IBEW member Joshua Sladwick works on connecting up a transformer for Silicon Valley Power in Santa Clara, CA. Story on page 26
The competitive challenges facing our industry can seem abstract. You can’t see the threat of deregulation or feel how the grid is changing – but failing to confront those challenges puts our jobs at risk. This November was a rare exception - our Nevada members had the opportunity to vote on a policy with real implications for our union. Question 3 asked voters a seemingly simple question: Should the Nevada state legislature create an open and competitive electricity market by the year 2023?

It sounds good – who is opposed to competition? But this measure would deregulate Nevada’s electricity market, dismantling the long-functioning utility model that provides reliable service to customers – and our jobs. Deregulation throws the market open without any oversight or controls on pricing, allowing companies to charge (and pay) whatever they’d like. It does away with important consumer protections, such as discounted rates for seniors and people with disabilities. It is a very real assault on our industry, our wages, and our jobs.

Our California members will remember how deregulation played out in the early 2000s: after Enron and other companies entered the market, prices spiked by 800% in just eight months. PG&E filed for bankruptcy, there were rolling blackouts, and ultimately it cost rate payers more than $45 billion to fix. It is a testament to our union that we were able to protect our members through that difficult time.

So how could Nevada fall into the same trap? After all, Question 3 has just two big donators: Sheldon Adelson, the billionaire owner of the Sands Corporation, and Rob Roy, the billionaire owner of SWITCH data centers. Deregulation would mean these large energy users could buy their power from cheaper, out-of-state providers, destroying middle class jobs in Nevada and raising everyone else’s rates in the process. And Question 3 would help them avoid millions of dollars in exit fees – fees that are intended to make sure the burden doesn’t fall on the rest of us.

These billionaires are definitely shrewd – but at the core of our union is power. Because our members understand the competitive challenges we face, they voted to give us the resources necessary to fight back against this threat and others. By activating our political connections and partnering with other IBEW locals and the Nevada AFL-CIO, we ran ads to inform the public about Question 3, put thousands of activists on the ground, and lined up advocates to speak out against it.

In the final weeks before Election Day, the tables started to turn. We shaved ten points off our opponents’ lead, but unfortunately, it wasn’t enough to defeat the measure. However, this isn’t the end of this fight. Because Question 3 is actually an amendment to the state Constitution, under Nevada law, it has to be approved by the voters twice in two consecutive election cycles. That means we will have another shot to knock it down two years from now.

Speaking broadly, Nevada’s flirtation with deregulation is emblematic of the changing nature of our industry. It is one of many threats – including a transforming power grid, the decline of nuclear power, and aggressive, anti-union employers – that are emerging all over the country. I have no doubt that these threats will continue to emerge – but we are facing them together. Our strength comes from our unity. Power is at our core. And we will continue to be vigilant, and to fight back to protect our wages, our benefits, our members and their families.

$1 Dues Increase for “A” Members
At the IBEW International Convention in Fall of 2016, the delegates approved a $1.00 dues increase for “A” members, effective January 2017. Employers are being notified of this change as well.

Keith Hopp Joins Local 1245 Staff

34-year member Keith Hopp has joined the IBEW 1245 staff as a Business Representative. He will be working with members in PG&E’s Sacramento Division, including Marysville and Marysville Health, as well as Colusa Power Plant, CGT Meridian, Yuba City CNG, Roseville, Fairfield and Rio Vista.

Brother Hopp has been active in Local 1245’s safety program ever since the day he hired on with PG&E. He served as a Safety Steward for nearly his entire career, helped start Local 1245’s “Control the Pressure” peer safety program for Gas members, and participated in the Local’s Health & Safety committee for seven years. He also served as Marysville Unit Chair, and spent 24 years as a Shop Steward. He was a member of the ballot committee during multiple union elections cycles, at one time serving as its leader. Additionally, he sat on the Gas LOP ad hoc committee, helped to craft the M&C Coordinator job classification, and spent three months in San Francisco working on business transformation for fleet & warehouse.

Welcome aboard Brother Hopp!
IBEW 1245 sent three teams to Portland, Oregon last month to attend the Northwest Lineman's Rodeo on July 23, and all three teams came home with trophies.

From left: Phillip Hartnett, Kyle Giesser and Jeff Beaubier from City of Roseville took First Place in the Speed Climb. Jordan Chene, Nick Smith and Anthony Humbert from PG&E took First Place in the Hurt Man Rescue and First Place in the Cutout Changeout. Josh Kilkna, Raphael Battig and Dustin Krieger from TID came in Third Place Overall.

IBEW 1245 Teams Win Big at Northwest Lineman’s Rodeo

IBEW 1245 sent three teams to Portland, Oregon last month to attend the Northwest Lineman's Rodeo on July 23, and all three teams came home with trophies.

Jordan Chene, Nick Smith and Anthony Humbert from PG&E took First Place in the Hurt Man Rescue event and First Place in the Cutout Changeout event. Phillip Hartnett, Kyle Giesser and Jeff Beaubier from City of Roseville took First Place in Speed Climb event. Josh Kilkna, Dustin Krieger and Raphael Battig from TID came in Third Place Overall at the Rodeo.

Congrats to our Local 1245 teams on their wins!
— Mike Saner, IBEW 1245 Business Rep

Jerry Camacho Joins Local 1245 Staff

31-year member Jerry Camacho has joined the IBEW 1245 staff as a Business Representative. He will be working with members in Los Padres GC & Division, including Templeton, San Luis Obispo, Santa Maria and Buellton, as well as King City & Salinas Division.

Prior to coming on staff, Camacho worked as an electric crew foreman for PG&E in the Los Padres Division out of Templeton. He served as the unit chair in Templeton for 12 years, was on the rules committee from its inception, and was also a field trainer for BG and live line.

Welcome aboard Brother Camacho!

Mike Adayan Joins Local 1245 Staff

Brother Michael Adayan has joined the IBEW 1245 union staff as a Business Representative, and will be working with PG&E members in the East Bay, Diablo, Emeryville, Gateway Power Plant, and Los Mendanos Gas Facility.

Brother Adayan has been an IBEW member for 26 years, working primarily on the Gas side. Prior to joining the union staff, Adayan was a Gas System Operator at GDCC in Bishop Ranch. Before that, he was a Gas Service Rep for 20 years in Gas OM&G Reserve. He served as Shop Steward for roughly 20 years, and has also served on the Gas Ops Labor/Management Committee, Gas Service Line of Progression Steering Committee, Gas Service Labor/Management and Meter Maintenance Person Development Committee. Additionally, he represented Local 1245 as a delegate at the North American Inter Union Conference in 2014 and 2015. He is a lifelong Bay Area Resident and an avid Oakland Raiders fan.

Welcome aboard Brother Adayan!

International Labor Communicators Association Awards

IBEW 1245 Recieves Six Awards for Excellence in Print and Electronic Media

The annual International Labor Communications Association (ILCA) award winners have been announced, and IBEW Local 1245 has received six awards for excellence in electronic and print media.

- 1st Place: Writing: Best Electronic Content: State/Local. IBEW 1245 Website. By Rebecca Band
- 1st Place: Electronic Media: Best Educational and Training Video: State/Local. Unity is Power. By Eric Wolfe
- 2nd Place: Political Action/Organizing Campaign: Best Flyer: State/Local. The Union Difference/Public Sector Under Attack. By Rebecca Band
- 2nd Place: General Excellence: Print Publication: Local/Regional: 10,001–30,000. Utility Reporter. By Rebecca Band
- 3rd Place: Electronic Media: Best Use of Social Media: Local. Linemen Without Borders. By Rebecca Band
The 2016 National Gas Rodeo was held August 27 at the Jefferson County fairgrounds, just outside of Denver, Colorado. The competition was fierce, with 55 teams from all across the country vying for the title. Representing IBEW 1245 and PG&E in the two-person team division were Shaun Mahanay and Jayson Visinoni, who competed as the “GC Regulators,” and Zach Shepherd and Tom Peterson, competing as the “Manteca Elite” team. In the four-person team division, our teams were the “Natural Born Tappers,” made up of Sam Barraza, Emanuel Ene, Miguel Loza and Adam Kotko, and the “Lakeville Cowboys,” which consisted of Dustin Brown, James Dunne, Clay Maisak, Casey Smith and alternate Tim McKenna. These competitors all earned their spots by placing in the top during the IBEW/PG&E Gas Rodeo that took place earlier this year.

Our local Rodeo gave our members the chance to practice and prepare for the National event, and all four teams arrived ready to compete. As the Rodeo kicked off, all of the teams gathered around the center stage. A rousing rendition of the National Anthem was performed, followed by a “stretch and flex” to help loosen some very tense competitors just before the Rodeo events began.

Each team was randomly slotted to do a rotation of three events: 1) meter set build, 2) six-inch pipe cut and 3) service install. Each event is timed, and the cumulative times (plus any penalties) were tracked and displayed on the scoreboard. If a team was unable to complete the event due to a broken wheel on the cutters or any other sort of equipment failure, the team is given the maximum time of the slowest team, plus 30 seconds. In a competition like this, getting the max time penalty is nearly impossible to overcome.

After the first three events were completed, everyone headed over to the final event, which is the hand dig. Each team had to dig up a buried box, 3 feet by 5 feet, that was filled with a mixture of pea gravel and sand. The two-person team box was 18 inches deep, and the four-person team box was 36 inches deep. Just like any other sporting event, we all sat in the bleachers and cheered on our teams as they raced to pull up the box. Hearing kids yelling “Go Dad!” is something I will always remember. But perhaps the most memorable moment was when a female team, competing right along with the guys, won their heat, and the crowd went wild.

Once the times were all tallied, we were disappointed to learn that our teams fell just short of making the top ten, and the competition ended for us. We will return next year with a lot more knowledge of how to compete, and hopefully we’ll return with a trophy in hand.

— Lou Mennel, IBEW 1245 Business Rep
Leveling Up at the West Coast Lineman’s Rodeo

The sun was ablaze, the competition was stiff, and the events were tougher than ever at this year’s West Coast Lineman’s Rodeo, co-sponsored by IBEW 1245 and PG&E.

The addition of two new “mystery events” — an impact connector change-out with sticks, and an insulator change-out using a baker board — left many of the competitors feeling like this was perhaps the most difficult lineman competition in the country. Despite their vast on-the-job experience, along with training and practicing they did to prepare for the rodeo, many of the teams, especially those that came from outside PG&E, felt intimidated by these unique new events.

“The hardest part is not knowing all of the tools. Some of this stuff, we’ve never really used before,” said SMUD lineman and Local 1245 member Keno Grigsby, who travelled from Sacramento with his teammates to compete in the rodeo.

“Both of these mystery events are as challenging as I’ve seen in a long time,” remarked SoCal Edison lineman Steve Lekvold, an IBEW 47 member who has been competing in rodeos for 20 years. “[The impact connector event] was our first event, and it was very challenging. I think we did pretty well, but it was certainly different. Something I’ve never seen before.”

Amid the crowds of spectators, the competitors themselves also gathered around the bleachers, carefully watching as other teams went through the new events, noting which techniques seemed to work best, and developing strategies to employ when it was their turn on the pole.

Even the most seasoned teams from within PG&E didn’t take their experience for granted. PG&E Fresno GC Lineman Luke Bogart was fresh off a strong showing at the NSUJL Rodeo in June, and his team had also placed 2nd at last year’s rodeo, earning him a trip to the International Lineman Rodeo in Kansas City in 2015. He had every reason to be confident, but in true lineman fashion, he displayed nothing but humility.

“There’s a lot of moving parts… [these mystery events] are really a full day’s work,” said Bogart. “We come out here, and we just try and do our best.”

New Attractions

The mystery events weren’t the only new additions to this year’s rodeo. For the first time, pre-apprentices were able to compete in their own division, with two mystery events of their own, along with a written exam. The family-friendly rodeo also featured some new attractions for the kids, including a monster truck demonstration and a petting zoo.

For many PG&E employees, even those who didn’t compete, the rodeo is a unique opportunity to get their families together, cheer on their colleague and spend quality time together outside of work.

Jeff Barton, PG&E GC Cable Splicer out of Richmond, decided to bring his wife, Melissa, and their one-year-old son to the rodeo to support the team that was representing his yard in the competition. The whole family was showing their union pride in IBEW 1245 apparel.

Even baby Jacob donned a onesie with the union’s logo emblazoned on it. “I like that everybody gets to come out and see what these guys actually do,” said Barton, who had never been to a Lineman’s Rodeo before. “It’s pretty neat.”

“They Can Watch What We Do”

Second-year apprentice and first-time rodeo competitor Kenny Turner from Fresno GC had quite the cheering section, comprised of his mom and dad, his grandparents, his girlfriend and her parents. His mom was particularly excited to watch him climb, as she hadn’t seen him in action since he graduated from Northwest Lineman College in 2013. “I was getting my nerves out … it’s definitely a little nerve-wracking, with everybody watching you. But having the whole family out here, so they can see exactly how much skill and strength it takes to do this kind of work. The competitors never cease to impress the spectators as they endure the heat, the challenges and the performance pressure. At one point, when a hiccup during the insulator change-out event caused one competitor to fall into his safety harness, the spectators were able to see exactly why the union always emphasizes safety first, above all else. Of course, the safety marshalls immediately paused the event, brought the lineman down and checked him out. Once the medics determined that he was unhurt, his team started the event over again.

“Having all his safety gear on really预防了 anything serious,” noted IBEW 1245 Senior Assistant Business Manager Ralph Armstrong, who served as a judge at the Rodeo.

A Ticket to Kansas City

At the end of the day, the winners were announced. PG&E sends its top six apprentices and top five journeyman teams to the International Lineman Rodeo in Kansas City every year, and this year, those tickets went to apprentices Brandon Branch, Shiloh Leader, Anthony Holguin, Brandon Dance, Gary Hoch and Dustin Curry, as well as journeyman Sal Holcomb, Bob Brock, Steve Hernandez, Jose Morales, Jimmy Hines, Heath Hatch, Marco Acosta, Josh Turner, Ryan Skelton, Nick Smith, Jordan Chene, Tony Humbert, Shannon Spah, Jarod Conway and Mike Medeiros.

The winners are listed below. Congrats to all who competed!

Apprentice Division
- 1st Place: Dustin Curry (PG&E)
- 2nd Place: Gary Hoch (PG&E)
- 3rd Place: Greg Frizzell (SMUD)

Journeyman Division
- 1st Place: The Sly Boys – Shannon Spah, Jarod Conway, Mike Medeiros (PG&E)
- 2nd Place: IBEW 1245 – Phillip Hartnett, Kyle Geisser, Josh Raley (City of Roseville)
- 3rd Place: Rodeo Dogs – Nick Smith, Jordan Chene, Tony Humbert (PG&E)

Senior Division
- 1st Place: Too Legit To Quit – Sal Holcomb, Bob Brock, Steve Hernandez (PG&E)
- 2nd Place: Ashton Cooper (PG&E)

Pre-Apprentice Division
- 1st Place: Ashton Cooper (PG&E)

— Rebecca Band, IBEW 1245 Communications Director

The opening ceremony

Teams in the Mystery 2 event

A Ticket to Kansas City

The winners are listed below. Congrats to all who competed!
Local 1245 Team from TID Wins Muni Division

For the second year straight, the Local 1245 team from Turlock Irrigation District (TID) — comprised of Dustin Krieger, Josh Klikna and James Small — came in first place overall in the Municipal Division at this year’s International Lineman’s Rodeo in Kansas City. In a competition that is often decided by a matter of seconds, the TID team’s total time was nearly five minutes faster than the second place team in their division, proving once again that they are truly the best of the best among municipal utilities.

“We couldn’t be more proud of our stellar team from TID,” said Local 1245 Business Manager Tom Dalzell. “These top-notch competitors have built a powerful reputation as the team to beat, and for good reason. It’s an honor to have them representing Local 1245.”

The TID team wasn’t the only journeyman group from 1245 to grace the podium in Kansas City. The PG&E “Rodeo Dogs,” made up of Tony Humbert, Nick Smith and Jordan Chene, took 1st place in a new Journeyman mystery event #2, “Vibration Damper Replacement,” while the PG&E Fresno Division team, comprised of Marco Acosta, Ryan Skelton and Josh Turner, took 3rd Place in the Journeyman Hurt Man Rescue event.

Phillip Hartnett, Kyle Giesser and Josh Raley from the City of Roseville took 2nd place in the Journeyman Pole Climb, and Matt Wilson, Cayleb Bowman and Greg Baird from SMUD took 4th place in that same event. In fact, Local 1245 dominated the Pole Climb, with five of the top 10 teams in that iconic event representing our local.

In the Apprentice division, Dustin Curry, PG&E Apprentice Lineman from Stockton Division, was one of the standout competitors. He took home three awards, including 4th Place Overall in the Investor-Owned Utility (IOU) category; 1st Place in the Apprentice Slack Block event; and 3rd Place in the Apprentice Hurt Man Rescue event.

Other notable Apprentices include Gary Hoch from PG&E Oakdale, who took 1st Place in the Apprentice Pins/Insulator Replacement Mystery Event, and Brandon Dance from PG&E Livermore Division, who took 5th Place in the Apprentice Written Test. Additionally, Matthew Korpil placed 3rd overall in the Apprentice Contractor category.

“You could feel the very roots and soul of our union’s founding present in each event, and you could see it in the eyes of the contestants,” said Local 1245 Executive Board member Mike Cottrill, who attended the International Rodeo for the first time this year and also served as a judge. “Our teams and our staff and judges performed like the professionals they are, and added to the grand success [of the Rodeo]. I feel like we all came away winners.”

A heartfelt congrats to all the competitors!

— Rebecca Band, IBEW 1245 Communications Director

“We All Came Away Winners”

Highlights from the 2016 International Lineman’s Rodeo
All active IBEW Local 1245 members are now eligible to enroll in the union’s new Accidental Death & Dismemberment (AD&D) benefits and enhanced Term Life Insurance program at no additional cost.

Starting in January, 2017, the new $25,000 AD&D policy will offer 24-hour coverage for all active members. The death benefit will increase from $1,000 to $2,500, and the $500 benefit for spouses will remain the same.

There will be no increase in union dues for these added benefits.

To ensure that your benefits are disbursed appropriately, please be sure to log on to the new benefits website – which can be accessed directly at bit.ly/newbenefits – in order to enroll and designate beneficiaries during the initial enrollment period between October 24, 2016 and December 9, 2016. You will need your IBEW 1245 member identification number (printed on your union membership card) in order to access the enrollment website.

**Background**

In the second half of 2015, a number of units made motions to propose an increased death benefit. The IBEW Local Union 1245 Executive Board requested that Business Manager Tom Dalzell investigate options, and Dalzell worked with Local 1245 to do so.

After reviewing several insurance options, the union ultimately settled on the purchase of a fully insured product. Keeping in mind the unit proposals were likely prompted by the accidental death of a member that occurred in 2015, the union negotiated a new $25,000 AD&D policy, which will offer 24-hour coverage for all active members. Local 1245 also negotiated a significantly improved death benefit plan, which will increase the benefit from $1,000 to $2,500, and still keep a $500 benefit for spouses, for about the same cost as the old death benefit policy.

Additionally, IBEW 1245 is also able to offer members three other optional insurance policies which will add value for many members.

All three are “guaranteed issue” which means they require no medical questions if you enroll during this initial open enrollment period.

In July, the IBEW Local Union 1245 Executive Board unanimously approved these options to be voted on by members at unit meetings in August and September. The amendments were overwhelmingly approved by every unit, and the vast majority of units voted unanimously in favor of these changes. After adding up the votes from all of the unit meetings, the bylaws amendment ultimately passed by a vote of 1,096 YES to 10 NO.

For more information, visit www.ibew1245.com/newbenefits.
For golf aficionados, nothing compares to a morning out on the links, which is why IBEW 1245’s annual Perry Zimmerman Golf Tournament continues to be one of the union’s most popular events year after year.

The weather couldn’t have been more idyllic as 102 union members and guests teed off at the 29th annual tournament, which took place at the Cypress Lakes Golf Course on Saturday, October 8.

“Usually when I’m out here it’s really windy, but today there’s no wind at all. It’s really perfect,” said IBEW Local 180 member John McMahon, who works as an inside wireman for Napa Electric. McMahon was invited by his neighbor, Local 1245 member Eddie Williams, to join the golf tournament this year.

“I’m having a great time,” he said as he watched his neighbor tee off.

The easy-play, 18-hole event is designed for experienced and novice golfers alike, and the “best ball” format fosters a true sense of camaraderie among the teams. While some arrived energized and ready to compete, others had a more laid-back approach, but everyone thoroughly enjoyed spending quality time with their friends, family and fellow union members.

While many of the players have been coming to the tournament for years, there were some who attended for the first time this year, including Local 1245 member Brandon Cardoza, who works for PG&E GC Gas Traffic Control out of Elk Grove.

“I like golf a lot, and I thought it would be fun to be a part of the union’s golf tournament,” said Cardoza. “It brings everyone together, and it’s great to get a chance to meet new people.”

After a fun-filled morning on the course, the golfers headed to Weakley Hall for lunch, along with the all-important awards ceremony and exciting prizes.

“I would like to thank all of the volunteers and generous sponsors who helped and made this a successful event,” said Business Rep John Mendoza, who chairs the tournament. “A very special thanks to union staffers Liz McInnis, Gail Varner, Tanya Alston, Mike Saner and his crew, JV Macor and Lou Mennel.”

A hearty congratulations to this year’s winners.

— Rebecca Band, IBEW 1245 Communications Director
Wolfe, Marston Bid Farewell to 1245

The July Advisory Council meeting in Reno marked the end of an era for two longtime Local 1245 staffers.

Senior Assistant Business Manager Jenny Marston bid the union farewell after eight years on staff, and announced her decision to move to Portland to be closer to her family.

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

Staff Attorney Alex Pacheco will be stepping in to fill Marston’s role as the chief in-house legal advisor, and Bryan Carroll will be taking over Marston’s duties as the senior staffer in charge of all things clerical for PG&E.

After 26 years on staff, Communications Director Eric Wolfe also said his goodbyes at the Reno meeting and began his foray into retirement. As one of his last official duties as Communications Director and de facto historian, he shared his unique and compelling Local 1245 union history presentation, where he emphasized the ups, the downs, and the various styles of hats that mark 1245’s storied past.

“It’s been a pleasure to work here, and to work for Tom Dalzell. He’s probably the best negotiator there is, and he’s a great boss to work for ... But there is one issue I have with Tom; he never wears a hat. I’ll have to continue to work with him to develop that skillset,” Wolfe joked to the Advisory Council.

Upon his retirement in September, communications staffer Rebecca Band stepped in to Wolfe’s position as Communications Director.

Newly Elected Advisory Council Sworn In

IBEW International Representative Charlie Randall swore in the newly elected members of the Local 1245 Advisory Council in Reno on July 23, 2016.

The newly elected IBEW 1245 Executive Board was sworn in by IBEW International Rep Charlie Randall at the Grand Sierra Resort in Reno, NV on July 22nd, 2016.

New Executive Board Sworn In

The new Executive Board: Back row from left — Mike Cottrell, James Hayes, Gary Maschio, Stan Zamora, Tom Cornell, Steve Segale. Front row from left — Anna Bayless Martinez, Art Freitas, Rachel Ramirez Hill, Tom Dalzell, Cecelia De La Torre.
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Advisory Council Celebrates Lineman’s Rodeo Winners

There’s a new trophy in the Weakley Hall showcase, thanks to a stellar performance by the team from Turlock Irrigation District at this year’s International Lineman’s Rodeo.

At the October Advisory Council meeting, Local 1245 Business Manager Tom Dalzell commended the TID team — comprised of Dustin Krieger, Josh Klikna and James Small — for their outstanding display of skill and competitive spirit.

“This is the second straight year that the TID team has gotten first place in the Municipal Division,” Dalzell told the Advisory Council. “They really make us proud, and now we have another trophy to add to our collection.”

More highlights and photos from the rodeo can be found at:

ibew1245.com/2016/10/18/we-all-came-away-winners-highlights-from-the-2016-international-linemans-rodeo/

Dalzell Announces New AD&D and Term Life Benefits

At the July Advisory Council meeting in Reno, IBEW 1245 Business Manager Tom Dalzell announced that the Executive Board had approved the increased Term Life benefit and new Accidental Death & Dismemberment plan.

At the subsequent Advisory Council meeting in October, Dalzell reported that the units had voted overwhelmingly to approve the necessary bylaws change to enact these benefits, and encouraged the Advisory Council members to spread the word about enrollment so members can designate their beneficiaries in a timely fashion.

“Once this AD&D policy goes into effect on January 1, Local 1245 will be paying five times more than any other local on the West Coast and Rocky Mountain states,” Dalzell told the Advisory Council during the October meeting. “But there’s not much sense in having a $25,000 policy if members don’t designate their beneficiaries.”

See page 7 for more information and details on enrollment.

“Competitive Challenges” Take Center Stage in Nevada

The October Advisory Council meeting took place just weeks prior to the November election, and Business Manager Tom Dalzell took the opportunity to point out the intersection between politics and the competitive challenges that the utility industry is facing.

“Right now, we’ve got a big fight on our hands in Nevada,” Dalzell explained to the Advisory Council. “There’s an energy deregulation measure that was placed on the ballot by Sheldon Adelson, along with some of his billionaire friends. It’s very ambiguously worded, but if it passes, it could mean major job losses and skyrocketing utility rates in Nevada.”

The measure, known as Question 3, would amend the Nevada Constitution, and needs to be passed by voters in two consecutive elections in order to go into effect. The measure passed its first hurdle this year, but the union plans to double-down its efforts to prevent it from passing again in 2018. See page 30 for more.
Eleven days after the Soberanes Fire broke out in Palo Colorado, the area was finally deemed safe enough for PG&E crews to begin restoration work.

IBEW 1245 member Arnold Gonzalez, an electric crew foreman out of Salinas, and his crew were among the first to arrive on the scene. The Palo Colorado area, north of Big Sur, is fairly remote and rugged to begin with, and the fire made access to the area even more challenging.

“We had to do a lot of hiking,” said Gonzalez. “We have a Polaris Ranger [ATV] because that’s all we could get through here. We used a backyard machine to set the poles, but other than that, we just used a lot of ropes and hoists … we got it done without any helicopters.”

News reports indicate that the fire left more than 350 people without power, and damaged or destroyed approximately 90 utility poles.

“We set new poles down the tap line that were burnt … and all the wire was burnt up and charred, so we had to re-conductor it,” Gonzalez explained. “And we ran a new service to a house that’s no longer here. Had to hand-rig a transformer up the pole, but now [when they rebuild] they’re ready to go with new service.”

It took nearly three months to reach 100% containment, and by the time it was finally contained, the fire had burned over 132,000 acres in Monterey County and the Los Padres Nation Forest. The Soberanes fire currently holds the title as the most expensive fire in US history, with an estimated $236 million being spent on containment, restoration and related work.
Soberanes Fire: GC Transmission Foreman Helps Save Injured Bobcat

Twelve-year IBEW member Brandon Pintane, a GC Transmission foreman working out of PG&E’s Lakeville substation, was tasked with replacing poles and re-conductoring the kv line following the highly destructive Soberanes Fire when he had an unusual run-in with a wild animal.

Pintane was working with PG&E Senior Wildlife Biologist Andrea Henke to evaluate an area that was impacted by fire. As they were driving, they saw a bobcat limping down the road, apparently injured and in bad shape.

Henke was worried. “He shouldn’t be here,” she told Pintane.

After completing the task at hand, Henke told Pintane that she wanted to stop off and leave some pet food out for the bobcat.

“We saw the cat again so we stopped, and as she was in the process of getting out to leave some food for the cat, and he took off down the hill,” Pintane recounted. “[Henke] said, ‘We need to try and catch him.’ And I was thinking, ‘Are you f**king kidding me? It’s a wild animal!’ But she was already putting on her gloves, and I wasn’t going to let her go by herself, so I grabbed my gloves and went down the hill with her.”

The pair looked up and down the hill, but were unable to find the injured bobcat. As they walked back up towards Pintane’s work vehicle, they spotted the cat in up a tree right by the truck.

“He was hiding out because was scared of us, but we could tell that he had a hurt leg,” said Pintane. “It’s a wild animal!” But she was already putting on her gloves, and I wasn’t going to let her go by herself, so I grabbed my gloves and went down the hill with her.”

The pair looked up and down the hill, but were unable to find the injured bobcat. As they walked back up towards Pintane’s work vehicle, they spotted the cat in up in a tree right by the truck.

“He was hiding out because was scared of us, but we could tell that he had a hurt leg,” said Pintane. “We walked up to the tree and tried to find a way to get the cat down. At that point, the cat fell out of the tree, and then ran over to another burnt-out tree that was hollow inside, and he hid there where I guess he felt like it was safe.”

Pintane grabbed a duffel bag and a coat from his truck, and he and his colleague slowly surrounded the hollow tree.

“We threw the jacket over cat, and he wasn’t happy about it, obviously,” said Pintane. “His paws were all burned up from the fire, it looked like it hadn’t eaten, and there was definitely something wrong with his leg.”

They wrapped the cat up in Pintane’s jacket and put him in the duffel bag, and then carried him into Pintane’s truck. The weather was exceedingly hot, so Pintane turned up the air conditioning, and opened the duffel bag a bit to give the cat a chance to cool off. Then they drove down to the staging area, where Henke took the cat over to the animal shelter to get the medical treatment that he needed.
Dalzell Welcomes New PowerPathway CSR Class to Local 1245

Two years ago, IBEW 1245 Business Manager Tom Dalzell invited PG&E CEO Tony Earley to meet with the IBEW 1245 military veterans’ group. Earley, himself a military veteran, leapt at the chance to meet with 1245 members. He listened to the group’s experiences and shared his own. He also discussed PG&E’s PowerPathway training program for veterans, which, at that time, was largely geared towards the physical side.

It was at that point that PG&E Customer Service Representative (CSR) Vickie Bunag suggested the idea of recruiting veterans into the Customer Service line of progression as well. Dalzell added, “Why not take the work ethic and discipline that military men and women already have, and get them into the contact centers?”

Earley was intrigued. With help from Dalzell and Senior Assistant Business Manager (and Navy vet) Bob Dean, the seeds were planted to recruit, train, and place veterans into a training course for customer service work and hire them directly into PG&E’s contact centers in Fresno and Sacramento.

The direct hire component of the program is a key to the program’s success. Last year, 17 veterans participated in the PowerPathway CSR training, where they were trained and placed into good-paying union CSR jobs with PG&E. This year, 20 veterans took advantage of the opportunity.

On Thursday, September 29, IBEW 1245 Business Manager Tom Dalzell, along with Staff Organizer Eileen Purcell and Organizing Steward Walter Carmier (a US Army veteran), welcomed PG&E’s newest PowerPathway CSR class into the union.

“Just as you experienced comraderie in the military, we try to instill that spirit [at IBEW 1245],” Dalzell told the new Customer Service Reps at the Sacramento Call Center. “We’ve got to watch out for each other, and we need your involvement in the union.”

Walter Carmier invited the group to participate in this year’s 1245 Vets Concert in the Sacramento Veterans Day Parade, on Friday, November 11. Founded in 2013, the IBEW 1245 vets group is member-driven and dedicated to supporting veterans as they transition to civilian life. The group’s members work to find unique ways to support other vets, through activities like winter clothing and boot drives, fundraising for local veteran organizations, encouraging union employers to be more proactive in recruiting veterans, or simply listening and offering support to returning veterans, one person at a time.

— Eileen Purcell, IBEW 1245 Staff Organizer

IBEW/PG&E Retirement Seminar at the Hilton Hotel in Concord, CA on Sept. 14

Seminar Series Helps Local 1245 Members Set Up for a Successful Retirement

Most of us look forward to retiring… someday. But as that “someday” gets closer, the fiscal reality of no longer earning a paycheck starts to set in.

When should I start collecting Social Security?
What’s the difference between a 401K and an IRA?
Will we need supplemental medical insurance?
What’s the best way to put money aside for my kid’s college fund?
How much should we have in our accounts in order to maintain our current standard of living?
These are just a few of the questions that come up when workers start to seriously consider retirement. IBEW 1245 has long recognized that planning for a financially sound retirement can be challenging and complex, which is why the union has partnered with Merrill Lynch to offer a series of free retirement planning seminars for our members at PG&E for more than three decades. All members age 45 and over are invited to enjoy a free dinner and listen as experts explain precisely how to plan for retirement, along with critical strategies to ensure fiscal stability when the time comes to stop working.

For the past 32 years, financial guru Bob Gallo has been providing guidance, advice and support for PG&E families to help them understand their retirement needs and succeed in meeting those needs. He knows the ins and outs of every facet, from savings accounts to medical expenses to government benefits and everything in between. In recent years, his son Matt and several other colleagues have joined him, and now every autumn, they hit the road, offering more than a dozen complimentary seminars all across PG&E territory.

“In today’s world, it’s important to understand the risks in the marketplace,” Matt Gallo explained before kicking off the September 14 seminar in Concord. “We’re at a unique stage where all asset classes are at all-time highs, and a lot of things look like they did before the last crash in 2007-2008. And when those sort of economic crashes happen, they tend to affect retirees a lot more than they affect anybody else.”

Matt’s father Bob also underscored the importance of taking advantage of the current markets, while also recognizing how they might change in the future. At the beginning of his presentation, he noted that right now is the absolute best time to secure a fixed-rate mortgage.

“This is the lowest that mortgage rates have ever been in the history of the United States,” he told the attendees. “Is there a chance they’ll get even lower? Not really. Is there a chance that they’ll go back up? More likely, yes.”

He proceeded to run through his carefully crafted “10 Steps to Prepare for a Successful Retirement,” detailing each component and answering dozens of questions from members as he went along. He also explained, step by step, the best way to utilize the various benefits and sources of income in retirement, including, but not limited to, the PG&E retirement plan.

Most people pay hundreds, perhaps even thousands of dollars to get this kind of in-depth financial planning and advice. But Local 1245 views a secure retirement as a core component of union membership, which is why we offer these seminars for free each year. Additionally, at the end of the seminar, members have the option to sign up for a free one-on-one planning session with the Gallos or one of their associates, where they assess each individual’s situation and run the numbers accordingly so members know exactly how much they’ll need to retire.

Nearly all members who attend these seminars leave the room armed with more information than they had when they first arrived.

“I learned quite a bit actually,” Patricia Abney, who works in Dispatch out of San Ramon, said after the Concord seminar. “I really liked the part where they explained when is the best time to take Social Security. I have a husband who’s already retired but was an employee for PG&E, so it helped me to understand how the retiree medical [plan] affects us. I also liked seeing the way they do the calculations. Now I know that I’m on track, so I feel good about that.”

For more information, contact Kindy Mann at 800-234-3858.

— Rebecca Band, IBEW 1245 Communications Director

October – December 2016
on November 1, 2016, IBEW 1245 reached tentative agree-
ment with PG&E on the terms of a new four-year agreement, effective 1/1/2016 through 12/31/2019. If rati-
fied, it would include a 3% increase on earnings, retroactive to 1/1/2016, for active employees and 2016 retirees, and a total general wage increase of 12.5% (3% in 2016, 3% in 2017, 3.25% in 2018, 3.25% in 2019). The compounded value of the wage increase is 13.1%.

The Company justified reducing the general wage increase from the original 13% because that proposal was made in conjunction with a major redesign of sick leave and short term disability. Our members strongly objected to the re-
design of time off, and so that proposal was withdrawn. Without the cost sav-
ings that the time off redesign would have brought, the Company was only willing to offer a 12.5% wage increase. The reduction in wages is less than the lost opportunity for savings to the Company, and a 12.5% increase is still extremely competitive.

The new tentative agreement in-
cludes:

- A modest improvement in short term disability, benefitting up to 2,400 members a year
- A significant improvement in paid family leave, benefitting several thousand members a year
- New return-to-work language for employees on long term disability, and a prospective change in long term disability that will have a neg-
itive impact on approximately 40 members a year

The Company also made a new pro-
posal for gas and electric service crews to the ad hoc committees handling those issues. The new proposal contin-
ues to require the Company to honor Section 212 of the contract in all call-
outs, and now includes overtime en-
hancements for employees in depart-
ments with service crews in two situa-
tions: 1) weather-related pre-arranged overtime and 2) pre-arranged overtime associated with major events requiring the opening of the Company EOC.

The new proposals protect 212 call-
outs and contain significant improve-
ments in overtime payment for employ-
ees in the departments in which service crews will be created. Under these cir-
cumstances, Local 1245 has agreed to sign the service crew letter agreements upon ratification of the general agree-
ments and the benefits agreement.

Local 1245 and the bargaining com-
mittee believe that the package tenta-
tively agreed to deserves a yes vote, and is recommending ratification.

"Through tenacity, perseverance and solidarity, the negotiating committee was able to obtain a simple contract that meets the conditions for a contract that our members have articulated," said IBEW Local 1245 Business Manag-
er Tom Dalzell. "In particular, the Com-
pany's willingness to withdraw the sick leave / short-term-disability redesign proposal, and its willingness to work on the service crews through ad hoc com-
mittees instead of general negotiations, represent a positive outcome of these negotiations."

More information on the package can be found at ibew1245.com/pg-e-ta-2016, and is also being mailed to members at their homes. Ratification ballots are be-
ing mailed to members in November, and will be counted on Dec. 13.

SolarCity Expresses Desire to Take Over PG&E Distribution Functions

In one of the most blatant examples of the potential challenges that Cali-
for
nia utilities are facing, SolarCity has publicly announced that it is seek-
ing to take over some of PG&E's energy distribution functions.

SolarCity is widely known as the larg-
est provider of residential solar in the state of California. But over the past past few years, the company has begun to expand their purview to include other energy-related products and services. Now, it seems that the company is look-
ing to add utility-scale distributed en-
ergy resources and third-party distribu-
tion level solutions, shifting these func-
tions away from the utilities where they have traditionally resided.

As part of IBEW 1245's ongoing effort to track and combat competitive threats to the energy industry, the union is speaking out against SolarCity's efforts to cut into utility operations and Local 1245 jobs.

"SolarCity's overture to take over utility functions presents a major threat, not only to our members who work for utilities, but also to the millions of peo-
ple and businesses that count on reli-
able power and the experienced work-
ers who provide it," said IBEW 1245 Business Manager Tom Dalzell. "By en-
deavoring to convince the CPUC to farm out utility functions, the solar company is attempting to set a dangerous prece-
dent that could lead to devastating con-
sequences for our entire grid."

In comments submitted to the Cali-
for
nia Public Utilities Commission on August 26, 2016, SolarCity wrote:

"SolarCity believes extensive reliance on utility-owned assets is inconsistent with the goals of the Distribution Re-
ources Plans (DRP) and Integrated Distributed Energy Resources (IDER) proceedings which are focused on re-
forming the utility planning process to ensure that: the utilities’ distribution systems can accommodate increased deployment of DERs; that the utilities are fully leveraging DERs to provide util-
ity-facing services; and ... the utilities pursue sourcing mechanisms to ani-
mate the market for the actual provision of those services."

"SolarCity's comments revealed that the company sees itself as well-suited to take over some aspects of grid ser-
ices as well, and thinks the CPUC should favor non-utility companies over the existing utilities when deter-
mining where to allocate resources and responsibilities.

"Allowing utility ownership to play a central role in this effort represents a missed learning opportunity as it sac-
rifies or limits the opportunity to test the ability of the utilities and develop-
ers to come to acceptable contractual terms to provide grid services, as well as the ability of the utilities to integrate customer and/or third party owned systems into their operations. Although SolarCity is not opposed to utility own-
ership per se, we believe there should be a rebuttable presumption in favor of non-utility owned solutions and that absent a compelling and evidence-
based rationale for pursuing a utility-
owned approach, third party solutions should prevail."

For other articles, please see the Com-
petitive Challenges section on our web-
site.
PG&E 24/7 Nurse Report Line Faces Growth Challenges

When PG&E introduced the 24/7 Nurse Report Line four years ago, the goal was to do what many other companies across the United States have been working to do: improve access to timely, quality care and reduce the risk of workplace injury. The concept of the 24/7 Nurse Report Line is to address an injury early, in the hopes that with proper care a minor injury will not become something more serious down the road.

When a work-related injury or discomfort occurs, of course, it is supposed to report the injury to the Nurse Report Line within 24 hours. The employee may receive advice from the nurse for self-care, or be referred to a health care professional for further action. Additionally, the employee’s supervisor and safety professional are notified of the call-in report, so that they can monitor the progress of the care and support the health of the employee.

PG&E’s data reveals that the 24/7 Nurse Report Line has experienced varying degrees of growth across identified lines of business. In 2015, PG&E employees reported discomfort or injury anywhere from 75% of the time in Nuclear Generation to a low of 46% in Information Technologies. The Electric and Gas lines of business reported at 64% and 63% respectively, with Corporate Services at 57%. The total reporting average ended the year at 61% of employees reporting within 24 hours. Employees in some lines of business tended to wait longer than a day to use the report line. For example, the Electric line of business had 656 reported injuries during the year, however, 30% — almost 200 injuries — were reported more than one day after the injury occurred. According to the statistics, lines of business that tended to report later were more likely to have higher rates of extended or long-term injuries.

By comparison, other companies of comparable size and industry find employees reporting discomfort or injury to a nurse within 24 hours on average 76% of the time, with top performers receiving reports within one day more than 80% of the time.

It is not uncommon for a new program to have an initial slow start until education and employee utilization bring it fully on line, but when they compare the PG&E statistics to other companies with similar programs, report line program managers are questioning why progress with PG&E’s program seems to have stalled.

Employees Surveyed on Program Performance

To determine why greater numbers of employees chose not to report injuries early, Nurse Report Line managers surveyed a group of 155 randomly selected employees who used the report line in the past. The majority of those responding indicated that they simply believed their injury was minor and would go away in time, and care was not needed. It was only when the injury did not go away or returned that they felt the need to report it.

Some also expressed concerns that reporting an injury may cause them to be viewed as complainers or disruptive to their operation by supervision. Most employees acknowledged that they believed the report line was helpful after they were told that supervision would not approve.

One aspect of the call-in process that made employees shy to report was the distribution of their medical reports to supervision. Employees shared that they believed their medical records were shared with their supervisors while in some areas, employees heard of the program only by word-of-mouth from a co-worker, but saw no supportive action from supervision. In all, many employees expressed a desire for an increased level of participation in the information stream by supervision and for supervisors to be well-informed.

Changes Planned

Nurse Report Line program managers have been open in describing the various hurdles they have encountered in developing the program, and have asked for advice on how to smooth humps in the report line that disturb the ground. Mitigation strategies include keeping workers upwind of soil disturbance, wetting soil before it is disturbed and other means of keeping dust down. Workers can also wear respirators.

If left untreated, Valley Fever can be a serious debilitating disease. Every year, 1,000 people receive hospital treatment for Valley Fever, and about eight out of every 100 people who are hospitalized die from the infection annually.

According to the CDPH, high-risk areas include Fresno, Kings, Kern, Madera, Merced, Tulare, and San Luis Obispo counties. It is found to a lesser extent in Tehama, Butte, Glenn, Yolo, San Joaquin, Alameda, Stanislaus, San Benito, Monterey, Los Angeles, Ventura, Riverside, Imperial and San Bernardino counties.

The largest case of Valley Fever reported was in 2012 in San Luis Obispo County, in which 28 workers were infected with the disease while working on a solar power project. According to the CDPH, the disease include flu-like symptoms such as fever, night sweats, fatigue, coughing, chest pain, headaches, rashes and joint aches.

At-risk tasks include digging, truck driving, construction work, operating heavy machinery and any task that disturbs the ground. Mitigation strategies include keeping workers upwind of soil disturbance, wetting soil before it is disturbed and other means of keeping dust down. Workers can also wear respirators.

Valley Fever Risk Looms in Central Valley

The survey also revealed that continued work needs to be done to get the word out on the report line, so that employees fully understand what the report line is intended to do, and the benefits of reporting early. According to the survey, 91% of employees had heard of the program but wanted more education and information on a regular basis.

Results showed that in some areas, supervision was very supportive and informative, even suggesting to employees to report, while in other areas, employees heard of the program only by word-of-mouth from a co-worker, but saw no supportive action from supervision. In all, many employees expressed a desire for an increased level of participation in the information stream by supervision and for supervisors to be well-informed.

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Nurse Report from page 16

of PG&E OSHA 300 injury logs by the IBEW Local 1245 Health and Safety committee indicated that MSDs account for over half of total lost-time injuries and the majority of lost-time work days. For employees, lost-time injuries affect earning potential, but when discomfort and injuries are acted upon and treated early, most potential long-term injuries can be prevented, providing a good reason to be pro-active. As for the risk of being discriminated against or targeted by supervision for reporting an injury, California Labor Code 111(c) prohibits such activity and any violation would be counter to the effectiveness of the report line program.

Clearly the 24/7 Nurse Report Line program needs some adjustment to address employee reluctance and lack of awareness of services available, and program managers appear to be poised to make those adjustments. Case programs such as the nurse line become settled and institutional over time when employees experience the benefits and grow to view it as a positive tool that helps them to remain healthy and productive.

— Rich Lane, IBEW 1245 Business Representative

Google Fiber

Google Fiber has paused plans to roll out fiber optic cables across a number of U.S. cities, as the company reevaluates its strategy to use mainly wireless to provide high-speed Internet service. One of the cities that was on their exploratory list for fiber was San Jose. Fiber installation throughout the city would provide years of work for our members, in order to upgrade the existing utility poles throughout the city. A lot of engineering and design work has gone into this already, however with their decision to pause and reevaluate the fiber optic plan, all this work could be in jeopardy. More information on this can be found at http://www.computerworld.com/article/3135108/internet/google-fiber-puts-expansion-plans-on-hold-to-review-strategy.html.

Ineligible Workers

We continue to encounter members who have been deemed ineligible to work on PG&E property, contractors included. These are members who have worked for PG&E in the past (either directly or through the hiring hall) and were either terminated or quit under less-than-desirable circumstances. The process to have PG&E HR review the case and issue a determination takes about two months, the results have been mixed, and emotions run high for the member. It is difficult for all involved, as we have members living in the PG&E service territory who now find it difficult to obtain work close to home, and in many cases, are forced to move. If a member finds themselves in this situation, please contact our dispatch office or one of the OSL reps. for information on how to file.

Policy 22 (Journeyman Lineman testing)

We have seen an increase in the number of linemen working at the utilities seeking ‘A’ membership and Journeyman Lineman status. Most of our utility members carry BA membership, but there are a lot of benefit to becoming a BA member. The increase in cost of about $19 a month not only provides A members with another small retirement and death benefit, but they also get the ability to sign the out-of-work books all across the country if they leave the utility.

Any current 1245 Lineman possessing a ‘BA’ membership and working for a utility that wishes to obtain an A membership and Journeyman Status is encouraged to contact Caitlin at the hall at 707-452-2727.

Clayton Fire

1245 has three members who lost their homes to the Clayton fire recently. One of those members is an OSL apprentice named Kevin Goy. We are looking into ways to assist these members as we did last year when we had several more members who lost homes to devastating fires. Individuals looking to contribute to our fire fund may do so at https://www.gofundme.com/ibewfire2016.

Grievances

With the increase in workload we are seeing an increase in contractual issues. The reps are very busy handling these issues and are doing a great job in getting them resolved early, as indicated by the outstanding grievance log.

Open Grievance with CA Dalton for performing covered work without using the referral process. This contractor signed in 2007 in an attempt to obtain work. This is a small company that we haven’t heard from or seen from since signing, but recently turned up on a project in SF on a fiber optic project. We are scheduled to meet with them.

Final payment received and grievance closed out with a contractor who did not use 1245 sub-contractor to perform covered work. An $11,000 donation was made to the OSL Injured Workers fund to resolve the issue.

We are working through a couple of issues with some of our inspection contractors requiring conditions of employment that we disagree with.

JATC

We are still conducting interviews approximately 160 apprentice interviews each month. The goal is to hopefully get through the 1,300 applications that were received during the 10-day open application period that took place in March of 2016.

Organizing

We currently have signed Environmental Restoration Technology, Inc. to the California Outside Line agreement. We are contacted almost daily from new contractors hoping to work either directly for PG&E or as a sub-contractor with one of larger contractors.

Dispatch Call Counts

2016 Call Counts

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Please call the Hotline after hours for daily counts related to actual numbers on the Books. All 1245 OSL members are encouraged to sign up and register your own personal account through the Local 1245 website. Once registered, you will be able to check your status, make changes to personal information, pay union dues and even check on available jobs without having to call the dispatch office for this information. This is a very useful tool for our OSL members.
Meet Me in St. Louis
IBEW International Convention
Returns to the City Where It All Began

More than 2,000 representatives from hundreds of IBEW locals across the US and Canada came together in September for the IBEW’s 39th International Convention in St. Louis, the very city where the IBEW was founded 125 years ago.

The swarms of IBEW delegates, alternates, guests and family members made a big impression on St. Louis before the convention even began. On the Thursday before the beginning of the convention, hundreds of members participated in a Day of Service, volunteering at a wide variety of community service sites, including homeless shelters and food banks. The Henry Miller Museum opened that same day in the former boardinghouse where the union’s founders first met.

“One of the highlights from the Convention for me was the ribbon-cutting ceremony at the Henry Miller Museum,” said Local 1245 delegate and PC&ER Lineman Clouddell Douglas. “In place of ribbon, they used copper wire, and instead of scissors they used a pair of Klein side-cutting [lineman’s] pliers.”

The convention officially kicked off on Sept 19, and as the first order of business, the delegates were tasked with electing the top three International officers. Of the more than 700 IBEW local union business managers, Local 1245’s own Tom Dalzell was chosen to nominate International President Lonnie Stephenson for another term as head of the Union.

In his nomination speech, Dalzell called IP Stephenson as “a fighter, a diplomat, and a preacher of the gospel of organized labor and trade unionism” and noted that “I know of no one who is better-suited for the job than Lonnie Stephenson.” Stephenson was elected unanimously, as were International Secretary-Treasurer Sam Chilia and International Executive Council Chair Christopher Erikson.

The week-long convention was jam-packed with exciting speakers, including several elected officials, current and former IBEW figureheads, and a handful of labor leaders who travelled from as far away as Ireland and Italy to join the delegates in St. Louis.

“One of the underlying themes that many of the speakers touched on was the critical need to build IBEW union power through organization and political action,” said Local 1245 Business Rep Hunter Stern, who attended the convention as a delegate. “Almost everything that we need and want as a trade labor movement depends on higher membership and electing worker-friendly lawmakers.”

Indeed, the focus on organizing and politics also came through in several of the resolutions that were put forth during the convention. The resolutions sparked quite a bit of debate and gave the delegates a unique opportunity to shape the future of the union.

“The opportunity to witness delegates enact the policies and procedures that will govern our Union for the next five years was a very memorable experience,” said delegate and former 1245 staffer Dorothy Forsier. “I was particularly excited to see a Diversity and Inclusion Resolution with teeth adopted by the Convention delegates, and I was also happy to see the IBEW reaffirm its position against all forms of discrimination.”

“There were a lot of great resolutions proposed,” said IBEW 1245 Executive Board member Mike Cottrell, who attended his first IO Convention this year. “I enjoyed having the opportunity to work together with all the other delegates to get good things done for the Brotherhood.”

For more convention highlights and details on the resolutions that were passed, visit http://ibew.org/convention/Convention-Action.
Gill Ranch Storage Workers Vote Unanimously to Join IBEW 1245

On July 25, the workers of Gill Ranch Storage unanmously voted Yes to join IBEW 1245. Their victory comes after two months of informational meetings, one-on-one conversations, and an NLRB-administered election held at the worksite. Despite a persistent message from the company's management discouraging the effort, all six eligible workers participated in the election and voted Yes, sending a clear message that they are united and ready to begin bargaining.

Located 25 miles outside of Fresno, Gill Ranch Storage is a natural gas storage facility with 20 billion cubic feet of underground storage capacity. The facility is connected to natural gas customers throughout California by PG&E's Line 401 and includes a 45,000 bhp compressor station. It is owned by both PG&E and NW Natural, a utility based in Oregon; the facility has been operational since 2010.

For the workers at Gill Ranch Storage there were many reasons to go IBEW, but the most critical issue was the lack of clarity around their roles and responsibilities. A recent trend in the gas distribution industry has been to move toward a non-specialized, jack-of-all-trades workforce, but employees often feel that this lack of defined assignments leads to a fragmented operation.

Operator Danny Bray knows first hand that unionized workers can find balance in matters like this through collective bargaining – he was a union member at NW Natural for many years. It was his positive experience there that inspired him to contact Local 1245 about organizing.

Bray and his coworkers are excited to bargain over wages, vacation time, and other benefits. “I finally feel like we will all have a voice at our workplace to make it a more productive and safer work environment,” said Operator Carlos Villegas. “It gives me and my family more peace of mind.”

Employee James Casey summed up the campaign succinctly. “What I’m looking forward to with IBEW 1245 is a better quality of life for my family and myself!” he said.

PG&E Communications Specialists Vote to Join IBEW 1245

Joining a union is a new experience for most workers. In today’s workforce, few people know the benefits of union membership, and even fewer have been union members. For the Communications Specialists who work at PG&E’s Bishop Ranch campus, however, the decision to join IBEW 1245 was informed by past experience in unionized workplaces and, more importantly, by positive experiences as union members.

On September 7, PG&E’s Communications Specialists unanimously voted Yes to join IBEW 1245 in an NLRB election. “It felt weird not to be in the union,” said Jennifer Green, who has worked union since her first job. “Two of her colleagues, Senior Communications Specialists Rene Picazo and Jesse Garcia, had been members of IBEW 1245 in previous positions they held at PG&E, and they all felt that joining 1245 was the natural choice.

Their classification is fairly new, so having a voice in shaping their roles within the company is a priority for the group. They chose union representation with Local 1245 in order to help provide clarity for their job duties and lines of progression, as well as job security and workplace protection.

The Communications Specialists handle many types of gas emergencies including dig-ins, fires and vehicle impacts. They serve as point persons between internal and external parties, including dispatch, gas service personnel and management until the emergency is controlled.

— Rick Thompson, IBEW 1245 International Organizer

Local 1245 Organizing Stewards Help Propel Electrolux Workers to Victory

Notwithstanding management intimidation, harassment, and a concerted effort to pressure workers to vote against unionization, the permanent employees at the Electrolux manufacturing plant in Nashville, Tennessee have voted overwhelmingly to join the IBEW. 93% of the 712 eligible workers cast ballots, and a whopping 75% voted to join IBEW Local 474, giving the union a decisive victory in the deep south. The tenacious spirit of the Electrolux workers, the commitment of IBEW Local 474 and the International office, and strong solidarity from IBEW Local 1245’s organizing team all contributed to this important win.

“We Stand Together”

When workers at the Electrolux appliance manufacturing plant in Memphis decided to unionize with IBEW Local 474, they knew it would be an uphill battle. The employer was working aggressively to prevent the workers at its new plant from unionizing, and the first attempt to organize at Electrolux in 2015 fell short by about 50 votes. But the workers refused to give up. Instead, they doubled down their efforts, and reached out for help from IBEW Local 1245.

Local 1245 Business Manager Tom Dalzell quickly answered the call, dispatching four Organizing Stewards to support the organizing campaign at Electrolux. Miguel Pagan, Mary Corrente, Nilda Garcia and Angelica Alambrino travelled to Memphis during the month of August, where they worked tirelessly alongside the workers and the team from Local 474 to gather support for the union.

“The most memorable [part of the experience] was seeing the employees’ facial expressions when we whole-heartedly told them why we were there, and reassuring them that we stand together with them,” said Organizing Steward Mary Corrente. “They couldn’t believe we took time away from our everyday lives to come speak to them and see first-hand what they were dealing with at work.”

And indeed, the Organizing Stewards got a taste of what it’s like for the workers at the plant, as they faced extreme hostility from the Electrolux bosses themselves.

“We were hand-billing the first-shift employees, Electrolux management came out to intimidate us … trying to say we were on their property illegally,” Organizing Steward Miguel Pagan recounted. “That negativity fueled my motivation to continue to help these workers.”

Decisive Victory

All that hard work paid off in the end. On Sept. 27, the Electrolux workers voted by more than 2-to-1 to join the IBEW, with 462 voting “Yes” and 193 voting “no.”

Shortly after the union election results were announced, IBEW International President Lonnie Stephenson called Local 1245 Business Manager Tom Dalzell directly to thank him for the assistance and support that 1245 Organizing Stewards provided during the tough campaign.

For Corrente, a PG&E employee who had never worked on an organizing drive before, the Electrolux campaign was a truly eye-opening experience.

“I learned that not everyone is as fortunate as we are to have a union to represent them and fight for what’s right,” she said. “I will definitely continue to be involved in fighting for employees who don’t have a voice yet, but still want to be heard!”

— Rebecca Band, IBEW 1245 Communications Director
Testing the Waters at Bella Vista Water District

IBEW 1245 members, from left to right, Kristin Bryant, Virginia Farr, Patty Breedlove and Ashley Lindell (sitting), at the BVWWD offices

IBEW 1245 members, from left to right: Mark Maty, Randy Olsen, Joe Pedersen, Will Markword and Brad Solso, work for Bella Vista Water District
Water. It’s the one thing we simply cannot live without, but we often fail to recognize that it takes a lot of work to make sure we have access to the water that we need, especially given the fact that 2016 was the warmest California summer on record, and about 60% of the state remains in severe-to-exceptional drought.

The years of exceptionally dry conditions have certainly had an impact at Bella Vista Water District, where a small but dedicated group of IBEW 1245 members works day in and day out to ensure that clean, safe water flows freely through all of the faucets and taps in the greater Redding area.

“We make sure the water is palatable, good to drink,” Water Treatment Operator Joe Pedersen explained as he worked to rebuild a switchover unit for a 110 chlorine cylinder.

The members who work for BVWD are tasked with managing the day-to-day operations in the field as well as in the office. That includes pumping, treating and filtering water, checking and maintaining equipment, keeping the reservoirs filled and operating the pump stations that transport water out to various points across the district. And of course, they regularly test and monitor the water supply to make sure it adheres to both state and federal clean-water regulations.

After three years of near-perpetual drought, conditions seem to be slightly improved in Shasta county, and BVWD’s efforts to encourage customers to conserve water have paid off.

“Through July 2016, the District’s cumulative conservation was 50.2 percent as compared to 2013! The District is on track to achieve its 33% overall, cumulative conservation target by continuing reasonable conservation and with voluntary rather than mandatory conservation measures,” according to the District’s August, 2016 report.
The NV Energy crew of Scott Lawlor, Erik Hall and Frank Ortega were preparing to set three new poles and replace the power lines in an alley off of Eighth Street when the Utility Reporter passed through Minden, Nevada over the summer.

“These poles are old,” said Lawlor, a 13-year IBEW member working as a foreman on temporary upgrade. “The pole we took out the other day was so rotten you could stick a screwdriver through the butt.”

While waiting for additional materials to arrive, Apprentice Frank Ortega, a seven-year member, gave a haircut to some trees that were trying to invade their work area. “When you’re setting a pole you don’t want any of this in your way,” Lawlor noted.

There was a time in the not-so-distant past when pole replacement wasn’t a very big priority for management, but NV Energy has been stepping up its game since being acquired by Berkshire Hathaway Energy in 2013.

“The company is doing a lot more maintenance now,” said Lawlor.

Photos by John Storey
At its constitutional convention in Reno, the Nevada AFL-CIO announced that NV Energy has been awarded “2016 Employer of the Year.” Representatives from IBEW 1245 and IBEW 396 joined NV Energy executives as they accepted the award before the convention body on August 23, 2016.

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Nevada AFL-CIO Presents “Employer of the Year” Award to NV Energy

S E R V I C E
A W A R D S

Congratulations on your service!

H O N O R E E S

45 Years
Bravo, William
Morone, Stephen

40 Years
Davis, Charles
Minoggi, Michael

35 Years
Cabrera, Phyllis
Kaiser, Jeff
Menezes II, Frederick
Mora, Roberta
Oryall, Diane
Robinson, Alex

30 Years
Acosta, Ray
Barron, Martin
Buie, Richard
Eberhardt, Eric
Ernest, William
Garcia, Ken
Harris, Steven
Morris, James
Tucker, Frank

25 Years
Gonzales, Mario
Gutierrez, Gary
Lawrence, Mary
Maruzick, Michael

20 Years
Amick, Daniel
Garcia Jr., Andres
Marquez, Ramon
Salinas, Ricardo
Serrano, Jonas
Serrano, Rodolfo

15 Years
Alcaraz, Carlos
Campes Sr., Ines
Franco, Ricardo
Hays, Justin

King, Emmett
McNutt, Caleb
Montagna, Scott
Neely, Larry
Perez, Rudolfo
Rianda, John
Rodriguez, Ludwig
Walker, Anthony

10 Years
Adorni, Justin
Bailey, William
Castro, Jose
Cavillo, Ismael
Chais, Tim
Chavez, John
Contrenas, Marcelo
Dainowski, Robert
Duch, Nancy
Fernandez, Cesar
Friesen, Ron
Gomez, Rafael
Grimsley, Mark
Guerrero Jr, Jose
Hernandez, Mauricio
Hernandez, Raul
Herrera, Jose
Hicks, Paul
Hitchcock, David
Lindsey, Travis
Ludwig, Scott
Padilla, Dagoberth
Person, Jeffrey
Riddle, Keith
Silva, Jeffery
Skenes III, David
Smith, Brandon
Vazquez, Victor
Villa, Agustin
Ybarra, Francisco
Young, Michael P.

5 Years
Barbosa, Marcus
Caradine, Porter
Carter, Durand
Charette Jr, Mark
Diaz, Michael
Dolan, Edward
Gerhart, Jonathan
Hernandez-Cano, Salvador
Kobayashi, Tonny
Miranda, Oscar
Murillo, Helisco
Ortiz, Alfonso
Pellin, Darrin
Razo, Gilbert
Rocha, Armando
Rocha, David
Schaffer, Logan
Warren, Cole
Webster, Ed
Line Clearance Tree Trimmers

Dead Trees Keep Tree Trimmers Busy

The enormous volume of dead trees continues to be the focus for line clearance tree trimmers. The bark beetle infestation, which is due to the years-long drought, is the primary factor. If California does not get “normal” freezes this winter, the problem will continue and worsen. While the issue has been a good money-maker for the tree companies, it is now becoming more than they can deal with.

CEMA money is available, and PG&E is bringing in tree trimmers from across the country to deal with the problem. Not too many years ago, it was all routine and it got done on time, but now, routine circuit trimming schedules are falling further and further behind because the money is better doing the CEMA work, system reliability, facility protection etc.

Progression issues persist. It seems that whenever we get an agreement to get them moving, another roadblock appears, despite the companies telling us that they want our members to progress and improve their lives. We have been successful in getting a good number of tree trimmers progressed, some of whom have been held at entry-level classifications for several years. It’s a fight that will undoubtedly go on and on. If there are any long-time tree trimmers out there who not been progressed, we want to know about it so we can do our best to help.

Almost all tree trimming trucks are now equipped with GPS along with most of the world. Anyone who does not take this to heart should think about it.

Pole Test & Treat wage increase for 2017 will become effective on January 1, and has been determined by the CPI index for the month of July 2016. That wage increase will be 2.7% across the board for all classifications. This is outlined in the current agreement based on the below language.

**Effective January 1, 2017, the wage rates that were in effect on July 31, 2016 will be increased based upon the percentage increase in the Consumer Price Index for All Urban Consumers (CPI-U), as published by the U.S. Bureau of Labor Statistics, for the twelve-month period ending June of 2016 for the San Francisco-Oakland-San Jose local area (Table 4). However, the wage increase to be effective January 1, 2017 shall be no less than one percent (1%), nor more than three percent (3%) of the wage rates that were effective on July 31, 2016.

Arbor Works

The Company has about 70 employees working in the Yosemite Division for Utility Tree. Working five ten-hour days, and voluntary Saturdays. They are still looking for more employees to hire, as there is lots of work in the area.

Asplundh Tree Expert (NV Energy)

The majority of crews have been dispersed across Nevada with only a handful of crews working in Reno, Carson City, and North Lake Tahoe. We had to delay our meeting for October, and a makeup meeting is scheduled.

Davey Tree Surgery & Pole Test and Treatment

We continue to gather names of individuals that have not been progressed to the top climber classification. All employees being held up should contact their Business Rep to address the matter.

We have several Santa Cruz crews helping out in Mission Division. The Company is having an issue with people not answering their phones on the weekends, when calls are being made to report for emergency work. The problem could be due to the fact that not all employees have Company phones. Only a handful of employees are issued Company phones in Diablo Division. We will report more details as we move forward.

Central Coast crews are working five ten-hour days and voluntary Saturdays. There are six crews working in the Fremont area from Central Coast, and have been there for three weeks. We are having some issues with subsistence pay for employees not being paid. The supervisor has told us that these workers would be in the next pay period. The next GRC is set for November 3 in Pinole, CA. All open grievances and pay issues will be discussed with the Committee.

Mountain Enterprise – Liberty Energy & PG&E

Crews are busy working throughout the entire system. Only a hand full of crews are currently working on Liberty Energy in Truckee and South Lake Tahoe.

Mowbray – SMUD/PG&E

The Company had an issue in their payroll department and had failed miserably to correct several pay issues system-wide. The Company recently hired a new HR Manager to handle all office matters. We expect all pay issues to be handled appropriately. The Company had not been enforcing the membership requirement per the Union Agreement, but this matter is being dealt with. We started to get complaints regarding Lineco medical coverage. We’re currently tracking that information to see where this takes us. All these matters are serious and are currently being addressed.

Synergy Tree Service

Crews are continuing to work 10-hour days in the Grass Valley area. The company has 24 employees working in the San Jose Division, working for Utility Tree. They are working 5 eight-hour days and voluntary Saturdays. We have some issues with progression not being met, and are currently working to fix these issues.

Trees Inc.

Most grievances have been settled with the Company. Trees Inc is continuing to hire in all areas at this time. In Jackson, crews are working 5 eight-hour days. In Stockton, crews are working 4 ten-hour days. In Fresno, the crews are working 5 ten-hour days, and voluntary Saturdays.

Utility Tree Service

We had the GRC October 12th meeting in Vacaville. We had a few open issues in Southern Utility Territory. Most matters have been resolved. We only have a few minor issues to resolve. All crews are working ten-hour days five days a week, and voluntary Saturdays. Supervision has told us that they were 19 percent behind schedule, which is making vacations hard to get, and employees are not happy.

Windy Tree

Crews are working in Oakdale area, and have Loggers Unlimited helping them with CEMA work. They are all working nonstop.

Wright Tree SMUD/PG&E Transmission

The next GRC is set for November 4 in Sacramento.
Los árboles secos mantienen ocupados a los podadores de árboles

El gran volumen de árboles secos sigue siendo el foco de los podadores de árboles para el despeje de líneas. La infección de escarabajos de la coraza, la cual se debe a la larga sequía que ya tiene varios años, es el factor principal. Si este invierno no hay heladas “normales” en California, el problema continuará y empeorará. Si bien esta situación ha sido buena para generar dinero para las compañías de poda de árboles, ahora se está convirtiendo en algo mayor de lo que pueden manejar.

CEMA tiene fondos disponibles, y PG&E está trayendo podadores de árboles de todo el país para hacerle frente al problema. Hace pocos años, todo el trabajo era rutinario y se podía terminar a tiempo, pero ahora, los programas de poda rutinarios del circuito se están atrasando cada vez más porque se gana más dinero ejecutando trabajos de CEMA, trabajos de confiabilidad del sistema, trabajos de protección de las instalaciones, etc.

Continúan los problemas de las promociones. Pareciera que cada vez que llegamos a un acuerdo para que se muevan, aparece otro obstáculo, a pesar de que las compañías nos dicen que quienes que nuestros miembros progresen y mejoren sus vidas. Hemos tenido éxito en lograr que un buen número de podadores de árboles reciban sus promociones, algunos de los cuales habían permanecido en clasificaciones de nivel de principiante por varios años. Es una lucha que sin duda continuará. Si hay algún podador de árboles que no haya recibido una promoción, por favor déjenos saber para poder hacer todo lo posible para ayudar.

Casi todos los camiones de poda de árboles están ahora equipados con GPS, igual que en la mayor parte del mundo. Cualquier persona que no se tome esto en serio debe reflexionar.
In the technology capital of the world, some might say that reliable electricity is more valuable than gold.

Located in the heart of Silicon Valley, the city of Santa Clara is home to dozens of massive hardware and software companies, including Intel, McAfe, Avaya and WhatsApp. But these tech businesses would be unable to function if it wasn't for the IBEW 1245 members at Silicon Valley Power, Santa Clara's municipal utility.

These dedicated members work to ensure that every aspect of the city's electrical system, from the power plant to the transformers and the overhead lines, are fully functional and able to meet the needs of the tech companies, as well as the city's residents and other businesses.

**Two Things At Once**

Efficiency is a highly revered skill in Silicon Valley. Line crew foreman Brandon Quijada and crew members Chris Foster, Mark Guerrero and Brian Goshia proved that they've perfected that skill as they multi-tasked at a job site on El Camino Real, where a developer is putting up a large-scale apartment complex.

"We're doing two things at once," said Quijada. "We're heating up two pad-mount transformers from an overhead feed, and at the same time we're cleaning up some of the older existing [equipment], because we no longer need the aerial transformers now that we have the padmount transformers. We're also making sure that the secondary is labeled correctly while we're attaching it to the transformer."

Across town, another line crew, comprised of Dawie Coetzee, Matt Elliott, Matt Contreras and Jesse Murrill, was tasked with changing out wire, as well as re-framing and re-insulating all the poles, on several spans of the Serra-Brokaw 60kv line.

"This section of line needs to get upgraded from 954 aluminum to this new 3M wire ... which is a composite core wire that has double the capacity of the 954," explained crew foreman Dawie Coetzee. "All the 12kv that's underneath here had to be de-energized to make it safe, and the way we did that is we re-routed all the secondary from different sources, which enabled us to de-energize the entire section on 12kv running underneath the 60kv line."

**Cap Bank Repair**

As anyone who works with power knows, things sometimes go awry. When a glitch occurred in a capacitor bank at Lafayette substation, Utility Electricians Leon Alcantar and Chris Guerrero were on hand to identify and fix the problem.

"The cap bank tripped off line due to imbalance. So we've taken the cap bank out of service, tested it dead and grounded it, and we're in the process of trying to isolate the possible blown capacitor," Alcantar explained. "There's also fuses involved, so we've checked all the fuses to be in working order, now we're trying to isolate the possible bad

IBEW members, left to right, Chris Foster, Mark Guerrero, Brian Goshia and Brandon Quijada

IBEW member Leon Alcantar checks capacitors at a Silicon Valley Power substation

IBEW member Minh Phung works in the control room at the power plant

Photos by John Storey
IBEW 1245/SRT Bus Mechanic Apprenticeship Program Receives State Certification

IBEW Local 1245 and Sacramento Regional Transit (SRT) are pleased to announce that our joint apprenticeship program for Bus Mechanics has received state certification from the California Department of Industrial Relations, and is now the first state-certified journey-level Bus Mechanic apprenticeship program in northern California.

“Becoming certified by the state brings valuable training resources and funding,” said Local 1245 Business Manager Tom Dalzell. “It also provides important prestige and recognition for those who complete the program.”

The three-year Bus Mechanic apprenticeship program includes both community college classes and highly specialized on-the-job training, and meets California’s vigorous apprenticeship standards.

Representatives from Local 1245 and SRT, as well as local and state officials, came together for an official signing ceremony at SRT’s Bus Maintenance facility on October 19, 2016, where they were joined by some future Journey-level Bus Mechanics.

— Rebecca Band, IBEW 1245 Communications Director

At the Plant

Over at SVP’s gas-powered generation plant, Local 1245 members man the control room, survey the equipment and conduct any maintenance that may be needed to keep the plant fully operational.

Electric Utility Generation Technician Anthony Harnish detailed his role in the plant’s operations and maintenance department.

“I’m an outside operator, so I tour the plant and take readings on specific equipment, and respond to any plant alarms that the control room operator receives by checking it out in the field,” said Harnish. “I also do water chemistry samples, and take deliveries of chemicals and other materials for the plant as necessary.”

“Powering the Center of What’s Possible”

SVP’s slogan, “Powering the Center of What’s Possible,” demonstrates its unique role in facilitating some of the greatest achievements in technological history, and it’s unrivaled commitment to quality is what attracts many tech companies to Santa Clara. According to the utility’s website, “SVP consistently ranks in the top quartile for several key measures of reliability,” which is truly a testament to the hard work and dedication of the IBEW 1245 members.

— Rebecca Band, IBEW 1245 Communications Director

New Agreement Ratified at Frontier Communications Colusa/Shingletown

On Thursday, August 25, IBEW 1245 members at Frontier Communications Colusa/Shingletown overwhelmingly ratified a four-year agreement by a vote of 10-1. The new agreement will be in effect from August 20, 2016 to August 19, 2020 and includes:

• Improvement to boot allowance
• Improvement to Certification Differential
• Improvement each year of agreement to the maximum hourly wage rate
• Improvement to the percentage of the merit increase that is attainable
• Addition of Spanish language fluency differential
• No change to Employee Benefits Programs

The bargaining committee was comprised of members John Woytek and Chris Harmon.

— Sheila Lawton, IBEW 1245 Business Rep
Units lend a helping hand

All of the following unit donations to various charitable organizations from July through September 2016 were approved by the IBEW 1245 Executive Board.

Unit #3315, Mt. Wheeler, donated $500 to the 2016 Relay for Life event in Ely, NV.

Unit #2301, East Bay Clerical, donated $250 to Betty Reid Soskin and the Rosie the Riveter Film Project, and donated $250 to Eura Dell’s Court in Oakland, CA.

Unit #1110, Fresno Clerical, donated $250 to Terry’s House.

Unit #1126, Turlock Irrigation District, donated $400 to sponsor the Pittman High School Football team in Turlock and $100 to Camp Taylor.

Unit #1213, King City, donated $500 to the King City Girls Youth Softball League.

Unit #1513, Santa Cruz, donated $500 to the Live Oak Little League.

Unit #3309, Truckee Donner, donated $500 to the Humane Society.

Unit #4718, Stockton/Trees, donated $500 for the Youth Soccer group.

Unit #4424, Sacramento/Wright Tree, donated $500 to the Azteca FC-U9 Soccer City in Elk Grove.

Unit #4719, Santa Rosa Trees, donated $500 to the Atletico Santa Rosa Chivas Youth Soccer Team.

Unit #4721, Newark/Davey Tree, donated $500 to Team Scott Equestrian Outreach in El Sobrante.

Unit #5231, South Lake Tahoe, donated $500 to the Loyal Order of the Moose Lodge #1632, Chapter 408 to support its Kid’s Fishing Derby on September 18, 2016.

Unit #1229, Diablo Canyon, donated $250 to the American Cancer Society Relay for Life.

Unit #3510, Loomis GC, donated $500 to the Huntington’s Disease Society of America.

Unit #4711, Belmont/LITS, donated $500 to the EWMC Solano County Chapter’s International Day of Service which will be held on November 19, 2016.

Unit #5232, North Lake Tahoe/Cali Peca, donated $250 to the Feather River Little League.

North Bay Retirees Club donated $250 to the Lower Lake High School Girls Soccer Club to assist in the replacement of gear lost in the Clayton Fire.

Unit #1111, Fresno, donated $500 to the Honor Flight in Fresno.

Unit #3213, Burney, donated $500 to the Burney Library.

East Bay Retirees Club donated $500 to the Special Olympics event in Pleasant Hill, CA.

Yerington Retirees Club donated $250 to Yerington Animal Protection Society and $250 to Yerington Senior Citizens Center Meal Program.

Unit #1125, Oakhurst, donated $500 to the Mountain Area Youth Soccer League.

Unit #4712, Fresno/Trees Inc., donated $500 to the Fresno Chaos Soccer League.

Unit #4713, San Jose/Utility Tree, donated $500 to the San Jose Earthquakes Youth Club.

Unit #3512, City of Roseville, donated $250 to Oakmont Girls Volleyball and $250 to Roseville Youth Soccer Club.

Brice Fabing Bikes 4 Kids Bike & Helmet Drive Fundraiser

“I Bikes 4 Kids” Fundraiser Honors Son of IBEW 1245 Member

In 2005, IBEW Local 1245 shop steward Dorine Fabing and her husband Mark lost their teenaged son Brice in a tragic accident. To honor his memory, the Fabing family began hosting an annual “Bikes 4 Kids” fundraiser, where the collect donations in order to provide free bicycles and helmets to children of families in need. Last year, the Fabings donated 105 bikes, and this year they hope to exceed that.

The Fabings are asking their IBEW 1245 brothers and sisters to support them in this year’s drive. Bikes, helmets and money are all welcome, and donations are tax deductible (Nonprofit Tax ID # 80-0823119). Checks should be made out to Brice Fabing Memorial Fund, and can be sent or delivered to 1341 Marigold Way, Lompoc, CA 93436. The deadline for donations is December 16.

For more information, contact Dorine at (805) 588-2484 or (805) 875-8287, or email her at dorine.fabing@verizon.net.
Henry was at the bar that first night at Stoley’s, the chosen place for the first convention sitting in disgust at the poor turnout expected after many supposed delegates and supporters dropped out from fear of losing their jobs in the aftermath of the publicity surrounding the upcoming proceedings. “Temporary setback,” he mumbled to the shot of whiskey he fondled in his hand and the dancer heard him and asked him what was wrong as she patted his back and smiled through the aroma of rouge and sweet red lipstick that covered her every blemish.

“Won’t be as many fellas showin’ up for this affair as I first thought,” he whimpered. She pressed on thinking of his money and attacking his weak state of mind.

“Did you get some tokens when you came in? Nickel apiece.”

“Yeah but I used ‘em all up last night dancin’ with ya’ll and sure had fun spendin’ ‘em. I didn’t see you here though. Was you?”

“Uh-uh, I was off with a fella’ liked me the other night on a ferry boat out on the river in a big room enjoyin’ the moon light and champagne.”

“Sounds fun, wish I could afford that, but all my money is promised for a better day for us linemen.” She sat down next to him to hear more of a man who would promise his money to something other than himself.

He explained it was a labor union for men like himself where they could have a voice in what they made and start to build a good voice for management to hear that would make them move toward helping their workers to have a better life and their families too. She took the look from his eyes and patted his shoulder again still after his money but now wanting to hear more about this new labor union he was behind. “You can come back to see me and here is a token for a dance when you get your labor union on its feet. I don’t just usually give a free token to just any man. But you are a good man ain’t you and wouldn’t hurt me or be crazy with me nor do stupid stuff.” She was dressed in her corset and a red hat with black band. The hat turned up on one side and she pulled at a curl that fell behind her ear as he sat quietly thinking, not really hearing what she was saying and agreed with what he thought she had said. She joined him at the bar and sat her bare feet on the brass rail and set the token on his left thigh and told him to put it in his pocket. He took the new brass token and looked at it. It said Stoley’s Dance Hall in a circle around the edges of the coin and in the middle was a couple dancing a waltz in grand fashion. He turned it over and looked at the other side and it said five cent dance. He said thanks and leaned away from her and slid the token in his left front pocket where he promised to keep it for a good cause and she said that would be fine too. She knew he was to be famous someday for the events taking place at Stoley’s and he could not agree with her theory but appreciated her and respected her opinion.

Later in the day the other delegates were starting to arrive and a few reporters were snooping around having heard about a new union being formed and the kid sat on the steps and waited to run back and forth up the stairs to let Henry know what was going on and would wait by the door until he was given information to relay to the press about the birth of a new brotherhood and Skyler Rochett stayed busy that week running back and forth with the liaisons from the men in the room to better the craving of labor’s needs. The token was in Henry’s pocket and the girl slept through the night knowing she had given a good man a free dance and the convention went on.
With so much big money flooding our political process, it’s easy to feel disillusioned and overwhelmed by the seemingly endless barrage of election-related TV commercials, glossy mailers and invasive web ads. But if there’s one thing we know, it’s the fact than even in this highly saturated and expensive media environment, you can’t put a price on the kind of personal human interaction that is at the very core of the union movement. That’s why IBEW 1245 doubled down on its commitment to grassroots political organizing during the 2016 election cycle.

In the fall of 2016, more than 100 Local 1245 activists, retirees and staff joined the effort to combat the big spending with a whole lot of “people power.” Our members were out in force all across the union’s territory, knocking on doors, making phone calls, joining rallies, hosting meetings at worksites and recruiting volunteers to support the union-endorsed candidates and ballot measures that will have the biggest impact on our members. Altogether, our members contacted tens of thousands of voters across our jurisdiction, and that hard work truly paid off, as the majority of our union-endorsed candidates and ballot measures came out ahead on Election Night.

**NEVADA**

Local 1245 retiree Rita Weisshaar (right) checks in volunteers at a precinct walk in Reno.

When casino mogul Sheldon Adelson and a few other big-business billionaires placed Question 3 on the Nevada ballot, Local 1245 Business Manager Tom Dalzell was quick to sound the alarm. This deceptively worded statewide ballot measure sought to deregulate electric utility system in Nevada, opening the door to skyrocketing power bills for residents, as well as major job losses for Local 1245 members.

Defeating Question 3 was a top priority for Local 1245, and together with our union allies, we helped spearhead one of the most robust Get Out the Vote operations in the nation. Retiree Rita Weisshaar took the helm, coordinating a massive volunteer-driven ground campaign to support both No on 3 as well as Catherine Cortez Masto for United States Senate.

“We had lots of union members come from California to walk precincts with us on the weekends. Our walk on October 22 had over 300 volunteers,” said Weisshaar. “It was so exciting to see our 1245 members from California, and everyone else who came to help us!”

Local 1245 members and retirees with California Labor Federation leader Art Pulaski

The volunteer effort to send Cortez Masto to Washington was victorious, and she will soon become the first Latina to serve in the US Senate. Our work also helped secure democratic majorities in the State Assembly and Senate. And although our campaign to defeat Question 3 was not successful, that fight is far from over. The law in the state of Nevada requires that the constitutional changes proposed in Question 3 be passed by voters in two consecutive elections, so we will have another chance to take this measure down when it comes up again in 2018.

**CALIFORNIA**

**United States Senate:** When California Attorney General Kamala Harris announced that she planned to run for the U.S. Senate seat being vacated by Barbara Boxer, IBEW Local 1245 Business Manager Tom Dalzell was among the first to reach out to her and offer an endorsement for her candidacy. With help from our members who volunteered turn out the vote for her, Harris handily defeated her opponent by nearly two million votes.

**Statewide Ballot Measures:** Of the 17 different ballot measures that appeared on the General Election ballot, unions were most heavily focused on just a few:

- **Yes on Prop 51** (which would fund construction projects to repair and upgrade California’s schools and community colleges): Prop 51 won by eight points.
- **Yes on Prop 55** (which would extend the school and health care funding that voters originally passed with Prop 30 in 2012): Prop 55 was approved by nearly 25 points.
- **No on Prop 53** (which would harm the ability of state and local governments to build infrastructure projects and respond to emergency situations such as the drought, an earthquake or other natural disasters): At press time, Prop 53 remains too close to call, but it is trailing and appear voters will narrowly defeat it.

Local 1245 Organizing Stewards with US Senator-Elect Kamala Harris
This year’s election in the Sacramento area perfectly exemplified the impact that local politics can have on 1245 members. Between Measure B (a critical local transit funding measure of particular importance to our members who work at Sacramento Regional Transit), Roseville City Council election (where Local 1245 represents members), and the race for SMUD Board (where Local 1245 also represents workers), our Sacramento team had their work cut out for them on campaigns that could dramatically affect the working lives of 1245 members.

Under the tutelage of seasoned Organizing Steward Nilda Garcia, Local 1245 touted some big successes in the Sacramento area perfectly exemplified the impact local politics can have on 1245 members. Between Measure B (a critical local transit funding measure of particular importance to our members who work at Sacramento Regional Transit), Roseville City Council election (where Local 1245 represents members), and the race for SMUD Board (where Local 1245 also represents workers), our Sacramento team had their work cut out for them on campaigns that could dramatically affect the working lives of 1245 members.

Under the tutelage of seasoned Organizing Steward Nilda Garcia, Local 1245 touted some big successes in the Sacramento area. Garcia and her fellow Organizing Steward Nilda Garcia, Local 1245 also represents workers (other 1245 properties, many of whom had never been involved in politics prior to this year). "I really enjoyed working with so many new people who had never done campaign work before," said Garcia. "It was a great experience, developing future Organizing Stewards who weren’t afraid to say, ‘Count me in for the next campaign!’"

Team Sacramento

Nilda Garcia
Anthony Seemster
Sandi Busse
Nancy Martinez
Alvin Dayoen
Ricardo Hernandez
Ladrena Gunnswangin
Charlotte Stevens
Walter Carmer
Ivan Pereda
Audrey Ruf
Donchele Soper
Felicia Norton
Sam Glero
Sheila Lawton
Keith Hopp
Arlene Edwards

Their hard work clearly paid off. Brandon Rose, the union-endorsed candidate for SMUD board in Ward 1, defeated his opponent by a margin of more than 2-to-1. Scott Alvord, 1245’s choice for Roseville City Council, also prevailed in his race. At press time, the ballots for Measure B were still being counted. It appears that the measure will fall just short of the two-thirds majority it needed to pass, but the measure-out-performed expectations thanks to the support it received from the 1245 team.

Team Lompoc

Justin Aguilar
Travis Border
John Daniel
Nicholas Davenport
Virrin Donelson
Bobby Garcia
Theresa Hernandez
Travis Kain
Leo Ramirez
Isaac Rodriguez
Gary Silbaugh
Ko Sumaryaly
Shawn Wynne
Jaime Tinoco

During the 2014 election cycle, Local 1245 members who work at the City of Lompoc campaigned aggressively to elect Bob Lingl as the city’s Mayor. As Mayor, Lingl has proven time and again that he’s a staunch advocate for the City workers. When Lingl announced he would seek re-election, Local 1245 Business Rep Jaime Tinoco once again rallied the troops to keep Lingl in office. They volunteered their time on nights and weekends, held two campaign rallies, went door-to-door, and even paraded around town in the “Lingl-mobile.” Thanks in part to their work, Lingl sailed to re-election, defeating his opponent by more than 15 points.

The union also backed two City Council candidates, Janelle Osborne and De-Wayne Holmdahl, based on their support for Lompoc’s working families. Osborne won, but Holmdahl was narrowly defeated.

Continued on next page
**SAN FRANCISCO**

San Francisco County Supervisor Jane Kim is well-known as the author of San Francisco’s ground-breaking $15-per-hour minimum wage ballot measure, which passed in 2014. When she announced her plan to run for State Senate, Local 1245 joined with a broad coalition of other unions to support her campaign. Organizing Steward Arnaldo Lizarraga made calls for State Senate candidate Jane Kim. Lizzaraga trekked up and down the hilly San Francisco terrain, knocking on doors and single-handedly delivering hundreds of yard signs. Despite this hard work and dedication to the campaign, Kim fell just a few points short of defeating her opponent.

Local 1245 also provided support for Hillary Ronen, who sought to replace David Campos as the County Supervisor in District 9. Ronen is another long-time advocate for workers in San Francisco, where she worked for many years to combat wage theft and exploitation. Ronen cruised easily to victory, capturing 57% of the vote in a three-way race.

![Arnaldo Lizarraga making calls for State Senate candidate Jane Kim](image1)

**ALAMEDA/CONTRA COSTA**

Across the Bay, Cheryl Cook-Kallio ran a tough campaign to oust incumbent Catherine Baker in Assembly District 16. Organizing Steward Kristen Rasmussen helped to spearhead the effort in support of Cook-Kallio, working closely with her campaign to turn out voters.

“The most exciting part of the campaign was when Cheryl got the endorsement of President Obama,” Rasmussen said. “He only endorsed a few candidates in California, and the fact that she was one of them was a really big deal.” Despite the hard work and the presidential endorsement, Cook-Kallio was unable to defeat the incumbent, but she expressed much gratitude to the team from Local 1245 for supporting her through the election.

Additionally, Local 1245 Advisory Council member Michael Patterson committed his time and effort to promote some local ballot measures in Alameda County. He worked with the local Labor Council to support Measure C1 (which benefits our members at AC Transit) and Measure KK (an infrastructure bond that would benefit our members and residents in the City of Oakland). Both measures passed with overwhelming support.

“The highlight of this campaign for me was when the Alameda Central Labor Council asked me to go talk to the students at the Cypress Mandela Training Center,” said Patterson. “I got to tell them all about the benefits of being in a union, and I also talked to them about the importance of getting involved in politics. The following Wednesday, 22 of those kids showed up to phone bank at the Labor Council!” Those phone bankers undoubtedly made a difference in the City of Alameda, where Local 1245 represents utility workers. Local 1245’s endorsed candidates for Alameda City Council — union member Malia Vella and incumbent Marilyn ‘Ezzy’ Ashcraft — were both elected, putting us on track to re-establish a union-friendly majority on the Council.

![Cheryl Cook-Kallio (in blue) with Local 1245 members (from left) Aileen Zuehlke, Cindy Stafford, Kristen Rasmussen](image2)

**NAPA/SOLANO**

When IBEW-endorsed candidates Vernon Williams III (who ran for Vallejo City Council) and Landis Graden (who ran for Vallejo Mayor) came by to visit with the Local 1245 members who work for the City of Vallejo, the members were overcome with excitement. “This was the first time that any of the IBEW members at the City of Vallejo could recall a candidate for office taking the time to meet with them,” according to Local 1245 Organizing Steward Steven Marcotte, who is leading the charge in Vallejo. “Now that is empowering!”

Seeing the candidates in person prompted several members to sign up and volunteer to work on the campaign. The team made an impressive 27,000 phone calls out of the local labor council. Unfortunately, Williams and Graden were unable to garner enough votes in these competitive races, but Local 1245’s other endorsed candidate for City Council, Rozzanna Verder-Aliga, did succeed in her election bid. Additionally, union-endorsed State Senate candidate Bill Dodd succeeded in besting his opponent in District 3, thanks to support from Local 1245 and other unions, and Cecilia Aguiar-Curry won the race in Assembly District 4. As Mayor of Winter, Aguiar-Curry worked very closely with PG&E to plan and construct the Gas Training Center, and we’re confident that she will continue to be an ally in Sacramento.

![Vallejo Mayoral candidate Landis Graden (center) with Local 1245 members and staffers](image3)

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**WEB BRIEFS**

- **San Francisco**
  - Arnaldo Lizarraga:
    - Making calls for State Senate candidate Jane Kim
  - Local 1245:
    - Staffers Landis Marttila and Hunter Stern with Hillary Ronen

- **Alameda/Contra Costa**
  - Cheryl Cook-Kallio with Local 1245 members
  - Michael Patterson:
    - Committing time and effort to support local ballot measures

- **Napa/Solano**
  - Vernon Williams III:
    - Running for Vallejo City Council
  - Landis Graden:
    - Running for Vallejo Mayor
  - Rozzanna Verder-Aliga:
    - Succeeding as State Senate candidate
  - Cecilia Aguiar-Curry:
    - Winning as State Senate candidate

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**Team San Francisco**

- Arnaldo Lizarraga
- Ruben Hernandez
- Damen Padilla
- Hunter Stern
- Roberto Balistreri
- Cruz Serna
- Landis Marttila
- Eileen Purrall
- Fred Ross

**Team East Bay**

- Kristen Rasmussen
- Alicia Cordero
- Michael Patterson
- Jasmine Williams
- Mark Goodwin
- Latrina Jones
- Aileen Zuehlke
- Cindy Stafford
- Al Fortier
- Lou Mennel
- Mike Aydayan
- Anthony Brown

**Team Napa/Solano**

- Steve Marcotte
- Charlotte Stevens
- Jasmine Williams
- Ivan Pereda
- Alicia Cordero
- Lupe Johnson
- Gerald Williams
- Alvin Dayoan
- Jen Gray
- Eleanor Brown
- Liz McClintes
- Mike Saner
- Ralph Kenyon

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**October – December 2016**
Organizing Stewards Rachel Ramirez Hill and Julie Gonzalez teamed up to spearhead Local 1245’s Get Out the Vote effort in the North Valley. Despite technical challenges, inclement weather and a slew of loose dogs, the North Valley team worked every day to drive support for labor-endorsed candidates, including Heath Flora, a labor-friendly Republican running for office in Assembly District 12. They also volunteered for Michael Eggman, who ran for Congress in District 10. Both races were extremely close, and the candidates were exceptionally grateful for the effort that the Local 1245 team put in, stopping by on more than one occasion to express their gratitude.

Flora succeeded in edging out his opponent, but Eggman was unable to garner the votes needed to oust the incumbent in his district. Additionally, union-backed candidate Robert Rickman won his bid for Mayor of Tracy, thanks to a wealth of support from Local 1245 early in the race.

“As organizers were able to increase participation amongst fellow union members and regular citizens that had political interest,” said Organizing Steward Julie Gonzalez. “Unions create one loud effective voice — and because of our strength in numbers, we were heard!”

As a member of the State Legislature, Noreen Evans was a committed advocate for working families, and that track record earned her 1245’s endorsement for Sonoma County Board of Supervisors. The union also backed two candidates in the City of Healdsburg (where we represent workers) — Tim Meinken and Shaun McCaffery.

Organizing Steward Rodrigo Flores travelled up to Sonoma, where he worked long, tiring hours without complaint, even returning to the Labor Council to make phone calls after a full day of canvassing the Sonoma hills. Turning out voters is no easy feat in this district, and Evans was narrowly defeated by her opponent. In Healdsburg, first-time candidate Meinken fell just a few votes short of victory, but McCaffery, who was an incumbent, was successfully re-elected.

Rene Cruz-Martinez, Shannon Akhbari, Brittnay Sandana and Candice Brace travelled to Arizona to support the successful effort to oust Sherriff Joe Arpaio, who became infamous for his promotion of racial profiling in the state. Martinez was quoted in an NPR news story about the campaign, and he was also featured on the AFL-CIO website.

Kevin Krummes, Mike Grimm, Samson Wilson and Anthony Seemster hit the ground running in Ohio, where they partnered with other unions to work on the presidential election. Grimm, Krummes and Wilson enjoyed a quick 15 seconds of fame when they appeared on the local news with AFL-CIO President Rich Trumka. Miguel Pagan, Mark Goodwin, Tracey Amaro and Mary Corrente went out to the battleground state of Pennsylvania, where they connected with more than a thousand voters on the issues and candidates that matter most to working families.
Nevada Retirees Hold Bake Sale to Draw Support for Social Security

On Wednesday Oct. 12, members of the Nevada Alliance for Retired Americans (NARA) held a bake sale and press conference at the Social Security Administration office in Reno, demanding that Rep. Joe Heck sign the pledge to protect Social Security. The event was covered by the local NBC affiliate.

For the third time in recent weeks, NARA members urged Rep. Heck to fight on behalf of seniors. They stressed that without promises from politicians, future retirees may need to resort to bake sales to make ends meet.

“We have fought to assure a dignified retirement for hard-working Americans,” said NARA President and IBEW retiree Jim Lapin. “We are here to ask Rep. Heck: will you stand with us and pledge to protect our earned benefits, or will you stand against us?”

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, Cotati, Merced, Reno/Sparks, Yerington, Carson City and Winnemucca. If you don’t have a chapter nearby, call the union at 707-452-2718 and find out how you can help start one!

Reno/Sparks Retirees Donate Fans to Needy Seniors

IBEW Local 1245 retiree Ron Borst once again challenged the members of the Reno/Sparks Retirees club to collect as many fans as they could in order to donate them to low-income seniors in the area.

“Temperatures in the Reno/Sparks area can exceed 100 degrees, and many seniors cannot afford to pay for air conditioning,” said Borst.

The club succeeded in collecting a total of 45 fans from retirees. Each fan was adorned with an IBEW 1245 sticker before being given away to a needy local senior.

From left to right: Retirees Jim Lapin, Ron Borst, Chip Chadwick and Frank Isterice prepared the fans to be donated.
It is with a heavy heart that Local 1245 mourns the passing of former Business Rep Frank Saxsenmeier. Brother Saxsenmeier passed away on Nov. 7, just one month before his 79th birthday.

“Around the union hall, Frank was known as ‘Dad,’ a nickname he earned because of his calm demeanor and wise presence,” said Local 1245 Business Manager Tom Dalzell. “He was the kind of person you could count on; well-respected and valued by members and fellow reps alike. He will be sorely missed, but his memory and legacy will live on for years to come.”

Saxsenmeier was initiated into Local 1245 in November of 1959, when he first began working for PG&E. In fall of 1978, he joined the union staff as a Business Rep, and over the years he represented members all across the Bay Area and held a number of different assignments, including PG&E Diablo Division, East Bay Steam, Materials and local GC, as well as Foster Wheeler, AC Transit, City of Alameda, City of Berkeley, City of Oakland and Davey Tree.

“I worked with Frank on the Joint Apprenticeship Training Committee for about five years, and he had great historical knowledge of the apprenticeship program. He was a real asset,” said Local 1245 Business Rep Landis Marttila, who knew “Dad” ever since he was a shop steward in San Francisco, when Saxsenmeier was Marttila’s business rep. “He was also really good when it came to handling grievances. He was straightforward with people, always clear and succinct. And he knew all the precedent-setting grievances, which made him really effective when it came to arguing our side of the case in an LIC.”

Saxsenmeier retired in April of 2005, but continued to be an active presence within the union even after his retirement. He played a key role in the birth of the Organizing Steward program, and also worked to develop Local 1245’s Peer Safety Program.

“Frank was a mentor and an advocate for the rights of workers; civil rights, women’s rights and human rights in general. And he was not threatened by women in leadership positions,” recalled former Senior Assistant Business Manager Dorothy Fortier. “He was a person you could count on to keep their word in good or bad times, and he was devoted to his family and his Union!”

“On the lighter side, one of the few times I angered him was by postponing lunch when we were working in North Bay,” Fortier continued. “Some of Frank’s stories about the restaurants in SF (from his days as a Serviceman) changed my view of eating out for life.”

At the time of this writing, no funeral or memorial information is available. The union will post service information to the website once it has been announced.

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**SERVICE AWARDS**

**Eureka**

April 1, 2016

**Congratulations on your service!**

**35 Years**

From left: Robert Seward with Business Manager Tom Dalzell

**30 Years**

From left: Mitch Burchard and Brian Vosburg

**25 Years**

From left: William Goodman with (Dalzell)

**20 Years**

From left: Ken Shealor, Roy Kortus and Brian Speelman

**5 Years**

Front row, from left: John Brandenburg, Megan Cruz and Anna Shoemaker.

Back row, from left: Luis Ayala, Mark Kane and Christopher Boswell

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**HONOREES**
Congratulations on your service!

HONOREES

60 Years
Atkins, William

50 Years
Moniz, Remick

45 Years
Torres, Roberto
Wolff, Douglas

40 Years
Dere, Ronald
Fong, David
Guerrero, Diane
Hirata, Saki
Mentzer, Michael

Moore, Thelma
Natata, Harold
Pau, Pacifico
Queck, Wing
Serrano, Margarita
Starina, Richard
Thurman, Richard

35 Years
Chan, Michael
Cordeira, Larry
Fong, Christina
Gates, F
Genis, Steven
Gonzalez, Victoria
Lee, Cornell
Lee, Lana
Lo, Charles

Louie, George
Macaulay, Timothy
Mah, Raymond
Nunemann, Pati
Orlando, James
Oruejete, Michael
Sen, Cal-Soon
Shanaian, James
Wong, Perry
Wong, Sally
Wong, Wilma

30 Years
Aguilar, Cathy
Aragon, Mike
Balsstreter, Frank
Bright, Angier
Capaci, William

Chu, Daniel
Close, John
Fuzackerley, Craig
Ferrari, Richard
Ferreri, Mercedes
Graham, Matt
Greco Jr., John
Healey, Brian
La Chapelle, Dennis
Lee, John
Lockhart, Randy
Olsen, Mark
Pinotti, Robert
Pledger, Mike
Poulo, Steven
Sain, John
San Juan, Jorge
Schuback, Rod
Smith-Garner, Diane
Velez, Frank
Wassmer III, Ricardo

25 Years
Beltran, Jose
Cuevas, Jose
Daza, Harry
Flores, Jose
Galang, Macario
Hein, Steven
Mai, Hai Ying
Murozuma, Jorge
O’Driscoll, Stephen
Ong, Darryl
Smith, Le Shaun
Terron, Mark
Towland

20 Years
Avalo, Jorge
Barlesi, Robert
Bruhn, Kirk
Carroll, Robert
Cuevas, Ricardo
Earle, Scott
Fagel, Michael
Fischer, James
Gomez, Marcelino
Greer, Jerrold
Jonas, Logan
K-Aloha, Charity
Lindquist, Craig
Manchester, Paul
Martin, Benjamin
Melgoza, Enrique
Miller, Hans
Norman, Owen
Padilla, Damien
Peralta, Oscar
Peebles, Paul
Peterson, Sean
Pruett, Larold
Shiel, Damian

Sipion, Hevert
Williams, Kevin
Zamboukos, Mike
Zollinger, Adam

5 Years
Baker, Keith
Chavez, Ronald
Dean, Shiki
Escobar, Alvaro
Hermosillo, Isaiah
King, Jonathan
Leasure, Brian
Leonard, Zackary
Magana, Marlin
Park, Mike
Shuman, Zachary
Torres, Joes
Wesimeordam, Julie

60 Years
Atkins, William

50 Years
Moniz, Remick

45 Years
Torres, Roberto
Wolff, Douglas

40 Years
Dere, Ronald
Fong, David
Guerrero, Diane
Hirata, Saki
Mentzer, Michael

Moore, Thelma
Natata, Harold
Pau, Pacifico
Queck, Wing
Serrano, Margarita
Starina, Richard
Thurman, Richard

35 Years
Chan, Michael
Cordeira, Larry
Fong, Christina
Gates, F
Genis, Steven
Gonzalez, Victoria
Lee, Cornell
Lee, Lana
Lo, Charles

Louie, George
Macaulay, Timothy
Mah, Raymond
Nunemann, Pati
Orlando, James
Oruejete, Michael
Sen, Cal-Soon
Shanaian, James
Wong, Perry
Wong, Sally
Wong, Wilma

30 Years
Aguilar, Cathy
Aragon, Mike
Balsstreter, Frank
Bright, Angier
Capaci, William

Chu, Daniel
Close, John
Fuzackerley, Craig
Ferrari, Richard
Ferreri, Mercedes
Graham, Matt
Greco Jr., John
Healey, Brian
La Chapelle, Dennis
Lee, John
Lockhart, Randy
Olsen, Mark
Pinotti, Robert
Pledger, Mike
Poulo, Steven
Sain, John
San Juan, Jorge
Schuback, Rod
Smith-Garner, Diane
Velez, Frank
Wassmer III, Ricardo

25 Years
Beltran, Jose
Cuevas, Joseph
Daza, Harry
Flores, Jose
Galang, Macario
Hein, Steven
Mai, Hai Ying
Murozuma, Jorge
O’Driscoll, Stephen
Ong, Darryl
Smith, Le Shaun
Terron, Mark
Towland

20 Years
Avalo, Jorge
Barlesi, Robert
Bruhn, Kirk
Carroll, Robert
Cuevas, Ricardo
Earle, Scott
Fagel, Michael
Fischer, James
Gomez, Marcelino
Greer, Jerrold
Jonas, Logan
K-Aloha, Charity
Lindquist, Craig
Manchester, Paul
Martin, Benjamin
Melgoza, Enrique
Miller, Hans
Norman, Owen
Padilla, Damien
Peralta, Oscar
Peebles, Paul
Peterson, Sean
Pruett, Larold
Shiel, Damian

Sipion, Hevert
Williams, Kevin
Zamboukos, Mike
Zollinger, Adam

5 Years
Baker, Keith
Chavez, Ronald
Dean, Shiki
Escobar, Alvaro
Hermosillo, Isaiah
King, Jonathan
Leasure, Brian
Leonard, Zackary
Magana, Marlin
Park, Mike
Shuman, Zachary
Torres, Joes
Wesimeordam, Julie
San Luis Obispo
March 18, 2016

**SERVICE AWARDS**

**35 Years** From left: Lawrence Wise, (Dalzell) and Darrel Andrews

**25 years** From left: Randy Fulmer with (Dalzell)

**20 years** Front row, from left: David Schmidt, Todd Goetsch. Back row, from left: Jose Perez and Todd Kamphaus

**15 years** From left: Luke Bittner, Elverio James and Victor Velasquez

**10 years** From left: Normal Ambrose and Jose Mejia

**5 years** Front row, from left: Aaron Stein and Richard Morton. Back row, from left: Shane Wisner and Jose Mejia

**45 Years** From left: Business Manager Tom Dalzell and James Blake

**40 Years** From left: David Selstad with (Dalzell)

**30 Years** Front row, from left: Sandra Eatherly, James Cox and Albert Castro. Back row, from left: Robert Johnston, Manuel Romero and Michael Constantine

**15 Years** Front row, from left: Genaro Olivera and Andrea Guerrero. Back row, from left: Randall Westmoreland and Leobardo Gomez-Olivera

**Photo by** John Storey

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**CONGRATULATIONS ON YOUR SERVICE!**

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**Photos by** John Storey

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**HONOREES**

**45 Years** Blake, James

**40 Years** Enos, Carol Selstad, David Weaver, Stan

**35 Years** Andrews, Darrel Carreras, Max Felix, Janelle Gesler, Frank Johnson, Jimmy McCracken, Michael Miller, Robert Murray, William Plemons, Laura Pugh, Michele Rodriguez, Rolando Smith, Gregory Stone, John Ward, Daniel Wise, Anthony Wise, Lawrence Needham, Anthony Nielsen, Robert Romero, Manuel Ryan, Bruce Stephens, Scott Wilson, Angela

**25 Years** Albrecht, Ken Allard, Mark Briggs, Charles Brindley, Larry Fulmer, Randy Furtado, Kathy Greenlee, Ronald Pobylko, Michael Regan, Cameron Symens, Michael Wheat, Jerome Wilson, Kurt Wilson, Vance

**20 Years** DeChaves, Shelley Goetsch, Todd Hansen, Erik Jones, Bever Kamphaus, Todd Mello, Vicky Nicholson, Donald Padilla, Sara Page, William Perez, Jose Rigby, Cameron Schmidt, David

**30 Years** Bilicika, Michael Boatman, Brian Castro Jr., Albert Constantine, Michael Cox, James Crosswell, Rick Eatherley, Sandra Johnston, Robert Kingsley, Natalie Ladley, Thomas Mount, James

**15 Years** Gomez-Olivera, Leobando

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**Photos by** John Storey

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**5 Years** Amaya, Lisa Bautista, Pedro Bell, Jacob Bock, Justin Burton, Marie Cabrera, Maurice Cain, Michael Chescaia, Edward Croom, David Esquivel, Arnoldo Estrada, Mike Farrington, Alexander Fujii, Samuel Goosman, Aaron Harms, Derek Highland, Blain Huggins, Jack Hussey, Zachary Lambert, Brian Matthews, James McAvoy, Michael McMullan, Dean Mejia, Jose Morton, Richard Motter, Jason Ono, Grant Oscarson, Adam Owens, Mark Plank, Bryan Potter, Jason Rodriguez, David Rojo-Rodriguez, Elias Sherwin, Kevin Smith, Kristin Smith, Steven Strasbaugh, Karl Strickland, Robert Sweaney, Zachary Terek, Paul Wales, Keith Wisner, Shane

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**CREDITS**

**Photos by** John Storey

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**Utility Reporter**
### Service Awards

**Reno**  
**April 16, 2016**

#### 50 Years
- From left: Terry Nieman, Business Manager Tom Dalzell, and Henry Waely  

**Photos by** John Stoney

#### 45 Years
- William McMillen
- Dohnansky, Milan
- Burgess, James
- Belles, Robert
- Barrenechea, Abraham
- Abraham, Darryl
- Abraham, Arletta

#### 40 Years
- McMillen, William

#### 35 Years
- Waelty, Henry
- Nieman, Terry

#### 30 Years
- Martin

#### 25 Years
- From left: Paul Wiles, (Dalzell) and Rosemary Padgett

#### 20 Years
- From left: Alvin Steele with (Dalzell)

#### 15 Years
- From left: Daniel Mondragon and Tony Lopez

#### 10 Years
- From left: Karl Heidelberger and Paul Johnson.  
  Back row, from left: Richard McHuen, Jarek Harkema and John Lis

#### 5 Years
- From left: Darryl Barrenechea, Martin Belles, Robert Burgess, James Dobrzensky, Milan Draper, Alan Kerr, Kevin Littlewood, John Lively, Chuck McBeth, William Menz, Michael Vaillancourt, Brian Yancey, Randy

### Honorees

**50 Years**  
Nieman, Terry Waely, Henry  
McMillen, William

**45 Years**  
Menz, Michael Vaillancourt, Brian Yancey, Randy

**40 Years**  
Ort, Gregory

**35 Years**  
Abraham, Arletta Abraham, Darryl Barrenechea, Martin Belles, Robert Burgess, James Dobrzensky, Milan Draper, Alan Kerr, Kevin Littlewood, John Lively, Chuck McBeth, William Menz, Michael Vaillancourt, Brian Yancey, Randy

**30 Years**  
Blodgett, Gary, Bringle, Lorri Callahan, Robert Cray, Stephen Djkukanovich, Kelly Lasky, Steven Lopez, Michele Mickey, Randy Nelson, Julie

**25 Years**  
Bailey, Gary, Hunt, John Eytler, Kenneth Gabrielson II, Noble Gilliland, Michael

**20 Years**  
Bouque, David Brunelli, Randy Ellerirz, Jeff Gerrod, Dwayne Harpster, Tommy Hummel, Kenneth Rouse, Jonathan Steele, Alvin Walker, Kevin

**15 Years**  
Alexander, Judy Arnold, Kurriss

**10 Years**  

**5 Years**  
Bell, Dana Callahan, Troy Carmichael, Scott Dunham, Dale Eisenbeiss, Richard Ferrer, Oscar Graham Jr, John Gregersen, Mike Grijalva, Russell Hay, Lisa Hovda, Earl Jacobus, Dean Johnson, Kari Kast, Jacalyn Krelling, Caroline Larrance, Steven Larrance, Troy Larrance, Troy Callahan and Troy Johnson, Kari Larrance, Troy Larrance, Troy Callahan and Troy

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*October – December 2016*
San Jose
March 25, 2016

Congratulations on your service!

HONOREES

45 Years
Jones, Fred

40 Years
Borba, Richard
Domínguez, Diana
Grassi, Joseph

35 Years
Amaral, Jeffrey
Becerra, John
Boyle, Richard
Contreras, Heriberto
Rose, Claude
Silva, Edward

30 Years
Bowman, Diana
Conner, Judith

25 Years
From left: Kevin Herd and
(Dalzell)

From left: Michael Soldano
and Business Manager Tom Dalzell

20 Years

From left: President Art
Freitas, Diana
Domínguez and Jenny
Marston

From left: (Freitas), Nina
Lueck and William
Erickson III

From left: Michael Soldano
and Business Manager Tom Dalzell

15 Years
Front row, from left: Lynn
Flavin, Rogelio
Serrano and Kay Joy-
Hardiman.
Back row, from left: Jennifer
Craddock, Linda
Applebaum and Maria
Nava

10 Years
Front row, from left: Andrea Ellis, Jennifer
Craddock and Valerie Herrerra.
Back row, from left: Philip Doherty, Lorenzo Arciniega, Becky Aparicio,
Theresa Buchanan and Guadalupe Belmontez

5 Years
From left: (Freitas) and
Mario Moreno

15 Years
Front row, from left: Alberts, Rita
Allen, Nancy
Aparicio, Becky
Applebaum, Linda
Arciniega, Jesus
Arenas, Laura
Belmontez, Guadalupe
Buchanan, Theresa
Buttitta Jr., Leonard
Conley, James
Craddock, Jennifer
De La Cruz, John
Dille, Joshua
Doherty Jr., Philip
Dominquez, Frank
Duncan, Andrew
Ellis, Andrea
Flavin, Lynn
Flores, Gloria
Goshia, James
Granados, Teresita
Heimgartner, Barbara
Herrera, Valerie
Heng, Brian
Jimenez, Grillo
Joy-Hardiman, Kay
Kennedy, Joan
Lopez, Daniel
Lopez, Felipe
Lopez, Santos
Loza, Jose
Luspo, Jesus
Padilla, Diego
Partridge, Sandra
Peralta, Avery
Ramirez, Mario
Reed, Marshall
Rodriguez, Jose
Schmidt, Anthony
Serrano, Rogelio
Short, Rachel
Smith, Aaron
Soulandes, Brian
Stirling, Trudy

10 Years
Apayo, Luis
Avrardo, Joseph
Au, David
Bernardoni St. Jere
Bertumen, Gustavo
Blue, Andre
Cao, Vinh
Cascio, Paul
Claudio, Samuel
Cowan, James
Del Rio Canseco, Hector
Deleon, Lisa Marie
Dwyer, Patrick
Flores, Francisco
Fomichev, Vadim
Galio, Daniel
Galvan, Ruby
Garcia, Alfredo
Gomez Jr., Salvador
Gonzalez, Norma
Gutierrez, Adam
Hale, Britney
Hanscom-Sambles, Ryan
Henderson, Justin
Jackson, Thomas
Jacobs, Michael
Jalalhan, Shawn
Johnson, Jonathan
Keeney, Francesca
Kitt, Michael
Kraft, Sabrina
Krishna, Madhu
Lieu, Trang
Lopez, Julio
Luna, Beatriz
Ly, Jonathan
Ly, Olivia
Ma, Lui O
Martinez, Melissa
Mason, Michael
McCormack, Paul
Medina, Steven
Meggersen, Dana
Mendoza, Roberto
Mistrot, Scott
Montoya, Phillip
Moore, Benjamin
Nguyen, Jesse
Owen, Jacob
Pardini, Eileen
Patelkhan, Adam
Peters, Kendal
Pihl, Andrew
Pinto, Sonya
Riley, Patrick
Rodriguez, Vanessa
Roland, Paul
Salvador, Jodi Marie
Stevens, Robert
Vargas-Nila, David
Villagomez, Robert
Wells, Aaron

5 Years
Adams, Joseph
Armstrong, Kiley
Corino, Kim
Gomez, Ramon
Guidoni, David
Guirmon, Vicente
Hayley, Eric
Hernandez, Katrina
Hill, Anthony
Jabbar, Marzin
Jeter, Walter
Johnson, Christopher
Lizaso, Arunulfi
Lopez, Augustin
Lopez, Fabian
Lois, Anthony
Moreno, Mario
Morgan, Sherzaaine
Novins, Steve
Phillips, Mitch
Powell, Lynne
Renshaw, Herman
Roth, Tyler
Robles, Ezechiel
Rubiio, David
Sanchez, Maria
Simpson, Elisha
Soto, Daniel
Sundsdahl, Terry
Takimoto, Tiffany
Tao, Naomi
Torres, Isaac
Velasquez, Armando
Woodard, Chase
COMPETITION

IN MY DAY, THERE WERE TWO TYPES OF UTILITIES: INVESTOR-OWNED AND PUBLIC-OWNED. THEY WERE REGULATED MONOPOLIES. SERVICE CAME FIRST AND PROFIT CAME SECOND. BUT, BROTHERS AND SISTERS, TIMES ARE CHANGING.

ROOFTOP SOLAR IS NEW AND BIG. VERY GENEROUS TAX BREAKS AND SUBSIDIES PAID BY NON-SOLAR CUSTOMERS HAVE MADE ROOFTOP SOLAR VERY POPULAR. WHEN THE SUN IS SHINING OUR UTILITY LOAD DROPS.

IT'S MORE THAN THAT. WHEN A ROOFTOP UNIT IS PRODUCING MORE THAN THE HOUSE NEEDS, THE UTILITY HAS TO BUY IT -- FOR THREE TIMES THE USUAL PRICE.

COMMUNITY CHOICE AGGREGATION PROGRAMS BUY POWER FOR THEIR CITIZENS, BYPASSING THE UTILITY. INSTEAD OF GENERATING LOCALLY AND CREATING LOCAL JOBS, THEY BUY OUT-OF-STATE POWER, OFTEN GENERATED BY FOSSIL FUELS.

ALL THIS LOAD LOSS TO THE UTILITY SPELLS TROUBLE. THEY STILL HAVE THE SAME OPERATING COSTS, BUT LESS LOAD MEANS LESS REVENUE, WHICH MEANS HIGHER BILLS FOR THE REST OF US.

PRIVATE KEEP OUT

LARGE-SCALE STORAGE USING BATTERIES IS ANOTHER NEW DEVELOPMENT THAT OFTEN BYPASSES OUR SYSTEM.

ARE WE JUST TALKING ABOUT GENERATION?

DIDN'T WE LOSE A LOT OF GENERATION ALREADY?

YES, BUT IT'S NOT JUST GENERATION. WELL-FINANCED HIGH-TECH COMPANIES ARE PUSHING FOR MICROGRIDS, WHICH COULD COST US ALL OUR JOBS. I'VE SEEN THIS BEFORE. I SAW IT HAPPEN TO THE AUTO WORKERS IN THE 1970S, TRUCKERS IN THE 1930S, TELEPHONE WORKERS IN THE 1940S. IF WE AREN'T ON TOP OF THIS, WE'LL BE IN THE HISTORY BOOKS WITH THEM. WE'VE GOT TO LEARN WHAT WE CAN FROM EVERYWHERE. WE'VE GOT TO GET SMARTER TECHNICALLY. WE HAVE TO BE MORE SAVVY WITH POLITICIANS AND REGULATORS.

FROM WHAT I'VE SEEN, OUR MEMBERS ARE UP FOR THE COMPETITION.

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