IBEW member Bob MacAllister works on a transmission tower at the Oroville Dam. Story on page 10.
Elon Musk and the Fight for Our Future

You can’t go far these days without hearing about Elon Musk, the futurist and chief executive of Tesla and its subsidiary, Solar City. He has been called ‘The Savior’ by the Wall Street Journal, and ‘a prime example of everything we want our business leaders to be’ by the New York Times. But many of us who work in the power industry don’t see it that way, for two reasons.

First, his best known products — residential solar panels and luxury cars — are only accessible to the wealthy. Ignoring large swaths of consumers (the middle class, renters, working people and most retirees) means Musk can’t create the market volume required to truly transform the energy economy and benefit all of us. Second, he has shown total disregard, if not outright hostility, for the men and women at his companies who are working hard to execute his vision.

Take his stewardship of Solar City. Musk made a decision early on to prioritize Residential Rooftop Solar (which powers one home at a time) over Community Solar (large-scale solar panel installations that feed directly into the grid). That was a mistake — residential solar is the domain of the wealthy. Even with generous incentives, installing solar panels still costs between $12,000 and $40,000 in California, and is generally available only to homeowners, not renters. That cuts the vast majority of individuals and businesses out of the market.

For solar power to be truly transformative, it has to be made available to all users. Community Solar is the right way to do this — it’s more cost-effective to build, it delivers low-cost, clean power to the grid, and anyone can access it. And the jobs that come along with it are often union, with good pay and benefits.

The same is true with battery storage. One Tesla home battery — the 14 kWh Powerwall unit — runs $6,200 before taxes and fees, and adds approximately $25 to the cost of a kWh. That is prohibitively expensive for everyone but a handful of the wealthiest consumers. But community-based, utility-scale grid storage is cost-efficient and available to everyone.

None of Musk’s ideas, innovative as they are, will be transformative unless they are adopted broadly. But the people who could provide that necessary market share — renters, the working people and the middle class — don’t seem to have a place in the future Musk envisions, even as consumers.

And neither do workers. Musk has been vehemently anti-union at Tesla and Solar City, even as he pays far below the market rate for manufacturing and installation work. Utility power distribution work pays well — but similar positions at Solar City are dead-end jobs that average just $30,000 a year. That’s not a salary you can build a future on, especially not in areas with high costs of living. At Tesla’s plant in the Bay Area, non-union manufacturing workers make just $18 an hour, far below the $29 an hour national average.

Henry Ford was also an innovator. But in the future he saw, workers could afford to care for their families and participate in their communities. Ford went union and helped build America’s middle class, and its workers were paid enough to buy the cars they produced. There is no way that a Tesla manufacturing worker could afford a Model S or X — it would take two years of saving 100% of their pay to afford the list price of one of the cheaper models.

Which leads us to the ultimate question: What kind of future is Musk trying to build? Given his fascination with driverless cars, robots replacing workers, and “the machine that builds the machine,” as he’s said of his factories, one wonders if there are any people at all in the future he imagines.

The good news is that no one man defines the future. That job belongs to all of us. And working together, we can make sure that our jobs and our families are protected, even as the industry changes around us.

SEMILL TECH EXPO 2017
March 9: SEMILL TECH Expo, Bakersfield
March 10: SEMILL TECH Expo, Bakersfield
March 14: Informa, Arcata
May 17: SCG Training, Vacaville
June 2: Northern Area Tower Tender Seminar, Modesto
July 26: Highway Safety Seminar, Redding
October 21: Electrical Safety Seminar, Modesto
November 10: Service Awards, Monterey
November 16: Service Awards, Sacramento
November 30: Service Awards, Redding
December 16: Service Awards, Sacramento
December 20: Service Awards, Redding

ATTEND YOUR UNIT MEETING!
Use the search function at ibew1245.com/unit-meetings/to find the meeting schedule for your unit. Please Note: All Local 1245 unit meetings are open to all Local 1245 members, regardless of employer.

Find by location

or find by unit number

or Enter your zip code to find the meeting closest to you

or Find by the location of your phone or computer. (Make sure Location/Geolocation setting is ‘on’ for your mobile device, or click ‘allow/accept’ in your browser window to enable the Find Me function.)

Unit meeting changes

Unit #3715, Lakeport, has moved its unit meeting location to DJs Pizza, 16135 Main Street, Lower Lake, CA. The time and date will remain the same (first Tuesday of the month at 5pm).

— Mark McCrea, IBEW 1245 Business Rep

Unit #1218, City of Lompoc, has changed its unit meeting location to the Lompoc Water Treatment Plant, 601 East North Ave., Lompoc, CA. The time and dates will remain the same (first Wednesday of each month at 6pm).

— Jaime Tinoco, IBEW 1245 Business Rep
Local 1245 Members Join Second Training Expedition to Suriname

Seventeen months after IBEW Local 1245 first joined up with the Suriname American Brotherhood Initiative (SABI) to provide skills and safety training to linemen in the small South American country of Suriname, a second group of Local 1245 members once again travelled down to Suriname with another SABI delegation in March of 2017.

The SABI team was comprised of members from several IBEW locals, including Local 1245, Local 77 and Local 111. SMUD Lineman Carl Keehn, NV Energy Lineman Samson Wilson and IBEW 1245 Business Representative Ralph Kenyon (who were all part of the first Suriname trip in 2015), along with NV Energy Mechanic John Wilson, as well as PG&E Linemen Cloudell Douglas and Andrew West, all represented Local 1245 on the mission.

"I've been wanting to be part of a team to help impoverished or underdeveloped countries for years," said PG&E Lineman Cloudell Douglas. "After viewing (SABI Founder) Brady Hansen's presentation … I was sold. I would've risked wealth and health to be able to assist in bringing our skills, safety training, and practices from the States to the lineworkers abroad because I felt compelled."

"Other than a minimal language barrier, we were able to work side by side with the local Surinamese linemen to complete the work safely and effectively," said NV Energy Lineman Samson Wilson. "The crews here are bonded together just like the crews we work with in the States. They eat together, joke, rib each other and laugh, just as we do. They truly are their brother's keepers."

"For all the differences between our countries, there are some things that just don't change," said PG&E Lineman Andrew West. "They have the same daily challenges; job starting late because the wrong material showed up, the truck broke down. They even have the same personalities, like the hotshot cowboy lineman who will take shortcuts to get work done faster just to show off, the professional who is fast, smooth and does it the right way, and everything in between."

"All of the hands that I worked with were excellent and eager to improve the safety and reliability of their company," said Douglas. "They have the heart and determination of the Founders of the IBEW. They're keeping the lights on in a place where the jungle is constantly trying to take over any and every structure they've erected."

"The work that Brady Hansen started four years ago is paying off, and the work they are doing is very rewarding to participate in. I'm very proud of the guys down there and the work they are doing."

"This experience truly shows how hard the IBEW has fought for safety and the progression of the lineman trade. It has taken decades for us, but because of our history I believe we can advance developing countries even quicker," noted Wilson. "My overall takeaway is that I am eager to do more! I am humbled by the experience and honored. I am extremely proud to be a part of such a forward-thinking Local."

Photos by Samson Wilson, Andrew West, Cloudell Douglas and Ralph Kenyon
A Fresh Start for Brunswick Substation

Like most structures, utility substations don't last forever.

NV Energy’s Brunswick substation is a prime example. Located just outside of Carson City, Nevada, Brunswick has been serving the region for decades, but the time has come for a fresh start for the facility.

“The equipment here was old and archaic,” said NV Energy Substation Electrician and fill-in foreman Eric Czeczok. “So we’re starting from the ground up, and expanding it to make it bigger. It’s going to make for a much better substation, and more reliable service for the Carson area.”

Rebuilding a substation is no small task. In fact, this is one of the largest jobs to come through NV Energy’s substation department in the last decade, and another crew from the Vegas area is being called in to assist Czeczok’s crew in the coming weeks. They expect to complete the new substation in early 2018.

While the job itself is relatively straight-forward, the torrential rainstorms that walloped northwestern Nevada over the past few months have made the ground conditions less than desirable.

“Weather’s been a challenge … we’ve had standing water out here until just the last two weeks, and that’s made for a muddy mess,” said Czeczok. “But with spring and summer breaking, we’re hoping we’ll have some good [weather].”

The break from the rain certainly seems to have put the crew in bright spirits, with smiles abounding on the jobsite. But Czeczok, a 22-year IBEW member, credits the union, more than the weather, for his co-workers’ sunny disposition.

“The union is … what’s keeping spirits up with the guys,” he said. “[IBEW] is keeping us working and keeping us safe. They just do wonderful things for us.”

Photos by John Storey

IBEW 1245 members (from left to right) Jon Beasley, Ryan Morris, and Eric Czeczok at NV Energy’s Brunswick Substation near Carson City, Nevada

April — June 2017
On Jan. 29, PG&E received a report of a mudslide that threatened the stability of a transmission tower near Highway 24 in Orinda. To ensure that the tower remained in place and functional, the area around the tower needed to be shored up — no easy feat, given the back-to-back rainstorms and excessively muddy conditions on the hillside — and dozens of Local 1245 members were dispatched to address the issue.

“The affected tower was shored up by two sagging cats, and tower crews braced up the footing of the tower by adding more steel braces at the bottom of the tower. The sagging cats winch lines were secured to the base of the tower to help,” explained IBEW 1245 Business Rep Mike Saner, who was on the scene for the better part of a week.

“The crews had planned to build a shoe-fly to temporarily off-load the conductors from the tower, but the conditions on the hillside presented a number of challenges which resulted in some delays. The equipment was finally able to get to the top of the hillside, and the crews went to work digging holes in order to set temporary steel poles. Once the poles were set, the crews then off-loaded the tower by moving the conductors to the temporary poles.”

Crews worked around the clock in severe weather for several weeks, using cranes, tractors, helicopters and off-road vehicles to get the job done. On Feb. 24, the Company announced that the situation was stabilized, and no customers had been affected. Once the hillside starts drying up, which could take a few months due to all the rain, a new tower will be built. But for now, PG&E customers in the East Bay can rest assured that the transmission tower isn’t going anywhere.
Brandon Bonner hooks up a helicopter lifting a load of wood.

Brandon Bonner, front, and Davey Casagrande put straps on a load of wood to be airlifted.

The view from a helicopter

Jordan Barcelos, left, and Travis Greene at work
PG&E Gas Crew Member Performs CPR on Unconscious Man at Rest Stop

PGE Construction Operator Michael Musgrove and Working Foreman Clint Grich were driving south on Highway 5 when they decided to pull over at a truck stop near Manteca. They were just about to get back on the road when they noticed a man lying unconscious on the ground. It was clear that he needed help, so the two raced over to the scene to see if they could assist.

When they arrived, a female bystander was already on the phone with 9-1-1, and another gentleman was kneeling down next to the unconscious man, trying to talk to him. The 9-1-1 dispatcher asked if anyone was able to perform CPR, at which point Musgrove and the other man began performing chest compressions, while Grich went in search of an AED (defibrillator).

“We happened to just had our CPR refresher class two weeks prior, so it was fresh in our minds,” said Musgrove, a ten-year IBEW member. “We knew exactly what to do.”

As Musgrove and the other man started to perform chest compressions, a crowd began to gather around them. Some of the bystanders urged Musgrove to perform mouth-to-mouth, but he didn’t have anything to put over the man’s mouth, and he remembered his CPR instructor telling the class to avoid mouth-to-mouth if there’s no protective mouth covering available. So the two men continued with the chest compressions in sets of 100; one would count as the other performed compressions, and then they would switch.

“Everything was going really fast at first, but in the moment, it felt like we were moving in slow motion,” Musgrove recalled. “It was pretty intense.”

They continued with the compressions for approximately 30 minutes, until help finally arrived. The Fire Department showed up first, and took over CPR using an AED. When the EMTs arrived a few minutes later, they quickly loaded the unconscious man into the ambulance and took off.

The following day, Musgrove made some calls in an effort to find out how the man was doing. He wasn’t able to get much information, but he did learn that the man still had a pulse when he arrived at the hospital, and the fire chief thanked Musgrove and told him that he did a good job.

Musgrove never expected to have to use his CPR training that evening, but he feels fortunate to have been in the right place at the right time.

“I always pay really close attention during the CPR class when we take it every year, because I have little ones at home,” said Musgrove. “You hope that you never have to use it, but when there’s an emergency like this, you’re happy to have that training. I’m just glad we were able to help.”

— Rebecca Rand, IBEW 1245 Communications Director

PG&E Customer Service Rep Killed in Fresno Shooting

It is with a heavy heart that we announce the tragic death of new IBEW 1245 member Zackary Randalls, who was shot and killed while on a work-related ride-along in downtown Fresno on April 18, 2017.

Six weeks ago, Brother Randalls enthusiastically began working as a Customer Service Rep at PG&E in Fresno. He was known for his love of classic cars, tattoos, his family and the LA Dodgers. He spoke often about how excited he was to have finally secured a job at PG&E. His colleagues describe him as “full of life,” but his life was cut short far too soon when he became the victim of a senseless shooting that also claimed two other lives.

The Fresno police have called the incident a “random act of violence” and noted that the victims did nothing to provoke the shooting. The suspected shooter has been taken into custody, and police believe this suspect is also responsible for another recent murder of a security guard at a Fresno motel.

Randalls leaves behind his wife, Katie, and two young children, Dutch and Stella. The Company and Union have arranged funeral expenses for the family, and details can be found at www.ibew1245.com/files/PGE-docs/LA-17-10-PGE.pdf. Friends are also collecting donations for his family via GoFundMe (see addresses below). Additional information will be posted on the IBEW 1245 website as it becomes available.

www.gofundme.com/rbmk4-zack-randalls
www.gofundme.com/zackary-randalls-memorial-fund

IBEW 1245 Takes Legal Action to Oppose Drug Testing of PG&E Customer Service Reps

In early February, PG&E announced its unilateral decision to begin drug testing Call Center Customer Service Reps, and issued a voluntary non-compliance statement to the CPUC. IBEW 1245 immediately voiced its opposition to the Company’s decision, noting that these workers are not classified as ‘safety-sensitive,’ and should continue to be exempt from invasive and unnecessary DOT drug testing, as they’ve been for the last 30-plus years.

Local 1245 promptly filed an unfair labor practice charge against the Company with the National Labor Relations Board (NLRB), and specifically requested that the Board seek injunctive relief on IBEW 1245’s behalf in federal district court. At press time, the NLRB request was still pending a decision. If the Board agrees to petition for this relief, and the court grants the 10(j), the injunction would most likely: (1) temporarily block the Company from proceeding with DOT drug testing of Call Center Customer Service Representatives, (2) force the Company to rescind their unilaterally-implemented policy, and (3) require the Company to bargain with IBEW 1245 in good faith over any changes to the drug testing procedures going forward.

Additionally, IBEW 1245 filed a Business Manager’s Grievance on this issue, ensuring that, even if IBEW 1245 is unsuccessful in its claims before the NLRB, the Union will still have an alternative means of challenging the Company’s actions through the grievance process, and possibly at arbitration.

Despite the Union’s strong vocal opposition, the Company has proceeded with its unnecessary and invasive drug testing of CSRs, and in March, the Company informed IBEW 1245 that it would also be adding approximately 220 local office Customer Service Reps to the drug testing pool as well. Local 1245 quickly amended the Business Manager’s grievance to include these local office employees, and also amended the charge with the National Labor Relations Board as well. Local 1245’s attorneys are also exploring the possibility of litigation against PG&E.

“As the union that represents thousands of clerical and physical workers at PG&E, we firmly oppose the company’s determination that Customer Service Representatives should be subjected to random drug testing,” said Local 1245 Business Manager Tom Dalzell.

“We disagree with the Company’s assertion that these workers fall under the purview of the Department of Transportation (DOT) drug testing policy, and believe that subjecting them to urine tests would amount to a waste of ratepayer money, as well as an invasion of the workers’ privacy.”

“The Company unilaterally announced its intention to drug test these workers, and we are troubled by this abrogation of the Company’s duty to bargain with Local 1245,” Dalzell concluded. “We believe that it displays an alarming arrogance and anti-union sentiment that is not in keeping with the collaborative relationship that we strive for and which benefits us both in these times of numerous challenges to the Company’s existence.”

For more information, visit our FAQ page at ibew1245.com/2017/02/27/pge-dot-drug-alcohol-testing-questions/
Interested in becoming a contributor to the Utility Reporter?

The union welcomes
- feature articles
- photos
- fictional stories
- letters to the editor
- graphics
- artwork
- poems
- and other creative work by our members

Submissions can be sent to Communications Director Rebecca Band at RGB1@ibew1245.com or P.O. Box 2547, Vacaville CA 95696
For nearly 50 years, the Oroville Dam has provided critical flood control, valuable hydroelectric power and essential irrigation as a key component of the California State Water Project. But in February of 2017, all of that changed, and the Dam quickly transformed from a powerful resource to a potential threat.

After a series of massive rain storms tore through the state, the Dam’s operators noticed significant damage to the main spillway, which is the primary channel used to prevent flooding. Due to the damage and the ongoing heavy rains, the main spillway was no longer able to drain the water from Lake Oroville quickly enough, and as a result, the Dam’s emergency spillway went into operation for the first time since the Dam opened in 1968. However, headward erosion of the emergency spillway meant that there was a serious possibility that the Dam’s concrete weir would collapse and cause massive, uncontrolled flooding in the downstream areas around the Feather River.

Emergency protocols quickly went into effect, and nearly 200,000 people were evacuated. Fortunately, the water level dropped, the weir held out, the crisis was averted, and residents returned to their homes. But the damage to the Dam was grave; both the main and emergency spillways require extensive repairs.

On the Scene
IBEW Local 1245 members have been on the scene at the Dam since the very beginning, even before the water hit the emergency spillway. Initially, several crews from PG&E were called in to remove the transmission towers and wires that were in the emergency spill channel. They utilized a helicopter to take down the power lines and towers, and completed the work the day before the lake water entered the emergency spillway. The PG&E crews were then tasked with building a shoe-fly around the spill channel — which consisted of nine locations with 13 light duty steel poles — to restore power to that circuit.

Once the spillways were stabilized and the area was deemed safe, Local 1245 Outside Construction crews were brought in to help with the complex restoration work, which may take months or even years to complete.

“It’s extremely challenging because there are 15 different entities, at minimum, that we have to coordinate everything with, and we have to keep everybody safe,” said General Foreman Jeff Emerson, who comes out of IBEW Local 47 in southern California. “It’s not just us here, there’s traffic control, there’s people doing inspections on the spillway, there’s the rock haul trucks that are moving the rock, the barges that are down there sluicing out the river …

IBEW members work to repair damage at Oroville Dam

IBEW 1245 operator Spencer Delfs shakes dirt off the drill bit.

IBEW 1245 groundman Bobby Fox changes the drill bit as he drills holes for new poles.
there's so many moving parts here."

The Utility Reporter caught up with Emerson and his crew a couple weeks after the crisis. They were working east of the spillway damage, at the base of the dam itself, and Emerson detailed precisely what was going on at the time.

"At first, we had to run an emergency line on the vacant side of the existing 230 lattice structures," he explained. "Once we got that emergency line in and energized so they could energize the powerhouse and run the hydro plant, the next step is to run a temporary shoe-fly to move all the power lines up the hill, away from the spillway and the construction so they can de-energize those lines and work on the spillway safely."

The crews used a helicopter and sky crane to wreck out some of the vacant towers that were being undermined by the spillway erosion.

"My job today was to fly in with the helicopter and to remove insulators and travelers, because the tower is being wrecked out and everything that's loose or could swing has to be removed so it's just the structural steel that's left," said lineman Robert MacAllister, who comes out of Local 104, based in New England. "That way, when the sky crane comes, [what remains of the tower] can be rigged and lifted, and they'll know what they're dealing with as far as balance and load."

Given the exceptionally steep terrain, the helicopter was a vital asset to the crews. What would have taken 45 minutes to traverse in a land vehicle took less than a minute in the chopper.

"Materials, tools and men can be put into exact positions in astounding time with the helicopter. It's a very efficient process," said MacAllister, who flew on the helicopter's long line, suspended in the air and tethered in with two safety hooks attached to a harness. "It's a very safe, very secure attachment. It's a smooth ride, actually. Like driving a motorcycle, except you're 500 or 1,000 feet off the ground. The wind is in your hair, you can see everything. It's surreal, and exciting."

A Testament to the Union

The main contractor on the scene, Abercrombie Pipeline Services, had just become signatory to Local 1245 shortly before beginning work on the project (Outback Construction also assisted with the shoe-fly by digging holes into the bedrock). A number of the IBEW members working on this job came in from other areas outside of Local 1245's jurisdiction. Most of them had never worked together before, and few had even encountered a job quite like this one. But they all had one thing in common — as IBEW linemen, they were able to draw upon their extensive skills and training, and quickly formed bonds that enabled them to maximize their effectiveness on the job.

"I'll tell you what's great about the union — all of the guys that we've got working here came out with great attitudes," noted Emerson. "They're all working together to figure things out, and as soon as they figure something out, they tell the next crew ... that's the brotherhood of [the IBEW] right there, everybody teaching each other and showing each other the 'tricks' they've picked up. And the learning curve — how fast they learned how to do all this stuff — it's pretty amazing. It's a great testament to the union."

"I love being in the union. It's a rewarding experience, and [linework] is the job of a lifetime," said MacAllister. "The skills, the people you meet, the knowledge, the work ethic, it's all there. It's the complete package. I love being a part of it, and I want to keep doing it for years and years."

— Rebecca Band, IBEW 1245 Communications Director

Foreman Jeff Emerson meets with the helicopter crew about flying in new transmission towers.

IBEW outside line members organize poles.

Groundman Bobby Fox digs a hole.

IBEW member Bob MacAllister

Utility Reporter

Photos by John Storey

Operator Chris Lewis digs holes.
High Demand for Tree Removal Leads to Increased Subcontracting

In 2016, PG&E contractors removed more than 230,000 dead and dying trees, far surpassing any year in recent memory. California's massive bark beetle infestation, and the subsequent "state of emergency" that has been declared, continues to present a challenge with regards to obtaining enough resources and manpower to meet the demand for tree removal. As a result, the prime contractors are bringing in a large number of sub-contractors — many of them non-union.

The union was recently informed of a tree trimmer fatality that occurred with one of these non-union subcontractors. The details of the event are not entirely clear at this time, but we do know that the subcontractor was Action Tree from Kentucky, which was performing work for Trees Inc. The employee who was fatally injured was 21-year-old Action Tree employee Jorge Garcia Moctezuma. Initial reports indicate that Jorge was working on a 100 ft ponderosa tree and had just cut a 20-ft. section from the top. The cut piece came down and swung back and forth, causing the tree Jorge was on to fall to the ground, taking Jorge and live power lines with it. A mandatory safety stand down was held a PG&E headquarters on Tuesday, April 18 and included all prime contractors as well as sub-contractors. The issue of prime contractors sub-contracting this work out to all these subs without clearing through the union is a big issue that we will be addressing immediately.

This historically wet year, which followed several long years of drought, has led to a number of events that have impacted Line Clearance Tree Trimmers. Some of the events that have made tree work even more challenging in recent weeks include the feared dam failure that required evacuating a large part of California, a flooding river requiring two evacuations in as many weeks, and State Highways covered by slides closing them for weeks (with some still closed). Additionally, an aerial lift truck was recovered from a sink hole with no damage, narrowly avoiding total loss.

There has also been a tremendous amount of storm work, which has brought a lot of overtime to all the prime contractors and sub-contractors. Some Line Clearance Tree Trimmers report working over thirty-hour stretches. It should be noted that there are provisions in the Tree Agreements for meals and meal periods, but getting a meal — or the time to eat it — has become rare. While the rain has finally begun to subside, we’re still seeing powerful winds, which, when coupled with heavily saturated ground, can (and do) tip over a great many trees, leading to loss of electric service.

As previously reported, the first quarter of 2017 started with a death in the Yosemite Division. An employee for Arbor Works died, leaving behind a wife and 10 children. Business Representative Abel Sanchez has been involved in the investigation of the accident, which is still ongoing four months later. We do believe the two most recent tree accidents involved non-union tree companies. There are those that believe part of problem is unit price, and bonuses paid for working quickly seem to compound the problem. These factors tend to lead to shortcuts in an industry that can turn deadly with a moment of distraction. “Struck by” injuries and fatalities are the greatest problem at this time. IBEW Local 1245 has started a committee to investigate and find solutions to the “struck by” accidents.

Members have been voicing their discontent regarding the medical insurance deductible going up, as the employee cost for insurance went up another $0.12 cents an hour. It is important for the members to understand that health care costs have increased for all insurance plans since the enactment of the ACA. Lineco is a Taft-Hartley trust, and operating costs are bare bones so that the membership receives high quality coverage. Lineco has the designation of a ‘Cadillac plan’ by the government, and dollars for dollars what the membership receives from this plan is second to none. The business representatives continually educate our members on how good their Lineco coverage is, considering the level of coverage as a total package. During the recent IBEW International Construction Conference, the I.O. kicked off the first Line Clearance Council. This new committee will be for all IBEW Locals representing tree members in the US and Canada. We expect good things to come from this Council, for the betterment of IBEW’s Line Clearance Tree Trimming members.

Asplundh Tree Expert NV Energy crews had been split between Reno, Fallon and Carson City. The Nevada tree unit met last month with only a few issues to discuss. The heavy winter storms have impacted all crews in Nevada. We’re starting to field questions regarding upcoming negotiations for the new agreement. The contract expires on January 30, 2018.

Davy Tree Surgery (Paso, Atascadero, Santa Maria) No accidents or near-misses have been reported by members in the area. Membership attendance is very good. They have been working a 4/10 work schedule for a while now. The company sent two crews to the Placerville area to help. Most members did not sign up for the AD&Q insurance benefit during the open enrollment period, but they are doing it now.

Davy Tree Surgery & Pole Test & Treatment We had an issue with the Company regarding progress meetings to Top Climber. Most areas are working 10 hour days. The medical wage deduction was corrected by the Company last month. We had also reported about the Company bringing in crews working outside the jurisdiction coming from the Pacific Northwest and Idaho. These folks were offered permanent positions to work in Northern California on PG&E property. We expect to hold a GRC with the Company this month to resolve the remaining open matters, and all new grievances. The Company had made few management changes in East Bay & Mission Areas. The membership seems to be accepting the changes and are very happy right now!

Mountain Enterprises (Liberty Energy and PG&E) Only a few crews working at Liberty Energy in Truckee and South Lake Tahoe currently. Mountain crews have been working all over the PG&E system and keeping very busy. We hope to have a Safety Steward appointed soon to represent our members at M.E.

Mowbray (SMUD and PG&E) We had an issue with the Company not signing up employees for membership and not reporting all their work hours to Lineco. At SMUD, we had an issue regarding progressions. The matters have been discussed and handled in a timely manner. Several employees had issues with being held up from progression to the Climber classification.

The Company did progress employees that had this issue. We agreed to do an onsite visit to an employee that was not following Line Clearance protocol, and give him an opportunity to progress after he’s given a little more time to learn the proper teachings and skills to progress to the Climber classification.

Utility Tree Service

Crews had returned back to working eight-hour days. We held a Grievance Review Committee (GRC) meeting on March 8 in Modesto, CA. We referred the SMUD-Pro-Rata vacation grievance to arbitration. We have a few remaining grievances we are still working on currently. There were a few pay issues that were finally figured out and corrected in Cupertino. We suggest for every Crew Foreman to make a copy of your weekly time sheet to prove what hours you worked during the week in question.

In Bakersfield, no accidents or near misses have been reported by members in the area. Crews were assigned to the Lakeport area in January, and they are currently in the San Jose area. They are also back to normal 5/8’s work schedule. An employee was disciplined for talking on the phone while driving and another was placed on leave without pay based on a reasonable suspicion positive test. Employees have complained that the Company does not provide cell phones and they must use their personal phone.

Synergy Tree Service

We had a crew monitored by another contractor in Grass Valley. All crews must secure their work areas and follow all safety rules and procedures. We had also reported about the SMUD-Pro-Rata vacation grievance to arbitration. This meeting made some Crew Foremen second-guess their future at Wright Tree Service. The Company is taking a different approach, and is meeting with each Crew Foreman that is coming in with a low tree count. They consider this a consultation, and verification of the type of day the crew had. We will see where this activity takes us at the end of the month.
La alta demanda de remoción de árboles conduce a un aumento en la subcontratación

E n 2106, los contratistas de PG&E removieron más de 230.000 árboles muertos o moribundos, superando con creces cualquier año en la historia reciente. La infección masiva en California de escarabajos de la corteza, y el subsiguiente “estadio de emergencia” que se ha declarado, continúa presentando un desafío con respecto a obtener suficientes recursos y mano de obra para satisfacer la demanda de remoción de árboles. Como consecuencia de esto, los contratistas principales están trayendo un gran número de subcontratistas — muchos de ellos no sindicalizados.

Recientemente se informó al sindicato del fallecimiento de un podador de árboles que ocurrió con uno de estos subcontratistas no sindicalizados. Los detalles del suceso no están del todo claros en este momento, pero sí sabemos que el subcontratista era Action Tree de Washington. Los informes iniciales indican que Jorge estaba trabajando en un pino ponderosa de 30.5 m (100 pies) de altura y acababa de cortar una sección de ese árbol. La alta demanda de remoción de árboles en los EE.UU. y Canadá ha resultado en un montón de horas extras para todos los Locales IBEW que representan a los miembros podadores de árboles en los EE.UU. y Canadá. Esperamos cosas buenas de este Consejo para mejorar las condiciones de los miembros Podadores para el Despeje de Líneas del IBEW.

Davey Tree Hosts Human Performance Safety Training at Weakley Hall

The Davey Tree Company organizó un 2.5-day “human performance” training session on March 6-8, aimed at increasing safety awareness for Davey supervision, general foremen and several Davey employees enrolled in the IBEW 1245 Keep the Clear cut free safety program, including John Simms, Steve Speak, Ken Cook, Jaime Garcia, Brian Branten, Jose Paredes, Mike Clough, Federico Luna and James Hanlon. IBEW Local 1245 Business Representatives Carl Lamers and I also participated in the training, which took place at IBEW 1245’s Weakley Hall. Altogether, 34 students studied the basic tenants of safety as it applies to human behavior in relation to jobsite conditions, worker behaviors, organizational processes and human error, all of which can lead to accidents and injuries.

Davey Tree Superintendent Larry Abernathy, who organized the training, addressed the group on the first day and told them the overall purpose of the training was to ask attendees to “think out of the box” about safety. “If you pass the class,” Abernathy stressed to the group, referring to the fact that the course is certified and sanctioned by the University of Idaho. “I want you to find the gems in this training — like I did — and help us to change safety for the better.”

The course instructors, Shane and Peggy Bush, brought a wealth of experience and expertise to the classroom. Shane Bush is a retired safety manager and accident investigator for several utilities across the United States, and he now travels the world teaching human performance training.

The training was fact-filled, interesting and engaging. The two instructors presented information based on human performance training established by the Department of Energy for the nuclear energy industry. Each phase of the class included a case study, in which the class participants interviewed Bush, who was acting as a person involved in a catastrophic incident, to determine contributing factors (both human and company behaviors) that contributed to the event. After some of the case studies concluded, Bush revealed that he was speaking as a person who was actually killed in the accident.

At the conclusion of the training session, the participants had performed four case studies and learned many of the “doo and don’ts” of accident investigation, with a focus on staying neutral in an investigation, effective interview techniques and how to identify error precursors that contribute to accidents and injuries.

— Rich Lane, IBEW 1245 Business Representative
UG distribution cables to the pad. PAR will go in behind them and pull the wrapping up a new substation bay at some small underground projects. 4kv/25kv cutover, and will be moving on and cutover which will last another 3-4 years. We are working on a 4kv/25kv reconductor project which will last another 3-4 years, with Berkshire Hathaway being prone to normal after a heavier than usual storm. Hopefully, the weather will dry up soon, and this is in part due to the ability to quickly resolve issues as they come up. We are still having issues with contractors using Fab Techs to do Operator and Groundman work. Please note that we can only address issues that are brought to our attention. We did recently participate in a Labor Management meeting in Southern California (they do the same when Local 1245 has issues that go that far in the grievance process).

JATC
We currently have 320 outside line apprentices registered in our JATC program and one traveling apprentice in our jurisdiction.
• 97 Apprentices are working out of Local 1245
• 181 are working out of Local 47
• 10 are working out of Local 736
• 33 are unemployed (41 are technically unemployed — but 18 can’t work)
• We have graduated 17 apprentices to journeymen lineman.
• We have indentured 0 outside line apprentices.

EVENTS CALENDAR
• First Aid & CPR is the 2nd Saturday of every month at our Riverside and Sacramento offices.
• June 17, — IBEW Clay Shoot Hilmar, CA

ORGANIZING
The following contractors have been organized in the last two months:

California Outside Line Agreement
• Hickman Utility
• Source Power Services, Inc.
• Utility Construction Services, LLC
• Fidells Green, Inc.
• Jackson Equipment Services, Inc.

We recently signed V. Lopez & Sons General Engineering to a one-time Project Labor Agreement for the Mobile Home Utility Upgrade project with PG&E.

INJURED WORKERS FUND
As of March 31, 2017, the balance of the Injured Workers Fund was $1,068,294.13. In the first quarter of 2017, the fund paid out two (2) claims.

DISPATCH
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 books 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.

In California, our members have been extremely busy because of multiple storms, which have mainly been north of Santa Cruz. During one of the storms, a Lineman was burned due to electrical contact. This incident should serve as a reminder to stay vigilant, make sure of the circuit being worked on, and eliminate electrical sources and potential back by grounding, per our Red Book.

We made quite a few crew and yard visits to our trailer park contractors as well as Overhead and Underground contractors. Wilson and Intren have most of the crews in that area. We also did crew visits with our civil crews, and found that a large majority of these members do not carry their IBEW dues receipt with them. Please always carry your dues receipt with you, or save an image of it on your phone.

The trailer park contractors are having issues with their water, the trenches, and a few are talking about layoffs due to de-watering issues. Hopefully, the weather will dry up soon, and dry weather will also allow contractors to start ramping up with their crews.

We met with Balfour Beatty to discuss the start of the 50-mile CalTrain electrification project from San Francisco to San Jose. All indications point to the work for our members beginning around October 2017, unless some type of Federal funding issue causes this project to be delayed. Work is expected to go on for four years, with both daytime and night time work.

In Nevada, work is getting back to normal after a heavier than usual storm season. This year looks to be a good year for line contractors in NV, with Berkshire Hathaway being prone to doing more work with contractors. Work picture continues to improve in eastern NV, with Wasatch putting on people in Elko and Winnemucca for doc work to fill out the shortage of linemen at NV Energy. Wasatch also has a couple of crews doing doc work in various locations around NV Energy’s territory. PAR is working on a 4kv/25kv reconductor and cutover which will last another 3-4 weeks in Reno. Titan is wrapping up a 4kv/25kv cutover, and will be moving on to some small underground projects and some doc work to keep their guys busy in the short term. Rosendin is wrapping up a new substation bay at the Apple data center in Sparks, and PAR will go in behind them and pull the UG distribution cables to the pad mount transformers. Summit will be in Elko doing a small one-week tower job for NV Energy this spring.

CONTRACT NEGOTIATIONS
Bargaining began on the Outside Line agreement with both the Western Line Chapter of NECA as well as with Henkel and McCoy on April 13 and 14, with both sides still far apart on proposals. On April 24, 2017, IBEW Local 1245 and Local 47 reached a tentative agreement with Western Line Chapter of NECA. The IBEW negotiating committees made it clear that they wanted to see enhancements in retirement and medical, and we feel the tentative agreement achieved that goal. The total package is worth 15.7% over 5 years with increases in the NEAP over the term of 51% and doubling the popular HRA contribution amount by 2019. Ballots and more detailed information will be sent out soon.

GRIEVANCES
We don’t have any active grievances right now, and this is in part due to the Arboles, de la página 13 propiedades de PG&E. Esperamos celebrar una reunión del Comité de Revisión de Quejas con la Compañía este mes para resolver los asuntos pendientes, y todas las nuevas quejas. La Compañía había hecho algunos cambios gerenciales en las zonas de East Bay y Mission. ¡Los miembros parecen estar aceptando los cambios y están muy felices! Mountain Enterprises (Liberty Energy y PG&E)
Hay solo unas pocas cuadrillas trabajando en Liberty Energy en Truckee y South Lake Tahoe actualmente. Las cuadrillas de montaña han estado trabajando en todo el sistema PG&E y se mantienen muy ocupados. Esperamos contar pronto con un Delegado de Seguridad para representar a nuestros miembros en Mountain Enterprises. Mountain Products, Inc.
Las cuadrillas regresaron a trabajar ocho horas diarias. Celebramos una reunión del Comité de Revisión de Quejas (GRG) el 8 de marzo en Modesto. Los miembros de la GRG acordaron el logro de las vacaciones SMUD-Pro-Rata al arbitraje. Tenemos algunas quejas restantes en las que todavía estamos trabajando. Había unos cuantos problemas de pago en Cupertino que finalmente fueron solucionados y corregidos. Sugirieron que cada Capataz de cuadrilla haga una copia de su hoja semanal de horas para probar las horas que trabajó durante la semana en cuestión.

In Bakersfield, the members of the zona no han informado de accidentes ni accidentes potenciales. Las cuadrillas fueron asignadas a la zona de Lakeport en enero, y actualmente están en la zona de San José. También han regresado al horario de trabajo normal de 5/8. Un empleado fue disciplinado por hablar por teléfono mientras conducía y otro fue puesto en licencia sin sueldo en base a una sospecha razonable de resul- tados positivos en la prueba de sustancias prohibidas. Los empleados se han quejado de que la Compañía no proporciona teléfonos celulares y deben usar su teléfono personal.

Synergy Tree Service
Teníamos una cuadrilla que estaba siendo supervisada por otro contratista en Grass Valley. Todas las cuadrillas deben asegurar sus áreas de trabajo y seguir todas las reglas y políticas de seguridad. También hicimos un seguimiento a más problemas de cober- tura médica y problemas salariales en Grass Valley.

 Wright Tree Service (SMUD)
La empresa mantuvo una reunión muy negativa con los trabajadores en cuanto a producción y expectativas en SMUD. Esta reunión hizo que algunos Capataces de cuadrillas tengan dudas sobre su futuro en Wright Tree Service. La Compañía está tomando un enfoque diferente, y se está reuniendo con cada Capataz de cuadrilla que tenga un bajo número de árboles. Consideran que esto es una consulta, y una verificación sobre la clase de día que ha tenido la cuadrilla. Veremos a dónde nos lleva esta actividad al final del mes.

Ralph Armstrong

Sam Mendoza from Trees Inc. carries branches to a chipper.

Jesus Solis Jr. from Trees Inc. trims a tree.
Utility Reporter 15

The winning team from Utility Tree of Angels Camp

The second place team from Davey Tree in Watsonville

7th Annual Line Clearance Tree Trimmers Soccer Tournament/Family Day

Amistad, Unidad, Solidaridad

El evento anual tiene especial importancia pues el IBEW 1245 se está preparando para las venideras negociaciones que serán conducidas por el Gerente Asistente de Negocios Senior, Ralph Armstrong.

Queremos agradecer especialmente al equipo de líderes de nuestros miembros, al personal y a los voluntarios, así como a nuestros patrocinadores que hicieron que este día fuera posible:

- **Capitanes de los equipos/líderes de 2017**: Omar Yepez, Francisco Ferreyra, Jesus Maldonado, Luis Orenadain, and Serafin Hernandez
- **Personal**: Ralph Armstrong, Liz McInnis, Carl Lamers, Junior Ornelas, Abel Sanchez, John Mendoza, Mike Saner, Lou Mennel, Landis Marttila, Richard Ingle, Jaime Tinoco, Eileen Purcell
- **Voluntarios**: Jose Artiga
- **Patrocinadores**: IBEW 1245, Davey Tree, BeneSystems, Mountain Enterprises, Law Offices of Mastagni Holstedt

Friendship, Unity and Solidarity

Underneath clear, sunny skies, IBEW 1245 tree trimmers and their families participated in the 7th annual IBEW 1245 Soccer Tournament/Family Day in Ripon, California.

Local 1245 Tree trimmers from Davey Tree, Trees Inc., Utility Tree, Mowbray, and Synergy Tree companies celebrated the theme of Amistad, Unidad, y Solidaridad (Friendship, Unity and Solidarity) on the soccer field. Children joined in kids’ soccer games and the thrill of a golden, star-shaped piñata. All shared in a delicious feast of barbecue chicken, rice, beans and salsa, served by Local 1245 staff.

Team captains recruited their teams and maintained the spirit of the day. A hearty congrats to our top teams:

- **First Place**: Angels Camp (Utility Tree)
- **Second Place**: Watsonville (Davey Tree)

The annual event is especially important as IBEW 1245 prepares for upcoming contract negotiations which will be led by IBEW 1245 Assistant Senior Business Manager, Ralph Armstrong.

Special thanks to our members’ leadership team, staff and volunteers, as well as our sponsors who made the day possible:

- **2017 Team Captains/leaders**: Omar Yepez, Francisco Ferreyra, Jesus Maldonado, Luis Orenadain, and Serafin Hernandez
- **Staff**: Ralph Armstrong, Liz McInnis, Carl Lamers, Junior Ornelas, Abel Sanchez, John Mendoza, Mike Saner, Lou Mennel, Landis Marttila, Richard Ingle, Jaime Tinoco, Eileen Purcell
- **Volunteers**: Jose Artiga
- **Sponsors**: IBEW 1245, Davey Tree, BeneSystems, Mountain Enterprises, Law Offices of Mastagni Holstedt — Eileen Purcell, IBEW 1245 Staff Organizer
Control the Pressure Safety Summit Focuses on Gas Safety

On April 20, 36 members of the Control the Pressure peer safety program met to complete their annual training at the yearly CTP Safety Stewards Summit. After a moment of silence for our 29 fallen union brothers who lost their lives at work, the group moved right into sharing stories, progress reports and testimonials related to their safety efforts on the job. The members discussed how the peer counseling process works, the skills needed to relate to fellow peer members in unsafe situations, and the importance of taking the initiative with members in a variety of situations.

The Safety Stewards then broke into specific workgroups — GC, GSR, Equipment Operators, Locate and Mark and Field Worker — to discuss safety-related problems they see in their job classifications. The breakouts gave the Stewards an opportunity to get to know the CTP committee members and identify problem areas that can be brought to the overall group, or the Company.

The Summit featured two compelling guest speakers. The first guest speaker was Brent Turner with the Peer Volunteer Program (PVP), which is a drug and alcohol outreach program developed by PG&E employees and IBEW members. Turner travels to safety kick-offs telling his personal story of addiction and recovery, the toll it has taken on his personal life and how he found help among peers.

The second guest was Peter Kenny, Assistant Director for GC Gas at PG&E. Kenny shared a personal story of how, as a young welder, he spoke up through the Union to change an unhealthy condition at his shop. His action was not immediately popular with his work group, but in the end, he helped improve the environmental health for his fellow workers.

Kenny asked the group for any feedback and some top issues from the members. Some areas mentioned were a more efficient employee notification system in light of the killing of the PG&E employee in Fresno; manpower issues for GC; and problems related to non-traditional supervision staffing and knowledge of the work. Kenny got positive feedback from the Stewards on his efforts to improve safety for the GC group. Kenny assured the group he would look into the issues raised and get back to CTP with answers.

At the Summit, IBEW 1245 Communications Director Rebecca Band and Business Representatives Casey Kelley and Rich Lane unveiled the recently revamped secure safety forum website, designed to improve communication among the safety stewards. The summit also included a presentation on the PG&E Corrective Action Program (CAP), and Stewards had the opportunity to discuss the program's effectiveness and purpose, and a request was made of safety stewards to report all CAPS to the CTP committee.

— Rich Lane,
IBEW 1245 Business Representative

Determining the Seriousness of a Workplace Injury

Some IBEW members have very taxing jobs; climbing up poles, trimming trees, running lines etc. When they are injured on the job with a worker’s compensation injury, many times they are no longer able to do the physical activity they could do before. One way to measure the result of the injury is by knowing the amount of deconditioning the injured worker has suffered based on the number of METs the injured worker can perform.

METs is a measure of metabolic equivalent tasks you are able to do. It is a term used to represent the intensity of exercise, and can be used as a measurement of your impairment. Most exercise machines at the gym can display the exercise activity in terms of METs. We need to determine the number of METs the worker could do before, and how many he or she can do after the injury. This establishes the amount of deconditioning.

Climbing a utility pole is a task that requires approximately 10 to 12 METs. If you fell off the pole and incurred a severe lower extremity injury and are now only able to sit at a desk for a limited time, we can use one way to measure the impairment is to determine the amount of deconditioning you suffered.

In worker’s compensation, we use a book called the AMA Guides 5th edition to determine what amount of impairment an employee has when he or she is injured. There is a table in the AMA Guides, Table 5-12, which can be used to classify loss of conditioning in terms of METs.

The number of METs that a person can do is normally measured on a motor driven treadmill with varying grades and speeds. Once we are able to determine the post-injury capability of the injured worker, we can determine the loss of capacity, and therefore determine what kind of permanent disability and monetary settlement is due.

Here are some examples of various activities and the approximate number of METs it takes to do them:

- Bowling — 2.5 METs
- Housecleaning — 3.5 METs
- Pulling weeds in the garden — 4.1 METs
- Stacking firewood — 5 METs
- Having sex — 6 METs
- Backpacking — 8 METs
- Handball — 10 METs

The ability to exercise is based on three factors — your cardiovascular system, your pulmonary system, and your physical conditioning. If the first two are intact, then the exercise test measures the third. Rating an impairment from an injury using deconditioning is what is referred to as a rating by analogy. If we know what you were capable of before you were injured — either by previous measurements or by the work you were able to do — we can now measure the exercise you are capable of now, and determine your loss of capacity. We can then go to the appropriate chart in the AMA Guides and determine the value of your impairment, and therefore the permanent disability and the amount of an award you would be entitled to. These are some examples of how it would work:

Example 1: A 50-year-old heavy equipment operator sustains a severe back injury.

- Previously in conjunction with operating the heavy equipment, he had to shovel out large portions of dirt. (10 METs)
- Now that he has injured his back, he is only able to sit at a desk for a limited time. (2 METs)

- He has a loss of capacity of 80%.
- Referring to the Pulmonary table, his loss would put him in class IV. (0 to 4.3 METs)

- He would have an impairment of 75% due to deconditioning.

Example 2: A 40-year-old lineman slips and falls and severely injures his knee.

- Before his injury, he could run an 8-minute mile and was expending 12.5 METs.
- Now, he can only walk one mile at 2.5 MPH. (2.5 METs)

- He has a loss of capacity of 80%.

- Using the same table, he would have an impairment of 70% due to deconditioning.

These are only a few of the tools we use at Mastagni Holstedt to determine how to help the injured worker know what we can suggest as a settlement. If you are injured at work, we invite you to contact a Mastagni worker’s compensation attorney at no cost to you to determine what your options are.

Dan Jakle is the manager of the worker’s compensation operations department of the Mastagni Holstedt law firm. Contact him at djakle@ mastagni.com.
Local 1245 Member Receives Life-Saving Award for Intervening in a Carjacking

When IBEW Local 1245 member Marty Gentles arrived at work on December 6, 2016, he had no idea that he would end up intervening in an attempted carjacking and violent assault.

Gentles, a Parks Gardener for the City of Redding, usually works at City Hall, but on that morning, his working supervisor asked him to help out with a demolition project at Enterprise Park, one of the most popular and highly trafficked parks in the City of Redding.

The situation was to remove an old play structure at “Kid’s Kingdom” in preparation for a newly upgraded structure to be installed, when he noticed his supervisor a few yards away, waving to get his attention, and looking very concerned. Gentles quickly went over to see what was the matter, and his supervisor told him that someone was attempting to carjack a pickup truck—while the owner of the truck, and elderly gentleman, was still inside the vehicle.

A Split-Second Decision

After confirming that 9-1-1 had already been called, Gentles approached the scene to see what he could do to help. The two men were engaged in a physical struggle, and Gentles’ first instinct was to grab the vehicle keys and throw them into the bed of the truck.

“Doing the right thing is a split-second decision,” said Gentles. “I knew I had to act quickly, before things got out of hand,” said Gentles. “I told the cops that the suspect was a gentleman, was still inside the vehicle. Eventually, the police arrived with a utility van and cuffed the carjacker, they found a heroin needle in his pocket, which Gentles had suspected might be the case.

“I Promise He Won’t Get Away”

Gentles had to act quickly, before the perp had a chance to put the car in gear. Fortunately, the truck was a newer model with a button-operated gear shift, so while the perp attempted to figure out how to put the truck in drive, Gentles physically intervened, neutralizing the man’s left hand to keep him from getting away.

In addition to subduing the perp, Gentles also had to talk down the victim, who was extremely agitated and looking to retaliate.

“I remember the owner of the truck was threatening to stab the perp with a knife, but I told him, ‘This guy is not worth even one night in jail, so put the knife away, and I promise he won’t get away.’ Thankfully, he put the knife away.”

The commotion caught the attention of two other young men, who came up to assist Gentles, and thought they could help get the perp out of the car. As they pulled him from the vehicle, he attempted to run away, but Gentles quickly caught up and tackled him. He pinned the perp to the ground in a headlock and pulled his arms up over his head to keep him from fighting back.

Unfortunately, the truck was a newer model with a button-operated gear shift, so while the perp attempted to figure out how to put the truck in drive, Gentles physically intervened, neutralizing the man’s left hand to keep him from getting away. Fortunately, the truck was a newer model with a button-operated gear shift, so while the perp attempted to figure out how to put the truck in drive, Gentles physically intervened, neutralizing the man’s left hand to keep him from getting away.

The perp continued to struggle, so Gentles recruited one of the young men to sit on his legs as they waited for the police to arrive. Gentles had the other young man call 9-1-1 again, and asked him to hold the phone up to Gentles’ ear so he could provide a detailed explanation of the situation, as well as a specific description of their location. All the while, the carjacker was still struggling to break free.

“I told the cops that the perp was on the ground, but they needed to hurry up before things got out of hand,” said Gentles. “And I just held on to the guy for dear life.”

Eventually, the police arrived with a K9 officer, who was still on the ground with the perp, remembers feeling a bit nervous that the police dog might go after the wrong person.

“The cop identified himself as a K9 officer, and told the guy, ‘If you move, I’m going to let the dog loose,’” Gentles recalled. “So I told the officer, ‘He’s not going to move. I haven’t met your dog, and he won’t know the difference between me and (the perp).’”

When the police finally apprehended and cuffed the carjacker, they found a heroin needle in his pocket, which Gentles had suspected might be the case.

“The number-one reason why we usually don’t get involved (in physical altercations) is because of the risk of hypodermic needles,” said Gentles, who fortunately never came into contact with the needle. “There was a lot of things that could have gone wrong, but in the end, it turned out really good.”

A Little Bit of Luck, A Little Bit of Fate

The story became big news in Redding, but Gentles declined to speak to the media about his role in the incident, as he was concerned about the possibility of retaliation from the carjacker or his friends. In fact, he only chose to share his story with the Utility Reporter after the man was finally put in prison, several months after the attempted carjacking took place.

Unbeknownst to Gentles, his Local 1245 Business Rep had nominated him for the IBEW’s prestigious Life-Saving Award, and at the April Advisory Council meeting, Gentles graciously accepted the award, and shared his story with the Council.

“It was a little bit of luck, a little bit of fate, a lot of threats and weapons involved,” Gentles told the Advisory Council. “I’m not a hero. We can just chalk this one up for the good guys.”

“But he knew what to do, and he did it. Marty, I know you don’t like to think of yourself as a hero, but the IBEW thinks that you are.” — Rebecca Band, IBEW 1245 Communications Director

Get the latest union news online!
Visit us on the Web: www.IBEW1245.com
Labor unions are under attack, and working people are caught in the crosshairs. Fortunately, our Shop Stewards are on the front lines, ready for battle, and IBEW Local 1245 is working diligently to arm them with the tools and resources they need to protect and defend the union.

In anticipation of the fights to come, more than 100 public and private sector Shop Stewards came together at Weakley Hall in early March to learn, prepare and strategize for the months ahead. Local 1245 Senior Assistant Business Manager Ray Thomas, who led the day-long conference, kicked it off with an overview of the numerous active court cases that could have deleterious effects on our members, including a state-level pension case in Marin County, as well as the newest legal attempts to do away with agency shops, along the lines of the Friedrichs vs. CTA case that went to the Supreme Court last year.

That case ended in a 4-4 split decision, when Justice Scalia passed away unexpectedly. But the Trump Administration has already appointed a new Supreme Court Justice, Neil Gorsuch, whose track record on worker’s rights indicates that he’s likely to rule against unions on this issue when it comes before the Court again — and it will.

“By the end of this year, open shop in the public sector will likely become the law of the land, and agency shops [in all sectors] could soon be a thing of the past,” Local 1245 Business Manager Tom Dalzell told the room full of Shop Stewards. “With that in mind, our single greatest agenda item in 2017 must be the preservation of our very strong presence [in the public and private sectors]. We will put whatever resources we have into maintaining all the gains we have achieved at our properties. You are in the belly of the beast, and you are our highest priority this year.”

Much of the day focused heavily on the tools and policies that Shop Stewards have at their disposal, and the best ways to make good use of them. Business Rep Jennifer Gray presented a detailed overview of Weingarten and Garrity rights, which offer specific protections to union workers when they are faced with potential disciplinary action. Weingarten gives all union employees the right to union representation — usually a Shop Steward — to be present during an investigatory interview with management. Garrity specifically protects public sector workers from self-incrimination by giving them the “right to remain silent,” as laid out in the 5th amendment to the Constitution.

Business Rep Al Fortier led a discussion on Shop Steward “Do’s and Don’ts,” guided by the policies set forth by the National Labor Relations Board. He identified several specific rights that Stewards have as worker representatives, including carrying out investigations, requesting information, and the “equality principle” which gives Stewards the same rights as the bosses during grievance discussions.

Business Rep JV Macor followed the grievance presentation with a detailed overview of two key laws — the Family and Medical Leave Act and the California Family Rights Act — that provide workers with time off when health and/or family needs arise. While FMLA and CFRA overlap in some areas, they are not identical, and Macor dutifully pointed out the similarities and differences in the two policies.

Business Rep Charley Souders reviewed the union’s Duty of Fair Representation (DFR), which is the legal requirement that compels unions to provide representation to all workers within the bargaining unit, regardless as to whether they have paid union dues. He presented a brief history of DFR, including several Court decisions that led to this requirement, and he also outlined the key steps that must be taken to fulfill DFR. Additionally, he addressed some
Members Approve New Agreement at Merced Irrigation District

IBEW 1245 members at Merced Irrigation District vote to approve successor MOU, which will be in effect until March 31, 2021, and includes 3.0% salary increases for the top rates of pay in years 2017, 2018, 2019, and 2020.

Under the new agreement, emergency call-outs in Energy Resources and Water Maintenance are to be paid at two times the hourly rate. Members now have three medical options; Blue Shield PPO 2250, Blue Shield 200-90-70, or Opt Out, and the retirement plan now includes a 2W CalPERS Survivor Benefit.

Negotiating on the committee were MID members John Ellet, Craig Tatum, Rodrigo Flores, Shane Peck, Danny Goodson, and IBEW 1245 Business Representative Charley Souders.

— Charley Souders, IBEW 1245 Business Rep

New Agreement Ratified at TID

The members of Turlock Irrigation District recently ratified a new five-year agreement, effective Jan 1, 2017–December 31, 2021. The agreement provides for a 3% wage increase each year of the agreement, and also includes improvement in CTO, meal allowance and education assistance. Members will also receive a reimbursement for work boots. During the term of the agreement the members will maintain a 85%–15% medical premium split with the District. Members agreed to some changes in the medical plan design occurring over the term of the agreement.

The bargaining committee was comprised of members Cody Sanders, Steve Johnson, Mike (Pat) Patterson, Jordon Lellhame and Local 1245 Business Rep Sheila Lawton.

— Sheila Lawton, IBEW 1245 Business Rep

IMPORTANT!
Update your contact info online

The times, they are a-changing, and the way we communicate is changing as well. Email, cell phones and text messages are quickly replacing land lines and paper mail, and in order to ensure that the union is able to reach you in the quickest and most effective way possible, we need to have your current, personal email address and personal cell phone number on file.

We are urging each and every member to log on to our secure web portal right away to make sure that the union has all your current personal contact info — particularly your personal email address and cell phone number — correct in our files. It only takes a few minutes, and can be done from any computer, tablet or smartphone with internet access.

If you prefer to update your info over the phone, you can call the front desk at 707-452-2700 during regular business hours and our staff will be happy to help you. You can also contact your Business Rep to request a contact info update card.

Log on at www.ibew1245.com/update-contact-info
Your username is your Union card number, and if you’ve never logged in before, your initial password is your last name and the last four digits of your SSN (you’ll be prompted to change your password upon logging in for the first time).
Just about every electric service provider would be unable to maintain reliable service without well-crafted switchgear. These critical, complex components are in high demand, and the IBEW 1245 members at Trayer Engineering are hard at work every day, manufacturing a wide variety of safe, reliable switchgear products for hundreds of utility and power distribution companies worldwide.

The technology and products offered by Trayer Engineering (“Trayer”) cover the entire spectrum of low-to-medium voltage operation. Trayer specializes in storm hardened, submersible and vault-mount equipment, as well as padmount versions. High levels of automation and SCADA capability are the hallmarks of Trayer’s designs.

The Local 1245 members who work at Trayer are involved in every step of the manufacturing process, from assembly to painting. They appreciate the fact that the company is a good union employer with a solid relationship with the IBEW, and they take great pride in the work that they do as Trayer employees.

Twenty-year IBEW member Ruben Hernandez serves as head painter at the plant, and is involved in many of the finishing aspects, from the painting itself, to the application of decals and nameplates. He explained how the finishing process has changed over the years since he first started at Trayer.

“We used to use an epoxy, which was high VOC – that means it had a lot of volatile organic compounds. But a few years ago, we changed it up to water-based,” he explained. “We also switched over to stainless [steel casings], which has made the painting process quicker and easier, just one coat instead of four.”

Electrical Assemblyperson Logan Crump explained his role in the assembly process as he took a break from working on an automatic transition switch for one of Trayer’s utility customers.

“I work in the final test area. We do the final testing of all the switches that go through the shop. Kind of like quality control in a way,” said Crump, a five-year IBEW member. “I work with one other
person, and we are the last to see [these devices] before they go out the door.”

“The Union’s Got Our Back”

The Local 1245 members at Trayer (who were formerly represented by Local 2131 before the merger in 2014) recognize the value of having union wages and benefits in the San Francisco area, where cost of living has continued to rise.

“I’ve been in the electrical industry for 35 years, but this is the first union shop I’ve worked for,” said John Lightning, an electrical technician who started working at Trayer last year, after spending over 20 years working in Australia. “I’m glad the union’s here. It’s good for everybody. It gives us all a voice, and it gives us things that we need to live, like medical [insurance], because it’s expensive around here!”

Crump recalls the vital role that the IBEW played during the last round of contract negotiations.

“The union really stuck with us when we were going through some rough times here. They helped us get our contract so that we could solidify our jobs and keep on working here,” he said.

“I like having the union here, they really support us,” Crump continued. “A lot of times where I’m wearing my union sweatshirt out, people will come up to me, shake my hand and say ‘Hey, how ya doin’ brother?’ and that’s nice. The union is always supporting us; they make us feel welcome wherever we go. And with the union, we know that someone’s always got our back.”

— Rebecca Rand, IBEW 1245 Communications Director

Photos by John Storey
At SMUD’s Hedge substation, IBEW Local 1245 members are hard at work, installing wiring for two major projects that are going on simultaneously.

“We are upgrading a 115kV circuit breaker, so we’re taking out the old style oil circuit breaker, and we’re putting in a new SF6 gas breaker,” explained SMUD Construction Foreman Jimmy Ferris. “And we are also doing 69kV relay upgrade. We have eight 69kV breakers out in the field, and they all have old style electromechanical relays in there. So we’re taking all that out, and pulling all new wiring into the house. And we’re installing new panels and new relays.”

**PILOT PROJECT**

The second project, involving the 69kV breakers, is actually a pilot of sorts. Ferris and his crew are working on the first relay upgrade of this type, and once they determine the best and most efficient process to get the job done, they’ll use that as the standard to do the same sort of upgrade at SMUD’s other major substations.

Like most new projects, this one is not without its challenges.

“I came into this project when it was already part of the way into production and engineering. Some of the players that were involved in the beginning didn’t have as much experience in construction,” said Ferris. “Just because you draw it on paper doesn’t always mean it’s going to work out in the field. We know from experience whether this [approach] is going to work, or this is going to work better, or this is just not going to work at all.”

**THE VALUE OF EXPERIENCE**

Ferris, a 16-year member of Local 1245, shares the importance of experience in the field.
1245 understands the value of experience, both at work and within the union. He's been at SMUD for 12 years, and before that, he worked for four years at the City of Roseville. He's been able to see the major gains and improvements that the union has made for the workers at SMUD over the years, and he appreciates having that perspective.

"I've been in the union for a long time. I know where we were when I first got here, and I understand the things that we didn't have then, as opposed to what we do have now," said Ferris. "Honestly, this is the first job I've ever had where we get the kind of benefits that we have now. If I'm too sick to come to work, I still get paid, and I don't have to use my own truck, and I don't have to buy my own tools. I remember the days [when we didn't have any of that] ... the union has fought this really long and hard fight to get us these decent working conditions. I'm very proud of that, I'm very grateful."

IBEW 1245 members, left to right; Christopher Dahl, Craig Akers, Stephen Oberson, Jimmy Ferris, Toshi McCormick and Dennis Lindner

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You could win $500 in the

IBEW 1245 PHOTO CONTEST

One winner will be selected each quarter, so you have four chances to win each year.

Photos should be job-related. Each prize is $500.

Open to all active IBEW 1245 members. Members may submit up to five photos each quarter. Submissions should be in a high-resolution format, and must be received by the first of the month in January, April, July and October. Winners will be announced later that month at the quarterly Advisory Council meeting.

Photo submissions should be sent to Communications Director Rebecca Band: RGB1@ibew1245.com (if your image size is large, make sure it went through) or by mail: P.O. Box 2547, Vacaville CA 95696.

By submitting a photo, the photographer grants permission to the Union to publish it on the internet and in printed materials.
Advisory Council Mourns Local 1245 Member Killed In Fresno Shooting

Less than a week after IBEW 1245 member Zackary Randalls was shot and killed during a work-related ride-along in Fresno, the Local 1245 Advisory Council took the time to mourn this tragic loss at the beginning of the quarterly meeting in April.

“Every fatality we experience is a great tragedy and great loss, but this is a particularly poignant one,” said IBEW 1245 Business Manager Tom Dalzell.

Dalzell noted that even though Randalls had only been employed at the Company for six weeks, he had already approached Local 1245 Business Rep Gracie Clark to talk about the union, and had completed his union paperwork right away, which makes his family eligible for the union’s $25,000 death benefit. The Union and the Company also signed a letter agreement to establish a vacation sale for the Randalls family.

The IBEW 1245 union staff and Advisory Council passed the hat to collect donations, and raised more than $4,300 for the family of the fallen brother. The California Labor Federation did a similar collection at its statewide Legislative Conference in Sacramento on April 24, and raised an additional $3,700 for the Randalls family.

Scholarship Winners Recognized

We are pleased to announce two of our annual scholarship winners.

Allan Hambly is the 2017 recipient of IBEW 1245’s new Survivor’s Scholarship. This scholarship is specifically for surviving children, grandchildren or spouses of an IBEW 1245 member or retiree club member who was in good standing at the time of their death. Allan’s maternal grandfather, Rick Salvadori, was an IBEW 1245 member working at the City of Healdsburg when he lost his life in the line of duty. Allan’s father, David, is also a Local 1245 member in Healdsburg. The Hambly family will have three children in college simultaneously, and they greatly appreciate the financial assistance for Alan’s tuition.

Allan has been accepted at the CSU Maritime Academy in Vallejo, where he intends to major in Marine Engineering Technology, and will be housed on a training ship during his freshman year. He told the Advisory Council that he hopes to one day have the opportunity to join Local 1245, following in the footsteps of his father and grandfather.

Jordan Rowe is the 2017 recipient of the Al Sandoval Memorial Scholarship. The Sandoval scholarship is a competitive essay contest, and this year’s topic prompted applicants to write about the impacts that Presidential Executive Orders can have on unions and the labor movement.

“Executive orders enable the president to act solely on large policy changes, making them extremely controversial,” Jordan wrote in her essay. “While the president is able to effect great change at ease through executive orders, their ideas may not always coincide with the cumulative thoughts of the nation as a whole. The president has the power to pass executive orders that would drastically change our labor force as we know it, and it would be a large adjustment for everyone.”

Jordan’s father, Nate, is an IBEW 1245 member working for PG&E out of Santa Rosa. Jordan will be attending California Polytechnic State University in San Luis Obispo this fall, and plans to major in Wine and Vitaculture. The Rowes also have another daughter in college at UC Davis.

A heartfelt congrats to Jordan and Allan! The winners of the two other scholarships were unable to attend the April Advisory Council meeting, and will be recognized at the next meeting in July in Reno.

Advisory Council Screens New “Fist Full Of Lightning” History Video

The Advisory Council had the opportunity to watch the latest installment of the “Fist Full of Lightning” union history video series at the April meeting. The first three parts of the seven-part series are online at www.ibew1245.com/historyvideos, and the final four installments will be rolled out in the coming months.
Local 1245 Executive Board Announces New Photo Contest

Inspired by some of the powerful images that IBEW Local 1245 members have been sharing on social media, the union’s Executive Board announced a new quarterly photo contest at the April Advisory Council meeting. Winners will receive a prize of $500.

“Our members are taking spectacular pictures every day with smartphones,” Business Manager Tom Dalzell told the Advisory Council as he announced the new contest. “As much as we appreciate and respect the professional photography of our union photographer, John Storey, we know that there’s also some good stuff happening out there, and we want to see it. We hope this contest catches on!”

All active 1245 members are eligible to participate in the contest. Members may submit up to five photos per quarter. Submissions should be sent to Communications Director Rebecca Band at RGB1@ibew1245.com or by mail to P.O. Box 2547, Vacaville CA 95696, and must be received by the 1st of July, October, January and April. By submitting photos, the owner grants the union permission to post and publish the photos as it sees fit.

As the contest judge, John Storey will select one winner each quarter, and the winners will be announced and awarded their $500 prize at the quarterly Advisory Council meeting. The winning photos will appear in the Utility Reporter, and will also be featured on the walls of Weakley Hall.

ALSO AT ADVISORY COUNCIL:
Life-Saving Award presented to Marty Gentles. See story on page 17.

Organizing Stewards Share Experiences from Georgia Special Election

Just days after returning from Georgia, a group of Local 1245 Organizing Stewards attended the Advisory Council meeting to share some highlights from their time in the Peach State.

“The Organizing Steward program is no longer new, but it continues to add new luster to our name. Our latest exercise involved sending a group to Georgia’s sixth congressional district to get experience and training working on the special election there,” Business Manager Tom Dalzell said just before introducing the group. “And this race matters to us, because we are looking at very real possibility of national Right to Work being voted on in Congress this year, and we need every single [union-friendly] vote that we can get in the House of Representatives.”

“There’s a vacant seat that opened up when Price was appointed as HHS Secretary. [The Labor-backed candidate is] Jon Ossoff, a young guy with a lot of momentum behind him,” Lead Organizing Steward Charlotte Stevens told the Advisory Council. “The political dynamics are very different in Georgia compared to California, but there are a lot of people out there who are very upset with the current administration and want to see a change. We teamed up with the Georgia AFL-CIO, knocked on doors, phone banked, and got to know the people by talking to them and hearing what they had to say. We focused on the issues, and explained that Jon Ossoff is for working families, for unions, for protecting our wages.”

In a crowded race against 17 other candidates, Ossoff came in first place, capturing 48% of the vote. He will now advance to a runoff election, which has been scheduled for June 20, and Local 1245 will likely send another team of Organizing Stewards back to Georgia to support Ossoff once again.

More highlights from the Georgia special election will appear in the next edition of the Utility Reporter.

Lead Organizing Steward Charlotte Stevens shared highlights from the Georgia special election.

Utility Reporter
Going on Offense

IBEW 1245 members join the fight to change the narrative on unions

On February 25, more than 100 members of IBEW Local 1245 attended a day-long training on “Changing the Narrative,” lead by Steve Smith and Rachel Warino of the California Labor Federation. Most of those in attendance voluntarily gave up their Saturday to join the training because they recognize how important it is to rebuild public support for the union movement.

“We’ve needed this for a long time,” said new Organizing Steward Terell Waggoner. “I’m really glad to be here.”

Forty years ago, a powerful coalition of CEOs and corporate lobbyists decided to mount a concerted smear campaign against labor unions. For decades, these opponents of the working class have been parroting anti-union rhetoric as forcefully and frequently as they possibly can, with the goal of convincing the public that unions are antiquated, corrupt, greedy and harmful.

This smear campaign has proven to be wildly effective, and as a result, when people hear the word “union,” negative connotations often spring to mind, despite the fact that these connotations have little or no basis in reality. The effects of this shift in public opinion have left lasting impacts on working families. As public support for unions has waned and union membership has declined sharply, the middle class has diminished, wages have stagnated, and inequality has skyrocketed.

After decades of attempting to defend unions from these attacks, the Labor Movement has finally shifted gears. Now, we’re going on offense by changing the narrative about Labor, union members, and the important role that unions play in protecting the middle class.

The California Labor Federation has been spearheading this effort for almost a decade. Using in-depth public opinion research, the Federation has developed a new approach to talking about unions in a way that can effectively shift public perception and help people see unions for what they really are — working people standing together for the betterment of the middle class.

Unprecedented Threats

The training kicked off with a candid discussion about how the public in general see unions, including all the misconceptions, half-truths and complete falsehoods that have been pushed by our opponents for years. The attendees compared those notions with the truths that they know about the benefits of unions, based on their first-hand experience.

The conversation then shifted to the numerous attacks on unions that we are already seeing under the new administration. From the White House to Congress to the U.S. Supreme Court, there’s no question that working families are
up against an unprecedented level of opposition to our way of life. And labor unions remain the last and best line of defense for the middle class.

“Right now, we are facing threats that we’ve never faced before, and our movement depends on how we react,” noted Smith. “The work that you as union members are doing to change the narrative is going to be what makes or breaks the middle class.”

Working People Standing Together

According to Smith, in order to truly change the narrative, unions need to take a page from our opponent’s playbook and use the same tactic that the CEOs and their lobbyists have employed for decades – a tactic known as message discipline. Simply put, that means adhering to a set of compelling messages that have been proven to be effective when it comes to changing the way people view unions.

The steps to accomplish this goal are relatively simple. First, we remind people that unions are “working people standing together.” This key phrase resonates well with individuals from all walks of life, and helps provide more context for those who have had little or no direct contact with unions. Then, we reframe the problem by pointing out that it’s the CEOs and corporations — not regular working people — who are systematically dismantling the American Dream. Finally, we put a human face on union members by painting a mental picture of who a union worker really is, and evoking gratitude for the work that they do.

This three-part approach is the antidote to years of aggressive anti-union rhetoric, and the more often we use it, the more effective it will be. Clearly, we won’t be able to change public opinion overnight, but by sticking to this framework and endeavoring to incorporate at least one (if not two or all three) into every conversation we have about unions, we can slowly but surely redefine public perception of unions to more accurately reflect who we are and what we stand for.

By the end of the training, the members in attendance clearly understood what it would take to effectively change the narrative, and were already brainstorming new and creative ways to integrate this approach into their everyday conversations, both in person as well as online via social media. The members in attendance also enthusiastically committed to making their voices heard about the importance of the Affordable Care Act at upcoming town hall meetings.

“If all the IBEW trainings I’ve been to, this one is my favorite,” said Organizing Steward Pam Pendleton. “[Changing the Narrative] is the most important thing we can do to keep the union going strong.”


— Rebecca Band, IBEW 1245
Communications Director
Photos by Steve Marcotte and Rebecca Band

Local 1245 Helps Defeat Right-to-Work in New Hampshire

It’s no secret that so-called “right-to-work” legislation is 100% wrong for working families. Workers in states with right-to-work laws have lower wages, fewer benefits, higher poverty rates and more workplace fatalities. So when a new right-to-work bill came up in the New Hampshire state legislature this year, IBEW Local 1245 quickly volunteered to send a team of organizers across the country to help defeat the union-busting legislation.

The team from 1245 — comprised of staff organizer Jammi Juarez, seasoned Organizing Stewards Kristen Rasmussen and Steve Marcotte, and prospective Organizing Steward Xzavier Knox — arrived in New Hampshire just a few hours before dawn on Valentine’s Day, and quickly went to work. The vote on right-to-work was expected to take place just two days later, so the team knew there was no time to waste. They joined up with organizers from the New Hampshire AFL-CIO and began knocking on doors, with the goal of urging New Hampshire residents to call their state representatives and urge a “NO” vote on right-to-work.

“Knocking on doors can be exhilarating and heartbreaking,” said Xzavier Knox, who had never worked on a campaign of this nature before. “It was an eye-opener. It was a great experience. It’s good to know that people come together for a good cause.”

The New Hampshire organizers had planned to phone bank that evening, but they weren’t familiar with the new phone-banking system and ran into some challenges when it came time to set it up. Fortunately, Local 1245 Organizing Steward Kristen Rasmussen had worked with that exact software before, and was able to quickly and easily get the phones up and running.

The following day, the team went out to canvass in a remote, rural area north of Manchester, and they certainly had their work cut out for them. The snow was heavy, the houses were spread apart, and the people at the doors were not always receptive to what the organizers had to say. But despite the many challenges, the Local 1245 team surpassed their canvassing goals. They returned to the AFL-CIO office that evening to make even more calls, and patched through 15 constituents to their representatives.

“Tonight, the serenity prayer comes to mind,” Rasmussen said that evening, after a long day of canvassing and phone-banking. “Acceptance that not everyone agrees with us. Courage to continue the fight and wisdom to be able to walk away. Today…we did all of this.”

On the day that the State Legislature was set to vote on the right-to-work bill, the Local 1245 team, along with dozens of other labor activists, flooded the state capitol with signs in hand, for a final tour de force before the vote. Their goal was to demonstrate that right-to-work was clearly wrong for New Hampshire, and that the legislators should do the right thing by voting “NO.”

“It was clear that their presence and their voices were heard. When Senate Bill 11, the right-to-work legislation, came up for a vote, it was soundly defeated, with 200 lawmakers voting no, and 177 voting yes. Shortly thereafter, House Bill 520 — which would indefinitely postpone right-to-work — passed narrowly, 193-184. And when the proponents of right-to-work made a motion to reconsider that indefinite postponement, it failed, 194-no to 185-yes.

“We did it! We did it! We stopped right-to-work cold in its tracks of the New Hampshire snow,” said Organizing Steward Steve Marcotte. “It was awesome!”

“Defeating right-to-work in New Hampshire is monumental. I am so thankful to have been a part of this!” said Local 1245 Staff Organizer Jammi Juarez. “The 1245 team worked hard and were able to make a difference to help achieve this victory! We were told by the NH AFL-CIO that we helped deliver six votes from Republican Reps who were initially on the fence. The multiple calls generated from constituents to these target Republicans did the trick! The Reps told the staff that their no vote on SB 11 was a direct result of hearing from their base. Receiving five calls a day/night from constituents regarding a vote is unheard of for these unpaid elected officials.”

— Rebecca Band, IBEW 1245
Communications Director

Jammi Juarez contributed to this report.
Local 1245 Propels Harrison to Victory in Berkeley City Council Special Election

When Berkeley City Council member Jesse Arreguin was elected as the city’s new Mayor in November, IBEW Local 1245 was quick to endorse candidate Kate Harrison to fill Arreguin’s seat on the City Council. Not only does Harrison have a strong track record when it comes to supporting working families, she has also vowed to stand with IBEW Local 1245 on Community Choice Aggregation, a key issue that is of the utmost importance to the union.

In February, more than a dozen Organizing Stewards from Local 1245 went to work on Harrison’s campaign, which was set to be a mail-only ballot, with votes to be counted in early March. Given the fact that it was a special election, with no formal “Election Day,” voter turnout was expected to be on the low side, and a strong Get-Out-the-Vote campaign would be critical.

The Local 1245 team spent the better part of a month working diligently on Harrison’s campaign. Each afternoon, they phone-banked for several hours, and in the evenings, they went door-to-door, in order to have as many face-to-face conversations with voters as possible. They also worked on Saturdays, to further increase the level of voter contact they were able to achieve.

“Most of the time, Kate Harrison was right there with us, doing the phone calls and walking the precincts,” noted Organizing Steward Rene Cruz Martinez, who led the team from Local 1245. “When we were phone-banking, Kate encouraged us to send over the unsure voters to her, so she could talk to them directly. She definitely showed us that she wanted this, and she worked tirelessly herself, which was inspiring to all of us.”

Many of the campaigners from Local 1245 were first-timers, with no previous experience working on a political campaign before. Cruz Martinez made the strategic decision...
On Saturday, April 8, upwards of 100 IBEW Local 1245 Organizing Stewards, prospective Organizing Stewards and union staffers participated in an interactive training seminar entitled “Fighting for our Union.”

The seminar featured two special guest speakers. Nevada State Senator Yvanna Cancela — who previously served as the Political Director for UNITE HERE Culinary Workers Local 226 — shared her experience of organizing in Nevada, which is a “Right to Work” (for less) state. She also explained why politics matter, and inspired the group with her message about securing 100% voluntary membership. Former Western Regional Labor Department leader Elmy Bermejo spoke about the role of the Labor Movement in safeguarding workers’ rights, and underscored the importance of building unity in this time of division.

Organizing Stewards Nilda Garcia, Steve Marcotte and Rene Cruz Martinez also led parts of the agenda. Members held break-out sessions on how to effectively take our message to our co-workers. Many thanks to all who participated, and to Steve Marcotte for taking pictures.

— Eileen Purcell, IBEW 1245 Staff Organizer

More than 100 Local 1245 activists joined the “Fighting for Our Union” training.

The limited-edition *Fist Full of Lightning* history book is still available!

“Eric Wolfe has produced a fascinating history of an important union — thoroughly researched, fast-paced and eminently readable. It is a valuable contribution to the history of the Bay Area and the U.S. labor movement.”

— Carl Wood, Commissioner, California Public Utilities Commission (1999-2004); Director of Regulatory Affairs, Utility Workers Union of America

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

— David Moberg, Senior Editor, *In These Times*

**Fist Full of Lightning**

**BOOK ORDER FORM**

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

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

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

*Fist Full of Lightning*

IBEW 1245

PO Box 2547

Vacaville, CA 95696

**Your Name:** ______________________________

**Address:** __________________________________

**City, State, Zip:** ____________________________

**Your check is enclosed for $__________**

(Check one)

☐ Soft Cover ($10)

☐ Hard Cover ($25)
Congratulations on your service!

HONOREES

45 Years
From left: Business Rep. Carl Lamers, Arthur Iwasaki, Rexiford Pickering and Business Manager Tom Dalzell

40 Years
From left: Senior Assistant Business Manager Bob Dean, Robert Chiavola and (Dalzell)

35 Years
From left: Dean Evans, (Dalzell) and John Hursh

25 Years
From left: (Lamers) and John Millard

20 Years
From left: Scott Dawson, Tony Banchio and John Ricker

Photos by John Storey

15 Years
From left: Rowdy Shaw, Robert Beaver and Gabe Lerossignol

10 Years
From left: (Dalzell) with Lonnie Bolden

5 Years
From left: (Dalzell) with Allen Gordon

Donaldson, Dale
Embrey, John
Ertzman, West
Forbes, David
Fox, William
Gavins, Celby
Gordon, Allen
Guyers, Herb
Harbert, James
Harmon, William
Hersh, Courtney
Howell, Joshua
Jauregui, Robert
Karrseegas, Aris
Kingdoin, Michael
Kraek, Michael
Latta, Andrew
Launsen, Tim
Lee, Thomas
Lewis, Timothy
Lima, Lewis
Litchfield, Michael
Ludy, Matthew
McClure, Jacob
McDonald, Kirk
McCullers Jr, Michael
McMains, Christopher
Murphy, Andrew
Odie, Donovon
Oliver, Marina
Paustian, Michael
Pearce, Michael
Pearson, Charles
Powell, Edward
Ran, Michael
Roach, Austin
Rodriguez, Jose
Rorie, William
Roth, James
Self, Jesse
Sheldon, Derek
Shridder, Brenda
Suipes, Steven
Starzer, Nick
Stier, Richard
Tantadino, Joe
Thompson, Joel
Vaugh, Darren
Warner, Bryce
Watts, Timothy
Webber-Smith, Michael
West, Benjamin
White, Austin
Willard, Tiffany
Wurden, Michael
Wrotten, Walter
Zahs, Prufol

Aveces, Ricardo
Aebly Jr, Lawrence
Arambula, Fernando
Arambula, Javier
Ballou, Ashley
Barrick, Kenneth
Bepiorno, Eduardo
Belleville, Lucas
Belden, Lonnie
Bragg, Lori
Brown, Tyler
Carrell, Robert
Casey, Michael
Chandler, Todd
Clark, Dennis
Craig, Stephen
Crisman, Tim
Delima, Arnold
Fernandes, Greg
Freeman, Linda
Gleed, Scott
Hart, Michael
Havens, Keith
Hughes, Mark
Lowman, Christopher
Martin, Guy
Medina, Michael
Myers, Arleen
Navaree, Enrique
Niegl, Samuel
Parrish, Terence
Pritchard, Lisa
Ruz, Maria
St Clair, Berti
Stone, Dwayne
Stone, John
Velasquez, Leonardo
Velasquez, Michelle
Venezia, Chad
Watanabe, Alan
Welch, Brian

Leach, Kenneth
Lee, Robert
Malloy, Mark
Peno, Ned
Runney, Roger
Ricker, John
Roland, Lesa
Sanchez, Tammy
Sharp, Jeffrey
Walkup, Nathan
Woodmansee, Matthew

Beeley, Brent
Burnett, Larry
Burson, Michael
Cappello, Dave
Caswell, Kelli
Gaulfield, Casey
De Hoof, Scott
Deatherage Jr., Herman
Devlin, Buck
Dilbeck, Steven
Draper, Virginia
Fortman, Adries
Garrett, Robert
Keal, Neil
Kelly, Shawn
Kirin, Brian
Lesissoult, Gabe
Luz, Patrick
Marino, Tony
Martin, Sandowal
Mattingly, William
Mays, Sean
Mr. Donald, Allen
Mills, Dustin
Null, Melvin
Palade 111, Wesley
Pollard, Aaron
Roberson, Chad
Rodriguez, Carlos
Santana, Jose
Scrutchfield, Frank
Sedar, Mark
Shade, Brian
Shaver, Jeffrey
Shaw, Rowdy
Shirley, Karl
Thorne III, Allan
Whitman, Michael

Acain, Gage

Chico
February 25, 2017

April — June 2017
SERVICE AWARDS

Redding
February 24, 2017

30 Years From left: (Dean), Paul Sydow and John Marzolla Jr.

20 Years From left: (Dean) and Daniel Langford

Congratulations on your service!

15 Years Front row, from left: Rex Woodward and Paul Snyder. Back row, from left: (Dean), James Parks and Michael Briggs

10 Years From left: Michael Baker with (Dean)

HONOREES

45 Years
Deuel, Alan
Griffin, Gary
Mannix, Timothy

40 Years
Amaral, Steven
Marzolla Jr., John
White, Ralph

35 Years
Carter Jr., James
Hiser, Donald
Olson, Mary
Petersen, Roger
Rhodes, Karen

30 Years
Anderson, Frank
Carnahan, Michael
Dennis, Glen
Hollingsworth, Steven
Marzolla Jr., John
White, Ralph

25 Years
Bodner, Robert
Conner, Mike
Fridley, Troy
Noack, Tim
Dehnagen, Mimi

20 Years
Abbeott, Layne
Berry Jr., Robert
Colgate, Caleb
Goehring, Ben

10 Years
Armstrong Jr., Ralph

Howden, James
Hussey, Brad
Jones, Ron
Langford, Daniel
Link, Josef
McInnes, Jeffrey
Pettit, Michael
Rowley, Kendell
Rucker, A
Tucker, Michael
von Hagen, Russell

15 Years
Brenner, Ted
Briggs, Michael
Burnham, Michael
Cerro, Richard
Clark, Dale
Douillet, Joe
Dungan, Joseph
Garrison-Carter III, A
Geeter Jr., Donald
Harris, Luke
Hendrix, Brett
Ingram, Jeff
Knaup, George
Laughlin, Ronald
Moore, John
Puck, Dale
Parks, James
Powers, Lance
Snyder, Paul
Woodard Jr., Rex

10 Years
Armstrong Jr., Ralph

Bailey, Nathan
Baker, Michael
Begley, Matthew
Bradford, Kevin
Burnett, David
Chew, Kevin
Clore, Don
Garrett, Ernest
Hunt, William
Mayer, Neil
McCurtain, Dominic
Medina, Lauryn
Morgan, Jeff
Morrow, Greg
Nelson, Jesse
Omtvedt, Randy
Petersen, Matthew
Pine, Glen
Popp, Kyle
Savage, Tyler
Shank, Daniel
Solsa, Brad
Todd, Grant
Vandenbossche, John
Welch, Earl
Wess, Travis
Wilson, Roger
Wilson, Frank
Whitard, Jason

5 Years
Bair, Brett
Barone, Shannon
Brantzen, Brian
Bunting, Mattie
Carpenter, Kevin
Carrier, Jess

Cendreras, Michael
Davies, Michael
Davis, Eric
Dobson, James
Dowdy, John
Dunbar, Charles
Duerer V, David
Estes, Jackson
Eubanks, Thomas
Geraci, Jeff
Huff, Brandon
Hult, Rachel
Hutcheson, Tim
Ingels, Jacob
Isbell, Christopher
Jackson, Eric
Jeffpenson, Peter
Johnson, Gabe
Kingsbury, Charles
Lake, Heather
Lane, Daniel
Licap, Chris
Lindell, Ashley
Markword, William
Matthews, Joel
McCoshum, Carrie
Myers, Richard
Norbeckert, Tru
Nutrutt, Vonda
Parker, Joshua
Price, Clifford
Revehime, Erik
Ross, Kyle
Sawyer, Eric
Short, Daniel
Steff, Rob
Tucker, Jonathan
Vandyke, Jess
Whitford, Nathan
Williams, David
Willis, Bryan

Utility Reporter 31
Harvey had gone back to look for Snuffy and Bull and found the truck off down in the canyon a shattered mess. Bull’s body was still in the wreckage and Snuff’s had been thrown clear. A jug would be found and disappear from the site. The coroner’s office would still pronounce their blood levels higher than authorized for driving in his report. They would have all day every day to drink running Harvey’s work for him just like they had done for years riding on the back of the guys turning the nuts on the bolts and stacking steel to install the wire.

Slim got up off the dock and put the quarters in his pocket and burped, cussing the over done eggs the old gal had served him and thought about how inconsiderate they had been to him and how Harvey had made them jump to it to get his breakfast going just like he would make them all jump to it every day on the high line.

“Takes all kinds,” he thought, “just like the head scratcher told me. Smart ones, dumb ones, old ones, young ones. Lazy or energetic, drunk or sober, all kinds.” He reached down in his left front pocket and pulled all the coins out of his Levi’s and filtered through them respectfully until he found it and then put the quarters in his right pocket after clumsily relaying them to his right hand. He admired the brass token, worn down now after miles of travel and wear in a dark world contained by the lent of all those pants from the past. He thought of the ones before him who had carried it and thought of the head scratcher who had called him recently up to his death bed in Marysville to pass it on and instruct him of the force and responsibility he would have while carrying it forward. Slim pinched it hard between his forefinger and thumb. He looked out across the cold mid-morning air and surveyed the route of the tower line. They were all gone now. The head scratcher, Kenny, John, Jesse, the Pep and dirty Mac, all of them and most of their wives. Their kids off in their own worlds, some of them in the trade and son-in-laws too. Honed out of a past inpired by the free movement of the dads and moms of the craft who braved the call of the road and became part of the surface of the ever changing highway of Americana. Forged from the hardships of negotiating changes for the working class. Tempersed by wars and depressions; Pinkertons and strikes. Great labor leaders in suits and ties and the dogs of management bound to make money off the backs of men unwilling to part with their freedom to be docile recipients of poor conditions, wages, health care and retirement. Bound in the covers of a vast, unpredictable and complex book of labor undaunted and unwilling to bow down to anything less than fair, and some to give up and sacrifice all for the next generation.

We did not go quietly into the next generation hamstrung by our sweat shops and false promises. We did not lie down under the pressure of one job, toiling under God’s good sun to watch hacks broken by the constant strain of labor and management. We did not meekly approach them with our request. We did not cry in the night for more, rather we united as one under that grand logo and though sometimes shooting our own foot encouraged our better destiny with the wisdom of need to work for fair compensation.

Thus let it be known that we are a force to reckon with and that we will negotiate in good faith for a rightful existence in the workplace. Towering high over the bigotry of self need and greed we stand to unify others around the planet unable yet to maintain or even visualize the hope that we once had and fight for daily, to come to their needs as the world around us grows smaller and world trade promenades not hearing the cry in the night of other workers who wish to do better and have the essentials that the big dogs enjoy over us with the sleight of hand.

Our work is never done at the brotherhood of humanity and never compromised at the trough of hope. Let us strive not to blend in to the waves of the downtrodden, yet lift the surging walls of work place securities to rise above the tide of golden parachutes and hefty bonuses that devour common, hard working folks every minute of every day into a shameless pit of financial depression.

Harvey came back from the canyon and announced their deaths. It was not exactly a yard full of bereavement, although some of the young hands who did not know them were much more horrified than the rest. It settled in as a bad deal for all standing there.

Slim put the token in his left front pocket and walked over and whispered into the job stewards’ ear.

The steward removed his hat and stepped up on the dock in one agile motion. The large crowd of men gathered around and waited for the words to relay what Slim had hinted at in his ear.

“We lost ole’ Snuffy and Bull to the road. They went off down in the canyon and are dead now. I’m goin’ to pass the hat and we’ll be doin’ it ever week for a while. This is going to be a good overtime job and we should all prosper well here for a while. I expect everybody to make as sizeable a donation as you can during the weekly safety meeting. I know a lot of us been out of work for a while so I’ll expect the collection for their families to get better as the weeks go by.”

So the hat went forward and was filled to the brim. Harvey started surveying the hands to find some prospects he could depend on to yield some production as foremen. Slim reached in his wallet and pulled out a fifty and wadded it up and put in the steward’s hat, then stuck his hand in his left front pocket and rubbed the token and thought that was a good start on his road trip with the coin. He pulled it reverently to the day light and looked upon the one side and the other. The ladies hat was still dominant enough, the bun in her hair raised off the surface of the token. She had that seductive look still about her and the eye in the profile expanded her mystery. Oh yes, it was wearing but still clear and lasting well for traveling so many miles in Henry, Skyocket, Fancy, the Headscratcher and now Slim’s trousers of the trade. He looked down on it, held there between his thumb and forefinger and read side one with the profile of the seductive lady of the past. And it said, “Stoley’s Dance Hall St. Louis Mo.” He turned it over and read the other side and it said “five cents a dance.”

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Santa Rosa Retirees Club Supports Girls' Athletic Program at Lower Lake High School

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!

The Local 1245 Retirees Club is open to retired members from all Local 1245 employees. Spouses of active or deceased members are also eligible for membership.

Join today! Dues are just $36 per year, paid on a fiscal year basis (July through June). Download the membership form at ibew1245.com/ibew-1245-retirees-club.

The Local 1245 Retirees Club offers a host of benefits, including:

- Utility Reporter. Retiree Club members continue to receive the union newspaper.
- Dental Plan. Retiree Club members have a once-time opportunity to join local union-sponsored dental plans (available only to club members who retired on or after January 1, 1987.)
- Credit Union. Retiree Club members are eligible to join the Organized Labor Credit Union, which offers loans at prevailing rates and offers above-average interest savings accounts.
- Free Legal Advice and a huge array of discounted services and products are available to Retiree Club members through the Union Plus program.

Monthly meetings:

East Bay Chapter: Meets 2nd Thursday each month, 10 a.m., IBEW Local 395, 6250 Village Pkwy, Dublin, CA

North Bay Chapter: Meets 1st Tuesday each month, 10:30 a.m., Marin's of Cotati, 7991 Old Redwood Hwy, Cotati, CA

Central Valley (Merced) Chapter: Meets 1st Tuesday each month, 10:30 a.m., Merced Senior Community Center, 753 W. 15th St., Merced, CA

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

Yerington Chapter: Meets 4th Wednesday each month, 10:30 a.m. social time, 11:00 am meeting, Pioneer Crossing, Yerington, 11 North Main Street, Yerington, NV

Carson City Chapter: Meets quarterly, 4th Thursday in January, April, August & October, 9:00 a.m., Grandma Hattie's Restaurant, 2811 S. Carson St., Carson City, NV

Winnemucca Chapter: Meets quarterly, 1st Wednesday in March, June, September & December, 11 a.m., Round Table Pizza, 1043 W 4th St., Winnemucca, NV.

If there isn't a chapter near you, start a chapter of your own! Just send an e-mail to Local 1245 Office Manager Tonya Alston. tfo3@ibew1245.com or call her at 707-452-2718.

You may have retired from your job, but there's still a place for you in the union!

IBEW 1245 Retirees Club

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You may have retired from your job, but there’s still a place for you in the union!
Approximately 140 eager shooters braved less than ideal weather conditions to participate in the 6th Annual IBEW Northern California Clay Shoot at Raahauge’s Pheasant Chukar and Sporting Clays in Dunnigan, CA on April 8th, 2017.

The day started out cold and overcast, and by mid-morning, a steady, light rainfall set in, presenting shooters with an added challenge. But the wet weather didn’t dampen any of the enthusiasm of all the IBEW members, family, and friends who showed up with the goal of breaking as many of the orange clays seen streaking across the sky as possible.

Spread out over a course that included 17 unique shooting stations, each participant took aim at 100 targets over a span of about three hours, leading up to an eagerly anticipated lunch. The walking and shooting primed everyone’s appetites for what has become one of the event’s many highlights, a tasty lunch featuring delicious pulled pork sandwiches. This year, everyone was in for a treat as carnitas tacos, chucker and pheasant were among the mouth-watering menu choices available.

The real treat of the day was served up after lunch, as nearly two dozen shotguns and hunting rifles were raffled off. As has become the tradition at this event, all participants under 17 walked away with great raffle prizes. As the kid’s raffle concluded and attention turned to the highly anticipated adults raffle, the sun finally made an appearance to put the finishing touches on a family-friendly day of lightly competitive shooting.

No high scores were announced this year (maybe so as not to make those of
us semi-average shooters feel too bad about all the clays that fell to earth in one piece during the day). Everyone left the day with a memorable day of shooting and Union brotherhood, as well as knowing this event continues the tradition of raising money that is distributed to deserving charitable causes throughout Northern California.

This year’s clay shoot was hosted by Local 340, which showed great hospitality, and will determine the distribution of the charitable funds raised from the event. The second clay shoot in Hilmar, which was originally set to take place on the same day, has been rescheduled for June 17 due to the ground conditions.

— Anthony Brown, IBEW 1245 Assistant Business Manager

Photos by John Storey
Local 1245 Members Volunteer at Junior Achievement Through EWMC

On January 27, 2017, Rene Cruz Martinez and I volunteered with Junior Achievement (JA) at Mather Heights Elementary school located in Sacramento, CA. We are both IBEW 1245 members employed at Pacific Gas & Electric Company (PG&E), and also officers of the Electrical Workers Minority Caucus (EWMC) Solano County Chapter.

The 4th grade lesson I participated in involved teaching the children about businesses and entrepreneurs. I told them I work for PG&E, a company that provides gas and electricity to customers in California. I explained that since I work for PG&E, I’m also a member of a union called the International Brotherhood of Electrical Workers (IBEW). The word “interdependence” was in their school lesson, so when it came time to teach them this word, I presented an example specific to my own experience.

“IBEW helps members by speaking with PG&E to protect the employees’ wages and benefits, so that we can provide a good life for ourselves and our families,” I told them. “IBEW helps ensure workers have safe working conditions and are treated fairly by the company. PG&E and IBEW are an example of an interdependent relationship.”

I later explained that IBEW also helps in various communities by providing service (which was another word in their lesson), making many donations to schools and volunteering for their programs, including Junior Achievement. I explained to the children that myself and fellow member Rene were volunteering today on behalf of a community group within IBEW called the Electrical Workers Minority Caucus (EWMC). I explained that the EWMC is an organization made up of IBEW members that volunteer at schools, shelters, veteran facilities, help feed and supply services to the homeless, and are considered active in their communities. I told the class that the IBEW and the EWMC also have an interdependent relationship.

“It was an amazing experience! I loved the enthusiasm from the students. They were ready to learn and asked questions! They are our future, so we need to be spending more time with them and explaining to them the importance of good union jobs,” Rene Cruz Martinez said after teaching a 4th grade class.

I have a Masters Degree in Criminal Justice with a Minor in Psychology, since I wanted to be a juvenile counselor, and so for me having this opportunity to teach students about skills they can use to apply in the real world was exciting! I wanted them to know they can be whatever they aspire to be, whether it’s starting their own business, helping others and their families. This experience allowed me to represent my union and the importance of a trade occupations.

About Junior Achievement

According to their website, “Junior Achievement’s purpose is to inspire and prepare young people to succeed in a global economy. JA helps students realize that the education they are getting today will help them to have a bright future tomorrow. JA’s volunteer-delivered, kindergarten-12th grade programs foster work-readiness, entrepreneurship and financial literacy skills, and use experiential learning to inspire students to dream big and reach their potential. Junior Achievement USA reaches more than 4.8 million students per year in 209,651 classrooms and after-school locations. JA programs are taught by volunteers in inner cities, suburbs, and rural areas throughout the United States, by 109 Area Offices in all 50 states. Junior Achievement’s 237,680 classroom volunteers come from all walks of life, including: business people, college students, parents and retirees. Our programs help prepare young people for the real world by showing them how to generate wealth and effectively manage it, how to create jobs which make their communities more robust, and how to apply entrepreneurial thinking to the workplace. Students put these lessons into action and learn the value of contributing to their communities.”

JA’s many volunteers (including us) add their personal experiences, which may influence students to pick a trade as a career or become young leaders and activists in their communities. Having the knowledge that these lessons provide, knowing that there are diverse career options available after high school, and learning about shared experiences from volunteers helps the students realize that, with dedication and commitment, they can be financially successful and contribute to their community at the same time.

Questions regarding JA and volunteer opportunities? Email volunteer@ja.org.

— Donchele Soper, IBEW 1245 Organizing Steward and EWMC Solano Chapter President

April — June 2017

Units lend a helping hand

All of the following unit donations to various charitable organizations from February through April 2017 were approved by the IBEW 1245 Executive Board.

Merced Irrigation District Unit #1122 donated $250 to the Merced Adult School’s Open House event.

Fresno Unit #1111 donated $250 to the Education & Leadership Fund c/o Gusmaro & Bernard P. Reyes Scholarship.

Merced Irrigation District Unit #1122 donated $250 to the Handicap Fishing Day event.

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

Diablo Canyon Unit #1220 donated $250 to the American Cancer Society/Relay for Life “Canyon Crusaders” team.

Richmond Unit #2318 donated $250 to the Hercules Running Rebels track team.

Stockton Unit #2509 donated $200 to the Village Oaks Alternative High School to help purchase prizes for their writing contest.

Lompoc Unit Donates $250 to Aspiring Lineman

On Feb. 1, 2017, Unit #1218, City of Lompoc, presented a $250 donation to Justin (JD) Aguilar, a Lompoc employee currently working in the Urban Forestry Department. The Community Fund donation is intended to assist JD as he pursues training at Northwestern Lineman School in Oroville, CA.

JD has requested a 90-day unpaid Leave of Absence from the City to be able to attend the training, with the hope of getting a Lineman position with the City of Lompoc in the Electric Department. The members of the Lompoc Unit want to wish JD good luck at school and in his future endeavors with the City.

— Gary Silbaugh, Lompoc Unit Chair

MID Unit Supports Merced Adult School

Unit #1122, Merced Irrigation District, voted in March to contribute $250 from the union’s Community Fund to support the Merced Adult School open house and awards ceremony, which took place on April 6, 2017. The funds were used to purchase food for the event, and Local 1245 members Craig Tatum and Jerrid Fletcher, both employed at MID, volunteered their time to prepare and serve meals to the attendees.

Merced Adult School offers free classes for people working toward a high school diploma, GED-preparation classes in Spanish and English, and English as a second language (ESL) classes, as well as U.S. citizenship test preparation assistance. The school also provides low-cost career technical education courses that include computer and office technology, solar panel installation and energy auditing class.

Photo provided by Craig Tatum
San Jose
February 17, 2017

HONOREES

45 Years
Himan, Nancy
Perez, Frank
Riley, Curtis
Ryan, Linda
Stormont Jr., Ralph
Thompson, Dennis
Trujillo, Carlos
Walsh, James

40 Years
Beltramo, Patricia
Bornman Jr, Richard
Fluit, Lawrence
Gandolfi, Dawn
Melesurgo, Lori
Miranda, Ronald
Ratto, Larry
Miranda, Ronald
Melesurgo, Lori
Gandolfi, Dawn
Fluitt, Lawrence
Bornaman Jr.
Beltramo, Patricia

35 Years
Waterhouse, Philip
Schaefer, Gregg
Robles, Magdalena
Marotti, Robert
Hering, Jeanette
Darbyshire, Keith
Capwell, David

30 Years
Walsh, James
Trujillo, Carlos
Thompson, Dennis
Storment Jr., Ralph
Riley, Curtis
Himan, Nancy

25 Years
Amaro, David
Bueno, Eric
Burnett, Monique
Calata, Joseph
Chavez, Michael
Collins, Shane
Contreras Jr, Ernest
Cordes, Homero
Currier, Michael
Garcia, Eddie
Garcia, Michael
Garrett, Kimberly
Gerhardt, Thompson, Jeffrey
Glysson, George
Gerhardt-Garrett, Kimberley

15 Years
Alvarez-Elizondo, Delma
Rodriguez y Mondiale Ego Jr.
Back row, from left: Griselda Fernandez, Sabrina Pickett and Marc McNicoll.

10 Years
From left: Eileen Katayama and Elvira Bernal.

5 Years
Front row, from left: Ramon Reynaga, Delma Rodriguez and Mondiale Ego Jr.
Back row, from left: Griselda Fernandez, Sabrina Pickett and Marc McNicoll.

Congratulations on your service!
SERVICE AWARDS
March 17, 2017

HONOREES

55 Years
Branson, William

50 Years
Starnes, Leo

45 Years
Hatrup, Jim

40 Years
Amaral, Kenneth

35 Years
Arave, William

30 Years
Amthor, Cynthia

25 Years
Front row, from left: Karen Reade and Lauren Bartlett. Back row, from left: Charles Griffin and Dennis Cardin

20 Years
Front row, from left: Julia Lusted and Jeff Terrell. Back row, from left: Steve Speak and Mauricio Quintanilla

30 Years
Front row, from left: Nancy Sweeney and Toni Boyd. Back row, from left: Donald Edwards, David Armstrong and Kevin Krummes

40 Years
Front row, from left: Lawrence Gosvala and Theresa Clary. Back row, from left: Jimmy Ramirez and Joe Ojeda Jr.

Photos by John Storey

Sacramento

35 Years
From left: Lucy Venegas, Kevin Deryk and Julie Cosgrove-Garcia

25 Years
From left: Joe Christ with Business Rep, IV Macor

20 Years
Spearman, Michael

15 Years
Avery, David

10 Years
Lee, David

5 Years
Smith, John
Congratulations on your service!

10 Years
Front row, from left: Jeffery Johnson and Adrien Fortner

15 Years
From left: Wendy Johnson and Adrien Fortner

10 Years
Front row, from left: Hector Staley, Danielle Robbins and Lori Bragg. Back row, from left: Dean Jones, Harold Twig and John Smith

5 Years
Front row, from left: Jose Garcia and Ladrena Gunnsvangin. Back row, from left: Brandon Cardoza and Jose Garcia

10 Years
Front row, from left: Michael Hansen, Roberto Chavez and Jonathan Watzig. Back row, from left: Jose Bugarin, Kerina Mendoza and Paige Smith

5 Years
Front row, from left: Andrea Sanchez and Cecelia Cristo. Back row, from left: Julia Barnes and Kierstine Dalbinco

Vera, Alberto
Viala, Jason
Wilkes, Renee

10 Years
Adams, Alexander
Albarran, Monique
Alexander, Joel
Alonso, Lucila
Bandy, Glen
Banting, Brent
Beaman, Michael
Beach, Anthony
Barragan, Katie
Beck, Anthony
Beanman, Michael
Beauculet, Dan
Bedoy, Cody
Berry, Scott
Black, Brent
Blomquist, Neil
Breda, Dushree
Bridges, Gregory
Casero, Emiliano
Connelly, James
Contreras, Karen
Cook, Stephen
Cooley, Kristen
Corah, Ronald
Cortright, Michael
Cox, Thomas
Craig, Robbie
Davis, Eric
Davis, Jocelyn
De Leon, Jeffrey
Dean, Michael

Dodson, Gary
Dray, Joe
Drouillard, Jonathan
Dyer, Brett
Eaton, Steven
Ene, Emmanuel
Erthal, Derek
Esparza, Hercules
Faller, Dean
Farsworth, Gregory
Fish, Sr., Gregory
Fitting, Nicholas
Fleming, Michael
Forbes, Charles
Forrester, Kevin
Friga, Carmen
Frost, Christopher
Gaffney, Daniel
Gallow, Steven
Garza, Benjamin
Garcia, Melissa
Garner, Susan
Gladden, Charles
Gudina, Armando
Goetz, John
Gonzalez, Nicholas
Grammer, Mason
Grant, Mike
Gumban-Griffin, Angela
Gutierrez, Miguel
Hall, Steven
Hamel, Vincent
Harrington, Albert
Haymon, Dennis
Herrera, Peter
Hlavaty, Brian
Hooton, Nicole
Horton, Patricia
Hornton, Amber
Howton, LANCE
Houston, Randy
Jackson, Eugene
James, John
Jones, Dean
Kammerer, Dana
Kaufraeger, Jordan
Knoase, Daniel
Lambert, Timothy
Lavalie, Tammy
Lee, David
Lee, Vincent
Lilley, Janssha
Luster, Edward
Lux, John
Maciejewski, Nicholas
Maffei, Brian
Magnessheimer, Christopher
Marable, Jason
Martin, Pete
Mathews, William
McDonald, Joshua
McNeary, Dave
Micah, Richard
Miller, Robert
Montoya, Richard
Morris, Andrew
Moss, Robert
Motshali, Xochitl
Munoz Sr., Manuel
Murphy, Jasmine
Odam, Sterling
O’Neal, Shawn
Perezfield, Matt
Pitt, David
Pompe, Stephanie
Preciado, David
Puller, Jackson
Reijonen, Michael
Riddle, Brandon
Rideronour, Dana
Ribon, Armando
Robbins, Danielle
Rodriguez, Mark
Rodriguez, Veronica
Rodriguez, Felipe
Rodriguez, Jose
Romero, Irham
Sanders, Josiah
Sanders, Shawn
Schick, Christopher
Shaw, Kikuyu
Simmons, Wesley
Smith, Casey
Smith, John
Soltero, Michael
St Clair, Danny
Staley, Heather
Stehr, Travis
Stucky, Mark
Thompson, James
Tom, Edwin
Trumbull, John
Truong, Hanh-Nhan
Twig, Harold
Van Mater, Judson
Vanzand, David
Vassey, Dante
Wade, Matthew
Walker, Jacob
Washington, Anthony
Washington, Shawn
Webster, Jon
West, DaDia
Whitecomb, Patrick
Wildman, Timothy
Wing, Chad
Winter, Peter
Wolfe, Haley
Wright, Alissa
Wright, Evan
Zanelle-Martin, Dushawn
Zellner, Kenneth
Zanelli-Martinez, Emilio

5 Years
Adams, Mark
Albarran, Alicia
Allen, Carter
Alvarado, Ferrin
Arnould, Brian
Arvizu, Kristopher
Azar, Dario
Baker, William
Barnes, Julia
Beardsley, Richard
Behnke, Mark
Benton, Amy
Bernardacci, Gina
Bottini, Vincent
Boyd, Steven
Briano, Christopher
Brock, Justin
Buchholtz, Daniel
Buck, Dylan
Bugarin, Jose
Burch II, James
Burnett, Blake
Burnett, Virgilio
Burns, Adrienne
Busalacchi, Brian
Cantrell, Ralph
Cardoza, Brandon
Carlson, Matthew
Chavez, Roberto
Corps, Arlene
Crawford III, Albert
Crawford, Andrew
Cristo, Cecilia
Cruz, Amanda
Cury, Brandon
Cuthbert, Nicholas
Dalbianco, Kierstin
Darosa, Michael
Dean, Michael
Douglas Sr, Paul
Doow, Rowan
Doyle, Jimmy
Duell, Ben
Duggan Sr, Robert
Durham, Matthew
Ebarma, Ingrid
Echevarria, Josiah
Erthal, Derek
Esparza, Michael
Evans, John
Fairchild, Michael
Fettig, David
Figueroa, Jorge
Flattland, Mark
Fletes, Gustavo
Flood, Darwin
Foyd, Janie
Fraizer, Allen
Frazzelli, Gregory
Funk, Casey
Gallardo, Mark
Garza, Jose
Garcia, Sara
Gardett, Jerry
Gatre, Alida
Geller, Gary
Germscheid, Jason
Gisler, Kyle
Gomez, David
Gonzales, Medina
Gonzalez, Emre
Goodell, Stu
Goodwin, Corbett
Grivette, Gregory
Gunn, Edwin
Guinnesswongin, Ladrena
Guinn, Alex
Hame, Matthew
Hansen, Michael
Hudson, Jim
Huggins, Cody
Hunten, Charlie
Hyland, Joe
Ibarra, Diana
Jensen, Heath
Johnson, James
Jones, Lincoln
Jordan, William
Kimsey, Melissa
Kochkine, James
Langham III, Norman
Lanz, Joseph
Lattol, Theodore
Lemons, Christopher
Lenz, Timothy
Malmberg, Ryan
Martin, Jacob
Mazzione Jr, Ron
McAvery, Tiffany
McDougall, Robert
Meyer, Joseph
Mears, Shannon
Meiners, Joe
Mendoza, Kerina
Miller, Heath
Miller, Jessica
Mitchell, Gregory
Mochel III, Glenn
Nagare, Marisa
Nelson, Conrad
Newman, Ronald
Nurse, Theodore
Okegbele, Evelyn
Pallien, Samantha
Parlow, Andrew
Hunter, Stephen
Pitts, Eric
Picard, Brett
Quinnian, Matthew
Quintanilla, Santos
Raines, Jason
Ramsey, Matthew
Rios, Juan
Romero, Roberto
Ruf, Audroy
Salinas, Hector
San Nicolas, Antonio
Sanchez, Andrea
Sanchez, Daniel
Sanchez, Zachary
Schermer, Kevin
Scholl, Michael
Shafter Jr, Ricky
Sneded, William
Sommerfield, Daniel
Stocking, Chris
Stockton, Jim
Tang, Vinh
Terry, Wesley
Thomason, Andrew
Trujillo, Jody
Tyler, Kenneth
Valenzuela, Garrett
Vang, Daniel
Vollman, Joshua
Wagner, Todd
Watzig, Jonathan
Whitsett, Scott
Wills, Charlem
Woodridge, Alison
Wooster, Trent
Worthy, Timothy
Have you heard about the possibility of a nation-wide right-to-work law? People are saying that it would get rid of closed union shops like the ones we have in California. I’m really worried about how it would impact us.

What could be so bad about having a right-to-work if it means people get to choose whether or not they want to pay union dues?OPEN SHOP sounds like a good idea to me!

That’s exactly what the anti-union backers of right-to-work want you to think. It really has nothing to do with employee choice. Those laws serve just one purpose -- to weaken unions and drive down wages and benefits.

I don’t understand. What does right-to-work have to do with all that?

You said it! My brother lives in one of the 28 states that already have right-to-work laws, and the workers there have lower wages, fewer benefits, and higher workplace fatality and poverty rates.

Just look at what the union does for us. Thanks to our ability to bargain collectively, we have better wages, benefits, and working conditions compared to non-union workers. Plus, we have a grievance procedure, so we have legal protection if the bosses try and violate our contract.

I never thought about it like that. How can we make sure we keep those rights?

That’s right. Now think about it -- if workers can opt out of paying union dues, our membership will decline. Our resources will decline. Our ability to stand up to our employers will decline. Our wages, benefits and working conditions will all decline. In reality, it’s right-to-work for less.

We have to resist! And that means making sure all of our co-workers stay in the union, even if right-to-work becomes the law of the land. I’m going to talk to some of our co-workers about it today after my shift. Do you want to come?

You bet! Whatever it takes to protect our paychecks!

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