stewards will continue what the public sector stewards started, holding hundreds of face-to-face conversations with co-workers about the Union Difference. The goal is to build a strong network, solidify a base of union activism and project union pride throughout Local 1245’s jurisdiction.

Fred Ross contributed to this report. Photos by Steven Marcotte and John Storey

Organizing Steward Ashley Nelson

AFL-CIO Secretary-Treasurer Liz Shuler

Organizing Steward Ashley Nelson

July – September 2016
AFL-CIO Leader: Local 1245 is on the “Cutting Edge”

AFL-CIO Secretary-Treasurer Liz Shuler, the second-highest labor official in the country, brought Advisory Council members to their feet with a rousing speech on April 23 at Weakley Hall in Vacaville.

“We see the American Dream slipping through our fingers,” Shuler warned, “but she said that union members have the ability to turn thing around when they stand together and that IBEW 1245 members are showing the way.

“Our opponents thought the job-kill- ing Trans-Pacific Partnership would be a slam dunk. But the work you did and the solidarity you showed changed the debate,” Shuler said, noting that IBEW 1245 members leafletted the house of Congressman Ami Bera, a swing-vote in the Trans-Pacific trade deal. “How cool is that?” she asked.

Shuler also praised Local 1245’s response to a recent attack on public sector workers by allies of the rabidly anti-union Koch Brothers. Friedricks vs California Teachers Association (www.ibew1245.com/friedricks) threatened to cripple the ability of unions to protect members in the public sector, but the case recently hit a speed bump at the U.S. Supreme Court and Local 1245 is one of the unions now mobilizing public sector employees to fight back.

“Instead of allowing our opponents to divide us, labor came together, public sector and private sector,” Shuler said, praising Local 1245’s Organizing Stewards as the “cutting edge” of labor’s response to these attacks. Shuler called Business Manager Tom Dalzell “a visionary” in promoting solidarity, at one point turning to him and saying, “I want to bottle you and spread your ideas around the country.”

Shuler said that utility workers have always had a special place in her heart. Her father grew up poor with four siblings in a one-room cabin, served in Vietnam, and upon his return was hired by Portland General Electric, which Shuler called “the other PGE.” Through hard work, she said, her father “earned a union lineman’s apprenticeship.” Shuler quickly learned the value of a union and after college became involved in organizing clerical workers at “the other PGE.”

“That experience made me realize that workers coming together for a stronger voice is where I wanted to be. So I went to work full-time for the IBEW and I have never looked back,” Shuler said.

AFL-CIO Secretary- Treasurer Liz Shuler

Advisory Council Supports Sick Child of San Luis Obispo Apprentice Lineman

Local 1245 is pleased to announce the winners of this year’s educational scholarships.

Aileen DeVellbis, the wife of Mark DeVellbis and daughter of Pablo Ganillo (both IBEW 1245 members employed at PG&E) is one of the recipients of the 2016 Roger Stalcup Community College Scholarship. The scholarship is named in honor of the late Roger Stalcup, a long-time union assistant business manager. DeVellbis, who attended the April Advisory Council meeting in Vacaville to receive her award, intends to use the scholarship to pursue a nursing program.

Corey Navarro, wife of Outside Line Journeyman Lineman Adam Navarro, is the other recipient of the Stalcup Scholarship. Navarro, who received her plaque at the July Advisory Council meeting in Reno, is currently studying biology and is thrilled to have received this scholarship. “We really love this union,” she said.

Wesley Kenyon is the winner of the 2016 Ron T. Weakley Line School Scholarship. The award is named for the founder of Local 1245. Kenyon, the son of IBEW 1245 Business Representative Ralph Kenyon, told the Advisory Council in April: “My dad’s been with this union for a long time and I just want to join it. Thank you.”

Alexa Hardy won the Al Sandoval Memorial Scholarship essay contest. Her father, Jason Hardy, is employed at Modesto Irrigation District. “This scholarship means that I can go to my dream school!” said Hardy, who intends to study math.

Congratulations to all the winners!
The Advisory Council paid tribute to the late Bob Choate at its spring meeting in Vacaville on April 23.

Over a dozen former staff members stood in solidarity with Choate’s widow, Janie, as Business Manager Tom Dalzell praised Bob’s dedication to the union.

“He served the members vigorously,” said Dalzell. “The glass was always half full, not half empty. He was a good man and a good friend.”

The former staff members, some of whom took the microphone to reminisce about their time with Choate, were Jack McNally, Art Murray, Richard Duncan, Frank Sassenmeier, Joel Elliott, Corb Wheeler, Ed Caruso, Mike Haentjens, Larry Pierce, Sam Tamini, Dorothy Fortier and Rich Cowart, along with trustee Leroy Foster.

“We lost a dear wonderful brother, and this union is much better for the hours and years Bob gave us,” said Dalzell.

Learn more about Choate’s life and legacy at ibew1245.com/2016/03/02/bob-choate-loved-the-work-loved-the-union/.

Business Manager Tom Dalzell (right) and President Art Freitas share an emotional moment with Brother Choate’s wife, Janie.

Former staffers and union leaders paid their respects, and some shared fond memories of Choate.

Local 1245 Organizing Steward Honored for Award-Winning Photo

Organizing Steward Steven Marcotte was honored at Advisory Council on April 23 for his award-winning photograph of fellow IBEW 1245 Organizing Stewards, Walter Carmier of Frontier and Pam Pendleton of PG&E.

Marcotte’s photo was singled out this year for the “Editor’s Choice” award in the IBEW photo competition covering all of the U.S. and Canada. His photo captured Carmier and Pendleton — who are both military vets — in a joyful moment during the Veterans Day parade in Sacramento last year. At the Advisory Council meeting, Marcotte said any honor associated with the photo should go to Carmier and Pendleton’s work on behalf of veterans.

Business Manager Tom Dalzell presented framed copies of the award-winning photo to all three members.

Local 1245 Leaders Volunteer at Food Bank

Members of the IBEW 1245 Advisory Council and Executive Board volunteered at the Food Bank of Contra Costa and Solano on April 22, 2016.

Remembering Bob Choate

Former staff and union leaders paid their respects, and some shared fond memories of Choate.
COUNTERING THE PUBLIC SECTOR THREAT

Public sector unions narrowly averted a body blow when the U.S. Supreme Court deadlocked 4-4 in the recent Friedrichs decision, Local 1245 Business Representative J. V. Macor told the Advisory Council at Weakley Hall on April 23.

The unexpected death of Justice Antonin Scalia allowed unions to dodge the blow for now, but the Friedrichs case made it clear that public sector workers are under sustained attack. Flanked on stage by several members who could be on the firing line in future attacks, Macor said that Local 1245 had ramped up an intensive campaign of member-to-member communication in the public sector.

“This Local saw this attack coming,” said Macor, and began identifying public sector members throughout the union’s jurisdiction who could sound the alarm and speak directly with other members about the benefits of union membership. The result, he said, has been “multitudes of one-on-one conversations” with members talking about what the union means to them.

He warned that members were not likely to enjoy the sort of wages and working conditions managers would offer if public sector employees lost union representation.

The union’s campaign has identified 84 members who are standing up and playing a leading role in this outreach campaign, Macor said.

Although the Friedrichs case was blocked just short of the end zone, Local 1245 will continue to marshal its defenses to rebuff future attacks, and can succeed if its members stand up to the threat. Advisory Council members gave a large ovation to the public sector members on stage in recognition of their effort to engage the entire public sector workforce in this fight.

Macor left the stage to cheer as he shouted out this reminder that each member has a role to play: “There is no union without that big old ‘U’ right in front!”

Learn more at www.ibew1245.com/friedrichs.

FIST FULL OF LIGHTNING EXPLORES IBEW 1245’S BEGINNINGS

In celebration of IBEW Local 1245’s 75th anniversary in April of this year, the union has published a full-length history about its origins.

Fist Full of Lightning, by Communications Director Eric Wolfe, was unveiled on April 23 at Weakley Hall, where copies were presented to Advisory Council and Executive Board members.

Wolfe told the Advisory Council he had been surprised to find that the local union’s roots go all the way back to 1900, when electrical workers organized an IBEW local to represent them in negotiations with several small utilities in San Francisco. The book includes detailed accounts of IBEW-led strikes against United Railroads in 1905 and against PG&E in 1913, and also looks at the forces that virtually wiped out the IBEW at PG&E by 1920.

Wolfe said that Business Manager Tom Dalzell originally proposed the idea of putting together a full history of the local to help celebrate the union’s 75th anniversary. Wolfe said his preliminary research got him wondering: “Who were these guys? How did utility workers in this area first get organized?”

The book includes dozens of photographs dating back as far as 1900 that depict the lives and the battles of IBEW utility workers in the Bay Area at that time. The book also reveals that IBEW had a large presence among electrical workers in Nevada in the early 1900s.

“I began to realize that our story is really very rich,” Wolfe told the Advisory Council. “And it started with electric linemen and telephone linemen and gas workers and power house operators and clerical workers, all looking for ways to unify and make the employer pay attention.”

Wolfe said the book is also about the employers who used various strategies, including violence, in an effort to split employees apart and dilute their power. These conflicts provided the story with plenty of action. Or as Wolfe put it at the Advisory Council: “Drama, intrigue, mayhem and murder: everything a writer could hope for!”

The book has received favorable notice from several quarters. Howard Kling, president of the International Labor Communications Association, called the book “a new labor history gem ... fun, readable and important.” Carl Wood, former member of the California Public Utilities Commission, found it “thoroughly researched, fast-paced and eminently readable.”

The book was designed by Kathy Kifer, who has collaborated with Wolfe on many union projects, including award-winning design work on the Utility Reporter.

Wolfe told the Advisory Council that the union is placing the book in public libraries in California and Nevada, including libraries in every town where Local 1245 represents the municipal workforce. He also noted that the history section of the union’s website has been completely renovated, utilizing some of the information and photos he uncovered while researching the book.

Wolfe presented complimentary copies of the book to AFL-CIO Secretary-Treasurer Liz Shuler, a featured speaker at the Advisory Council meeting, and to former Business Manager Jack McNally, who assisted the history project by sharing memories of his own 55 years in the union.

ELY HONORED FOR LONG SERVICE TO TREE TRIMMERS

Long-time union activist Pete Ely was honored at Advisory Council on April 23 for his long service to tree trimming.

“Pete Ely has been part of the DNA of IBEW for 30 years,” Business Manager Tom Dalzell told Advisory Council members as he invited Ely to the front of the room.

In addition to a stint on the Advisory Council representing tree trimmers, Ely was on the union negotiating committee during the successful 1992 strike against Asplundh Tree. Business Representative Landis Marttila, who was also active in the strike, spoke briefly about Ely’s key role in the three-week strike. President Art Freitas then presented Ely with a photo album documenting the strike, including several showing Ely in action.

Speaking briefly, Ely thanked former business manager Jack McNally for standing behind the strikers in that historic confrontation nearly a quarter-century ago.

“Jack brought the whole union to us. They stood behind us and we won the strike. With gratitude and humility I say thank you very much,” Ely said.

Utility Reporter

[Above] Communications Director Eric Wolfe and AFL-CIO Secretary-Treasurer Liz Shuler check out Fist Full of Lightning.

[Right] Former Business Manager Jack McNally, left, accepts a complimentary copy of Fist Full of Lightning from Advisory Council Communications Director Eric Wolfe.
Quick and Dirty: PG&E Gas Teams Compete for a Ticket to the International Gas Rodeo

by Rebecca Band
Photos by John Storey

When they’re working in the field, PG&E gas crews generally like to take their time and do the job right. Safety and accuracy matter more than rapidity when it comes to tasks like installing new gas service for a customer.

But at the Second Annual PG&E/IBEW Gas Rodeo on May 21 in Livermore, speed was the name of the game as the gas workers raced against their peers in a friendly yet stiff competition. 13 teams laced up their boots, kicked up some dirt and battled it out for the grand prize — a chance to compete in the National Gas Rodeo in Denver at the end of August.

"Without the IBEW, this event never would have happened," said IBEW 1245 Business Manager Tom Dalzell, noting the important role that the union played in launching the annual PG&E/IBEW Gas Rodeo last year. "We see it as another unique way to build solidarity among our members. The element of competition is fun, but truthfully, everybody here wins today, because they get a chance to showcase their craft."

The five 2-person teams and eight 4-person teams competed in four different qualifying events — the meter set build, service install, pipe cut and hand dig — and sent dirt flying in all directions as they endeavored to secure the fastest time with the fewest penalties.

"My favorite event is the pipe cut," said Michael Moore, a Rocklin GC Gas Construction Operator who competed on the Wild Hogs team at the Rodeo. "It’s the fastest pace, it’s intense, and it definitely takes every guy on the crew to finish it off right."

Moore brought his wife and two young children out to watch and cheer him on. "I’ve always loved to compete, so it’s great to have this opportunity through work, and to be able to show my family what I do," Moore said as he bounced his daughter in his arms. "It’s nice to have a chance to show your skills and represent your yard."

At the end of the qualifying round, the top ranking teams moved on to the final relay event, which consisted of six obstacles: truck and trailer back-up, backhoe, pipe squeeze, mini-excavator, regulator bypass and water cooler. To make it interesting, the Rodeo also included one "Wild Card" event, where the teams whose qualifying scores weren’t high enough were given one last chance to win a spot in the final.

"We didn’t do as well as we had hoped. We definitely did better in practice," Gas Construction Operator Sarah Lee, who competed on the Honey Badgers team, said as she waited for the scores to be tabulated. "We got stuck on some stuff that was unexpected. Our wire got caught up on the service run, and that cost us a full minute. It was a little..."
frustrating, but that’s how it is in the field. Things change, or they aren’t how they’re supposed to be when you dig it up, and you just have to figure out how to do it.”

On the other side of the training facility, individuals representing almost every division participated in the first annual Locate and Mark Rodeo, which took place in conjunction with the Gas Rodeo. The Locators competed in several different events, including the daunting “Locate From Hell,” named because the Locators only had three minutes to complete the challenge, compared to the 12 minutes they were given on the other events. The “Locate From Hell” didn’t count towards the total score, but was included to provide the competitors with the sort of experience they would need to face a similar speed challenge at the National Locate Rodeo, which will be held in Dallas this summer.

As a co-sponsor of the event, IBEW 1245 had a strong presence, with Senior Assistant Business Manager Joe Osterlund delivering a warm welcome at the beginning of the day, and several Business Reps serving as judges. The union also had a booth in the vendor display area, where union members chatted with spectators and other members about the “Control the Pressure” peer safety program.

“Several people stopped by the booth to talk about gas safety or just grab a free hat and a Tootsie Pop,” said IBEW 1245 Business Rep Rich Lane. “Control the Pressure committee members and Local 1245 Safety Stewards, including Adam Weber, Ernie Pena, Matt Davis, Roy Cabral and Keith Hopp, took turns manning the booth, so they also had a chance to watch the competition.”

In addition to the competition itself, there were also plenty of other activities for the families, including vendor tents, an exciting raffle, photo booth with props, some tasty eats and lots of fun stuff for the kids. The face-painting, mechanical bull and rock-climbing wall were big hits with the older children, and the giant sandbox with a great selection of digging toys kept the younger ones entertained.

At the end of the day, the winners were announced. The Natural Born Tappers and the Lakeville Cowboys placed first and second, respectively, in the four-person team division, while the GC Regulators and Manteca Elite placed first and second in the two-person team division. All four teams will be headed to the National Gas Rodeo in Colorado in August. Additionally, the top two Gas Locators, Trevor Robertson and Wendell Brown, as well as the top two Electric Locators, Efrain Nava and Shane Keyser, will be heading to the International Locate Rodeo in Dallas this summer. Congratulations to all the competitors!


PG&E Bargaining Update: August 2, 2016

After a meeting between the PG&E and Local 1245 negotiating committees on August 2, PG&E spokesperson Robert Joga stated that he would have to seek guidance from company executives before meeting again. At issue are the company proposals on gas response, electric response, and two-man rubber gloving by electric crews.

Local 1245 Business Manager and lead negotiator Tom Dalzell explained: “The company’s proposals affect only a fraction of the physical bargaining unit. The safety and earnings of gas and electric T&D members are directly affected by the proposals, and we believe that only they should make decisions about their earnings and safety. It seems unfair that employees who are completely unaffected by the response and rubber-gloving language be asked to vote on these issues. We believe that these issues belong in ad hoc negotiations, not general negotiations.”

The guidance that Joga is seeking may come in the form of a formal meeting of the company’s Labor Relations Executive Committee or a less formal discussion with high-level executives.

Dalzell urged patience: “The position that we are taking is about a principle, not a group of employees. We are not holding up the negotiations because of linemen or gas construction employees, but because of a principle that we consider very important. We don’t want 8,000 physical bargaining unit members voting on issues that affect 800 or 900 employees.”

2016 GC Open Commemorates Fallen Brothers

The annual PG&E GC Open Golf Tournament honors the individuals who have lost their lives on the job. IBEW 1245 contributes to the yearly event. The tournament is organized by IBEW 1245 member Sam Gutierrez. Several union members, including Executive Board members Anna Bayless Martinez and Cecelia De La Torre, donate their time to volunteer at the event.
Over the past several years, IBEW 1245 has been working diligently to keep Diablo Canyon Power Plant (DCPP) open and protect the jobs of the 600 Local 1245 members who work there.

As part of this effort, we spent the better half of 2016 lobbying the members of the State Lands Commission — the body that would make the final decision on extending the lease at DCPP. If the Lands Commission were to vote against extending the lease, the plant could close down as early as 2018.

I personally spent several hours with Commission members Gavin Newsom and signing our petition to demonstrate the grassroots support that DCPP has in the San Luis Obispo community.

As we were working, PG&E informed us that they were attempting to build a nine to nine years. As part of this deal, the union negotiated a generous retention package for IBEW members at DCPP, which includes a 25% annual bonus, followed by a severance allowance.

Given the conditions that we faced, I believe this is a positive outcome.

On June 21, we went to DCPP to explain the package to our members. I was joined by PG&E CEO Tony Earley, President Geisha Williams, Senior Vice President Helen Burt, HR VP Mary King, and Chief Nuclear Officer Ed Halpin. Our members asked great questions, and the retention agreement was well-received.

Thanks to the hard work of our union staff, our members at Diablo Canyon (especially Kevin Garduno and the rest of the Keep Diablo Canyon Open Committee) and our allies, on June 28, the State Lands Commission voted to extend the lease and keep DCPP operational until its licenses expire.

We quickly finalized a letter agreement to cement the retention package, and IBEW 1245 Senior Assistant Business Manager Bob Dean returned to Diablo Canyon in early July to explain the agreement and answer any additional questions.

I do not believe there can ever be a sustainable energy economy that is based on a disposable workforce. That's why we fought so hard to protect our members. Together with the long transition and the very strong retention package, we will be able to keep our members on the job for as long as possible. This is a victory in our ongoing struggle to make middle class jobs a central part of the emerging clean energy economy.

Right now, the best thing we can do is to focus on our jobs, and work professionally and safely. I look forward to answering your questions and working together to make this transition a smooth one.

Tom Dalzell, IBEW 1245 Business Manager
Local 1245 Hosts Series of Clerical Shop Steward Trainings

I n June, IBEW 1245 hosted a series of unique trainings specifically designed for Clerical Shop Stewards at PG&E.

The sessions were led by a dynamic team of union staffers, including Senior Assistant Business Manager Jenny Marston, Business Reps Jennifer Gray, Rey Mendoza, Gracie Clark, Arlene Edwards and myself, Assistant Business Manager Ken Ball and Organizer Jammi Juarez. The team conducted three separate trainings which were designed to empower Clerical Stewards with tools and resources to be successful.

During each session, Business Manager Tom Dalzell emphasized on the significance of the Steward’s role, citing his experiences while working with Cesar Chavez and the United Farm Workers as well as his early days at IBEW.

Assistant Business Manager Ken Ball, who has been leading Shop Steward trainings at Local 1245 for several years, explained the Steward’s role in the workplace and during the grievance procedure. He reminded the Stewards that they wear many hats, and on any given day, they may find themselves fulfilling roles like those of counselors, therapists, administrators, negotiators, note-takers, etc.

While some may have entered the training believing that yelling obscenities, pushing over chairs and being overly aggressive are all par for the course during grievance proceedings, Ball put those misconceptions to rest, and underscored that active listening, critical thinking, drafting solutions and clear communication are the real keys to a successful outcome. Ball encouraged the Stewards to educate members about their rights before, during and after an investigation in order to set the proper expectation and increase chances of a favorable result. He also emphasized the critical importance of filing grievances in a timely fashion, as well as documenting every fact of the case and taking accurate notes during every step of the grievance procedure (which can be crucial if the case goes to arbitration). Taking the time to learn and understand “the rest of the story” can make all the difference.

Ball also spoke about understanding the positive discipline process and how to work with management on developing solutions prior to filing a grievance. Stewards who do their due diligence by researching previous grievances or decisions which are similar in nature have the potential to better influence the outcome of the case at hand.

Several of the Stewards had many questions about researching past cases and finding the information they need. They were unsure how, where and what they would need to conduct such research, so Rey Mendoza and I provided the Stewards with an overview of IBEW 1245’s redesigned website and a navigation tutorial to ensure they understand how to find the information they need on their computers or mobile devices.

“I feel that it’s important we as Stewards have this information at our fingertips when approached by members,” said Sacramento Call Center Shop Steward Donchele Soper.

The challenge, felt by many, was learning to search the website for grievance decisions or relevant case documents. The website features a useful search function, which allows the user to type in keywords or sort the results by date or relevance. Although this feature is conveniently located on the upper right-hand corner of the IBEW 1245 home page, we encouraged the Stewards to use the Contract Section Index when researching cases, as this allows them to become more familiar with the contract itself.

Business Rep Rey Mendoza presented the group with various scenarios that gave the Stewards an opportunity to search the website and work together to find solutions. The scenarios ranged from identifying issues of suspected sick leave abuse to determining wage on promotion to calculating pension formulas.

The class was then split into two teams to conduct a “mock case” group exercise. One team represented the Company, the other represented the Union. Each team was tasked with making supportive arguments for the case they were given. Even though the mock case was just practice, some of the discussions got pretty exciting, and tempers flared as patience was tried. Fortunately, a few of our more experienced and seasoned Stewards showed the group how to get the job done.

“The training was very good,” said Fresno Shop Steward Joe Sanchez. “I especially liked the Company vs Union mock case!”

Jen Gray and Jammi Juarez wrapped up the training with a game of “Shop Steward Jeopardy” that recapped everything that was discussed throughout the course of the day.

“I thought the training was very informative and especially enjoyed the navigation component…” in terms of finding Letter Agreements and contract information. That piece of the training seemed to be very beneficial, especially for the newer Stewards,” said Soper. “I also thought it was helpful reviewing what information we should be writing down when sitting in on an investigative interview; especially knowing how crucial this piece of documentation can be in arbitration.”

Overall, it was exciting to see our Stewards leave the training feeling confident and better prepared to represent our members.

Eddie Moreno is a temporary IBEW 1245 Business Rep and experienced Shop Steward.

Settlement Agreement Reached for PG&E General Rate Case

O n Wednesday, August 3, the Coalition of California Utility Employees (CUE), which represents workers at most of the state’s major public and private utilities, signed a major settlement agreement for the PG&E General Rate Case.

The General Rate Case (GRC) is the state-mandated process that PG&E and other investor-owned utilities must go through every three years in order to request funding from the California Public Utilities Commission for costs related to power distribution. The process includes input from all interested parties, and is designed to ensure transparency in the way that PG&E structures its operations and investments.

The new CUE agreement provides funding for additional work above and beyond what PG&E had originally asked for, worth about $27 million per year, in the areas of pole replacement, underground cable replacement, grasshopper switches and FLISR installations. It also includes a commitment from PG&E to a four-year gas leak survey cycle and prompt repair of grade 3 leaks, along with adoption of a mandatory three-year leak survey cycle for all gas utilities.

The agreement also stipulates that PG&E will develop a program to identify overloaded poles (SoCal Edison has already identified hundreds of millions of dollars’ worth of overloaded poles needing replacement). Additionally, PG&E will strive for “steady state replacement” of operating equipment necessary for safe and reliable service, and no customer service offices will be closed without a new, separate application, which cannot be filed until July 1, 2018. Separately, Local 1245 and PG&E entered into an agreement that provides for increased staffing in several areas.

All of the active parties, including the Office of Ratepayer Advocates and The Utility Reform Network, signed the agreement and almost all issues were resolved. The CPUC is expected to make a final decision in the GRC before the end of the year.

“As approved, it would be one of our most successful GRC outcomes,” noted Marc Joseph, attorney for CUE. “PG&E is very happy with the agreement as it provides the funding believed needed to do the work and remain healthy.”

Passing the Gavel in North Lake Tahoe

IBEW 1245 Business Rep Pat Waite captured this photo shortly after North Lake Tahoe unit #5232 held its unit officer election. From left to right: Unit Secretary Charlie Sala, former Unit Chair Casey Kelley and new Unit Chair Jon McCue.
I BEW 1245 settled an important pro-
gression issue recently that will
increase several tree members’
wages by over $4.00 per hour.

The new CPI-U figures have been
released, and as a result, tree trimmers
will receive a 2.7% wage increase start-
ing July 31, 2016.

We were just informed of an accident
in the Sierra Division. There are a lot of
known issues going on right now. We are
continuing to have minor accidents and
safety-related issues on the property.
The company has been hiring new
employees.

Davey Tree Surgery & Pole Test and Treat

We expect to secure the final GRC on
August 4, 2016. We have an issue in the
Pole Test & Treat Division where a crew
was terminated for unsubstantial cir-
cumstances. We also have another ter-
nomination for an employee in Sierra
Division. The Sierra crews are working
ten-hour shifts, with an eight-hour shift on
Friday, and an option to work Saturdays.
East Bay is currently working
eight-hour shifts, while Mission &
Diablo are all working ten-hour shifts.
All areas are currently hiring at
this time.

We were just informed of an incident
where an employee injured his leg while
falling out of a box truck and
required a medic. More information will
be forthcoming.

Mario’s Tree Service

Mario’s crews are helping Utility Tree in
the Sonora District, as well as working
on CEMA and Reliability projects.
They are also working for Trees, Inc. in the
Yosemite Division. They are working six
ten-hour days and putting in lots of
overtime. An outage was reported last week by Trees, Inc. and was apparently
curled on the back of a truck and
required a medic. More information
will be forthcoming.

Mountain Enterprise (Liberty
Energy & PG&E)

The membership had a concern with
the lack of training for outriggers on
100-foot boom system-wide. We
brought the issue to the Safety Depart-
ment during the Safety Roundtable in
July. We continue to see system-wide
issues regarding vacation, and have
been dealing with vacation matters as
they arise.

Mowbray (SMUD/PG&E)

We addressed the CDL and Air Brake
pay issue with the Company for all
employees currently working system-
wide. This was an issue for all employees
driving not a Company vehicle. The
Company is now paying all employees holding
a CDL and/or Air Brake Endorsement.
This is contractual and an obligation by
the Employer per the Union Agreement.
The Company has been hiring new
employees system-wide.

Osborne (Pole Test & Treat)

Osborne crews are busy working in the
San Jose Division, and we have been
in contact with employees staying in
Gilroy Best Western Motel. We are asking
supervision to help with some overtime-
paying employees who have not
submitted paperwork to the union.

Synergy Tree Service

Synergy crews are working in the San
Jose Division helping Utility Tree on
CEMA and Reliability projects. They are
working six ten-hour days and are put-
ing in lots of overtime. We are dealing
with progression issues with the
Company and plan to meet with employees
in the near future.

Tress, Inc.

The Keep the Clearance (KTC) close
call and peer safety meetings in the
Stockton yard went very well. Additional
safety presentations will be held in
Angels Camp, Jackson and Fresno yards
in the coming weeks. The company is
working five ten-hour days, and
Saturdays are voluntary. Lots of CEMA
work. We are planning on holding the
next GRC in early August to discuss all
open matters system-wide. Trees, Inc. is
currently hiring at this time.

Utility Tree

The Company has hired Pacific Coast
Tree Expert Co., to assist them on the
CEMA Project work; bringing in about 50
employees from the Los Angeles area.
They are also subcontracting work to
Arbor Works Co. with about 50 employ-
ees working in the same area of the
Yosemite Division. There are a lot of
dead trees and lots of overtime to go around.
The next GRC is yet to be set. We have
a few open issues in southern utility ter-
ritory. All crews are currently working
eight-hour days. Several contractors are
assisting the Company keeping up with
their areas with Pacific Tree Service and
Synergy Tree Service system-wide. UT5
is currently hiring at this time. We con-
tinue to have issues with employees not
following the 5 Life Saving Rules. These
are terminable offenses, and when
members are terminated for violating
these rules, it puts us in a very difficult
position in terms of challenging these
terminations.

Wright Tree Service

Wright Tree is trying to hire some
new crews due to all the work that is
being generated. They are currently
working transmission, and have called
tree business representatives to help
them find workers.

Wright Tree Service (SMUD/ PG&E Transmission)

The Company has been keeping up
at SMUD and is now sending crews to
PG&E to work in Transmission in the
East Bay and South Bay. The Company
is still in hiring mode. Anyone looking
for work should contact Chuck Ritter at
Wright Tree Service.

We were just informed of an accident
at SMUD where an employee became
injured, and broke his knee. More infor-
mation shall be forthcoming.

El Sindicato llegó a un acuerdo sobre
las promociones de clasificación, los podadores
de árboles recibirán aumentos salariales

El BEW 1245 recientemente llegó a un
acuerdo sobre el importante
tema de las promociones de clasifi-
cación, que resultará en el aumento de
más de $4.00 por hora de algunos de los
salarios de los miembros podadores de árboles.

Las nuevas cifras del Índice de Precios al Consumidor para
los trabajadores de los servicios públicos,
que también propaga problemas cau-
sados por los hongos y problemas
insectiles en los alrededores de Sparks, Carson City, la parte Este de South Lake
Tahoe y otras zonas de Nevada del Este.
Actualmente solo tenemos unos pocos
problemas menores. Continuamos
teniendo accidentes menores y proble-
mas relacionados con la seguridad. La
compañía ha estado contratando
nuevos empleados.

Davey Tree Surgery & Pole Test and Treat

Esperamos programar el Comité de
Revisión de Quejas final para el 4 de
guio de 2016. Tenemos un problema
en la División Pole Test & Treat, donde
se despidió a una cuadrilla por razones
insignificantes. También tenemos otro
despido de un empleado en la División
Sierra. Las cuadrillas de la División Sierra
están trabajando turnos de diez horas,
con un turno de ocho horas el viernes y
una opción para trabajar los sábados.
East Bay actualmente está trabajando
turnos de ocho horas, mientras que
las promociones de clasificación, los podadores
de árboles recibirán aumentos salariales

Capítulo finaliza en la página 17

July – September 2016

José Division helping Utility Tree on
the San Jose Division, and we have been
distributing around Sparks, Carson City, Eastern
South Lake Tahoe and other parts of
Eastern Nevada. We only have a few
minor issues going on right now. We are
continuing to have minor accidents and
safety-related issues on the property.
The company has been hiring new
employees.
When a troublesome queen palm kept getting in the way of a utility line on a quiet residential street in Stockton, a three-man crew from Trees, Inc. was sent in to take the tree down.

“We’ve been having problems with this tree for a while. It’s right there under the power lines every year,” said tree trimmer Rosario Garcia. “If we cut it back down to the bases, it’s just going to keep sprouting up again. It will be a continuous problem, and we’ll be back out here, probably twice a year, to trim it back down. We can’t directionally trim these queen palms out of the way; they just grow straight up. So we have to completely remove it.”

The tree was located in the back yard of a private residence, which added some additional challenges to the job. The homeowners had installed fencing and fancy stamped concrete around the palm on all sides, so the crew needed to take extra care not to damage anything on the property. Additionally, the proximity of the palm to the power lines required the crew to meticulously navigate the bucket between the primary and secondary.

After completing the initial job briefing and gassing up their tools, the crew went to work. From his place in the bucket, Garcia carefully removed each branch of the palm piece by piece using a chainsaw. Fellow crew members Muhammad Arif and Manuel Macias worked on the ground to pile the palm fronds around the tree, creating a soft bed for the trunk to land on.

They then tied a rope around the trunk in order to ensure it came down safely. Once the tree had been removed, Manuel Macias chopped it up into manageable pieces, and the crew worked together to haul the debris off the property. The branches and palm fronds went straight into the chipper, while the larger pieces from the tree trunk were loaded into the truck to be dropped off at a waste site later in the day.

The crew made short work of the job.

At left and above: Muhammad Arif hails pieces of the tree off the property.

Working together to take down the trunk safely and efficiently.
Ripon
¡Formidable! ¡Excelente! Magnifica! ¡Importante!

These are just some of the adjectives IBEW 1245 line clearance tree trimmers used to describe the 6th annual soccer tournament that took place on April 30 at Mistlin Sports Center in Ripon, CA.

104 IBEW 1245 members — representing teams from Utility Tree, Trees, Inc., Mario Tree, Wright Trees and Davey Tree Inc. — brought their families to enjoy a day of soccer under clear skies. The kids played their own soccer games, mastered a bean bag toss, and enjoyed breaking open the candy-filled piñata. Everyone feasted on barbecued chicken, rice, beans and salsa.

The brainchild of IBEW 1245 Business Manager Tom Dalzell, the family-oriented soccer tournament has become a tradition that brings members together from across Local 1245’s territory. Dalzell opened the tournament by welcoming the players and noting that, much like the farmworkers who built the United Farm Workers (UFW), the tree trimmers of IBEW 1245 “have a union and a cause.”

“Tree trimmers have created their own space within 1245 between the master contract, the Keep the Clearances Peer Safety Committee, and the annual soccer tournaments. 1245’s tree trimmers have built a strong identity under the banner of “Amistad, Unidad y Solidaridad,” said Dalzell. “It’s one of my favorite activities!”

The theme – “Friendship, Unity, & Solidarity” – was coined by team captains who have assumed a leadership role in building the rosters and making the day a success.

Fresno team captain (Trees, Inc.) Efren Pacheco declared, “This is my fifth year, and my second year as a captain. I enjoy meeting people from different companies. Every year we meet someone new!”

Felipe Campiz, also from Fresno, added, “This is valuable not only because it unites us, but because our kids get involved and see the union in action.” Martin Macias (Fresno) chimed in, “It’s a good time for the family. It builds unity, which in turn gives us a stronger voice, rights.”

Business Representative Abel Sanchez couldn’t agree more. “It’s a good time,” said Sanchez. “It allows people from different areas to talk to each other.”

“It’s a celebration and a recognition of tree trimmers at IBEW 1245, and all are welcome,” Business Representative Carl Lamers added, noting that the event has gotten bigger and more popular over the years. “It’s grown from eight teams, to sixteen teams — eight in Ripon, and eight in Fairfield.”

“It is great that we come together as a union, that we bring our families together from all of the companies and get to know each other. The union is the reason we have excellent benefits, better wages,” declared 1245 member Francisco Figueroa (Synergy). “It’s a great day, and we are grateful to Tom and all of you for giving us the opportunity.”

Congrats to the top two teams, hailling from Stockton/Angels Camp (Trees Inc.) and Sacramento (Wright Trees). Eileen Purcell is IBEW 1245 Staff Organizer. Photos by John Storey.

Fairfield

For the second time in as many weeks, eight soccer teams, comprised of IBEW 1245 Line Clearance Tree Trimmers from across the northern area, hit the field to show off their skills and compete at the Tree Trimmers Soccer Tournament in Fairfield.

The competition was stiff, but the camaraderie was what made the day truly special.

“I came today to support my team, and support where I work,” said David Ramirez, who just recently hired on at Synergy in Grass Valley. Ramirez brought his family, including his girlfriend and his one-year-old daughter, along with him to the event. “I like that the union is bringing everyone together to have a good time.”

Local 1245 Business Manager Tom Dalzell welcomed the futbolistas by sharing a bit about his own background with the United Farmworkers movement. Speaking in Spanish, he noted that both the Farmworkers and Local 1245 serve two roles — as “un sindicato y tambien una causa” (a labor union and also a cause). He thanked the tree trimmers for their role in the union and noted that the soccer event, now in its sixth year, has gotten more exciting and popular with each passing year.

“My favorite part is... well, everything!” said Alfredo Garcia, a long-time tree trimmer who works for Davey Tree in Concord. “I most enjoy getting to meet other [members] from other places, making new friends. It’s really nice.”

Many of the members came to have a good time with their families and their union brothers, while others joined the tournament simply because they couldn’t pass up the opportunity to play and watch futbol.

Omar Yepez, who works for Wright Tree Service in Sacramento, has been to nearly every tournament since the union began holding them six years ago, and is clearly a huge fan of the game. The smile on his face said it all.

“I love soccer! I love to play,” said Yepez, who brought along his wife and three children. “Tambien, me gusta la camaraderia [I also like the comraderie]. It’s really good.”

Nearly every futbolista brought some family and friends out to cheer them on. While the tree trimmers competed on the field, the kids played along the sidelines and enjoyed taking whacks at the piñata (and scrambling to collect the sweet treats that rained down).

Laughter and smiles abounded as the players and their families enjoyed a tasty lunch of grilled chicken (prepared by a team of Local 1245 staffs), along with rice, beans, salsa and chips. The competition came to a head in the early afternoon, and the Davey Tree teams proved to be unstoppable. The Davey Tree-Santa Rosa/Sebastopol team (in yellow) won the Gold Medal, and the Davey Tree- Napa team (in purple) won the Silver bracket.
How Nick Pepper Caught the $5,000 Fugitive

By Rebecca Band

EBEW 1245 member Nick Pepper was enjoying a day off from work when something serendipitous happened. Pepper, who works as a PG&E Lineman in San Rafael, was tuned in to a Sonoma County country radio station, Froggy 92.9, while loading up his car after a Costco trip when he heard a new clue from the "$5,000 Fugitive." As an avid Froggy 92.9 listener, Pepper was familiar with the "$5,000 Fugitive" contest that the station had been running for several weeks. The contest centered around a fictitious "fugitive" who, as the story goes, had "stolen" $5,000 from the radio station. The "fugitive" periodically called to the radio station and provided clues as to her whereabouts, and the first listener to put all the clues together and locate the "fugitive" would be awarded the $5,000 prize.

"I was listening to the radio when the fugitive called in with another clue..." said Pepper. "I was vacationing with Paul Golis for a place to hang. I'm pretty familiar with Paul Golis Park; it's right near where I used to live in Rohnert Park," said Pepper. "So I figured I would cruise by there on my way home. What did I have to lose?"

The "fugitive" had previously disclosed the type of car she drove, as well as the fact that she was a woman, and a fan of the San Francisco Giants. When Pepper arrived at Paul Golis Park, he spotted the suspicious car with a big Giants sticker in the parking lot, and he knew he was hot on her trail. But the only way he could collect the prize was by approaching the "fugitive" herself.

"In order to win, I had to walk up to a random stranger and ask a very specific question — 'Are you the Froggy 92.9 $5,000 Fugitive?' It had to be those exact words," said Pepper. "Well, I asked the first lady I saw, and she said 'No.' Then I saw two other ladies over by the courts. So asked one of them, 'Are you the Froggy 92.9 $5,000 Fugitive?' and she said 'No.' Then I asked the other one, 'Are you the Froggy 92.9 $5,000 Fugitive?' and she said 'Yes!' At first I thought she was joking, but then she handed me the envelope with the radio station logo on it, and I realized she was serious!"

The Right Thing to Do

Inside the envelope was the phone number to the radio station. Pepper called in to announce he had caught the "fugitive," and the station asked him what he planned to do with the prize money. Pepper said he wasn't sure, but that he intended to donate half of it to charity. "Donating part of the prize money just felt like the right thing to do. Honestly, it was the first thing to pop into my head," said Pepper. "It's the way I was brought up, I guess. I have a nice job, I have my health. I'm a pretty lucky guy in that respect. I figure it's always good to give back."

"$5,000 is a lot of money. I've never won anything close to that," Pepper continued. "I was happy to keep $2,500, and give the rest away. I'd rather be able to do something extremely nice for some people who really need it."

When Pepper saw his IBEW 1245 Business Rep, Ralph Kenyon, and mentioned the contest and his plan to donate half of his prize to charity, Kenyon was so inspired by Pepper's generosity that he immediately reached into his own pocket and pulled $200 in cash from his wallet, handed it to Pepper, and told him to add that to his donation.

Pepper decided to see if he could make his donation even more impactful. He knew that IBEW 1245 often makes donations to different charities, so he asked Assistant Business Manager Bob Gerstle about the possibility of the union matching his donation. Gerstle ran Pepper's request up through the Executive Board, and succeeded in securing $2,500 in matching funds from the union.

Pepper also approached his employer, PG&E, with the same request. The company declined to match Pepper's full donation, but did contribute $500 to the effort.

Following Through

Altogether, Pepper collected $5,700, which he decided to split between three different charities — St Jude Children's Hospital, the Wounded Warrior Project and the Rohnert Park Animal Shelter.

"Rob and Joss [the station's morning show hosts] had mentioned St. Jude, which is a charity that the station has been supporting for a while. They provide health care treatments for kids with cancer, completely free, and that seems like a really great cause," said Pepper. "I came up with the other two charities on my own. I picked the Wounded Warrior Project because I have a lot of respect for people who fight for what they believe in, and if they come home missing a limb, this group is there to help them out. And I picked the animal shelter because that's really the reason I won the contest. I only knew the name of Paul Golis Park because I used to walk my dog there, and I got that dog from the Rohnert Park Animal Shelter. So I figured I'd donate some to them, because they always need the help."

Shortly after Pepper caught the fugitive, Rob and Joss invited him to come back on the air as part of their "Humble and Kind Week" series, where they featured local do-gooders and their unique stories. Pepper went into the Froggy 92.9 studio and announced that he was following through on his plan to donate part of his winnings to charity, and also mentioned the additional donations he had collected from the union and his employer.

When he was in the studio, Pepper got a chance to meet six-year-old Kapri Geernaert, one of the young cancer patients from St. Jude who benefitted from his charitable donation. Kapri was diagnosed with a brain tumor in 2014, but thanks to the life-saving treatment she had received at St. Jude, she is on the road to recovery.

"It was really cool to actually see in person and to hear her story," Pepper said. "She's basically beaten cancer right now, and she's able to live a pretty normal life, going to dance class and doing stuff she likes to do. It's pretty awesome."

Local 1245 Member Jeff Gomes Receives Jefferson Award for Public Service

IBEW Local 1245 is pleased to congratulate 1245 member Jeff Gomes, a PG&E Lineman, Orland volunteer firefighter, and recipient of the 2016 Jefferson Award, which is widely recognized as “the country's most prestigious and longest standing public service award.”

Gomes has volunteered more than 15,000 hours in his 26 years as a volunteer firefighter, which include six years as fire chief and four years as assistant chief. As a first responder, Gomes has been among the first on the scene for numerous accidents, fires and other emergencies, and has saved countless lives.

"It makes you feel good to give back and not expect anything in return," Gomes told KHSL Action News Now. "I enjoy it, and I hope it encourages other people to do the same; get out there and give back to the community."

"Jeff's selfless dedication to helping others is truly exemplary," said IBEW 1245 Business Manager Tom Dalzell. "He is an inspiration to us all, and I can't think of anyone who is more deserving of this award."

As a local Jefferson Award recipient, Gomes was invited to attend the Jefferson Awards National Ceremony, a black-tie event which took place in Washington, DC in mid-June. Gomes and the other award winners were all given the opportunity to deliver a speech, as well as tour the National Monuments and participate in three unique service projects.

While in DC, Gomes got to meet Congressman John Garamendi, who thanked Gomes for his commitment to helping others. "Mr. Gomes was the first person on the scene at the tragic accident in Orland when a FedEx truck collided with a tour bus full of students, killing 10 people," Congressman Garamendi wrote on Facebook. "Mr. Gomes' dedication to his community saved lives that day, and I am grateful for his efforts."

Gomes and his family were also invited to visit the IBEW International Headquarters in Washington, DC. They received a tour of the utility offices, met with the media team and got to check out the IO's presidential offices. They left with plenty of IBEW memorabilia to bring back home.

Member Perspective: This Union is Your Union

This is an open letter to all members of IBEW 1245, and to members of all unions in general.

I'm not that active in the union, but I do attend my local union meeting pretty regularly. I go to learn what's going on with my own workgroup (clerical) and everyone else working for PG&E. As they say, an injury to one is an injury to all.

At the last union meeting, I was asked if I wanted to attend a contract negotiating meeting and represent my workgroup. I said okay and really didn't expect to be called. A couple of weeks later, I was invited to attend.

I arrived at the union hall and found other clerical members from various departments from around the system in attendance. We all had concerns and questions, not only about the contract, but also issues happening to us in our own locations. We were able to go over the current Company proposal and either agree, disagree or find some middle ground to counter with. When we finally met with the Company representatives, we listened, discussed and adjourned to analyze it again. It is a slow process. But as members and workers, we have a voice in the decision making process. We are involved in it.

To cut to the point, this is true democracy. Our individual participation as members counts. We have a voice because we volunteer. The union stewards not only work for us, but they came up from our ranks, so they know the work and conditions.

Sometimes I hear members saying something negative about the union, and I have to ask if they've been to a local union meeting lately? I know it may seem like a slow process, but if you don't participate in the one organization that really does have an impact on your livelihood, whose responsibility is it? It's not just about paying dues, it's your being there that really counts.

Greg Kestel is a 16-year member of IBEW 1245.

July – September 2016
IBEW 1245’s Dramatic History Brought to Life in

Fist Full of Lightning

Where did IBEW Local 1245 come from?

New research has revealed that utility workers in San Francisco were in the forefront of some of the most explosive industrial uprisings of the early 20th century, when western linemen confronted giant utilities like United Railroads, Pacific Gas & Electric, and Pacific Telephone and Telegraph. Their story, largely unknown until now, has been revealed in the just-published Fist Full of Lightning: Workers, Power and the Invention of a Union.

“IT took incredible courage to start a union back then. The only way to get the utilities’ attention was to strike and that could get you shot,” said author Eric Wolfe, IBEW 1245’s communications director since 1990.

The book offers graphic descriptions of several IBEW inspired utility strikes that shook the West Coast, including street car strikes in 1906 and 1907, the PG&E strike of 1913, and strikes against P&T in 1917 and 1919 in support of telephone operators trying to organize. The story continues with the rise of a new industrial union movement at PG&E led by Ronald Weakley in the 1940s that finally forced PG&E to the bargaining table. Wolfe then explores how Weakley fashioned IBEW 1245 into a labor powerhouse, which today represents workers at 72 employers and over 200 contractors.

“I love this book,” said Howard Kling, president of the International Labor Communications Association. “It’s a real page-turner full of drama, insight and substance that artfully paints the big story of the US labor movement within the fascinating history of electrical linemen organizing for power in the Bay Area of California.”

“Through the history of IBEW Local 1245, Wolfe deftly explores the tensions and themes that have been part of the union movement from the beginning, probing the practical boundaries of class consciousness, solidarity, business unionism and compromise that are still questions today. 1245’s parent at the turn of the 20th Century, Local 151, emerges as a terrifyingly militant and successful union that upheld the principle of solidarity at all cost, until the cost was its very existence. For a long while their own fights with the powerful California electric utilities merged with striking streetcar workers, the ‘hello girls’ of the telephone company, and other electricians to change the social and economic landscape of the Bay Area.

“And after the demise of Local 151, IBEW 1245 itself arises from the same fights … Time and again Wolfe shows us how organized linemen were important players in the battle over the soul of organized labor and the fight between craft and industrial unionism. “Wolfe’s account is fun, readable and important,” said Kling.

Carl Wood, a long-time organizer for the Utility Workers Union and a former commissioner of the California Public Utilities Commission, called Fist Full of Lightning a “fascinating history of an important union,” praising it as “thoroughly researched, fast-paced and eminently readable” and “a valuable contribution to the history of the Bay Area and the US labor movement.”

“Fist Full of Lightning” ultimately provides not only an important contribution to the history of working Americans but also food for thought about the challenges workers continue to face in a changing society.”

IBEW 1245 arose because utility workers dared to stand up for their rights. Fist Full of Lightning tells their story.

“Wolfe’s account is fun, readable and important.”

— Howard Kling
President, International Labor Communications Association

David Moberg, senior editor and chief labor writer for In These Times, said that Fist Full of Lightning “ultimately provides not only an important contribution to the history of working Americans but also food for thought about the challenges workers continue to face in a changing society.”

The history of IBEW 1245 is now a full-length book, available to the union’s members and the general public.

Fist Full of Lightning: Workers, Power and the Invention of a Union can be purchased directly from IBEW 1245.

Send this order form and your check, payable to IBEW 1245, to:

Fist Full of Lightning
IBEW 1245
PO Box 2547
Vacaville, CA 95688

Your Name: ____________________________

Address: ________________________________

City, State, Zip: ________________________

(Check one)

[ ] Soft Cover ($10)

[ ] Hard Cover ($25)

[ ] Check or money order enclosed

Utility Reporter
T
his year’s 5th Annual IBEW Sacramen
to Organizing Committee Charity Bowl was held on April 30 at Country Club Lanes in Sacramen
to. Families and friends of IBEW 1245 members, as well as members from other unions, joined us for a fun day of bowling, pizza and friendship. This year, there were two highest-score winning teams!
“Our Charity Bowl had a great turn
out!” said Sacramento Regional Orga
nizing Committee Member Alvin Dayo
an, who helped to coordinate the event.
“We look forward to future endeavors.”

We had approximately 65 bowlers in attendance, sold hundreds of raffle tickets, and collected many donations and contributions. Altogether, we raised $2533 for our designated charity, the Hospice of the Foothills organization.

Hospice of the Foothills is a 501(c) (3) non-profit organization dedicated solely to providing hospice and palliative care. The organization is not affiliated with any health care system and devotes 100% of its human, financial and physical resources to serving as the community’s most comprehensive source for end-of-life care and information. Hospice of the Foothills offers community outreach programs to help educate individuals and groups on various topics surrounding end-of-life care considerations, caregiver resources, advance healthcare decision making, and coping with grief and loss.

“The support of those that contributed to this event will touch people’s lives and help families who are going through one of the most difficult experiences life may put us through,” said Sacramento Regional Organizing Committee member Andrew West.

Other members of the Committee in

—Donchele Soper, Local 1245 Organiz
ing Steward and member of the Sacra
mento Regional Organizing Committee

5th Annual Charity Bowl Raises Over $2,500 for Hospice of the Foothills
Securing a spot as an apprentice lineman at Sacramento Municipal Utility District (SMUD) is no easy feat.

Upwards of 600 aspiring lineworkers applied for SMUD’s apprentice program earlier this year. About three-quarters of them scored well enough on the written test to move on to the next round, which is a three-day process where the applicants are tested on their physical strength and climbing ability.

The tests are intense and challenging, and only about a third made it through. Those who passed the three-day test moved on to the interview round, and the individuals who scored highest in their interviews were offered a spot at the two-week climbing school.

Out of the initial group of more 600 applicants, just 15 made it to climbing school, where they had both classroom and practical lessons each day. They learned about knots, studied the materials board and were instructed on standard lineworker tasks, including hanging ten-foot double-heavies with cross-arms and pin-and-glass.

On the final day of climbing school, the applicants go through one last test. “Part of the final climbing school test involves hanging a set of ten-foot heavies. We’re mostly looking at the order of operations and how they do things, to make sure they’re not missing steps or dropping hardware,” said SMUD Line Foreman Cayleb Bowman, who has taught at eight climbing schools during his 13 years at the utility. “And then they’re given a test on the entire materials board, and we also test them on their knots as well.”

Of the 15 finalists who made it to climbing school, one dropped out, one was injured (but will likely take the test when he recovers), but the other 13 successfully graduated and have been placed on the eligibility list to begin on-the-job apprenticeships.
When summertime starts baking Nevada, you can count on the entire population turning on their air conditioners. You can also count on members of IBEW 1245 ratcheting up NV Energy’s Frank Tracy Power Plant just east of Reno to help meet the demand. “Same every year,” says Plant Operator Brad Early. “We get really busy May to September. If it pushes 90-100 degrees we know we’re going to be running.”

The facility is home to a variety of natural gas-fired generators—including simple cycle and combined cycle—that add up to nearly a thousand megawatts of capacity. This can meet Reno’s needs with enough left over to help out with the much larger demand coming from Las Vegas. The operators are trained to work on any and all of the generators, as well as the water treatment processes that assure the purity of the water going into the boilers.

Water purity is also a major concern of Lab Foreman Grant Garrison, a 29-year IBEW member. When the Utility Reporter shows up asking questions, Garrison explains that workers are regenerating the “mix bed,” the final stage of cleaning the water “so that you have essentially pure water.”

IBEW 1245 members are qualified to deal with potential health emergencies at the plant, thanks in part to the efforts of IBEW 1245 member Jesus Leonos, who trains employees up to “first responder” status—meaning they know a heck of a lot more than just CPR. Leonos credits management for funding a “rescue trailer,” which houses a treasure trove of emergency life-saving equipment.

It doesn’t require high-tech equipment to detect the pride the employees here take in their work. Part of that pride comes from being in a union that gives you a voice on the job. And part of it is knowing that you provide a service that your fellow Nevadans rely on every day. It also really helps to have managers who appreciate your contribution to the company’s success.

“I heard someone from Berkshire say that if you keep your employees happy, they’re going to do better work for you,” said Kevin Schumann, an operator and 10-year IBEW 1245 member. “And I think that’s true.”
We work in a dangerous environment to begin with—electricity and steam. There’s always that potential for an accident out here,” says Jesus Leanos, whose job description is Instrument and Control but whose passion is the safety of his co-workers at NV Energy’s Tracy Power Plant a few miles east of Reno.

While the company provides all plant employees with basic safety training like First Aid and CPR, Leanos voluntarily sought out additional training on his own dime from the National Safety Council and American Heart Association so that he could help “train up” his co-workers to a higher-level of rescue work.

Leanos is happy to show you the “Rescue Trailer,” which houses about $150,000 of rescue equipment that Leanos hopes no one ever has to use. It includes equipment for “high angle” rescue (picture someone swinging in the air from a lanyard). It also has a self-contained breathing apparatus—several, in fact—that could be used in case of a fire or a low-oxygen environment. There is lots more in the Rescue Trailer, including litters in cases where immobilized people might need to be transported from a hazardous area.

The company paid for the well-stocked trailer, but Leanos is the one who dedicates himself to making sure that employees know how to utilize the equipment properly. A company from the state of Washington called Life Rescue has come down to offer instruction and make sure that IBEW 1245 members are using the equipment properly.

From time to time there is a need for simple First Aid at the plant, Leanos says, but so far there has never been a need to use the more extensive equipment available from the Rescue Trailer. “Thank you, no!” he says.
Shasta Lake Members Unanimously Ratify New Agreement

IBEW 1245 members at the City of Shasta Lake unanimously ratified a new four-year agreement on June 16, 2016. The agreement went into effect on July 1, 2016, and includes the following changes:

- A new Journey Lineman base rate of $51.67, which includes rolling in the rubber glove stipend of 6%, and the comparative averaging of three other agencies for another 3.43%, as well as an additional 1% in exchange for members paying $40 (fixed, pre-tax) per pay period into CERBT.
- Wage average to be performed every year, with any change taking effect on July 1.
- For the term of the agreement, the City will pay 100% of the premiums for employees enrolled in the CalPERS Family Select Medical plan. Employees choosing to enroll in a plan other than the Family Select plan will pay the difference. The City will also pay 100% of the premiums for the Dental and Vision plans.
- Improvements to the cap on PTO accruals, rest period language, and use of sick leave from PTO bank, effective on the first day of sick leave use (to comply with changes in California law). The bargaining committee was comprised of Dave Vanderpool, Ben Fisher and Business Rep Sheila Lawton.
- An increase in January of 2017, and a 3% increase upon ratification, along with a 3% increase effective June 1, 2016. That extension was unanimously approved 10-0 by the members at AnsaldoBreda. Shortly after the successor agreement was approved, the company informed the union that it wants to re-open negotiations. “It is unclear how the next round of bargaining will proceed, but we fully intend to work tirelessly to protect the wages and benefits that our members at AnsaldoBreda have earned and deserve,” said Senior Assistant Business Manager Bay Thomas.
- New language for clarifying paid rest periods, improved sick leave and vacation leave benefits for probationary employees, improved dental benefits, new compensatory time provision, enhanced standby language, improved language for earned meals, acting pay, guaranteed starting rate pay at 5th step for journeyman who have completed AMP’s apprenticeship, increased boot allowance and new clothing allowance for store room personnel.
- Additionally, the agreement includes a Letter of Agreement providing for Alternate work schedules of 9-80, M-E 6:30am-4pm for Electric and Facilities Employees, and a Letter of Agreement providing for Alternate Work Schedule of 12 hour shifts for System Operators and Trainee, and 4-10 for Chief System Operators.
- The IBEW bargaining unit negotiating committee consisted of Shop Stewards Mark Began and Scott Cuellar, and System Operator James Trotter.
- The new agreement also includes clarification of paid rest periods, improved sick leave and vacation leave benefits for probationary employees, improved dental benefits, new compensatory time provision, enhanced standby language, improved language for earned meals, acting pay, guaranteed starting rate pay at 5th step for journeyman who have completed AMP’s apprenticeship, increased boot allowance and new clothing allowance for store room personnel.
- Additional language for clarifying paid rest periods, improved sick leave and vacation leave benefits for probationary employees, improved dental benefits, new compensatory time provision, enhanced standby language, improved language for earned meals, acting pay, guaranteed starting rate pay at 5th step for journeyman who have completed AMP’s apprenticeship, increased boot allowance and new clothing allowance for store room personnel.
- The new agreement also includes 6.5% in general wage increases over three years with 2% the first year, 2% the second year, and 2.5% in the last year. The Tri-Dam Board of Directors voted to approve the new agreement on June 16th.
- The Local 1245 bargaining committee consisted of Business Rep Charley Souders, along with members Chip Barnes and Thom Hardie.

—Charley Souders, IBEW 1245 Business Rep

Local 1245 Members Ratify New Agreement at City of Alameda

On May 25, IBEW 1245 members ratified a Tentative Agreement reached with the City of Alameda by a vote of 19-1.

The new three-year agreement will be in effect through December 26, 2018, and includes a general wage increase of 3% upon ratification, along with a 3% increase in January of 2017, and a 3% increase in January of 2018.

The following classifications also receive equity adjustments, effective upon ratification:

- Apprentice Electric Maintenance Technician, Electric Maintenance Technician and Electrical Maintenance Working Supervisor (8%)
- Apprentice Lineworker, Journey Lineworker, Service Lineworker, and Lineworking Supervisor (3%)
- System Operator Trainee, System Operator, and Chief System Operator (10%)
- Street Light Maintenance Technician and Meter Service Technician (3%)
- All other classifications (1%)

The new agreement also includes a Letter of Agreement providing for Alternate work schedules of 9-80, M-E 6:30am-4pm for Electric and Facilities Employees, and a Letter of Agreement providing for Alternate Work Schedule of 12 hour shifts for System Operators and Trainee, and 4-10 for Chief System Operators.

The IBEW bargaining unit negotiating committee consisted of Shop Stewards Mark Began and Scott Cuellar, and System Operator James Trotter.

—Al Fortier, IBEW 1245 Business Rep

Local 1245 Secures One-Year Successor-Extension Agreement at Hitachi-Owned AnsaldoBreda

In late 2015, Hitachi Ltd., a Tokyo-based multinational conglomerate, completed acquisition of AnsaldoBreda from its former parent company, Finmeccanica.

IBEW Local 1245 represents the non-management workers at AnsaldoBreda’s Bay Area manufacturing facility, which builds and services rail cars for San Francisco Muni as well as other mass transit systems. Local 1245 is the only IBEW signatory with Hitachi or any of its subsidiaries.

In mid-May, Local 1245 and Hitachi agreed to a one-year extension of the current collective bargaining agreement, which includes a 2.7% wage increase effective June 1, 2016.

—Rebecca Band, IBEW 1245 Communications Director

New Agreement Ratified at Tri-Dam Project

The IBEW 1245 members at Tri-Dam Project recently ratified a new three-year tentative agreement. The agreement includes 6.5% in general wage increases over three years with 2% the first year, 2% the second year, and 2.5% in the last year. The Tri-Dam Board of Directors voted to approve the new agreement on June 16th.

The Local 1245 bargaining committee consisted of Business Rep Charley Souders, along with members Chip Barnes and Thom Hardie.

—Charley Souders, IBEW 1245 Business Rep

UPDATE: PG&E Contract Negotiations

FOR THE LATEST BARGAINING NEWS AND UPDATES, VISIT WWW.IBEW1245.COM
City of Vallejo Members Show Strength in Numbers at City Council Meeting

After twelve bargaining sessions, nearly 100 City of Vallejo members crowded the City Council chambers on April 26, to show solidarity and send a strong message demanding dignity and respect at the bargaining table.

Lead Negotiator and Assistant Business Manager Ray Thomas, supported by Business Manager Tom Dalzell, addressed the Council and Administrative Staff by reminding them that the IBEW unit has made higher overall concessions than any other bargaining group within the City.

Thomas explained that these members have not received any general wage increases since 2008, have experienced two ongoing wage concessions equaling 10% annually, furlough concessions equaling 5%, and the ongoing concession of their retiree medical benefit. In total current dollars, the unit has experienced close to $25 million in concessions.

IBEW 1245 Bargaining Committee members include Assistant Business Manager Ray Thomas, Former IBEW 2376 President Eleanor Brown, Business Representative Jennifer Gray, and members Oni Brown, Bill Stockman, Marcus Adams, Allan Panganiban and Frank Caballero.

Jennifer Gray is an IBEW 1245 Business Rep
Photos by John Storey

Assistant Business Manager Ray Thomas addressed the City Council.
On the other side of town, IBEW 1245 members were hard at work on a controls upgrade project at Redding's power plant.

“We were having trouble with the older equipment failing, with no replacement parts (available) for it. So the goal here with this upgrade is more reliability; we’re modernizing the control system to a current system that we can get parts for and work with,” explained Power Plant Maintenance Working Foreman Dale Pack. “The long-term goal is to have the hydro plant out at Whiskeytown Dam tied in too, but that’s a way down the road.”

The project involved new control systems for peaking plant units, and took more than six months to complete.

“Mostly all the existing wiring for the controls were underground in vaults, most of that wiring was pulled out and abandoned. All new wire is being run to local control rooms, so each unit now has its own local control room, and that ties in with the main peaking plant control room, which is then tied back to the main control room at unit 4,” said Pack. “It’s a pretty lengthy process, pulling new fiber optic and wire in to run all of it.”

Modernizing the System

Redding

Located just about halfway between Seattle and San Diego, the City of Redding is the largest city in Shasta County, and the fourth-largest city in the Sacramento Valley. Once known for its timber mills and wood products, Redding’s economy has diversified dramatically in recent years, as dozens of outdoor and recreation-based startups have chosen to capitalize on Redding’s natural re-

State-of-the-Art Structure

Redding’s parks are among its most popular attractions for residents and tourists alike, drawing in nature-lovers of all ages. But all those charming parks require quite a bit of upkeep.

After a fire destroyed a playground at Minder Park, a six-man crew was sent in to install a state-of-the-art plastic-metal play structure to replace the older wooden one that burned down. The crew had just three days to complete the project so that a group of volunteers could come in over the weekend to put the finishing touches on the new playground.

“Yesterday, we filled it in with gravel to bring [the ground] level up to a workable level,” said Redding Park System Lead Worker Mike Herzog. “Today, we’re boring holes for footings. We have almost 20 footings that we have to pour for all the main structure poles that hold everything up.”

Jim Cole bores a hole for the new playground.

Photos by John Storey

Maintenance Working Foreman Dale Pack on the radio at the power plant.

Ted Brenner works on the wiring at the power plant.
sources and affordable land options.
The population is growing, and that means more work for Redding’s civil servants who make sure every aspect of the city— from its attractive parks to its hazardous waste—are well taken care of. But the city’s electrical and maintenance workers, who are proud members of IBEW 1245, aren’t complaining. They love their city, and they thoroughly enjoy the work they do to enhance the quality of life for Redding’s residents.

From Fire Engines to Lawn Mowers
Over in the fleet maintenance garage, Mechanic Jay Nelson worked to repair a fire engine that was experiencing an electrical issue. Nelson specializes in fire engines, but explained that if it has wheels and an engine, chances are his department will be tasked with fixing it at some point. “We cover everything from basic maintenance to major repairs on all the vehicles ... from fire engines to lawn mowers and everything in between,” said Nelson. “We act as parts men, service writers ... We're welders, we're fabricators, we're electricians, the whole gamut. We do it all, from start to end.”

Hazardous Properties
Over in the solid waste department, Household Hazardous Waste Technician Jesse Colia works with the specialists to collect and dispose of the kind of stuff that doesn’t go into the trash bin, from old TVs and electronics to toxic chemicals found around the home.
“We take in paint, we take in oil, we take in a lot of pesticides, pretty much any household cleaners, and whatever other household products that people might have,” Colia explained. “At times we might have to identify it to find out the hazard properties of it; that way we know how to safely transport it for disposal.”
“We recycle what we can with the paint; we have a re-use program. We take in the oil, which also gets recycled. The majority of the other chemicals get incinerated,” according to Colia.

Benefits and Brotherhood
The members all work in different fields, but they have one thing in common— their appreciation for the union. Both the Electric and Maintenance units at the City ratified new contracts earlier this year.
“The recent contracts that we’ve gotten have been good. I appreciate what’s been done and all the hard work behind the scenes on that,” said Pack. “I don’t know why anybody wouldn’t be happy with where we landed. In this current day and age, that’s a really big accomplishment.”
“I like how active this union is. I used to be in another union that wasn’t as active. But with this union, when we voice our concerns, they listen,” said Colia. “And I actually really do appreciate the response that I get. [Business Rep Sheila Lawton] has been fantastic with getting back to us, responding quickly, and handling whatever issues we might encounter.”
“The union creates job security, and I like the benefits and the brotherhood that goes along with it,” said Herzog.
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles.

Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

**Opinion.** In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash basis transactions of the International Brotherhood of Electrical Workers, Local 1245 for the year ended December 31, 2015 and its financial position (cash basis) at December 31, 2015 in accordance with the basis of accounting described in Note 1 to the statements.

**Report on Supplementary Information.** Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on pages 10 to 23) is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounts and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

San Bruno, California
March 18, 2016
DALMAS ACCOUNTANCY CORPORATION

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**INDEPENDENT AUDITOR’S REPORT**

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

Vaccine

**Report on the Financial Statements.** We have audited the financial statements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended and the related notes to the financial statements.

**Management’s Responsibility for the Financial Statements.** Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis: this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

**Auditor’s Responsibility.** Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

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**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 2015**

<table>
<thead>
<tr>
<th>Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
</tr>
<tr>
<td>Bank of the West - checking accounts</td>
<td>1,242,991</td>
</tr>
<tr>
<td>Bank of the West - money market</td>
<td>964,965</td>
</tr>
<tr>
<td>Cash funds</td>
<td>5,350</td>
</tr>
<tr>
<td>Investments</td>
<td></td>
</tr>
<tr>
<td>Merrill Lynch-Bank Deposit Program and other cash account</td>
<td>4,531,904</td>
</tr>
<tr>
<td>-Mutual Funds</td>
<td>4,989,437</td>
</tr>
<tr>
<td>-Common Stocks</td>
<td>425,828</td>
</tr>
<tr>
<td>Franklin Income Fund</td>
<td>1,397,636</td>
</tr>
<tr>
<td>Total General Fund</td>
<td>13,558,211</td>
</tr>
<tr>
<td>Political Donation Fund - checking account</td>
<td>70,954</td>
</tr>
<tr>
<td>Total Current Assets</td>
<td>13,629,165</td>
</tr>
</tbody>
</table>

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**LIABILITIES AND NET ASSETS**

**Liabilities:**
- IBEW per capita donation of December receipts to forward 405,709
- Vacation payable 1,728,487
- Current Liabilities 2,134,196

**Net Assets: Unrestricted**
- 12,334,391
- Designated - Political 70,954
- Donation Fund 12,405,345
- Total Liabilities and Net Assets $ 14,539,541

**Cash balance, December 31, 2015**
- 43,956
- Bank of the West
- 1,242,991
- 964,965
- 5,350
- 2,000
- 4,531,904
- 4,989,437
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</table>
### Staff expenses:
- Salaries: $11,160,543
- Expenses: $717,016
- Automobile expenses: $101,410
- Auto Purchases: $385,697
- Fitness plan: $456
- Total: $12,365,122

### Research and Education:
- Subscriptions and publications: $28,675
- Scholarship fund: $1,000
- Total: $29,675

### Office salaries:
- Administration office salaries: $373,222
- Bargaining unit salaries: $816,321
- Total: $1,189,543

### Office expenses:
- Rent: $480,000
- Telephone: $128,442
- Postage mail service and meter expense: $87,012
- Print room/printing: $181,788
- Supplies: $37,280
- Equipment maintenance: $5,025
- Data processing: $26,223
- Equipment rental: $30,639
- Utility reporter: $284,735
- Miscellaneous: $45,321
- Bank charges: $44,019
- Furniture and equipment purchases: $269,683
- Storage: $4,989
- Total: $1,629,071

### Salaries Paid or Reimbursed:
- Executive Board meetings: $58,240
- Advisory Council: $26,934
- Trustee Committee: $20,520
- Safety Summit: $1,161
- Review Committee: $14,242
- Safety Committee: $42,676
- Shop steward expenses: $161,161
- Other conferences: $115,258
- Shop Steward expenses: $161,161
- Review Committee: $14,242
- Bank charges: $44,019
- Furniture and equipment purchases: $269,683
- Storage: $4,989
- Total: $1,629,071

### Committee salaries and expenses:
- Executive Board meetings: $58,240
- Advisory Council: $26,934
- Trustee Committee: $20,520
- Safety Summit: $1,161
- Review Committee: $14,242
- Safety Committee: $42,676
- Shop steward expenses: $161,161
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- Review Committee: $14,242
- Bank charges: $44,019
- Furniture and equipment purchases: $269,683
- Storage: $4,989
- Total: $1,629,071

### Other Various Committees:
- Outside Line: 186,548
- Davey Tree: 480
- Retirees: 21,451
- Central City: 761
- City of Healdsburg: 496
- Asplundh Trees: 263
- Membership development: 53,689
- Eaton Cooper: 409
- Peer to peer: 711
- Utility Trees: 444
- Frontier committee: 16,274

### Family Trees:
- Joint Apprenticeship: 32
- City of Willits: 1,296
- City of Oakland: 919
- City of Lodi: 130
- City of Lompoc: 24,905
- Tri Dam: 575
- Ansaldobreda: 330
- Bordens: 155
- Jacobs Tech: 266
- Leadership: 175,617
- Lockheed Martin: 96
- City of Alameda: 100
- City of Griddle: 395
- Trees Inc.: 767
- Merced ID: 3,315
- City of Ferndale: 295
- NV Energy: 176,627
- No. American Energy: 172
- City of Roseville: 3,929
- Truckee Meadows: 28
- Modesto I.D.: 4,511
- City of Berkeley: 2,295
- Turlock: 7,946
- City of Redding: 880
- City of Ukiah: 85
- Trans Canada: 18,702
- New Member training: 9,604
- Mid American: 189
- Hold The Poll: 281,561
- Regional Transit gen neg: 544
- City of Santa Clara: 6,803
- City of Redding: 1,797
- Veterans Club: 6,755
- Alpha Vista: 973
- Lineman's Safety: 235
- Suriname trip: 25,708
- S. Greenville: 410
- Delta States: 831
- Trayer: 32,127
- No. California Power Agency: 3,896
- SMUD Neg: 11,019
- Truckee Donner: 2,179
- PUC: 1,339
- 1,021,399

### PG&E Negotiation Committees:
- Arbitration: 2,530
- CCO UV: 38
- Negotiations: 43,970
- Ad Hoc: 1,460
- AUX Crews: 3,899
- Exhibit XVI: 19,190
- SSR: 480
- Gas T & R: 2,004
- Traffic: 1,071
- Substation: 172
- GBS: 1,241
- Misc.Clerical Mtg: 678
- Lines of Progression: 1,194
- Diablo Canyon: 16,520
- Employee orientation: 19,384
- Call Center: 487
- Gas Operations: 2,674
- Benefits: 156
- T-Men: 9,824
- 212 Committee: 81
- 99,090

### Membership benefits:
- Group Blue insurance: 93,090
- Joint union membership: 600
- Individual drawing award: 545
- Service award dinners: 120,916
- Flowers/donations/bibles: 429
- Social fund: 38,250
- Total: 253,830

### Payroll taxes:
- Employee portion: $2,104,662
- FICA withheld: 723,434
- California income tax withheld: 69,530
- U.S. income tax withheld: 2,104,662
- FICA forward: 723,434
- California income tax forward: 770,876
- SDI forward: 69,530

### Local Union's portion:
- FICA: 722,017
- California Unemployment: 29,554
- U.S.Unemployment: 4,113
- Total: 755,684

### Employee benefits:
- Health and Welfare plans: 2,407,968
- Group Life insurance: 153,347
- Pension plan: 1,878,718
- Other costs, pension plans: 29,089
- Total: 4,470,122

### Other disbursements:
- Legal fees: 49,295
- Hall rentals: 115,717
- Workmen's compensation insurance: 120,931
- Refunds: 12,572
- PRD fees: 20,258
- Miscellaneous taxes: 526
- CCA Works: 345,780
- Insurance- travel: 1,000
- Insurance - auto: 58,285
- Insurance - Bonds: 18,263
- Insurance - professional liability: 1,546
- Audit fees: 58,100
- Charitable donations: 18,450
- Miscellaneous fees: 884
- Sales tax: 3,424
- UCC-7: (584)
- Community Unit Fund: 35,765
- Members Training / Education: 4,396
- Lobbying-NY: 17,500
- Website: 25,406
- Sponsorships: 2,000
- Consulting fees: 47,390
- Total: 557,304

Total Disbursements: 31,389,212

### It’s Election Season and every vote counts!

Make sure you exercise your right and VOTE! Register to vote TODAY! [In California: http://registertovote.ca.gov/](http://registertovote.ca.gov/)
[In Nevada: https://nvvotes.gov/](https://nvvotes.gov/)
Supporting Linemen in Bangladesh

As part of IBEW 1245’s ongoing effort to provide safety equipment and training to linemen in developing nations, the union sent a second package of donated supplies to a group of linemen in Bangladesh (the first package was sent earlier this spring).

Assistant Business Manager Bob Gerstle, who is spearheading the effort, worked to collect the supplies from a number of different sources. Tools were donated by Buckingham Corp, FR clothes were donated by Placerville apprentice Matt Ramey, and rope was donated by Davey Tree (procured by Business Rep Abel Sanchez).

In addition to the supplies, Local 1245 lineman Carl Kheen, who works at SMUD, has also been providing online skills and safety training to the Bangladesh linemen via social media, using the Facebook live video feature.

The group of linemen in Bangladesh are extremely grateful to Local 1245 for the supplies and training. Bangladeshi lineman Rakibul Islam sent these photos to Gerstle to show their appreciation.

Marysville Meter Maintenance Tech Dies in Vehicle Accident

We regret to announce the death of IBEW 1245 member and PG&E Meter Maintenance Tech David Spurgeon. Preliminary reports indicate that Brother Spurgeon died when his vehicle flipped over into a canal while he was driving on a levee road. He was 52 years old and had been working for PG&E for the past 28 years.

“This accident serves as a stark reminder that we must be ever-vigilant and acutely aware of the potentially life-threatening hazards that our members encounter every day, whether they’re on a job, in transit, or even taking a break,” said IBEW 1245 Business Manager Tom Dalzell. “Our deepest condolences go out to David’s mother, as well as his friends and co-workers. As we honor the memory of Brother David, we must also strive to renew our commitment to the safety of all IBEW 1245 members.”

Workers’ Comp: Myths and Facts

There are many misconceptions as to how California Worker’s Compensation works. We will try to dispel some of those myths.

- **Workers compensation just covers my medical bills.** Right? Workers compensation not only provides payment for medical expenses, but also provides payment of a percentage of the injured worker’s pre-injury salary while you are rehabilitating, physical therapy, and possible assistance with training on a different occupation if you are unable to return to your prior employment.

- **Worker’s compensation will only cover a specific injury, like a broken arm.** Wrong, worker’s compensation also covers illnesses (including death) that result from a work related accident. In addition, if you have a pre-existing injury that is aggravated by a work related accident, that, too, can be covered by worker’s compensation.

- **I can only claim worker’s compensation if the injury was my employer’s fault.** Wrong. An employer must pay compensation to workers who were injured on the job, regardless of who was at fault. It might have been the employer, it might have been another worker at that company, a worker from another company, or even the injured worker himself.

- **If I report an injury I might be fired.** Wrong. If everyone who was injured got fired for filing a claim, there would be no one left to do the work. Employers pay for Workers’ Compensation coverage as a cost of doing business. They expect claims to be filed. They will do what they can to minimize their expense in the claim, but they do not fire people who injure themselves on the job.

- **If I settle my claim and later find that I need surgery will it be covered?** Wrong. If you settle your claim with a stipulated settlement open for future medicals, the applicant’s attorney in addition to your permanent disability will be sent to your doctor for a consult, and the carrier will pay the bills. If you settle your claim with a stipulated settlement open for future medicals, the applicant’s attorney in addition to your permanent disability will be sent to your doctor for a consult, and the carrier will pay the bills.

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- **I fell out of the basket trimming trees around power lines, but shrugged it off and went back to work so I’m probably OK.** Wrong. An employer must pay compensation to workers who were injured on the job, regardless of who was at fault. It might have been the employer or another worker at that company, or even the injured worker himself.

- **I can only claim worker’s compensation if the injury was my employer’s fault.** Wrong. An employer must pay compensation to workers who were injured on the job, regardless of who was at fault. It might have been the employer, it might have been another worker at that company, a worker from another company, or even the injured worker himself.

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New and Improved Death Benefit, Accidental Death & Dismemberment Insurance and Voluntary Benefits Package for Local 1245 Members

I n response to several unit motions that were recently submitted, the IBEW Local 1245 Executive Board began looking into options for accidental death and dismemberment (AD&D) insurance for Local 1245 members. The Executive Board subsequently asked Business Manager Tom Dalzell and the union staff to investigate terms and pricing for an AD&D membership benefit. As they reviewed the available AD&D insurance options and respective pricing, the staff discovered that Local 1245 could also enhance the current death benefit at no additional cost to the Union or its members.

The Local 1245 Executive Board unanimously approved the following benefit enhancements to IBEW 1245 members:

• Active Member (less than age 70) AD&D of $25,000

This policy includes $10,000 Seatbelt & Airbag benefit, as well as Travel Guard® 24/7 service designed to help travelers with travel emergencies.

• Member Term Life Death Benefit of $2,500 (increased from the current $1,000)

• Spouse Term Life Death Benefit of $500

• Retirees (and active members age 70 or over) Term Life Death Benefit of $1,000

These improvements require amending the union’s bylaws, and must be approved by members. Per Article XVI, Sec. 2(a) of the IBEW Local 1245 Bylaws, the following bylaw amendments are subject to membership approval:

1) New IBEW Local 1245 By Law: Article X, Sec. 10: Union Paid $25,000.00 Accident & Dismemberment Insurance to be effective January, 2017. (If approved by members, enrollment in the AD&D insurance program will begin this fall, and the policies will go into effect in January 2017. Members will need to input their own beneficiary information by logging on to a website or calling in to the policy provider. Specifying exactly how to enroll and designate beneficiaries will be provided following membership approval of the new policy.

Additionally, IBEW 1245 has also negotiated an affordable new voluntary, member-paid benefits package that will be available to all members. This program is guaranteed issue, which means members will not be asked any medical questions or excluded due to any pre-existing or ongoing health conditions.

2) Enhanced IBEW Local 1245 By Law: Article X, Sec. 9 member death benefit, insurance options are available. AD&D benefits. Family coverage options are available.

3) Critical Illness Plan: This benefit provides lump sum payments directly to members for such illnesses as cancer, heart attack, stroke and renal failure. Members can purchase policies up to $20,000 for themselves, and up to $10,000 for their spouses. This benefit pays in addition to member’s major medical plan.

More information on these new benefits will be forthcoming this fall.
IBEW 1245 members at NV Energy have overwhelmingly ratified a new agreement by a margin of 84% to 16%.

This new agreement will extend the existing Collective Bargaining Agreement (CBA) until September 2022, providing an additional five years of stability to the current four-year agreement with essentially no takeaways.

“These results prove that our sustained effort to change the relationship between Berkshire-Hathaway and the IBEW has paid off,” noted IBEW 1245 Business Manager Tom Dalzell.

The agreement includes general wage increases of 2% in 2016, 2% in 2017, 2% in 2018, 2% in 2019, 2.5% in 2020 and 2.5% in 2021. Additionally, Customer Service Reps will get an additional wage step at three years, and employees in Lines and SCAT/Relay above journeyman classification will receive an additional 1% inequity adjustment in 2017, 2018 and 2019.

Effective January 1, 2017, new hires will receive fixed 401k contribution of 4%. Additionally, the 6% 401k match outlined in Section 22.3 of the CBA will remain in place. Current cash balance plan participants will have a one-time opportunity to move future accruals to the 401k plan at the same fixed contribution amounts currently funded into the cash balance plan.

Safety Bonus requirements for 2017-2021 will be based on 2016 criteria, with the same payout of 2%. The Company will continue to fund employee HSA/HRA contributions of $500/individual and $1000/family, with no change to wellness program at this time. The Union and Company agreed to have the Joint Benefits Committee to continue to review the wellness program and make recommendations.

“We are pleased to have secured such a strong contract for our members at NV Energy,” said Local 1245 Business Rep Pat Waite. “I would especially like to thank the Bargaining Committee members, Tom Cornell, Reto Gross, Adam Weber, Michelle Bennuzi and Chris Gillespie, as well as Business Manager Tom Dalzell, for their hard work.”
Making HerStory: Highlights from the 2016 IBEW Women’s Conference

The weather was in the triple-digits, but it was the sisters of the Brotherhood who were “on fire” at this year’s IBEW International Women’s Conference, which took place in Phoenix in mid-June.

Nearly two dozen members of IBEW Local 1245 joined hundreds of other IBEW members from across the US and Canada at the biennial conference, which was themed, "Making HerStory.” The three-day conference featured a wide range of inspiring speakers and educational workshops that focused heavily on the unique situations and challenges that women face on the job, in the union and in everyday life.

Local 1245 retiree and longtime activist Rita Weisshaar was particularly inspired by a session that highlighted the relationship between criminal justice reform and organized labor.

“IBEW Local 48 [in the Seattle area] identified a problem with offenders who have trouble finding jobs and housing after being released from prison, due to their criminal background. As a result, they are more likely to commit another crime,” Weisshaar explained. “Local 48 has initiated a program with the women’s correctional facility in the area to train women to be ready to go into an electrician apprenticeship through the Local when they are released. This not only provides a good-paying job for the women coming back into our society, it also puts them on the road to a Union career.”

The “Leadership Through Effective Communication and Conflict Mediation” pre-conference workshop stuck out for IBEW 1245 Organizing Steward Nilda Garcia. She discovered that individuals all have different styles of communication, and she learned how both verbal and non-verbal elements of any given conversation can dramatically impact the efficacy of that particular communication.

“This workshop will definitely help me in future campaigns,” said Garcia. “Knowing how to flex your communication style when working with many different personalities is important.”

Local 1245 Organizing Steward Donchele Soper said that her favorite workshop was "The Multi-Generational Workplace: Standing on Her Shoulders.”

“I thoroughly enjoyed how this topic was presented,” said Soper. “I learned about how different personality traits across multiple generations could possibly influence someone’s perspective — be it real or perceived — when they interact with others.”

But for many delegates, the most impactful part of the conference wasn’t what was on the agenda. Having the opportunity to connect with other IBEW women from across the U.S. and Canada left a lasting impression on the attendees from Local 1245.

"I had a wonderful time meeting and talking with other delegates who were electricians, switch manufacturers, substation maintenance, and equipment operators from Texas, New York, Massachusetts, Indiana, New York and many other states and provinces in Canada," said Weisshaar. "It was amazing to see that even though we came from different states and countries, we had the same interests in many areas, including respect, equality & opportunity in our working lives."

"I met many women who shared with me some of the personal struggles & hurdles they experienced over the years working in a predominantly male-dominated workforce, which ultimately contributed to many milestones they were able to successfully accomplish," said Soper. "I admire the strength they had and the integrity that was displayed, which helped pave the way for others in similar situations.”

For Garcia, the most memorable part of the conference was meeting IBEW International President Lonnie Stephenson.

“I had a great time chatting with President Stephenson. I talked to him about our great Organizing Steward program, and how we are building a stronger Union by getting more members involved,” said Garcia. "He told us to keep going, and even though we may face challenges, we must not give up.”

Video highlights at http://www.ibew.org/media-center/Video/2016-IBEW-Womens-Conference

Nilda Garcia, Donchele Soper and Rita Weisshaar contributed to this report.

Photos by John Storey
Chapter 21

Leah was in the house in her room and she was the oldest of seven, growing fast now and had the man coming to see her from Texas. A lineman by trade, a religious one, and this fell in good with the wishes of her widowed mother being extremely God fearing herself. She did sewing on the Singer and kept the family in food and clothing by selling her stitches to the rich and well-to-do of Elk City. Leah helped her and worked at the furniture company staining and it produced stains on her fingers that were hard to remove. She worried more about it now since he had started to come over and see her and she worked extra hard to remove them every day after her shift. But the turpentine made small blisters on her fingers and the company did not provide gloves.

She and her sisters sat around it in the dark and they were taking turns pulling the string. They would be there all night doing it. It was unreal and unbelievable. They would someday take it for granted but for now it was too awesome and intriguing not to see the light come on with one pull of a string and go off with another. One girl would pull the string and the next in the circle would pull it and it went on and off all night long like that. Electricity had arrived in the small plains town of Oklahoma and lineman and electricians of the brotherhood had been a part of it.

Seven girls and one boy who was the baby and he was asleep in the next room near his mother’s bed not yet talking just crying in the night for warm milk from his mother’s breast. He would be the traveler someday, the holder of the token and did not know anything about it yet. By the time he was old enough to recognize the string and know what it was for he would take light produced from electricity rather than oil or candles for granted. But he slept in her arms and she fretted for his future and her legs cramped from running the pedal of the Singer all day and put him back into his crib and went back to bed and giggled as she looked at the crack at the bottom of their door seeing the light come on and go off and heard them whispering about whose turn it was as they lost track in the other room. It was the winter of 1925.

A strange fog in the night peered into her window and from the apple orchard, it had come like an object alone searching for a place to be and knowing it had found that place. She started to move back toward the crib but could not make herself rise and suddenly seemed content that the strange thing was not going to harm her or her son. Most of it stayed outside and just stalled there like a cloud and the rest, a smaller portion of it seemed to leak thru the window and wall and transformed into a figure not to be recognized but to be felt. An important figure she could tell and sure enough not coming to harm them. He cast a ghostly look her way and she knew he had come to hold the child. She was totally comfortable with it and as he sat down an object of some sort on the floor, perhaps a bag with tools inside she felt a relationship with the ghost, a sort of surging pride formed up in her and she knew he was to do something with her son that would be tallied for a good and worthy cause in the child’s future. As though he had relayed all this to her he then turned his attention to the crib and the cloudy figure moved closer to the child on steps that only she could hear.

As he passed the doorway to the girls’ room she saw the light from the crack under the door weakened by the stride but not obstructed and then she heard the snap of the string as the light went out and heard them giggle again and then the light went on after the snap of the string. The ghost did not seem to be interested or concerned with the playful occurrence and carried on with his walk to the infant’s crib.

The figure in fact stopped short of the crib and then turned to her again and she for sure knew he was going to cast a blessing of some kind upon her son and she nodded approval.

From the top of the cloud before the crib a derby was removed, she was sure of it and she saw it placed on the corner post of her bed, not so much like any hat worn anymore but one she remembered had been very popular thirty or forty years ago and saw many of them as a child when she went with her father to St. Louis to see the big city he had promised to let her experience.

The figure of the cloud gathered the child up and she took a small gasp of breath and felt the factor of fear come and go followed by the helpless surge of contentment, again knowing he was not going to harm them. The light in the bedroom had not come on and she knew her daughters had been suspended to some form of spell and they would not disturb this event.

The baby giggled the first of his life as he was raised up in the air and he began to glow in the dark and a circle of some sort was formed around him and it appeared to her that he was turned for a moment into a fist holding lightning and suddenly a roar of thunder startled her and the child was placed back into his crib and the figure moved to the window with the derby and picked up the bag and leaked back through the window and wall and disappeared with the rest of the foggy cloud.

Leah appeared in the doorway and said “Mother we saw a red glowing light under the door crack. It was scary. What was it?”

“Nothing Leah, just the lightning from the thunder you heard.”

“I heard no thunder momma. Was there thunder?”

“It was nothing then darling, just too much pulling on that string to see the
light go on and off. Now shut it off for the night and go to bed before you wear the string out, because we won’t be able to afford another one.”

In the morning Curly from Texas, one of the linemen bringing electricity to the area came by to see Leah.

The boy moved the horse away from the barn and toward the wagon. He cussed the beast under his breath as not to let his mother hear from the open window by which she had scolded his vulgarity before and in one instance had asked him from what terrible human he had been taught such devilish phrases. He would not release the individual’s name and had his mouth washed with soap while his sisters laughed and clapped their approval. 

But he didn’t care about the degradation from the skirted and pigtailed creatures he was surrounded with on a daily basis, listening to their infernal giggling and prancing, watching them light over the damn piano that they were made to practice that sat in the living room. He laughed at them while they cried out to be able to stop and being told not until they got the scale so perfectly right, only to be led to another sort of torture on the keys they so dreaded to pound.

“I’ll Fly Away.” So he had asked him and wanted to say “I.” He was going to have to learn to accept his cussing or he would have to learn to keep it under his breath thinking of her soap scrub. He was getting too old for that so she was just going to have to learn to accept his cussing or he would have to learn to do it better than anybody else. Already know how to climb trees better that any odd damn s.o.b. in this part of Oklahoma.

Leah was gone down to Hobbs with that lineman fellow and he told the kid he would make him a hand someday if he wanted to learn a good craft. Whatever, just let me have a ticket out of this place and I’ll climb them stupid poles and do it better than anybody else. Already know how to climb trees better that any odd damn s.o.b. in this part of Oklahoma.

He stopped the wagon and got down off the bench and walked up to him and cussed him for shitting in the street. He picked the shit up, the six or seven green droppings one at a time and threw them like baseballs back into the wagon and then scrubbed the rest of it around on the street with his shoe until it looked good enough for him and cussed the old swaying horse again this time loud enough he could hear it so maybe he wouldn’t do it the next time. Like the horse would know to hold his bowel movement appropriately for the right time and place like anyone else and mounted the bench and released the brake that he didn’t need to set anyway because the old horse wouldn’t go if he were spooked by a freight train. So the kid did slap the reins hard to his ass and started the tired beast and the empty wagon with a few turds in the back toward the ballpark to see if he could sneak in and watch a few innings and maybe bum a chew off one of them worthless bench warmers.

continued in next issue

Gas Workers No 10678 Labor Day Parade, August 5, 1910, in Oakland. Photo by Hill & Smith
My Union Education
By Eric Wolfe

I was hired as communications director in 1990. I knew nothing about Local 1245. Business Manager Jack McNally told me that the union’s founding fathers would be in town for the union’s 50th anniversary in 1991 and that I should interview them. My Local 1245 education was about to begin.

Ron Weakley and L. L. Mitchell, our founders, learned the facts of life during the Great Depression. They wondered how workers could survive that economic catastrophe. Some people today consider government a dirty word, but Weakley and Mitchell saw government as an important tool. They saw how laws like the National Labor Relations Act had expanded workers’ rights and made it possible to organize effective unions. Don Hardie, another one of the early organizers and a good friend of Weakley’s, once put it this way:

“Nothing’s perfect. I don’t think corporations are perfect and I don’t think unions are perfect. I don’t think the government is perfect, but if they’re going to work for you, you’ve got to organize them.”

The Asplundh Strike of 1992 showed me what unionism was really all about, not just the theory but the blood and bones of it. The first day of the strike I watched a scab use his truck to nearly run over Joe Valentinio, who was picketing with me before dawn. We followed that truck into the countryside around Chico. The truck turned onto a private drive that cut through a field to some trees about 50 yards away. We couldn’t go onto private property, Joe said he needed to gas up the old white van we were traveling in. He left me there standing by that field with a picket sign in my hand, alone in the middle of nowhere. It was really quiet, just me and the chirping birds. I felt like Cary Grant in that scene from “North by Northwest” where he’s standing alone by a field and then a crop duster suddenly appears and starts chasing him through the corn. I was nervous, but I knew there were dozens of other guys scattered across several counties putting themselves in similar situations and that gave me courage.

McNally made a risky call, pushing tree trimmers to approve that strike. But it paid off. The strike was an unqualified victory.

We had another war on our hands in 1994, when California launched electric deregulation. Enron was the pied piper of deregulation and California followed those Enron crooks right off the cliff. It was wreaking havoc on our members, endangering thousands of jobs. McNally called for a big rally at the CPUC in December of 1994, which I helped organize. It was raining like a son-of-a-bitch but Landis Marttila had wrapped all of our picket signs in plastic wrap so the cardboard wouldn’t dissolve. Mark it down: details matter.

CPUC security had told me we had to keep a clear pathway down the middle of the broad steps in front of the building. But we ended up having a thousand people there. I wasn’t about to tell a bunch of wet, angry, shouting linemen facing layoffs that they had to keep a path clear. The cops decided we weren’t doing any harm and that maybe a path wasn’t necessary after all. I learned this: sometimes you just have to do what you have to do, and if there are enough of you then you’ll carry the day.

We were on just about every news channel in the state that night. I thought: “I have a really great job.” McNally liked that rally so much he decided we needed another one in 1999. Deregulation was squeezing PG&E financially and we were concerned about the impact on service and, of course, jobs. On the Friday before Thanksgiving week, McNally called Landis and me into his office and said he wanted this new rally to take place on the Monday after Thanksgiving. We needed hundreds of people there, he reminded us. And banners and picket signs and speakers and a sound system and permits and publicity and the media. We had exactly three workdays during Thanksgiving week to put it together. Business managers can be like that.

For me, this union entered a new era when Tom Dalzell put new emphasis on organizing and mobilizing. In truth, we had little choice. Unions have been under sustained attack, and the utility industry had been undergoing convulsive changes ever since the deregulation fiasco. NV Energy, as some will recall, really put us to the test in 2009 when it tried to gut retiree medical benefits. This union could not let that happen, and we were fortunate to have some kick-ass retirees in Nevada ready to lead the charge.

New and greater challenges surely lurk on the road ahead. Justice for workers isn’t a battle you win or lose; that battle is just a condition of life. You don’t get respect on the job, equal opportunity, or your fair share of the economic pie just because you deserve it. You get it when you’re willing to fight for it, get whipped, and then get back up and fight some more.

This union has a long tradition of being led by fighters. But leaders don’t make a union. You do: the members of IBEW 1245. Weakley and Mitchell and a lot of members whose names we won’t ever know went to a lot of trouble to get us all this far. It was my privilege and joy to be with many of you when we took a few steps further down that road.
This month, I bid a fond farewell to my friends and colleagues at IBEW 1245. My family and I are moving to Portland, Oregon so that my son can start kindergarten up there and we can be near family. While I am very much looking forward to returning to Oregon, I am sad to be leaving such a wonderful organization with a membership that amazes and inspires me every day.

I said my goodbyes during our last Advisory Council meeting in Reno in July. It’s fitting that our last Advisory Council was at the Grand Sierra Resort; it’s a place that holds unique significance for me. While I lived in Reno, I joined a bowling league for the first and only time in my life; that league was at the Grand Sierra (it was called the Reno Hilton at the time), and our bowling team was called “Major Disaster.” I was the captain of that band of misfits, and I spent most of the day before each bowling tournament threatening/cajoling my teammates just to show up. Not surprisingly, we finished last, the other teams hated us, and most of the people on the team hated bowling. But we had fun nonetheless.

Fast forward a few years to 2008, when I started at Local 1245 as the staff attorney. Over the course of that year, I worked on arbitrations across our jurisdiction and had the opportunity to work with many members of the Local 1245 staff, as well as our army of dedicated stewards. I immediately felt part of a team, and unlike “Major Disaster,” this is a team that not only had fun but knew what it was doing — and did it well. “Do good and have fun doing it” is a life lesson that I learned at Local 1245 and will always carry with me, and it’s a lesson I hope to pass along to my son.

In 2013, I was thrilled when Business Manager Tom Dalzell asked me to assume Dorothy Fortier’s responsibilities overseeing the PG&E clerical unit. I learned so much from Dorothy, as well as Senior Assistant Business Managers Bob Dean and Joe Osterlund, and I appreciated their patience and willingness to talk through the issues with me. Through my PG&E assignment, I saw close-up how hard our business representatives and organizers work every day to advocate for our members and educated them on the benefits of union membership. I especially saw that last year, when we visited different clerical headquarters to explain the PG&E Tentative Agreement. I was awestruck by how seriously our staff takes their responsibility to make sure our members can make an informed vote about the TA. And I also remember us having a lot of fun during the down time; I am pretty sure that I have two permanent laugh lines from our time together. But really what impressed me the most was the amount of time that everyone poured into that effort. Whatever was needed of them, they did it without question or hesitation.

I am so happy that Alex Pacheco, our 2010 law student intern, agreed to return as Local 1245’s staff attorney in 2013. In his three years with Local 1245, Alex has demonstrated that he is not afraid of fighting for what is right, and that he has the ability to think on his feet while maintaining his sense of humor. With those values already instilled in him, and with Tom Dalzell as his mentor, Alex is off to a phenomenal start in his career as a labor lawyer.

Last but not least, I have to thank Tom directly for his leadership and mentorship. As Business Manager, he has led the charge in keeping our members’ collective bargaining agreements in the upper echelon of all labor agreements — even though it has meant that we’ve been in a struggle in one sector or another almost continuously. It is a regular reminder of what labor unions are here for — to take care of one another.

As I look back on these past eight years, I am struck by how many fond memories have and will treasure for years to come. Local 1245 will never be far from my thoughts. See you in Portland!

Senior Assistant Business Manager Jenny Marston ended her tenure with IBEW 1245 on July 29 after eight years with the union.
Local 1245 Retiree Crafts One-of-a-Kind Coffee Table for Weakley Hall

Weakley Hall has a wide selection of unique union memorabilia on display, but nothing compares to the one-of-a-kind coffee table that IBEW Local 1245 retiree Ron Borst recently hand-crafted out of the IBEW old union logo that used to hang over the reception desk.

Local 1245 Business Manager Tom Dalzell came up with the idea to repurpose the seal into a table that would serve as the centerpiece of the union hall’s lobby. Dalzell urged Borst, an accomplished woodworker and active union retiree, to take on the project, and Borst readily agreed.

Borst spent three years crafting the table, which he constructed out of ten segments of a Western Big Leaf Maple burl ring. He covered the seal with a piece of plexiglass to protect it, and embedded ten rare IBEW coins (which were presented to apprentices back in the 70s and 80s when they became journeymen) to decorate the edge of the burl. Borst worked closely with former 1245 staffer Ron Cochran to collect the coins — one for each of the ten lightening bolts in the IBEW seal. He also added a few small flecks of turquoise in the table, as an homage to his native state of Nevada. He finished the entire table with a heavy duty epoxy/polyurethane blend to ensure it would remain in good condition for years to come.

Ron Borst and his wife Vicki (front row, center) were joined by members of the Local 1245 Executive Board as they unveiled the new table at Weakley Hall on May 20.

Retirement Seminars-2016
I.B.E.W. Local 1245 and Merrill Lynch

I.B.E.W. Seminars are open to IBEW/PUG employees age 45 and older and those on LID. Your spouse or significant other is also welcome to attend. These seminars are provided to you free of charge, and a meal will be served at each seminar for attendees’ enjoyment. You can receive a formal RSVP invitation letter in late July. Please contact Gallo Group of Merrill Lynch in Walnut Creek, CA at 800-234-3858 and ask for Kindy Mann if you have any questions.

Sacramento
Sat Sept 10
9:00 – 10:30 AM
Holiday Inn
300 J Street

Oakland
Tues Sept 13
6:30 – 8:00 PM
Hilton Oakland Airport
One Hegenberger Rd

Concord
Wed Sept 14
6:30 – 8:00 PM
Hilton Concord
1970 Diamond Blvd

Stockton
Thurs Sept 15
6:30 – 8:00 PM
Hilton Stockton
2323 Grand Canal Blvd

Monterey
Fri Sept 16
6:30 – 8:00 PM
Montrio Bistro
414 Celle Principal

San Luis Obispo
Sat Sept 17
9:00 – 10:30 AM
Madonna Inn
100 Madonna Road

San Mateo
Tues Sept 20
6:30 – 8:00 PM
Crowne Plaza
1221 Chess Drive, Foster City

Bakersfield
Fri Sept 23
6:30 – 8:00 PM
Doubletree
3100 Camino Del Rio Court

Fresno
Sat Sept 24
9:00 – 10:30 AM
The Elbow Room
731 West San Jose

Santa Rosa
Sat Oct 1
9:00 – 10:30 AM
Hilton Hotel
3555 Round Barn Blvd

Redding
Sat Oct 8
9:00 – 10:30 AM
Best Western/ Hilltop Inn
2300 Hilltop Drive

Chico
Sat Oct 8
1:00 – 2:30 PM
Ramada Plaza
685 Manzanita Court

San Jose
Sat Oct 15
9:00 – 10:30 AM
Fairmont Hotel
170 South Market Street

Retirees’ Corner

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 start one!

Michael Albert
43 years
Chico, CA
Eric Braun
31 years
Vacaville, CA

Clifford Allee
32 years
Paradise, CA
Wayne Brown
36 years
Davis, CA

Rio Vista, CA
Paradise, CA

J Area
Mart Bruins
43 years
Craig Bryan
37 years

9 years
Davis, CA

Bountiful, UT
Durham, CA

Charles Baker
27 years
31 years

Bakersfield, CA
Manteca, CA

Juan Barron Jr.
Bernard Buzzelli
31 years
Robert Carr
31 years

31 years
Atascadero, CA

Bushnell Barrow
9 years
Chico, CA

continued on next page
Merced Irrigation District Unit #1122 donated $150 to the 3rd Annual Central Valley Organizing Steward’s Charity Softball Tournament.

Stockton Clerical Unit #2509 donated $150 to the 3rd Annual Central Valley Organizing Steward’s Charity Softball Tournament.

Stockton Unit #2511 donated $150 to the 3rd Annual Central Valley Organizing Steward’s Charity Softball Tournament.

Sacramento Regional Transit Unit #3011 donated $50 to the Sacramento Charity Bowl.

City of Redding Unit #3217 donated $75 to the Redding Vipers Youth Baseball Club.

USBR Unit #3218 donated $500 to Raining Cats ‘N’ Dogs, an animal rescue organization.

Elko Unit #3318 donated $500 to the Ruby Mountain Little League team, SMIRKS, for new uniforms.

Modesto/Trees, Inc. Unit #4725 donated $500 to the Ceres Jr. Bulldogs Youth Football and Cheer.

Reno/Asplundh Trees Unit #4730 donated $250 to the Centennial Little League.

Reno/Sparks Retirees Chapter donated $350 plus matching funds to the Washoe County Senior Services - Meals on Wheels. The chapter also donated $550 worth of microwaves to Washoe County Senior Services in Reno.

Richmond Unit #2318 donated $250 to the Oral Lee Brown Foundation in Oakland, CA.

Eureka Unit #3111 donated $500 to the Hospice of Humboldt.

Burney Unit #3213 donated $400 to the Five Counties Central Labor Council’s Annual Labor Day Picnic.

Reno Unit #3311 donated four microwaves at $65.00 each for the Washoe County Meals on Wheels program.

Fresh Pond/SMUD Unit #3912 donated $400 to the SEA Chief Red Cloud Fishing Derby.

Fresh Pond/SMUD Unit #3912 donated $100 to the Knotty Pines Lanes Youth Bowling League.

Merced ID Unit #1222 donated $350 to the Merced County Parks & Recreation special needs fishing event at Lake Yosemite.

From left: Local 1245 Business Rep Ralph Kenyon, Local 1245 clerical member Teresa Carlson, Local 1245 Lineman Steve Zerkel, Whistlestop CEO Joe O’Hehir, PG&E North Bay Division Manager Dave Canny.

Marin Unit Supports Local Meals on Wheels

Unit # 3711, Marin, recently voted to allocate $500 from their Community Fund to Marin’s Meals on Wheels/Whistle Stop program for seniors. The members of the unit urged PG&E to match the donation, resulting in a $1,000 contribution to this important program.

Retirees, from page 40

Ronald Cipro 38 years Cottonwood, CA
Thomas Cloning 39 years Eureka, CA
Michael Cummings 33 years La Grange, CA
Steven De Lima 37 years Castro Valley, CA
Charles Deyo 38 years Vacaville, CA
Maurice Dionne 40 years Isleton, CA
Cynthia Dutcher 33 years Lakeport, CA
Edgar Faugier 31 years Chico, CA
Judith Ferree 17 years Shingletown, CA
Laron Fields 37 years Clovis, CA
John Francis 33 years So San Francisco, CA
Jack French 28 years Paso Robles, CA
Patrick Fryer 37 years Novato, CA
James Fung 33 years San Bruno, CA
David Galimba 35 years Redding, CA
Charlie Gann 31 years Sanger, CA
Manuel Garcia 42 years Garden Valley, CA
Jamie Garis 29 years Yuba City, CA
Terry Gonzales 43 years Colusa, CA
Barry Goodwin 24 years Placerville, CA
Alice Mannina 36 years San Jose, CA
Gary Hemilch 33 years Vacaville, CA
Richard Hernandez 6 years Templeton, CA
Jack Humphrey 9 years Auburn, NE
James Jensen 37 years Santa Rosa, CA
Edward Kelling 31 years San Andreas, CA
David Klingerman 38 years Corning, CA
Timothy Laird 36 years Oakley, CA
Richard Landa 45 years Baypoint, CA
G Le Masters 42 years Vallejo, CA
Aaron Leatherman 38 years Angels Camp, CA
Lana Lee 35 years San Francisco, CA
Dean Lees 17 years Atascadero, CA
Gene Lighty 38 years San Jose, CA
Bart Linnenbrink 36 years Camino, CA
Joseph Lugo 46 years San Jose, CA
Catherine Macdonald 35 years Elk Grove, CA
Alice Mannina 36 years San Jose, CA
Jeffrey Mapes 13 years Roseville, CA
Cesar Mariano V 33 years Daly City, CA
Kevin Markoe 36 years Watsonville, CA
Steve Marshall 36 years Seaside, CA
David Martin 32 years Cottonwood, CA
Lillian Martinez 10 years Riverbank, CA
Richard Murphy 30 years San Rafael, CA
Glenn Murray 32 years Marysville, CA
Andrew Namekata 37 years Denair, CA
David Nelson 31 years Forestville, CA
Jon Norwood 38 years Oakdale, CA
Stephen Olmos 43 years Stockton, CA
Kenneth Ortiz 11 years Daly City, CA
Robert Overturf 17 years Kelseyville, CA
Teodulo Pasion 32 years San Francisco, CA
Joseph Pearce 38 years Concord, CA
Irene Price 35 years Oakdale, CA

Kathleen Redd 30 years Santa Rosa, CA
Michael Reiswig 31 years Stockton, CA
Luis Rivera 19 years Oakland, CA
Barry Rogers 42 years Grover Beach, CA
Craig Sanchez 31 years Eureka, CA
Michael Sasso 30 years Bakerdale, CA
Robert Schlumbomh 32 years Ahwahnee, CA
Gill Soo Seo 35 years Daly City, CA
Bradley Setser 21 years Browns Valley, CA
Gary Smith 27 years Bakerdale, CA
Donald Spilt 36 years Merced, CA
James Stephenson 36 years Lincoln, CA
Thomas Stickeman 37 years Corning, CA
Dale Stone 30 years Citrus Heights, CA
Patrick Sullivan 36 years Bakerdale, CA
T Taylor Jr. 32 years Cool, CA
Wane Tomalsoso 30 years North Highlands, CA
Suketo Urabe 32 years Salinas, CA
Steve Valdivinos 33 years Kelso, WA
Frank Ward 37 years Atascadero, CA
Billy Warmbord 31 years Red Bluff, CA
William Webb 41 years Lodi, CA
Joseph Wernet 28 years Chico, CA
Gwendalyn West 34 years Oakland, CA
Jeffrey Williams 27 years Sutter, CA
Vance Wilson 25 years Atascadero, CA
William Wing Jr. 37 years Pleasanton, CA
Glenn Wong 26 years Alameda, CA
Robert Ying 34 years Fresno, CA

Congratulations Retirees! We want you to STAY CONNECTED to IBEW 1245.

SMUD Pollock Pines/Fresh Pond Unit Sponsors Knotty Pine Lanes Junior Bowling League

Unit #3912, SMUD Pollock Pines/Fresh Pond, recently made a Community Fund donation to sponsor the Knotty Pine Lanes Junior Bowling League. The league is designed to give kids ages 5-21 a fun, rainy/snowy day activity during the winter months, when there is not a lot to do outside for the kids in Pollock Pines. The league encourages competition, good sportsmanship and team building, and each child is eligible for college scholarship money.

Knotty Pine Lanes is a family-owned and operated business, and they strive to keep the cost low for the junior program. The owners and staff work to ensure that no child is turned away, and the donation from Local 1245 will help to provide subsidies for families that are unable to pay, so their kids can still participate in the league.

“The league is a wonderful activity for the kids,” said unit member Ray Curtis. “The Fresh Pond IBEW unit is proud to support the kids and Knotty Pine Lanes.”
Fresno
March 5, 2016

SERVICE AWARDS

35 Years
From left: Robert Allustiarti, Mike Grill and Pride McCoy.

15 Years
From left: Angela Ezernack, Angel Flores and Susan Flores.

10 Years
From left: Christopher Lake and Brian Albee.

15 Years
From left: Michael Parsons, Anthony Chavira and Pete Sandoval, Executive Board – Southern Area.

30 Years
From left: Brandon King and Daniel Furtado.

10 Years
Front row, from left: Anna Turner, Steven Ruiz and Carmen Garcia. Back row, from left: Anita Chavez Cervantes, Julie Richter and Melissa Haroun.

40 Years
From left: Broughton, Phillip Chavira, Anthony O’Brien, Patrick Parsons, Michael Parmecher, Mark Rasmussen, Keith Sandoval Jr., Pedro

35 Years

30 Years
Clark, Leslie Duenes, Julie Furtado, Daniel Grimes, Joey King, Brandon McGuire, Helen Mohammed, David Mora, Susan Robles, Steven Runderson, Granville Secrease, Sherman Wallis, Aaron

25 Years
Amaro, Denise Arredondo Jr., Angel Corpus, Patrick Greer, Robert Jesup, Robert Katsura, John Mackey, Terry Martin, Daniel Okerson, Gary Wright, Brian

20 Years
Alviso, Jacqueline Avila, Cynthia Barnes, Scott Bentley, Steven Blake, Kevin Bockowski, Diana Cavanas, Juan Conway, Iris Daniel, Ronald Evans, Rick Fletcher, Lisa Hare, David Hensley, Renee Hernandez, Roberto Jackson, Matthew Johnson, Galen King, Sandra Montanez, Anthony Morales, Roman Murphy, Karrie O’Brien, David Pasqua, Mark Perez, Jose Rodriguez, Filiberto Ruiz, Stephanie Ryan, Russell

15 Years
Aganiga, Guillermo Arwood, Alexis Bernhardt, Mark Bissell Jr, Michael Black, John Carres, Kelly Castro, Tami Cha, Ma, Cha, Phia Chico, Gloria Ezernack, Angela Flores, Angel Flores, Susan Garcia, Jose Gastelum, Adam Gastelum, Alma Glover, Tamara Hunter, Shane Imperatrice, Darla Jones, Bryan Kizer, Ann Lomax, Adrian Macias, Gabriella Macias, Javier Manzo, Kathy Martinez, Edward Moraes, Bertha Ortiz, Victor

10 Years

Congratulations on your service!

Photos by John Storey

HONOREES

40 Years
Also: Robert Allustiarti, Mike Grill and Pride McCoy.

30 Years
Front row, from left: Brandon King and Daniel Furtado.

10 Years
Front row, from left: Anna Turner, Steven Ruiz and Carmen Garcia. Back row, from left: Anita Chavez Cervantes, Julie Richter and Melissa Haroun.

15 Years
From left: Angela Ezernack, Angel Flores and Susan Flores.

35 Years
From left: Robert Allustiarti, Mike Grill and Pride McCoy.

10 Years
Front row, from left: Kimberley Hinojosa, Daniel Morrison and Kim Larmour. Back row, from left: Samantha Stevens, Joanna Quirocho and Vicki Bunag.

5 Years
From left: Christopher Lake and Brian Albee.

10 Years
From left: Michael Parsons, Anthony Chavira and Pete Sandoval, Executive Board – Southern Area.

30 Years
From left: Brandon King and Daniel Furtado.

10 Years
Front row, from left: Anna Turner, Steven Ruiz and Carmen Garcia. Back row, from left: Anita Chavez Cervantes, Julie Richter and Melissa Haroun.

40 Years
From left: Broughton, Phillip Chavira, Anthony O’Brien, Patrick Parsons, Michael Parmecher, Mark Rasmussen, Keith Sandoval Jr., Pedro

35 Years

30 Years
Clark, Leslie Duenes, Julie Furtado, Daniel Grimes, Joey King, Brandon McGuire, Helen Mohammed, David Mora, Susan Robles, Steven Runderson, Granville Secrease, Sherman Wallis, Aaron

25 Years
Amaro, Denise Arredondo Jr., Angel Corpus, Patrick Greer, Robert Jesup, Robert Katsura, John Mackey, Terry Martin, Daniel Okerson, Gary Wright, Brian

20 Years
Alviso, Jacqueline Avila, Cynthia Barnes, Scott Bentley, Steven Blake, Kevin Bockowski, Diana Cavanas, Juan Conway, Iris Daniel, Ronald Evans, Rick Fletcher, Lisa Hare, David Hensley, Renee Hernandez, Roberto Jackson, Matthew Johnson, Galen King, Sandra Montanez, Anthony Morales, Roman Murphy, Karrie O’Brien, David Pasqua, Mark Perez, Jose Rodriguez, Filiberto Ruiz, Stephanie Ryan, Russell

15 Years
Aganiga, Guillermo Arwood, Alexis Bernhardt, Mark Bissell Jr, Michael Black, John Carres, Kelly Castro, Tami Cha, Ma, Cha, Phia Chico, Gloria Ezernack, Angela Flores, Angel Flores, Susan Garcia, Jose Gastelum, Adam Gastelum, Alma Glover, Tamara Hunter, Shane Imperatrice, Darla Jones, Bryan Kizer, Ann Lomax, Adrian Macias, Gabriella Macias, Javier Manzo, Kathy Martinez, Edward Moraes, Bertha Ortiz, Victor

10 Years

continued on page 43
North Bay Petaluma
February 12, 2016

Service Awards

Congratulations on your service!

Fresno Honorees,
from page 42
Hernandez, Arturo
Hernandez, Inez
Hilton, Salema
Hinojosa, Kimberly
Jimenez, Magdalena
Johnson, Justin
Lake, Christopher
Lang, Tyson
Larmour, Kim
Lemire, Derek
Linares, Francisco
Lowe, Jeremy
Macias, Zachary
Maxfield, Cassidy
Medina, Adam
Mendez, Renae
Mepham, Matt
Mitchell, Floyd
Morrison, Daniel
Nash, Michael
Palmer, Jason
Pavelski, Paul
Poulos, Cody
Pindo, Liz
Quicho, Joanna
Raven, Meredith
Reed, Galen
Reyes Jr, Ricardo
Richter, Julie
Robles, Michael
Ruiz, Steven
Sheaffer, Michael

Coulthou, Todd
Cowley, Dan
Cox, Samuel
Cuzby, Dwain
Da Costa, Glen
Dykx, Tawra
Edwards, Patrick
Ellington, Britton
Estrella, Miguel
Ferrell, Joshua
Fields, Andrea
Fisher, Todd
Galvin, Joe
Godfrey, Jason
Gomez, Christopher
Gonzales, Anastasia
Gonzales, Marcus
Goodwin, Kyle
Graham, Diana
Graves, Adrian
Hager, Joshua
Hamilton, Scott
Hancock, John
Head, Steven
Hill, David
Hunt, Sean
James, Kiley
Laire, Latrice
Lawhon, Samuel
Luna, Abraham
Luz, Patrick
Mangrum, Jeffrey
Manning, Shamar
Marquez, Rodrigo
Martin, Michael
Means, Rachel
Moreno, Michael
Morris, Marc
Moua, Thong
Munoz, Sergio
Neal, Nikki
Nelson, Kenneth
Norwood, Kenneth
Olson, Thomas
Ortega, Adam
Oriz, Joshua
Phillips, Marilyn
Puentes, Ramon
Richter, Justin
Rios, Clayton
Rippentoe, David
Rogers, Kevin
Sato, Victor
Sandoval, Adrian
Sandoval, Ruben
Santiago, Jose
Scott, Tyler
Sears, Kimberly
Silverstrom, Daniel
Smith, Justin
St Clair, Maria
Starkey, Nicolas
Thomas, Maimunatu
Torrres, Maria
Treviso, Angelo
Velasquez, Alfredo
Walker, Kyle
Webb, Mark
Wheeler, David
Whitfield, Thomas
Winston, Gerald
Zumwalt, Daniel

5 Years
Front row, from left: Alberto Contreras-Conteras-Garibay, Jacob Renew and Terry Lane. Back row, from left: Kevin Risley, Samuel Garcia and James Raggio.

50 Years
From left: Paul Catalano and Business Manager Tom Dalzell.

HONOREES

45 Years
Taha, Lee

40 Years
Catalano, Paul

35 Years
Barney, Dennis Brown, Curtis Good, Jacqueline Lanata Jr, Edwin Perez, Laura Peyrucan, Don Pigg, James Rasmussen, Mark Rendon, Gustavo

30 Years
Carter, Jeff

25 Years
Esplinola, Chris Fegley, Mark Fongaroli, Alice Gabriel, William Gonzales, Ken Guerrero, Domingo Pedroia, Jason

20 Years
Badilla, Oswald Briceno, Agustin Buckeroord, George DiGiacinto-Cole, Barbara Hall, Todd Macias, Manuel McNamer, Lee Meuchel, Leslie Morin, Emigdio Naranjo, Francisco

15 Years
Cincera, Fred Dunlap, Ron Norwitz, Michael Say, Jason Seller, Harry Wieck, Stanislav Woslebski, Casey

10 Years
Bridges, Geoffrey Brown, Steven Claspaddle, Jodi Clark, Jeremy Cruz, Manuel Cunningham, Kyle Doyle, Travis Eagleton, Jeff Fechter, Brandon Flores, Jesus

5 Years
Adams, Lukas Alvarez, Casey Andrews, Kyle Castillo Arroyo, Alejandro Conteras-Conteras-Garibay, Francisco

40 Years
From left: Paul Catalano and Business Manager Tom Dalzell.

Photos by John Storey
Sacramento
March 11, 2016

SERVICE AWARDS

Congratulations on your service!

30 Years
From left: Robert MacLauchlan and Cliff Robie.

25 Years
Front row, from left: Kim Estin, Lorena Thomas. Back row, from left: Steven Gravink, Bob Ross and Gene Chan.

20 years
Front row, from left: Debra Allen, Marie Fitting and Joe Giovfe. Back row, from left: Jeff Bragg, Naomi Tamayo and Sean Stevens.

15 years
Front row, from left: Dave Sankey, Dennis Wales and Stuart Waggoner. Back row, from left: Francisco La Torre, Yvonne Kyle and Richone Farris.

10 years
Front row, from left: Kenneth Lawson, David Frederick and Grayson Hess. Back row, from left: Keith Grebner, Jami Huarez, Jennifer Gray and Miles Hanson.

35 Years

40 Years
From left: Randy Garcia and Maurice Dionne.

Photos by John Storey
**Sacramento Honorees, from page 45**

Hammond, Troy
Harris, James
Haymer, Kevin
Herdal, Bryan
Hestead, Nicklas
Hill, Edwin
Hill, Scott
Hish, Jake
Hodkinson, Brandon
Houser, Jason
Huartson, Darin
Hyatt, Alexander
Jackson, Marjahn
Jimenez, Jeffrey
Johnson, Alton
Johnson, Dwight
Johnson, Ryan
Jones, Robert
Jones, Kelly
Jones, Robert
Kennedy, Sonya
Korutz, Jennifer
Lambert, Ryan
Lara, Marisela
Lara, Simon
Lentine, Shane
Leverett, Kelcy
Lucchese, Jess
Lynch, Sean
Manriquez, Mario
Martinez Jr, Carlos
Mathis, Andrew
McCarrick, Toshinobu
McCoy, Hadrian
McKinney, Garrett
Medeiros, James
Meeker, William
Miller, Argus
Miller, Perry
Monte, Michael
Musgrove, Brett
Myers, Steven
Navarro, Miguel
Nevarez, Manolo
Nicola, Christopher
Noxon, Matt
Pepiot, Rick
Perers-Rojas, Uriel
Petruni, Wade
Pimenta, Vanessa
Provan, Richard
Purdu, Duane
Rakkar, Amrik
Reamer Jr, James
Recht, Warren
Reese, Lance
Rendond, Michael
Reynaud, Brian
Riccobuono, Patrick
Rice, Michael
Riddagh, Matthew
Roberts, Ralph
Robertson, Brian
Robinson, Steven
Rogedier, Israel
Ross, Gregory
Ruthro, Aloc
Rutherford, Scott
Seastaru, Donald
Seemster, Anthony
Shelton, Travis
Sherwood, William
Shipp, Deshawn
Silva, David
Simpson, Rusty
Smith, Jeremy
Snyder, Joseph
Spangler, Rick
Stansbury, Brian
Stevens, Charlotte
Swank, Ashton
Sweasy, Anthony
Tanger, Gregory
Thurston, Steven
Tkachenson, Nikolas
Torres, Katrina
Tucker, Jason
Tyden, Wing
Van Riekerworsel, Bryan
Ventura, Jose
Vetter, John
Walden, Scott
Walker, Nicole
Watson, Trevor
Weber, Donald
Weihner, Randy
Welsch, Michael
Weston, Randal
Wilkins, Brittany
Williams, Joseph
Wyleslagle, Matthew
Youngquist, Erik
Zakhary, Magdy

**Service Awards**

**Oroville**

February 6, 2016

**35 years** From left: John Benzel with Business Rep Todd Wooten and Senior Assistant Business Manager Bob Dean.

**25 years** From left: Clarence Boss, Gary Welch and Michael Jessen.

**20 years** From left: Willard Schlesener, Larry Peasley and Martin Sparks.

**15 years** From left: Logan Bartolome, Kimberlee Ingraham and Stuart Waggoner.

**40 years** From left: Business Manager Tom Dalzell with 40 year members Richard Walls and Raymon Deiss.

**10 years** Front row, from left: Ernie Flud, Alan Finley and Angelo Clouse. Back row, from left: Matthew Archer, Carl Klink, Stephen Meyers and Ryan Johnson.

**5 years** Front row, from left: Adam Deppe and Samuel Smith. Back row, from left: Timothy Cross and Grant Benson.

**45 Years**

Hopper, Doug

**40 Years**

Dreisley, Connie
Deiss, Gary
Goble, Tim
Pincockijo, James
Walls, Richard

**35 Years**

Benzel, John
Elliot, Gary
Harriger, Robin
Kirby, Carl
Looper, John
Martin, Leonad
Martim, Ralph
McCollough, Buck
Ruxton, David
Stangelan, Judy
Tisoe, Stephen

**30 Years**

Bodoh, Gary

**20 Years**

Barr, Fritz
Brock, Denise
Cook, David

**15 Years**

Antenore, Christopher
Batrice, Jesse
Barlow, Thomas
Benzel, Kike
Mijares, Ricardo
Miller, Leanne
Mill, Branson
Oliver, Owen I
Pipetti, Ross
Rice, Karen
Rodriguez, Robert
Smith, Ken
Warren, Larry
Zastrow, Kurt

**10 Years**

Agee, Bobby
Alamirian, Jose
Archey, Matthew
Barlow, Jeremy
Baxter, Craig
Bernardet, Philip
Bird, Loren
Brown, Linnea
Cherry, Robert
Clark, Hector
Clause, Angelo
Cook, Scott
Coste, Lenny
Desson, Clancy
Eggleson, Jeffrey
Eley, Dustin
Finley Jr, Alan
Floyd, Ernie
Foster, Spencer
Grindrod Jr,

**5 Years**

Alsbrooks, Flores, Eduardo
Austin, Jeff
Benson, Grant
Beymert, Wesley
Breaux, Douglas
Brasher, Thomas
Butler, Brian
Chambless, Scott
Clarke, John
Clement, Drake
Cross, Timothy
Dalmas, Sharon
Deaton, Ivan
Deppe, Adam
Downs, Johnathan
Foreman, Mark
Garcia, Louis
Gordon, Brian
Hammond, Justin
Hinley, John
Jordan, Karl
Klingler, Cassidy
Krotki, Brendan
Lancier, Anthony
Leonard, Derek
Locke, Hubert
Martinez, Rodolfo
Mills, Sky
Munoz, Adalena
Nevors, Cory
Perez, Juan
Perry, Charles
Bulnd, Cal
Sidle, Nicholas
Skipples, Shelly
Skoner, Joseph
Smith, Cody
Smith, Samuel
Soria, Eric
Stark Jr, Michael
Steward, Richard
Stocks, Steven
Taylor, Zachary
Valdez, Felix
Varrone, Marshall
Wesgerber, Betsy
Winona, Christy
Woodruff, Jerry
Vuchere, Karl
Zuniha, Julio

Photographs by John Storey.

**Congratulations on your service!**
Congratulations on your service!

HONOREES

40 Years
Miller, Steven
Williams, LB

35 Years
Lopez, Phyles
Miller, Max
Truitt Jr., Roy

30 Years
Castro, John
Garcia, Mario
Haas, Donald
Lemay, Sidney
Patt, Mark
Petropoulos, Dean
Sakamoto, Anthony
Sasso, Michael

25 Years
Brewster, Richard
Bryant, Jerry
Crane, Robert
Diaz, Gabriel
Jacks, Ramona
Long, Sherry
Manes, Brody

20 Years
Acuna, Danny
Hill, Robert
Martinez, Tere
Payne, Jason
Roberts, Jonathan
Snubblefield, Patricia
Urena, Martin
Winterly, Kathy

15 Years
Brown, Alycia
Gallardo, Francisco

10 Years
Garza, Francisco
Gordon, Edward
Hillal, Dianne
Scull, Lynn

10 Years
Anderson, Catherine
Ervin, Shirley
Flores, Arturo
Fulks, Trevor
Garcia, Eric
Ireson, Wilson
Keathley, Grace Marie

5 Years
Kelly, Shawn
Kristy, Jake
Leyendecker, Thomas
Lodien, Michael
Martinez, Reynaldo
Martinez, Ruben
Mason, Josh
Ochoa, Taylor
Rodriguez, Michael
Salcido, Gavin
Stacy, Mark
Tallman, Sean
Taylor, Matthew
Turman, Douglas

40 Years
From left: Senior Assistant Business Manager Bob Dean with 40 year members Steven Miller and LB Williams.

Photos by John Storey

10 Years
Front row, from left: Arturo Flores and Ruben Martinez. Back row, from left: Michael Rodriguez and Willson Ireson.

15 Years
From left: (Dean) with Alycia Brown.

10 Years
Front row, from left: Michael Lodien, Jesse Morelos and Gavin Salcido. Back row, from left: Matthew Taylor and Shawn Kelly.

5 Years
YOU KNOW, IT BOTHERS ME WHEN THE UNION USES MY DUES TO SUPPORT POLITICAL CANDIDATES I DON'T LIKE.

NOT A PROBLEM, JUST ASK FOR A FULL REFUND. A LETTER IS ALL IT TAKES.

THE THING IS, THE UNION BACKS CANDIDATES WHO CAN HELP US.

AND WE GO AFTER OFFICIALS WHO MESS WITH US.

HEY, REMEMBER WHEN SUPERVISOR BLATHER TRIED TO TAKE AWAY RETIREMENT MEDICAL BENEFITS FOR CITY EMPLOYEES?

OH, YEAH. IN THE NEXT ELECTION WE MADE SURE IT WAS BLATHER WAS THE ONE WHO RETIRED.

MY MOM'S BEEN AT THE CITY FOR THIRTY YEARS...

OUR UNION SPENT YEARS BARGAINING THOSE RIGHTS.

I DON'T AGREE WITH THE UNION ON EVERYTHING, BUT...

...IT SURE FEELS GOOD WHEN YOU CAN STAND UP TOGETHER AND FIGHT BACK.

SOME POLITICIANS TRY TO TAKE AWAY THINGS WE'VE WON AT THE BARGAINING TABLE.

ELECTIONS GIVE US A WAY TO FIGHT BACK.