

Inside:



Utility Reporter

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UNITY IS STRENGTH

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**New Law Raises
Wages for Tree
Trimmers** **30**

Golf Tournament **2**

Sausalito Shoo Fly **4**

Car Show **6**

Organizing **8**

Drone Training **10**

Wells REC **12**

Public Sector **14**

Community **15**

VOC Training **16**

PG&E Bankruptcy Updates **18**

Rebuilding Paradise **22**

Lineman's Rodeo **24**

National Gas Rodeo **26**

Scholarship Application **28**

Outside Construction **32**

Retirees **34**

Pin Dinners **37**



Linemen Joey Payne (plaid shirt) and Chris Duffy (red shirt) of Wells REC work to restore power at a Motel 6 in Wells, Nevada. Story on page 12.

Photo by John Storey



Tom Dalzell
Business Manager

When I was young, I kept a scrapbook with photos of my heroes. I had pages for Willie Mays, John Glenn, Martin Luther King, Jr., and other extraordinary people who did extraordinary things. It was as much about their personalities and accomplishments as the values they represented — character, selflessness, and bravery. And when I was worried about our country's future, or just having a bad day, I looked it over. It helped remind me what's possible when we do our best.

I don't keep it up, but if I did, this year I would have added thousands of pictures of our members who have been involved in all aspects of work around wildfires and public safety power shut-offs.

Because while the planned shutoffs in Northern California might have been managed more effectively by the company, there is no doubt that the hard work Local 1245 members did kept our communities safer, and even saved lives. After winds surged above 50 miles per hour in 16 high-risk locations across the state, our members personally inspected 25,000 miles of distribution lines and 2,500 miles of transmission lines. During the first large-scale PSPS event, they found more than 100 incidents of damage or hazards to power lines and addressed them before the power came back on.

For the first time since our annual climate-driven fire season has set in, we

took preventative measures to stop fires before they started. Call center workers answered questions and relayed crucial information around the clock, support staff (fleet and materials) kept operations running smoothly, and first responders rushed to the scene when needed. Hundreds of crews of 1245 workers spent days away from home, working long hours, to get the lights back on.

But sadly, they were not always met with the respect they deserve. Recently, an added element of danger has accompanied them in the field. In addition to the physical risks associated with electricity, gas and working at heights, many faced angry and even violent customers. Our members were shouted at. Denigrated. And one of our trucks, traveling south on I-5 near Colusa, was shot at. It is a miracle that there were no fatalities.

Of course, none of our members are responsible for climate change. Or misguided housing policy that allows for dense development in high fire-risk areas. Or forestry practices. But because they are the most visible, they have been confronted repeatedly by confused and angry people.

They have a singular job — restore service while keeping themselves, and their fellow citizens, safe. And in the face of danger, confusion, and extremely difficult fire conditions, they did their best.

You are my heroes. Because nothing in this state — not our businesses, not our schools, not our hospitals or transportation systems — would work without you. I am as proud as proud can be to work for you and your union.

\$1 Dues Increase

Effective January 2020, dues for "A" and "BA" members will increase by one dollar. Per capita is \$40.00 for A membership and \$22.00 for BA membership.

— Muriel Moore,
IBEW 1245 Dues Processor

Get the latest
news at

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Unit meeting changes

Unit #4721, Hayward/Newark (Davey Tree), has relocated its meeting to Round Table Pizza at 5544 Thornton Ave, Newark CA. The unit meeting time and dates will remain the same.

— Junior Ornelas,
IBEW 1245 Business Rep

Unit #3316, Fallon, has relocated its unit meeting to Pizza Barn, 1981 W. Williams Ave, Fallon, NV. The dates and time will remain the same.

— Adam Weber,
IBEW 1245 Business Rep

Unit #1313, Topock, has moved its December unit meeting from Dec. 5 to Dec. 3. The time and location will remain the same.

— Mark Rolow,
IBEW 1245 Business Rep

Unit #3731, City of Healdsburg, has changed its unit meeting date to the third Tuesday of each month. The meeting time and location will remain the same.

— JV Macor,
IBEW 1245 Business Rep

Unit #3313, Yerington, has changed its unit meeting start time to 5:30pm.

— Adam Weber,
IBEW 1245 Business Rep

Unit #3217, City of Redding, Shasta Lake, and Bella Vista Water, has relocated its unit meeting to Market Street Pizza at 871 N. Market St. Redding, CA. The meeting time and dates will remain the same.

— Dominic McCurtain,
IBEW 1245 Business Rep

Hitting the Links

32nd Annual IBEW 1245 Golf Tournament

More than 100 golfers hit the links for IBEW 1245's 32nd annual Golf Tournament, which took place on Oct. 5 at Cypress Lakes Golf Course in Vacaville.

"It's a great event. We've been going since it used to be at the Green Tree golf course, probably maybe eight or nine years," said IBEW 1245 member John Askew, who works at PG&E's Vacaville Grid Control Center. "We started getting teams together. We've got a couple of teams out here today from the same shop. So it's a lot of fun."

While some come to compete, most of the golfers in attendance are just happy to have the opportunity to spend time with their co-workers off the clock.

"It's a chance to bring everybody together, and the barbecue and stuff at the hall is a good experience," said Local 1245 member Jake Van Netta, a PG&E electric meter technician out of Stockton. "It's fun, and I look forward to it every year. I always have a great time."

After an enjoyable morning on the course and a tasty lunch at the union hall, the always-exciting raffle commenced. A few lucky participants walked away with some incredible prizes, including golf clubs, a tablet, a flat screen TV, some top-shelf tequila, and a Yeti cooler.

At the end of the day, the golf tournament winners were announced:

- **1st Place:** Nate Datus, Tony Trigo, Anthony Trigo, Joe Oliveria
- **2nd Place:** Zack Baker, Chris Wilson, Ron Scott, John Olson
- **3rd Place:** Larry Youngblood, Mike Phillips, Nick Stevenson, Manuel Santana
- **Longest drive (male):** Anthony Trigo
- **Longest drive (female):** Shelby Mitchell

"Just want to give a big thank you to the backbone of this tournament — union staffers Gail Varner, Liz McInnis, Mike Saner, JV Macor, Lou Mennel and all the volunteers from the hall, as well as my two sisters, Diamond Kinlaw and Molly Hofman, and my daughter, Katie Mendoza who got up at 3:00 am to help her Dad," said IBEW 1245 Business Rep John Mendoza, who chairs the event.

"It was a beautiful day to play and great to see everyone return to the tournament. As always, it went off without a hitch," Mendoza continued. "Everyone enjoyed the food and raffle at the union hall after the tournament. I hope to see everyone again next year on October 3, 2020 for our 33rd annual golf tournament!"



First Place, from left: Nate Datus, Tony Trigo, Anthony Trigo and Joe Oliveria



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Second Place, from left: Chris Wilson, Zack Baker, Ron Scott, John Olson



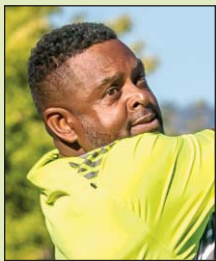
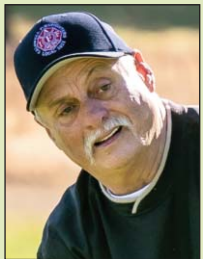
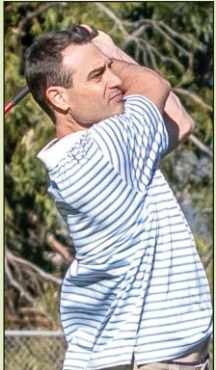
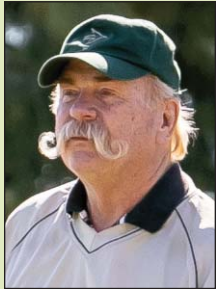
Third Place, from left: Larry Youngblood, Mike Phillips, Nick Stevenson and Manuel Santana



The Women's Long Drive Winner, Shelby Mitchell



The Men's Long Drive Winner, Anthony Trigo



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“Karl the Fog” and a Sausalito Shoo Fly

In the San Francisco Bay Area, everyone knows “Karl the Fog” — the tongue-in-cheek nickname that the locals have given to the unique coastal atmospheric conditions that result in a thick blanket of perennial low-lying cloud cover. Karl the Fog can turn even the sunniest and warmest of summer days into a dark, chilly afternoon in just a matter of minutes, and is likely the impetus behind the age-old adage, “The coldest winter I ever spent was a summer in San Francisco.”

Thanks to Karl and all his moisture, metal structures near the coast tend to rust and degrade more rapidly — and for a perfect example, look no further than Sausalito, a small coastal community just north of the Golden Gate Bridge where 10 PG&E transmission towers have recently been A tagged for immediate replacement. These 10 towers are part of the 60KV line that services all of Sausalito, so before they can be wrecked out and replaced, a shoo fly needs to be constructed to ensure uninterrupted service for Sausalito’s residents and visitors.

In late August, the *Utility Reporter* caught up with the IBEW 1245 transmission line crew from PG&E that’s been tasked with constructing the shoo fly. According to PG&E Crew Foreman and 22-year IBEW member Andy Contreras, the job came with its fair share of hurdles — not the least of which is Karl himself.

“Karl likes to come in during the

summertime and sit in the mountains right on the ridge where the line is being built and not move all day long. I think in the month of July, we probably worked one-third of the days, and the other two-thirds of the days, we were fogged out. Since June 20th I have not seen three days of sun without fog here,” Contreras explained. “So it’s been very difficult to plan and build the schedule around the fog. There were some days that the fog didn’t clear till two o’clock, and the helicopters would come in and land and we’d start work at three o’clock in the afternoon and work till six or seven o’clock at night.”

In addition to Karl, the crew has also had to contend with the challenges associated with the line’s unique location.

“The shoo fly and the 10 towers are all in the Golden Gate National Recreation Area (GGNRA) ... In my 22 years, this is the most sensitive area I have ever worked in,” said Contreras, explaining the delicate nature of utility work in such protected spaces. “They have sensitive flowers, grasslands, oak trees. Every day we have a biologist with us at every location. We have to check in at a gate. Our truck’s got to be washed — they get inspected to make sure we’re not transporting any weeds from other places. And we have to spray our boots with peroxide, so we don’t track anything in.”

Getting materials and equipment in



The crew relied on choppers to transport materials, supplies and workers.

and out of the GGNRA was a challenge in and of itself, as basically everything needed to be transported via helicopter. The famously scenic park is heavily trafficked with tourists and locals alike, especially during the weekends, and the choppers are prohibited from flying on those busy days. To keep the park visitors safe, the crew has had to shut down multiple trails while the choppers are flying in and out during the week, with 10 traffic controllers stationed on the trails to ensure no members of the public entered into the work spaces.

Due to these extenuating factors, and Karl in particular, the shoo fly took a bit longer than expected, but Contreras was hopeful that the clear weather would hold and allow his crew to finish up their work within a few days, so that the tower replacement could begin.

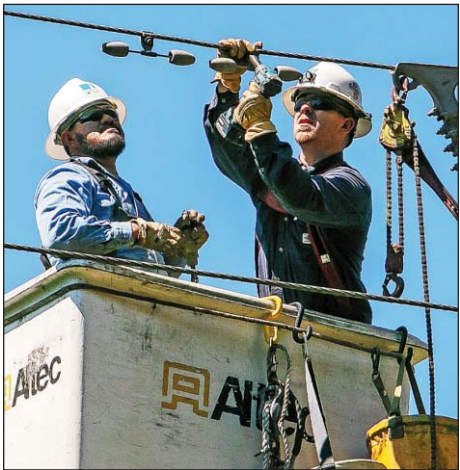
— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey





From left: Jacob Barber, Michael Schmidt, Logan Crump, Kris Banzon, Brent Sullivan, Brandon Bonner, Andy Contreras, Dylan Larrimore, Gil Orozco and Quinn Weil-Dye





Local 1245 Business Reps JV Macor (foreground) and Mike Saner manned the grill.



Kevin Goodner with his 1963 Chevy Corvette, one of three cars he entered into the show.



Stuart Kanagaki's 1952 Ford Roadster won Best Hot Rod



A judge looks under Larry Park's 1957 Chevy Truck



Kevin Goodner's 1960 VW Bug



Dave Maffei's 1969 Chevy Camaro

First Annual *Gearhead Gathering* IBEW 1245/PG&E Fleet Car Show



Car, truck and motorcycle aficionados, AKA “gearheads,” are anything but monolithic. Some are all about refurbishing antique classic cars, some are steadfastly devoted to late model hot rods, and others get their thrills from big pickup trucks with rugged lift kits. But they all have one thing in common — they’re hard-pressed to pass up an opportunity to show off and talk about their vehicles.

On Saturday, Sept. 21, gearheads from all over PG&E’s service area came together for the first annual Car/Truck/Motorcycle Show, co-sponsored by IBEW 1245 and PG&E’s Fleet Department. The event is the brainchild of PG&E Fleet Superintendent Kevin Goodner and his colleague, Transportation Services Regional Manager Jim Griffis, with support from Director of Fleet Operations Jacquelyn Lewis and IBEW 1245 Senior Assistant Business Manager Anthony Brown.

“We wanted to do something fun for the family, that’s a little more fleet-oriented. Mechanics are gearheads — they love cars — so we said, ‘why not a car show?’” Goodner explained, noting that there was initially going to be a nominal cost for entry, but thanks to a generous contributions from IBEW 1245’s administrative staffers who contributed out of their own pockets, the fees were waived. “The whole event is free. Lunch is free, and the car show entry is free — and I just want to thank Anthony Brown and IBEW 1245 for their support.”

More than two dozen vehicles, ranging from shiny new sports cars to antique pickup trucks and just about everything in between, were entered into the show. Most of the entries came from current and retired PG&E employees, a couple came from IBEW 1245 staffers, and a few were from friends, family and neighbors.

For 35-year IBEW 1245 member Tim Gonzales, who

works as a gas service rep out of PG&E’s Vacaville yard, the car show was a great opportunity for him to reconnect with old friends and show off his impeccable 2016 Camaro SS.

“This is really great. I’m pretty excited about this [event],” said Gonzales. “I’ve gotten to see a lot of people I haven’t seen in a long time, and that’s a great thing.”

Gonzales brought along a friend, Stuart Kanagaki, who retired from PG&E in 2010, but was thrilled to be invited out to the car show and show off his eye-catching 1932 Ford Roadster.

“With all the turmoil that’s going on, I think this type of thing takes a little pressure off the current employees and gives them a chance to just get out and enjoy themselves,” he said. “It gets people together, and it brings back the old family feel of PG&E.”

In addition to the spectacular vehicles on display, the car show attendees also got to enjoy a tasty free BBQ lunch, prepared by 1245 Business Reps JV Macor and Mike Saner. Local 1245’s Anthony Brown served up free sno-cones for all, and there was also a small activity area for the children.

It was the kid-friendly atmosphere that drew new Local 1245 member Kevin Zadnik and his family, including his three young children, out to the event. He also came to support his co-worker, Rudy Maldonado, who had a car entered in the show.

“The linemen have their rodeo, and the gas guys have their rodeo, so it’s nice to see something that’s geared towards fleet,” said Zadnik, who works as an equipment mechanic at PG&E’s Napa garage. “And it’s nice that the kids get to come see what you do and meet your coworkers.”

As the attendees perused the vehicles on display, they also had a chance to cast their vote for the “Peo-



The winners at the 1st annual IBEW/PG&E Car Show. From left: Stuart Kanagaki, Roy Wilson, Kevin Goodner, IBEW 1245 Senior Assistant Business Manager Ralph Armstrong and Larry Parks



Roy Wilson with his 1966 Van



IBEW 1245 Business Rep Ray Banfill fully gutted and restored this decommissioned farm vehicle. He used multiple painting and sanding techniques it to give it an antique look.



Rudy Maldonado's 1957 Chevy Bel-Air interior and exterior



Jim Roman's 1963 Ford Falcon



Larry & Donna Campos with their 52 Chevy Truck

ple's Choice Award," one of six awards to be handed out at the end of the show. Simultaneously, a team of knowledgeable judges thoroughly inspected each vehicle, scoring each one based on a number of different criteria.

At the end of the day, the winners were announced. Retiree Stuart Kanagaki's roadster won Best Hot Rod, and event organizer Kevin Goodner won Best Import as well as Best Stock for his 1968 VW Bug Roadster and 1963 Corvette Coupe, respectively. IBEW 1245 Senior Assistant Business Manager Ralph Armstrong's Victory (with custom IBEW plate) was awarded Best Motorcy-

cle, Roy Wilson won the People's Choice Award for his 1966 van, and Larry Parks' '57 Chevy won Best Truck.

"Considering this was our first time putting on this event, I think it went really well," said Senior Assistant Business Manager Anthony Brown, who works closely with the Local 1245 business reps and members in fleet and shared services. "Everyone had a great time, and lots of folks expressed interest in doing it again next year. I'm a gearhead myself, and I'm excited to see this event really take off."

— Rebecca Band,
IBEW 1245 Communications Director



Jerry Vasconcellos with his 1967 Camaro



At left, foreground: Ralph Armstrong's motorcycle. Background: Jeff Lambert's 1935 International Truck



Local 1245 Senior Assistant Business Manager Ralph Armstrong got custom IBEW plates for his motorcycle



Rick and Marcia Ricardy with their 1932 hot rod





LEARNING FROM THE GREATS

Local 1245 Organizing Workshop Focuses on Leadership Development

Good leaders become great leaders by learning from other great leaders. On August 17, 2019, more than 100 up-and-coming IBEW 1245 member-leaders volunteered to spend their Saturday learning from other outstanding leaders at a unique union-sponsored workshop.

The day-long training, which was held at the IBEW 1245 union hall, featured two notable special guest speakers who also happen to be powerful leaders in their own fields. The first talk was delivered by Sara Nelson, the international president of the Association of Flight Attendants – Communications Workers of America (AFA-CWA). Nelson shared a passionate and candid glimpse at her own journey to union leadership, starting from her early days as a flight attendant, all the way up to her recent public declaration about the potential for a general strike — a declaration that helped end the



Sara Nelson

government shutdown and earned her a reputation as a militant leader who knows how to motivate and empower the working class to stand up and fight.

“I truly appreciated Sara Nelson’s energy and passion for the labor movement,” said Organizing Steward Ramon Gonzalez, a PG&E routine field clerk out of the Colma yard. “Hands down what stuck with me was her phrase of ‘What do you want, and what are you willing to do for it?’ It really put into perspec-

tive of how important it is to light a fire under people to successfully organize.”

“The ultimate takeaway from her discussion with the IBEW rank-and-file is that together as workers, no matter our background or union, we can tap into our collective power through organization and solidarity,” added Organizing Steward Zavi Heiland, who works at PG&E’s Grid Control Center in Vacaville. “The bosses know how powerful the working class is at the point of production, especially once we all learn our struggles and our interests are the same. The workers united will never be defeated!”

The second guest speaker was Anthony Wright, who has served as the executive director of Health Access for 17 years. Under Wright’s tutelage, Health Access has become one of California’s most prominent organizations on the front lines in the ongoing fight for quality, afford-

able health care. Wright led California’s coalition effort to help pass the Affordable Care Act and the state laws to implement and improve it, and he’s also spearheaded successful campaigns to pass first-in-the-nation laws regarding timely access to care and fair treatment for the uninsured. In his presentation to the organizing stewards and prospects, he talked about the obstacles and opportunities he encountered while advocating for the ACA, and he also pro-



Zavi Heiland

vided an insightful analysis on what the future of our health care system might look like.

At one point, Wright asked the attendees to raise their hands if they had ever encountered a “surprise” bill from a hospital or emergency room, and about two-thirds of the room shot their hands up, and several shared stories. But on the flip side, Local 1245 retiree John Sleuter mentioned that when he had to have a double knee replacement — which amounted to around \$1.4 million in medical costs — he was covered, thanks to the insurance he has through

IBEW 1245.

“This was another great event for the organizing stewards. Both speakers were amazing!” said Rita Weishaar, one of the NV Energy retirees who first spawned Local 1245’s intergenerational organizing program that eventually evolved into the organizing stewardship. “Who knew when

we were first working together where it would lead! I feel privileged to be part of this group!”

In between each speaker, the attendees had the opportunity to hone their own leadership skills through a series of small group activities that encouraged critical thinking and applied leadership. In one activity, members imagined how they would allocate funds between the union’s organizing and political programs — prompting them to make the same types of tough decisions that organizational leaders make each

continued on next page



More than 100 organizing stewards and prospects attended a special training on Aug. 17.

The Respect You Deserve — A Message to PG&E Members from Business Manager Tom Dalzell

If there's one thing that the public safety power shut-off program has proven without a doubt, it's that our members know how to stay focused and professional even under the most challenging circumstances. Unsurprisingly, you've all risen up to the herculean task — be it on the phone, in the field, or at the service center counter — demonstrating once again that PG&E's physical and clerical workforce is sec-

ond to none.

What you've accomplished during these PSPS events fills me with pride — but unfortunately, the pride is eclipsed by the pain and heartbreak I feel when I hear that so many of you have been met with anger, hostility, even threats and attacks from customers who are frustrated and upset with the company. This is not the reception you deserve or should be forced to deal with on these

long, difficult days at work.

In an effort to help the customers see what we already know to be true, our union published a series of newspaper ads detailing the time, effort, and commitment that you and your families are putting in to bring the power back on for hundreds of thousands of Californians. One of the ads, which appeared in newspapers throughout PG&E's service area, can be found below for your

reference. We hope that this public information campaign will help to stave off further hostility. But with some customers, emotions will continue to be high. As you complete your critically important work, we urge each and every one of you to stay safe, remain vigilant, report any threats or hazards immediately, and look out for one another.

— Tom Dalzell, IBEW 1245
Business Manager

Learning from the Greats continued from previous page



Anthony Wright

and every day.

The members also took the opportunity to support a fellow organizing steward, Ruben Hernandez, who is currently battling leukemia. By passing the hat around the room, the group raised close to \$800 for Brother Hernandez, and more than a dozen attendees volunteered to become bone marrow donors through BeThe-Match, in the hopes that they might be able to provide a life-saving transplant for their union brother, should he need it.

By the end of the day, the members in attendance — many of whom were new to the union, and even newer to the idea of workplace organizing — gained more insight and appreciation for the union, its values, and the critical need for members to step up and cultivate their own leadership ability in order to keep the union strong.

"I find myself gaining more confidence and realization that we are all connected to one another and how important it is that we must stick up for one another in solidarity," said Cynthia Lopez, who works at PG&E's Stockton regional office. "I am so lucky to be in a union where our values are materialized!"

"I never had a union job before, but being part of IBEW local 1245 has truly been a blessing. I realize how amazing the power of union can be," echoed Teresa Hinojosa, who works at the PG&E Fresno call center. "I feel motivated to stand alongside my brothers and sisters and fight for labor, because everyone deserves to be part of something great."

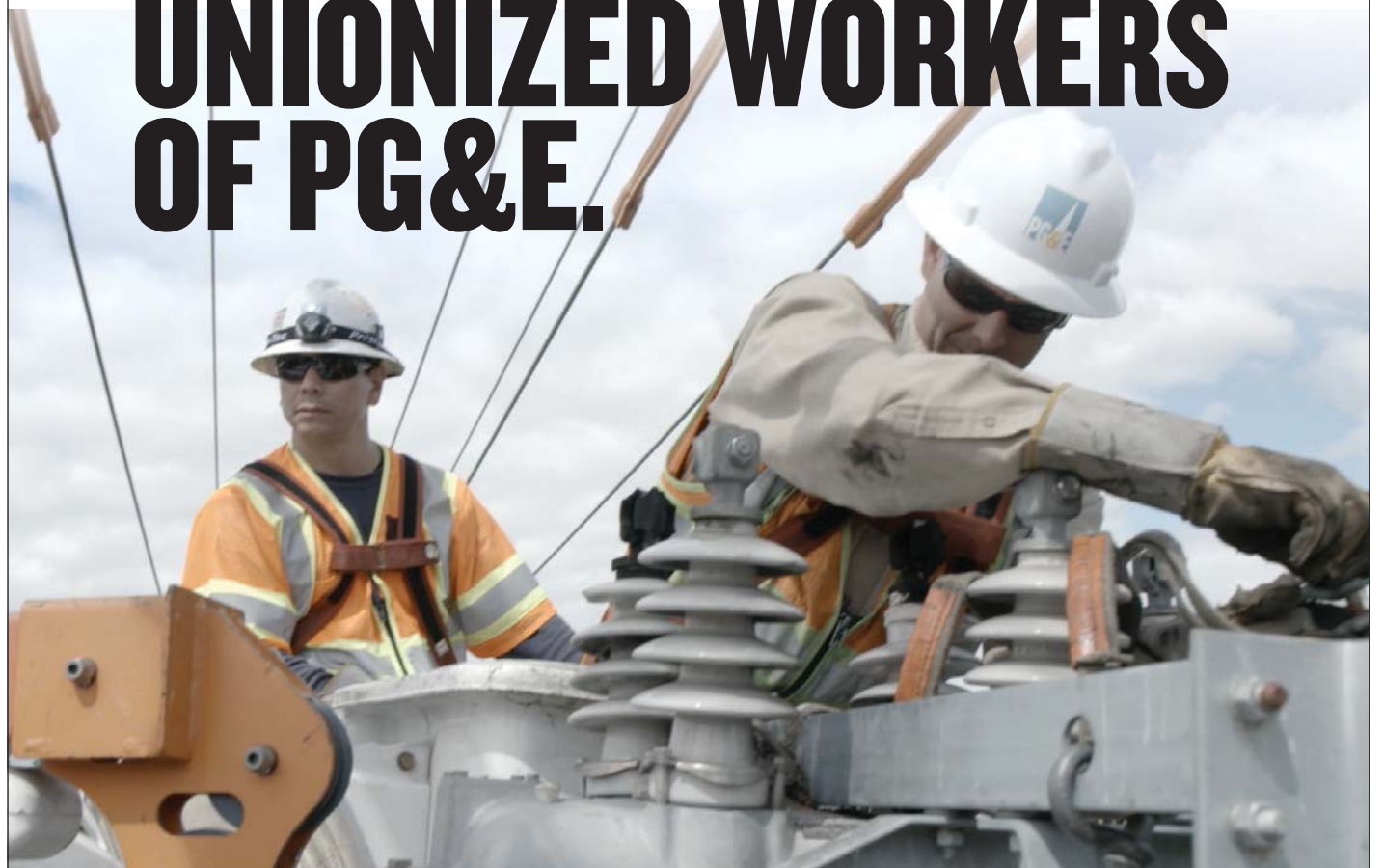
— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey

Utility Reporter



WE ARE THE UNIONIZED WORKERS OF PG&E.



WE DON'T MAKE THE DECISION TO TURN OFF POWER DURING DANGEROUS WEATHER CONDITIONS. BUT WE DO MAKE SURE YOUR POWER IS RESTORED AS QUICKLY AND SAFELY AS POSSIBLE.

The women and men of IBEW 1245 are working double and even triple shifts checking over 26,000 miles of power lines for any safety issues so your power can be restored as fast as possible.

There are two distinct phases to a power shutoff. The first is the time period of high winds and other dangerous conditions that could damage a power line and cause a fire. In the mountain passes of Northern California this week, wind gusts were forecast to reach between 65 and 70 miles per hour — and that can damage even the best maintained power line.

During the second phase, our crews physically inspect every single mile of power lines to make sure that they are not damaged and they are safe to turn back on. We are working literally around the clock to get that done.

We are all working toward the same goal — restoring power quickly and safely.

In the past few days many of our workers have been confronted by tremendous anger from some customers. In some cases, the anger has risen to the level of abuse and threats that distracts our workers from their mission of restoring power.

We are deeply sorry for any hardship caused by the loss of power. We also want you to know that as we work to restore your power, many of our own families are without power at home. We are all working toward the same goal — restoring power quickly and safely.

We will leave second-guessing about the need to turn off power to the politicians and pundits. Our mission as a union is to protect the safety of both our workers and the entire public.

We will keep working in the long days ahead to get our job done, and we thank you for all of your help, patience and solidarity.



Taking Flight

New IBEW 1245-backed drone training program launches at PG&E

Jimmy Webb practices operating the drone.



UAS, also known as drones, are being used by utilities all across the nation.

New technology is rapidly changing the nature of work in many industries, and the utility industry is no exception. Rather than resist these changes, IBEW 1245 is working diligently to stay ahead of the curve, striving to protect our members and their work as automation becomes increasingly more popular.

One new technology that's been gaining traction amongst utilities is the use of unmanned aircraft systems (UAS), or drones. Increasingly, utilities are using drones for routine and emergency work that has traditionally been completed by IBEW members, including patrol-

ling lines, helping to determine causes of outages, examining poles, insulators or connectors, and finding access points in remote locations. While some of this work will continue to be done by ground transport and helicopter, utilities are beginning to favor drones as they are able to mitigate challenges posed by no-fly zones, reduce costs, and limit environmental impacts.

Many utilities in California and beyond are outsourcing drone operation, and there has been significant non-signatory contractor drone usage occurring on PG&E property all year with the Tier 2 and 3 WSIP inspection program.

IBEW 1245 feels strongly that this work belongs to our members, and the union has been working for several years to get our own members trained as drone operators so we can bring this work back in-house. In 2017, IBEW 1245 sent 12 members to a drone pilot prep course in Michigan, to prepare them for the FAA Part 107 Drone Certification Test (at the time, FAA 107 courses were not readily available locally). Those 12 members all passed their FAA 107 exams and earned a two-year licensed drone operator certification, which has since expired for most of the participants (one member from PG&E did renew his certificate on his own).

Since that training, IBEW 1245 has been working with PG&E to establish a similar type of training program here at home, to enable more 1245 members to get the credentials they need to operate a UAS for the utility. It took some time, but

finally, in October of 2019, we succeeded in launching a first-of-its-kind, in-house drone operator training at PG&E.

UAS Program Manager Robert Henley led the initial "beta" training session for a dozen IBEW 1245 members. The 40-hour course, which took place at the Gas Safety Academy in Winters, included 15 hours of actual drone flight time, and prepared members to pass four requisite tests by the end of the week.

"This is a basic skills class designed for everybody in PG&E, regardless of their line of work," Henley explained.



Instructor Pat Larrabee from Precisionhawk shows IBEW 1245 member Rick May how to use the drone controls.



Photos by John Storey

“We have transmission towers out here for practice, but those skills that we’re training will translate to whatever role they have within the company.”

The members who were selected to attend this initial training were already certified drone pilots, but lacked hands-on experience and knowledge of utility-specific protocol. During the training, they learned to fly and steady the drones to take precise site photographs, focusing on an area as small as one inch, using regular and thermal cameras. Just as important, they learned the drone soft-

ware, standard operating procedures for PG&E, and an understanding of the FAA airspace regulations, weather effects, and other key elements that drone operators must take into consideration before and during a flight.

“I could see value in patrolling lines, and potentially looking at causes of outages and getting a different perspective to look at a pole, or a transformer or a connector,” said PG&E Electric Troubleshooter Jimmy Webb, one of the 12 members who participated in the drone training. “This is not only about getting

good pictures, but it’s doing it safely for us and the public ... limiting our exposure to any potential hazards, whether it be customers, environmental, poison oak, whatever it could be. I see value just all the way around.”

Henley also stressed how a drone can be used to improve safety and reduce response times: “It eliminates climbing risk. It’ll allow our employees to get into regions to keep them out of harm’s way. There could be obstacles, there could be landslides, they could fly over canyons to get pictures. It’ll help us with our Public Safety Power Shutoff restoration.”

Creating opportunities for our members to be on the forefront of this new technology is one important way IBEW 1245 is ensuring workers are gaining valuable skills that will secure their jobs for years to come.

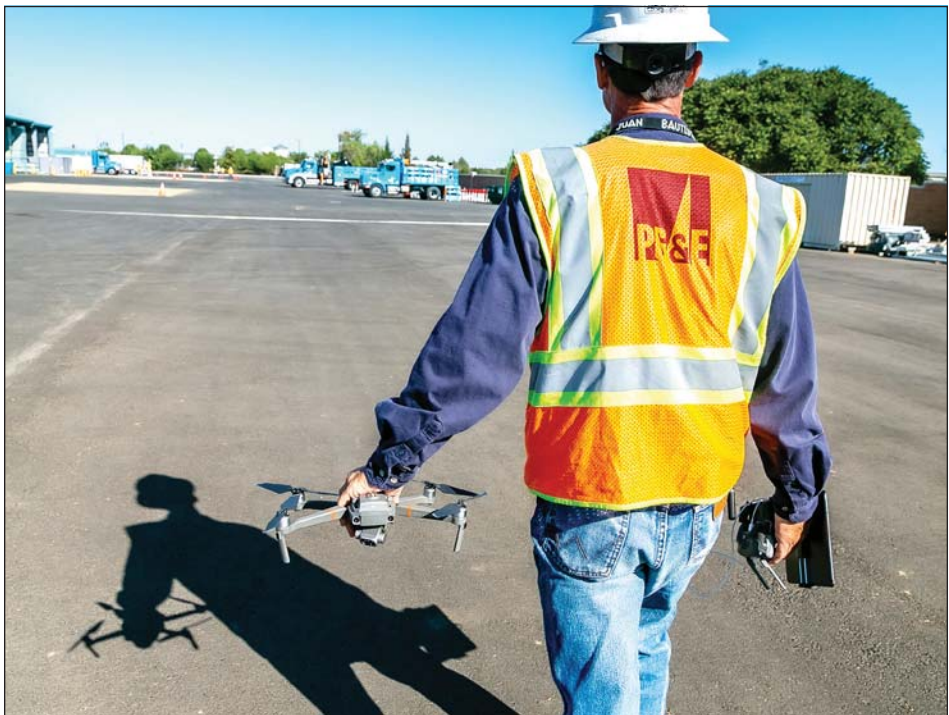
“We have had concerns for classifications that do various type of infrastructure inspections that drones could diminish some job security. This is an example of looking to the future to try and provide job security for those jobs,” said Assistant Business

Manager Bob Gerstle, who has been spearheading the effort to bring drone operation in-house for years. “The hope is that those members will soon be part of a comprehensive pilot program through the end of March 2020. Learnings from the pilot program will be used to establish a full-fledged drone program.”

Webb underscored the union’s role in bringing this program to fruition.

“The union has absolutely pushed to the forefront that this is a tool and not a toy, and it’s something that can increase the safety factor of all employees,” he said.

Opportunities to work with drones are poised to expand in the coming months. To learn more and get involved, contact Bob Gerstle at BJG4@IBEW1245.com.



Zak Kramer



IBEW 1245 Members at Wells Rural Electric Power Up Nevada's Gold Country

Photos by John Storey

IBEW 1245 Linemen from Wells REC work through the night to resolve an outage at a motel in Wells, NV.



Left to right; Tim Whitley, Beau Smith, Shawn Kelley, Jake Wines, and Todd Brethauer upgrade a substation in Carlin, Nevada.



From left: Jacob Manning, Ismael Ramirez, and Kyle Murphy work to fix some bad underground in Wells.



Linemen Beau Smith, left, and Tim Whitley from Wells REC work at a substation in Carlin.

From bustling coastal cities to tiny desert mining towns, IBEW 1245 members deliver power to millions of homes and businesses in thousands of communities every day. The IBEW 1245 members who work for the Wells Rural Electric Company (WREC) are no exception. This small but mighty team keeps the lights on for more than 6,000 customers spanning over 10,000 square miles in remote northeastern Nevada, including the quaint towns of Wells, Carlin and West Wendover in Elko County.

Powering Through, Day or Night

Chris Duffy is a six-year IBEW member and journeyman lineman with Wells Rural Electric.

When the *Utility Reporter* caught up with him and his crew, they were working through the night to address an outage that occurred at the Wells Motel 6, one of the few hotels situated in this area of Nevada.

"I was at home holding my twin babies when I got a call about some bad underground," Duffy said. "I headed over with the boys and went through a tailboard to see what we needed, and then rallied up at the shop to get material and trucks."

Underground projects are inherently tricky as the lines aren't exposed, so identifying where the problem lies takes a bit more finesse. Working at night also added to the difficulty of the job, but the 1245 crew took it all in stride.

Duffy and his team worked

together to remove the faulty wire, and then used a line truck to pull the new wire. They had to re-terminate, ground and unground the line, heat it, test voltage, and finally hook the transformer back up — all in a night's work. They began the job around 11pm, and worked until dawn to finish it up just as the hotel patrons started waking up to start their day.

Despite the long night's work, the crew remained in good spirits. Duffy reflected on the tangible and intangible advantages of being a member of IBEW 1245.

"There's a lot of good about the union," he said. "It supplies us with a very good job and benefits and the pay. And we all stick together and create a good work environment so we can go home safe

continued on next page

October – December 2019



IBEW 1245 Receives Six Awards from International Labor Communications Association

The International Labor Communications Association (ILCA) has bestowed the following awards to IBEW 1245 in 2019:

Category: **General Excellence – Single-Issue Publication/Collateral** – Single-Issue Publication

Entry Title: Do We Still Need Unions?
Award: First Place

Category: **Visual Communications – Best Cartoon** – Best Cartoon

Entry Title: Do We Still Need Unions?
Award: First Place

Category: **Visual Communications – Best Design** – Newspaper or Newsletter (Print)

Entry Title: Utility Reporter
Award: Second Place

Category: **Writing – Best News Story** – Best News Story

Entry Title: In The Clear — IBEW 1245 tree trimmers work to reduce the risk of wildfires
Award: Second Place

Category: **Electronic Media – Best Promotional Video** – Best Promotional Video

Entry Title: IBEW 1245 — 2018 Year in Review
Award: Third Place

Category: **Visual Communications – Best Front Page/Cover** – Newspaper or Newsletter (Print)

Entry Title: Utility Reporter
Award: Honorable Mention

Additionally, over the summer, ILCA appointed IBEW 1245 Communications Director Rebecca Band to its Executive Council.

“I am proud, honored and humbled to accept these awards, as well as this new leadership position,” said Band. “I look forward to representing Local 1245 as an ILCA Vice President.”



October 13, 2019

IBEW 1245

Attn: City of Oakland Chapter Michael Patterson (Unit #2211)
Ronald T. Weakley Union Hall
30 Orange Tree Circle
Vacaville, CA. 95687

Re: Oakland Police Officers' Support for IBEW Members

Dear Michael,

I am writing to you in my capacity as President of the Oakland Police Officers' Association (OPOA) to pledge support for your International Brotherhood of Electrical Workers (IBEW) 1245 members.

The IBEW 1245 members you ably represent work for the City of Oakland but many more work for Pacific Gas and Electric (PG&E). Last week, PG&E decided to switch off power to many Oakland neighborhoods. PG&E's decision necessitated a substantial deployment of Oakland Police Officers. While it was PG&E that cut power, Oakland's finest saw, that it was hardworking IBEW 1245 members who restored that power and we appreciate those efforts.

Elsewhere those efforts were not appreciated. IBEW 1245 members were blamed, and in at least one case assaulted, for the power being off. Those attacks are unacceptable. For more years than anyone can remember IBEW 1245 has stood in solidarity with Oakland Police Officers as we struggle to serve our community. PG&E's decision to cut power, did not diminish our support for those that restore our power, fix our traffic signals, and work hard every day to serve our City. Rest assured Oakland's cops stand behind your members.

In solidarity,

Barry Donelan
President

Oakland Police Officers Association.

Cc: Brian Marvel, President, Peace Officer Research Association of California (PORAC)

555 5th Street, Oakland, CA 94607-3979 Phone (510) 834-9670 Fax (510) 834 0462 www.opoa.org

Wells Rural Electric *continued from previous page*

and healthy.”

Upgrades for Carlin

About 70 miles southwest of Wells lies a town called Carlin, which happens to be one of the most productive gold-mining areas in the United States. Although small, Carlin is growing, and their power needs are increasing as well.

When the *Utility Reporter* visited Carlin, another WREC crew was hard at work at a shared substation, where NV Energy manages the transmission side, and supplies WREC with the energy for distribution. WREC lineman and 13-year IBEW member Jake Wines explained the project he was working on at the substation.

“We’re installing TS2 metering ahead

of a whole metering change-out in the area, commercial and residential,” he told the *Utility Reporter*. “We will also be installing a pad mount three-phase transformer.”

The project is unique work, as the area primarily uses an overhead system, but this is an underground project with four different sizes of conduit and a custom design to fit. WREC is not a big company, which means each and every member of the team must be versatile and dedicated to getting the job done, even when it is not a typical day.

For Wines, the IBEW apprenticeship is what enables him and his hard-working crew to do what they do every day.

“It’s the best apprenticeship a lineman can go through, learning from the best

hands in the trade,” he said. “We have an apprentice working with us now, and I am trying to share with him everything I know — and everybody else does the same thing.”

Wines knows that not everyone is getting that same level of training and experience, and he recognizes the risks those workers face and the dangers that can ensue.

“In this area where we work, there are a lot of [non-union] contractors. The guys aren’t trained and they’re underpaid, and it’s kind of scary,” Wines said. “Something like that would never happen in a union. With a union, you’re safe, you’re trained and you’re always working among folks that are also well-trained. That’s the key to going home every night.”



Lineman Chris Duffy



SMUD Crew Brings Home Trophy From APPA Rodeo

IBEW 1245 members Justin Hirschi, Garret McGhehey and Dwight Johnson from SMUD placed 2nd in the Hurtman Rescue event at the American Public Power Association (APPA) Lineman's Rodeo earlier this year. Well done, brothers!



New Three-Year MOU Approved at City of Santa Clara

IBEW 1245 members at the City of Santa Clara voted to approve a tentative agreement for a three-year successor MOU in July, and the City Council has voted to approve the agreement.

The agreement includes 5% retroactive wage increases with 15% in general wage increases over the three year term. As part of the new terms the City will increase its contribution towards medical premiums

to fully cover the family Kaiser premium. Rest period language has been updated for 12-hour shifts, and new terms are provided for the compensation of Operations Planning Analysis.

The negotiations committee consisted of John Sanders, Jesse Murrill, Michael Keate, Ben Brown, Steve Popiel and myself.

— Charley Souders, IBEW 1245 Business Representative

New Three-Year Agreement Ratified at City of Lodi

IBEW 1245 members at the City of Lodi have overwhelmingly ratified a new three-year agreement, effective January 1, 2019 – December 31, 2021.

The agreement includes general wage increases for all classifications in each of the three years, including a 9% GWI effective July 1, 2019, a 4% GWI effective Jan. 1, 2020, and a 3% GWI effective Jan. 1, 2021.

The membership will contribute a total 2% to the employer share of the CalPERS contribution. Members will pick up 1%

effective July 1, 2020, and an additional 1% on Jan. 1, 2021.

The agreement includes the elimination of a number of steps in the wage schedule to reflect that many of our classifications are Journey level. We also made some minor language changes either as cleanup or to reflect current practice.

The bargaining committee was comprised of Jeff Norwood, Rod Brown, Brent Sirkel, and Norm Cassin.

— Sheila Lawton, IBEW 1245 Business Rep

One-Year Extension Approved at Paradise Irrigation District

IBEW 1245 and the Paradise Irrigation District have agreed to an extension of the current agreement for one year. The membership supported this extension, which gave the District and membership some stability while rebuilding their system

and town. The extension's term is from July 1, 2019 – June 30, 2020 and includes a 2.5% general wage increase, retroactive to July 1 for the 2019 – 2020 term.

— Dominic McCurtain, IBEW 1245 Business Rep

New Agreement Ratified for City of Redding Electric Unit

The City of Redding's IBEW 1245-represented Electric Unit overwhelmingly ratified a new three-year agreement, which was subsequently approved by the City Council and went into effect on September 22, 2019. This agreement includes a 4.5% general wage increase for all classifications in the unit (4% wage adjustment and an additional .5% to recognize confined space responsibilities), effective immediately. The electric unit members will also see a 3% wage in May of 2020, and another 3% in May of 2021.

In addition to those adjustments, the following classifications also receive an additional 3% equity adjustment: Control & Automation Technician — Power Plant, Working Foreman — Power Plant Maintenance, Electrician, Working Foreman — Electric Substation, Instrument & Electrical Technician — Power Plant, Lineman — Certification Rate, Troublemaker — Certification Rate, Working Foreman — Line (Cert), Power Plant Operator, Power Plant Relief Operator, Power Plant Maintenance Mechanic, Working Foreman — Power Plant Operations.

The agreement added the new classification of Electrical Inspector. This new

classification has wages set 5% above Lineman (Cert), and the agreed upon language would allow qualified Lineman with light duty restrictions in the classification on a temporary basis when light duty work can be provided.

The Unit agreed to pick up an additional 1.275% of the normal cost of CalPERS effective January 1, 2020. They also agreed to a PARS contribution of 2.08%, equal to 50% of normal cost at the time of agreement. Effective calendar year 2020, employees participating in the Group Health and Welfare insurance will see an increase of 2.5%, and again in calendar year 2021, for a total of 5% increase on the premium share, bringing the total co-share ratio to 85/15. The agreement also includes several language cleanups, as well as new hire orientation language.

The bargaining committee was comprised of members Rob Baber, Chris Bryant, Dustin Hamilton, Chris Holdren, Kenny Nachman, and Glenn Newsome, with support from former Senior Assistant Business Manager Ray Thomas, and myself.

— Dominic McCurtain, IBEW 1245 Business Rep



Units lend a helping hand

All of the following unit donations to various charitable organizations from July through September 2019 were approved by the IBEW 1245 Executive Board.

Eureka Trees Unit #4714 donated \$250 to the Union Mine Cheer Team.

Chico Unit #3417 donated \$500 to the Chico Military Heroes to install and maintain banners honoring local community and active duty military personnel.

Santa Clara Unit #1411 donated \$500 to the Salvation Army of Silicon Valley in Santa Clara.

Carson City Unit #3312 donated \$500 to Carson Youth Programs, Inc.

Eureka Trees Unit #4714 donated \$250 to the Placerville Girls Softball Association.

Bakersfield/Rancho Trees Unit #4724 donated \$500 to the Frontier High Volleyball Team.

Modesto/Wright Trees Unit #4725 donated \$500 to the Central California United FC/Soccer League.

Carson City Retirees Club donated \$250 to NAMI of Western Nevada.

Yerington Retirees Club donated \$250 to Wreaths Across America in Fernley.

Eureka Unit #3111 donated \$500 to Arcata School District for swim lessons at the Arcata community pool.

Auburn Unit #3511 donated \$500 to the Forest Lake Christian School in Auburn.



The pool party served as a fundraiser for EWMC and the Mustard Seed School.

Local 1245/EWMC Pool Party Fundraiser Benefits Mustard Seed School in Sacramento

This summer, IBEW 1245's Sacramento-area organizing stewards partnered with the Electrical Workers Minority Caucus (EWMC) Solano Chapter for a pool party fundraiser to benefit both EWMC and the Mustard Seed School, which is a donation-based educational program for homeless youth in Sacramento. The event, hosted by Staff Organizer and EWMC Solano Chapter Vice President Rene Cruz Martinez, raised a total of \$1500, which was divided between EWMC and the school. The fundraiser allowed the organizing stewards to donate 20 backpacks and six full bags of school supplies to the needy students at Mustard Seed (pictured below).

"When I volunteered my home to host this summer's fundraiser, I never imagined that it was going to go as far as contributing to a great cause," said Martinez, crediting co-worker Tonya Alston, Local 1245's office manager and EWMC chapter recorder, for coming up with the backpack drive idea. "The response rate from our members was over the top. Our most active members and organizing stewards took on leadership roles, planning and recruiting for this event. Members came from as far as Fresno, CA to attend. The event had a great turn-out and those members that could not attend sent over school supplies and or monetary donations."

Mustard Seed is a unique K-8 program that aims to gently transition homeless youth into the public school system. The program has been in operation for 30 years, and is funded exclusively by community donations, many of the teachers and other staffers volunteer their time there as well. Since the program does not receive any government subsidies, it is able to provide more services compared a traditional



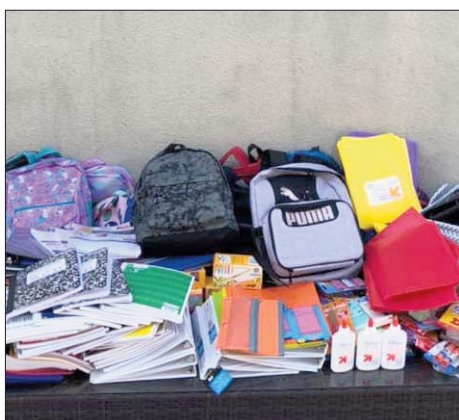
A small group of organizing stewards delivered \$700 worth of donated school supplies and backpacks to Mustard Seed School.

publicly funded program — children are able to take showers and naps there if needed, and they have access to healthy meals, which can make an enormous difference in a child's life.

"The organization provides more than education to their clients. They provide shelter, additional resources, and most importantly an escape to modern day struggles," said Organizing Steward Alvin Dayoan. "It's empowering to see staff who not only work during holidays but also volunteer their time to help out the homeless community. This organization should be well-funded and recognized for the hard work and sacrifice that they put in to help those who are in dire need of assistance."

Local 1245 has a long-standing relationship with Loaves & Fishes, the non-profit homeless shelter which runs the Mustard Seed School. Members have volunteered to prepare Thanksgiving meals at the facility for the past four years, and have also done charity fundraisers to support Mustard Seed in the past. When a group of organizing stewards went to drop off the donations, the staff showed them around the facility so they could see first-hand the impact that their donation would have on the children.

"Helping Mustard Seed today was a great experience!" said Organizing Steward Ozzy Guzman. "Taking a tour of the school and seeing how much the kids would benefit from the school supplies made such a huge difference. I am proud of IBEW 1245 & EWMC with this effort in helping provide youth with necessities to school life."



Support IBEW 1245 Member Undergoing Open Heart Surgery

PG&E Gas Compliance Representative and five-year IBEW 1245 member Sean Lozano was recently diagnosed with a series of serious heart conditions and is preparing to undergo an LVAD open heart surgery. He is just 32 years old.

Brother Lozano and his wife, Kasey, are staying in Los Angeles as Lozano undergoes heart surgery at Cedars Sinai Hospital. They could use moral and financial support as they embark on this challenging and difficult journey. Please donate what you can using <http://bit.ly/SeanLozano>. PG&E employees can also contribute to the vacation sale for Brother Lozano through the Portal (About Me-> My Time -> My Vacation Sale).



Support IBEW Member Involved in Work Related Accident

On Tuesday October 8, IBEW 1245 member Michael Carey was involved in a work related accident in California that has left him in critical condition. Brother Carey, and outside line traveler, was working in Local 47's jurisdiction in southern California at the time of the accident. He is now in a medically induced coma while being treated for his injuries.



A fund has been set up to help Brother Carey and his family during this difficult time.

Please donate what you can at bit.ly/MichaelCarey.





IBEW 1245 public sector Volunteer Organizing Committee (VOC) leaders at Weakley Hall on Sept. 25, 2019.



Tom Dalzell



Gordon Lafer

Member-Driven and Member-Strong in the Wake of *Janus*

The powerful anti-union corporate cronies behind *Janus vs AFSCME* thought they could use the U.S. Supreme Court to weaken organized labor and turn union members against one another.

They thought wrong.

Their vision of workers splintering off and quitting their unions in the wake of the *Janus* decision never came to fruition. Despite the challenges that *Janus* presented, the Labor Movement has remained strong and unified — and is arguably even stronger now than it was before the infamous Supreme Court decision came down in 2018, as evidenced by a dramatic uptick in the number of workers participating in union strikes, several new high-profile union organizing campaigns, and a notable improvement in the public's perception of unions.

“You’ve done 1245 proud”

Most public sector unions have successfully retained around 85% of their

membership following *Janus*, but IBEW 1245 has far surpassed that figure, retaining around 98.5% of its public sector members, according to IBEW 1245 Senior Assistant Business Manager Al Fortier.

At the second annual post-*Janus* convening of IBEW 1245’s public sector Volunteer Organizing Committee (VOC) leaders, Fortier commended the VOCs for the dynamic, multi-faceted and ongoing effort they’ve mounted to keep Local 1245’s public sector properties union strong.

“I’d like to give you a hand, because you’ve really limited the impact of *Janus* on 1245,” Fortier told the room full of VOC leaders. “Our union did an outstanding job in that regard.”

Caitlin Vega, legislative director of the California Labor Federation, affirmed that post-*Janus*, IBEW 1245 has retained more of its public sector members than any other union in California. The Labor Federation is comprised of more than 1,200 unions, and Vega has seen locals all across the state rise up to the challenge of *Janus* — but none can hold a

candle to 1245’s program.

“I can tell you all, definitively and honestly, that nobody else has what you have built here at 1245 — a union that relies on the intelligence, the sophistication, the strength, and the power of their membership ... to ask questions, to criticize, to bring their best ideas, and to continue to build a stronger union all the time,” Vega told the VOC leaders. “I’ve spent my life in the Labor Movement, and to get to spend time with a union like yours — member-driven and member-strong — is very inspiring.”

The VOC program has been truly transformative in nature, according to IBEW 1245 Business Manager Tom Dalzell, and has played a significant role in IBEW 1245’s organizing renaissance.

“I’ll be honest — this is not the way 1245 was running when I started here, back in 1981. But I believe that this is the way it’s supposed to be. Unions belong to the workers!” Dalzell told the VOC leaders, acknowledging the essential role that they’ve played in preparing for and responding to *Janus*. “This is the biggest accomplishment we’ve

had at 1245 in my 38 years here. You are the key to our great success. You’ve done yourself proud, and you’ve done 1245 proud.”

The Fight Continues

Considering the broad public support for unions and all the good that they do for the middle class, it can be hard to grasp why aggressive opposition to organized labor keeps rearing its ugly head. University of Oregon Professor Gordon Lafer, widely considered to be one of the pre-eminent experts on this subject, helped the VOC leaders understand the impetus behind *Janus* and the countless other legislative and political attacks on public sector unions all across the U.S.

“The attack on public employee unions isn’t coming from the workers or the taxpayers. It’s coming from big private corporations,” Lafer explained to the VOC leaders. “And the main reason they want to get rid of public employee unions is because of what public employee unions do for the private sector workers. In places where public employees are decently paid and have



Al Fortier



Dorine Fabing

Union Access to Information and Privacy Protections:

- The public employer must provide the union with new hire contact and worksite location information within 30 days of hire.
- The public employer must provide updated information for the full bargaining unit at least every 120 days.
- To protect employee privacy, public employee personal email addresses are exempt from the California Public Records Act, as are home addresses, home telephone numbers, personal cellular telephone numbers, and birth dates.
- Notice of time, place and location of new employee orientations can only be shared with employees, union, and contracted vendors.



Process for Payroll Deduction:

- The public employer maintains the obligation to engage in dues deduction.
- Should a worker seek to change membership status, the public employer shall refer the worker to the union and the union will determine status based upon the terms of the membership card.
- The union shall provide updated membership lists to the employer that the employer should rely upon for purposes of payroll deduction and the union shall indemnify the employer for any claims related to deductions.

Provide Balanced Information About Union Rights:

- If employers seek to send out a mass communication about employees' union rights, they should meet and confer with the union about content.
- If no agreement reached, the employer should send out the union's message about union rights along with its own and at the same time.

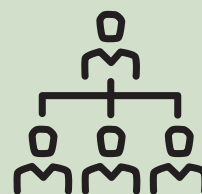
NEW CALIFORNIA LAWS PRESERVING WORKER VOICE IN THE PUBLIC SECTOR

Prohibition on Anti-Union Campaigns:

- A public employer shall not deter or discourage public employees or applicants from becoming or remaining members of an employee organization, from authorizing representation by an employee organization, or from authorizing dues or fee deductions to an employee organization.

Union Access to New Employee Orientations:

- Each public employer shall provide the union mandatory access to its new employee orientations.
- "New employee orientations" are defined as the onboarding process of a new employee, whether in person or online, where they are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.
- The public employer must provide at least 10 days' notice of an upcoming orientation unless that is not possible due to an urgent and unforeseen operations need.
- The structure, time, and manner of union access to be determined by mutual agreement of the parties.
- Either party may trigger negotiations on the structure, time, and manner of access and, if unresolved, can take the matter to binding compulsory interest arbitration.
- For existing contracts, a request to meet and confer on orientation triggers a limited re-opener solely for the purpose of negotiating union's access to new hire orientation.
- Parties may agree to a new hire orientation that differs from these requirements, but absent a mutual agreement, the procedures in this law will apply.
- This law does not apply to MOUs between the governor and unions with existing orientation procedures outlined in the MOU for the life of that agreement.



Expansions to New Employee Orientation:

- The new employee orientation law was updated to include all transit workers and Judicial Council employees, in addition to virtually all other public employees who were previously covered.
- A 3-county pilot project was established to extend the public employee new hire orientation meet and confer requirement and binding arbitration to existing IHSS orientation.

Bill Information: **AB 119** (2017), **SB 285** (2017), **AB 1823** (2018) and **SB 866** (2018)



IBEW 1245 www.ibew1245.com

good health insurance and a pension, it creates pressure on private employers to meet that level."

It goes without saying that the stronger the union is, the more power it has to bargain the best wages and benefits for its members, which is why these powerful corporate special interests are hell-bent on weakening unions like 1245, because the power our members have amassed by staying unified is allowing them to make significant gains at the bargaining table.

Take the City of Vallejo as an example, where more than 200 IBEW members were forced to take major concessions when the city filed for bankruptcy in 2008. Even after the city had regained Utility Reporter

sound financial footing, and it has continued to be exceedingly difficult for the workers to recoup what they had lost in the bankruptcy. So Local 1245 members decided to exercise their power last year, working to elect a labor ally, Hakeem Brown, to the Vallejo City Council — and the difference has been very positive.

"Having Hakeem on the Council has been really, really helpful in our efforts," remarked City of Vallejo VOC leader Oni Brown. "We've gotten a lot back in regards to the general wage increases that we'd lost, and now we're focused on the Retiree Health Savings Plan. We've made some leeway there too."

Dorine Fabing, a VOC member from the City of Lompoc, succinctly explained

why every public sector worker should be involved, not just in the union, but also in local politics, as they are inextricably intertwined.

"Whoever's on that City Council is going to have a say in what you get in that contract," she told her fellow VOC leaders. "So we need to elect people who support city employees — otherwise, we're going to have a problem."

And it doesn't stop at the local level. California's exceptionally strong labor movement has also succeeded at electing pro-union lawmakers to the state legislature — and as a result, California has passed a number of landmark pieces of legislation designed to protect and empower workers in the wake of

Janus (see graphic above for legislative highlights).

What our VOCs have accomplished over the past two years is nothing short of remarkable — but the work is far from over. With new laws on the books and the 2020 election season on the horizon, the VOCs are already strategizing ways to build more worker power in the coming year. There's no telling exactly what the future holds, but one thing is certain — it's going to take a whole lot more than a Supreme Court case to knock down organized labor.

— Rebecca Band, IBEW 1245
Communications Director

Photos by John Storey

IBEW 1245 opposes San Francisco's proposed takeover of PG&E electric system

IBEW 1245 Business Manager Tom Dalzell issued the following statement in response to San Francisco's offer to buy the electric grid in the City from PG&E:

"IBEW 1245 opposes the proposed takeover of PG&E electric system by the City and County of San Francisco because it hurts both the residents of San Francisco, as well as all our members — particularly those working in the City.

"We have historically and consistently opposed any and all utility takeover proposals. This includes public takeover of private utilities (such as SMUD's attempt to take over the utility in Yolo, as well as San Francisco's repeated attempts to take over the utility in San Francisco) as well as private takeover of public utilities (such as PG&E's proposals for SMUD and Lodi Electric).

"We oppose such takeovers because they would hurt our members in a number of ways. Most notably, moving between public and private would be damaging for our members' retirement plans, including their pensions, medical and other retirement benefits. If a takeover occurs, workers would be forced to

leave their existing pension plan before they have attained the years needed for full retirement benefits, and they are again hurt in their new pension plan, because they must start at zero and mostly likely won't be able to attain the years needed to earn full benefits there either.

"Additionally, a takeover would significantly impact the quality of life for our members who value the flexibility of the current system. If members in San Francisco find the City's skyrocketing cost of living too onerous, or if they simply tire of the grind in the City, they have the ability to transfer to another location within PG&E's service area. That ability will cease to exist if San Francisco takes over, and there's no doubt that some of our members currently employed by PG&E in San Francisco would not go to work for the City for precisely this reason.

"This takeover proposal would also harm the residents of San Francisco, who have voted three times in the last 18 years to OPPOSE a takeover of PG&E. Every day, San Franciscans are being priced out of their homes, must pick their way through many thousands of homeless people camped on sidewalks

and in parks all over town, and dodge hundreds of thousands of potholes on City streets. Why are San Francisco politicians proposing to spend at least \$6 billion* to buy out PG&E when San Franciscans desperately want their politicians to spend those billions of dollars on much higher priorities, like affordable housing, mental health and other restorative services for the homeless, street repairs, and timely MUNI service?

"In addition, the PG&E electric infrastructure that serves the City is, just like the City itself, unique and idiosyncratic. The network that serves the Financial District, Civic Center and the new development south of Market Street including Mission Bay, is the second most complex and dense electric system in the country. PG&E built this system, operates it every day, and is now installing over \$1 billion in new equipment and technology by 2023 to ensure reliable and safe operations. The San Francisco Public Utility Commission (SFPUC), which is the City agency that's pushing the takeover, has difficulty serving its municipal load as it currently stands, and has neither the managerial know-how nor adequate staffing to assume this formidable task.

"The effect that such a takeover would have on disaster preparedness should not be overlooked. Under the current PG&E system, if something happens or goes wrong in San Francisco, there are thousands of PG&E workers ready to help, as occurred after the Loma Prieta earthquake. This support vanishes if SFPUC is in charge. And it's important to note that the SFPUC is subject to the same fire liability law that has put PG&E into bankruptcy. All it would take is one fire, and rates would increase substantially.

"The bottom line is the proposed takeover of PG&E by the City and County of San Francisco would hurt almost everyone and would improve nothing. IBEW 1245 urges the Mayor and City Attorney to withdraw their proposal."

**This figure is a low estimate of the fair market value of PG&E's grid and facilities in the City and County of San Francisco, based on the accounting methodology used by California courts in eminent domain trials and the estimated value in the 2008 election Measure H. That figure does not include the cost of maintaining and operating this system all day, every day.*

Dalzell: New Bankruptcy Proposal by Fire Victims & Bondholders Appears to be More Favorable to PG&E Employees and Retirees

On September 19, the bondholders group and the official committee representing the fire victims in PG&E's bankruptcy case announced they had reached a deal. They filed a joint motion with the bankruptcy court to (1) terminate PG&E's exclusive right to file a reorganization plan and (2) file their own plan of reorganization. Their plan ap-

pears to include about \$6 billion more in total payments than the PG&E plan, so it would provide more compensation to fire victims. The fire victims and bondholders reached a negotiated number for all claims — fire victims, insurance companies, cities and counties, FEMA, and the CPUC.

The deal is very important because the judge has identified the fire victims

as the most important party in the case. The fact they are sponsoring this plan means it will be taken very seriously by the court.

Our bankruptcy attorneys are still evaluating the documents and their implications. However, the fire victims/bondholder plan appears to be much more favorable to PG&E employees and retirees than the plan filed by

PG&E.

We have established good working relationships with both the fire victim group and the bondholders. We have always had and have a strong relationship with PG&E management. We continue to be guided by what we think is best for our members and retirees.

— Tom Dalzell, IBEW 1245
Business Manager

PG&E 401k 20% Limit — FAQs

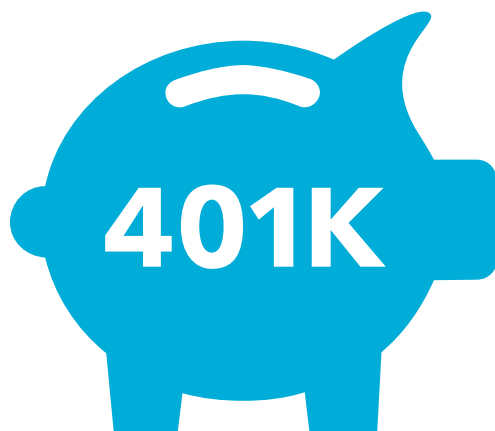
Below are some answers to questions that we are getting from members concerning a letter sent out by PG&E's third-party independent fiduciary, Gallagher, notifying participants in the PG&E 401k plan of the imposition of a limit on contributions to and investment exchanges into the PG&E Stock Fund, effective November 1, 2019.

Q: Who does the limit apply to?

A: All 401K plan participants (union and management, active and retirees).

Q: Does the 20% limit affect my current holdings?

A: No. If you already have over 20% of your 401K holdings in the PG&E Stock Fund, you will only be restricted from buying additional shares of the PG&E Stock Fund, but will not be required to sell any existing shares to meet the 20% limit.



Q: Why is the limit being put in place?

A: The 401K plan fiduciary (Gallagher) decided this limit is in the best interests of plan participants. The fiduciary is a third-party company hired by PG&E.

Q: Did the Union have a say in this matter?

A: No. The fiduciary is legally liable for plan investment decisions.

Q: Can I purchase as much PG&E stock as I want in my retirement plan through Fidelity Brokerage Link?

A: No. Brokerage Link is limited to mutual funds (not individual stocks) and the PG&E Stock Fund is not one of the options available in brokerage link (the union has double checked on this with Fidelity).

“Lock Step With Our Members” Dalzell Details the Complex Landscape Facing 1245

These are perhaps some of the most tumultuous times that the utility industry in California has ever faced, and in his remarks to the Advisory Council, IBEW 1245 Business Manager Tom Dalzell explained precisely what the union is doing to protect and defend our members amidst a sea of hostility fueled by the public safety power shutoff, attempts and municipalization, and competing hedge funds vying for control of PG&E, while also helping to pass a law to improve wages and working conditions for our line clearance tree trimmer members.

Dalzell began by explaining why Local 1245 has been outspokenly opposed to San Francisco’s efforts to municipalize PG&E (see full statement on page 18).

“It’s not that we favor private utilities over public ones — in fact, we represent nearly all the public utilities in northern and central California, with just two exceptions,” Dalzell said. “Historically, we have opposed any sort of change in ownership because of the negative effects on our members and their pensions. If San Francisco buys PG&E, those workers who’ve been investing in their pensions at PG&E for years and years would lose all that they’ve accrued and would have to start over from zero with

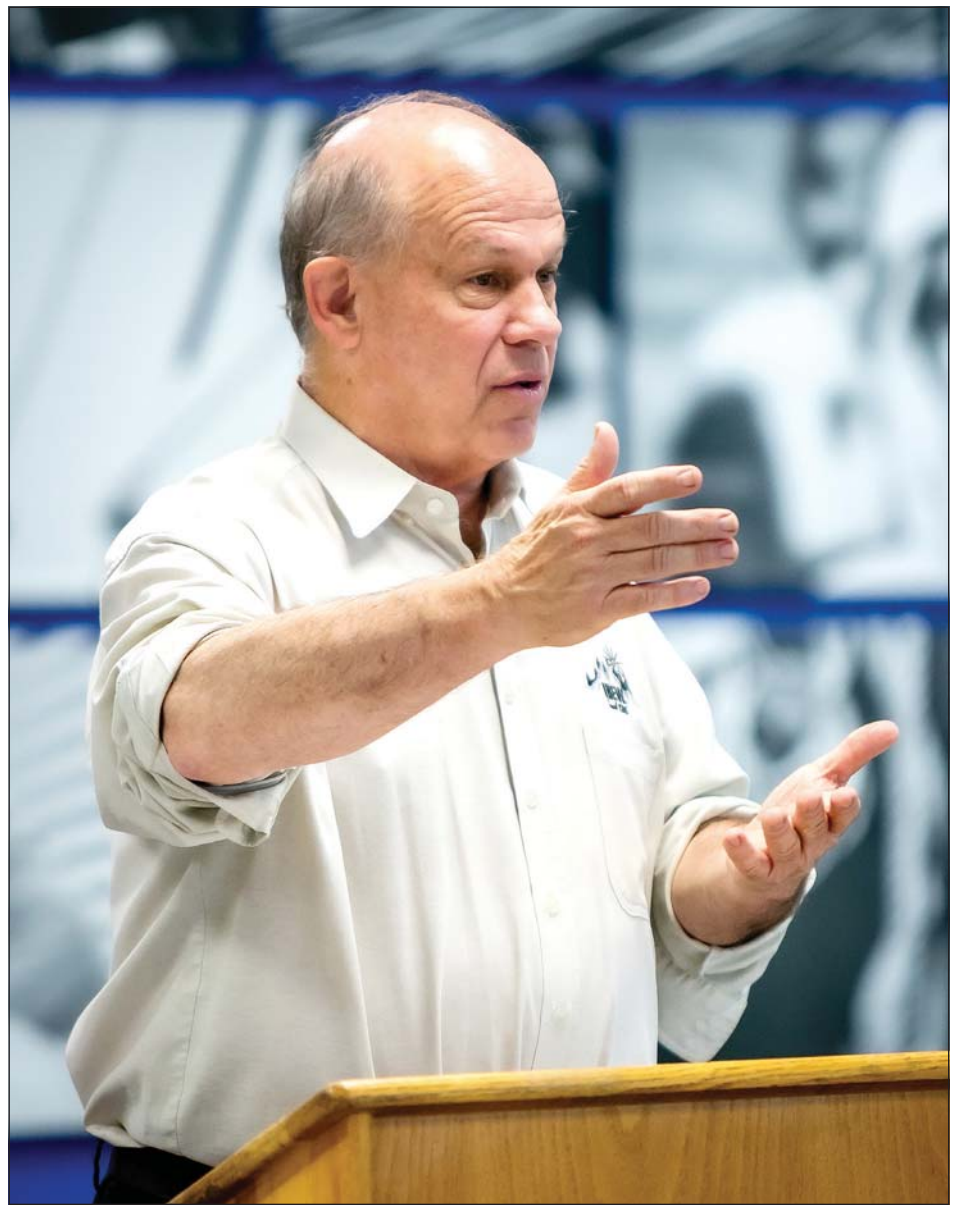
the public pension system.”

Dalzell also briefly discussed the City of San Jose’s proposal for “mutualization” — in essence, a public-private cooperative that would encompass the entire state. Dalzell said the proposal is intriguing, but unlikely to come to fruition.

Dalzell proceeded to delve into the Chapter 11 proceedings at PG&E, where the group of hedge funds that took over the utility’s Board of Directors earlier this year continues to butt heads with another group of financiers — PG&E’s bondholders, who recently teamed up with the wildfire victims’ group to present their own proposal for reorganization. Local 1245 has not endorsed either plan, but the union did support the bankruptcy judge’s decision to allow the competing bondholder plan to be considered alongside the stockholder plan presented by the PG&E Board.

“We believe that having competing plans is a good thing for the employees,” Dalzell said, underscoring that the union’s top priority is to ensure that our members’ jobs, wages and retirement plans are protected both during and after the bankruptcy proceedings.

“We’re not always lock step with PG&E. We’re lock step with our members,” Dalzell emphasized.



Business Manager Tom Dalzell

Additionally, Dalzell told the Advisory Council how Local 1245 strongly advocated for the passage of SB 247, a new law that will dramatically improve wages and training for California’s line clearance tree trimmers (see full story, beginning on page 30).

“Starting on Jan. 1, 2020, most line clearance tree trimmers across

California will see a \$10-per-hour raise, which comes out to about a 40% wage increase,” Dalzell told the Advisory Council. “This is sorely overdue, especially given how hard these members have been working to clear lines and prevent fires, and we’re incredibly proud to have gotten this bill through for our tree trimmer members.”

New Advisory Council Members Sworn In



New Advisory Council members Jodiah Castro, Cole Dorsey and Garrett Markwood were sworn in by Local 1245 President Cecelia De la Torre at the quarterly Advisory Council meeting in Vacaville in late October. Brother Castro represents PG&E members in Stockton Division, Brother Dorsey represents members working in Outside Construction, and Brother Markwood represents North Bay Division of PG&E, City of Healdsburg, City of Ukiah, and City of Willits.

Advisory Council Commends 2019 Scholarship Winners

Local 1245 leadership is pleased to announce the winners of the 2019 scholarship contest:

Madison Ronquist, daughter of Cynthia & Kurt Ronquist (both PG&E), won the Roger Stalcup Community College Scholarship. She shared her winning essay about the positive impact that the union has had on her family with the



Madison Ronquist

Advisory Council attendees in October. Madison is studying biology and molecular science at Folsom Community College.

Karlee Shirley, daughter of Karl Shirley (PG&E), also won the Roger Stalcup Community College Scholarship. She shared her winning essay about the value of the union with the Advisory



Karlee Shirley

Council attendees in October. Karlee is currently attending Butte College working on an associate's degree in social and behavioral science. She intends to transfer to a four-year school to complete her bachelor's.

Savannah Molloy, daughter of Justin Molloy (NCPA), has won the Weakley Scholarship. Savannah recently gradu-



Savannah Molloy

ated from Northwest Lineman College, and is currently working at Safeway as a member of the United Food and Commercial Workers (UFCW) union. In her essay, which she shared with the Advisory Council, she wrote that she aspires to become a third-generation IBEW lineworker, following in the footsteps of her father and grandfather.

Emilly Hambly, granddaughter of deceased member Richard Salvadori and daughter of David Hambly (City of Healdsburg) has won the Survivor's scholarship. The Hambly family was unable to attend the Advisory Council meeting.

Jonathan Henry, son of IBEW 1245 member Brian Henry (City of Lodi), has won the Al Sandoval Memorial Scholarship. The Henry family was unable to attend the Advisory Council meeting.

“Tough But Worth It” IBEW Brotherhood Helps a Canadian Lineman Come to California

Maintaining California's massive and complex electrical system takes manpower — and lots of it. But getting the skilled and trained personnel that's needed to perform this work is no simple task.

In 2016, PG&E recruited a dozen IBEW journeyman linemen from Canada to come down to California to assist with the herculean effort. The first Canadian lineman to come down was Kris Banzon — but due to the numerous changes to federal immigration policy that came about after the 2016 presidential election, the other Canadian linemen were never able to enter the country.

Even though Banzon had been living and working legally in the United States, he was unable to bring his family down from Canada due to the newly implemented immigration rules. PG&E's attorneys were of little help, so he turned to his IBEW family for assistance. Local 1245 doesn't generally get involved in immigration cases, but given the unique circumstances, Local 1245's general counsel, Alex Pacheco, helped Banzon connect with an immigration attorney who graciously took on Banzon's case pro bono.

Banzon was subsequently forced to return to Canada, but his attorney continued to develop a strong case that centered around the fact that Banzon has the unique skillset and training needed to perform essential line maintenance work. To strengthen his case, several IBEW 1245 staffers and members, including Assistant Business Manager Bob Gerstle, volunteered to write letters to the immigration department to explain the critical need for linemen in California, and underscore the important role that Banzon can fill as a PG&E employee.

It wasn't quick or easy, but eventually, after more than a year, Banzon prevailed in immigration court. He returned to his job at PG&E in June, and in October, his family joined him in the States. They are now officially resettled in their new home in the North Bay.

“I'm not sure I would have had the patience that Kris has had through all this,” Gerstle said as he introduced Banzon to the Advisory Council. “But it all worked out finally, and I'm proud that we were able to help Kris and his family get to that happy ending.”

“I want to thank the good people at Local 1245 — especially Bob Gerstle and Tom Dalzell — who supported me during this process,” Banzon told the Advisory Council. “It's been tough, but it's all worth it.”

“This is a great story of perseverance, that's really all about the good guys,” added Dalzell.



Kris Banzon



Bob Gerstle (left) presented Banzon with an IBEW 1245 tee shirt at the Advisory Council meeting.

Robert Smith Wins Quarterly Photo Contest



At the quarterly Advisory Council meeting in October, it was announced that 16-year IBEW 1245 member Robert Smith has won the quarterly photo contest. His winning photo depicts helicopter-assisted linework from a unique vantage point.

Brother Smith works for PG&E Hydro out of Rogers Flat/Storrie and is a resident of Paradise. He was unable to attend the Advisory Council meeting to accept his prize as he's busy rebuilding his home, so his \$500 award was mailed to him.

Advisory Council Mourns Member Fatality

On the night before the October Advisory Council meeting, an IBEW traveler lost his life in a vehicle accident. 26-year-old Colby Kyle from Mississippi-based IBEW Local 852 had been working in Local 1245's jurisdiction for Wilson Construction for approximately five months at the time of the accident. According to police reports, he was driving a line truck in the Garberville area when the vehicle went off the road and down a steep embankment. Brother Kyle succumbed to his injuries.

Senior Assistant Business Manager Ralph Armstrong shared the limited information that was available at the start of the Advisory Council meeting, and noted that an investigation into the accident is underway and more information will be released when it becomes available.

Business Manager Tom Dalzell observed that this is the third on-the-job fatality to occur within 1245's jurisdiction in the past 12 months, and all three victims were young men in their 20s.

"This is a sad beginning for our Advisory Council meeting, but a stark reminder of what's really important, and that's safety," Dalzell said.





Kemmer Stephens tamps down the gravel in the trench as Josh Summers watches.



Josh Summers guides the backhoe to dump gravel into the trench.

REBUILDING PARADISE



Anthony Lancieri runs a backhoe.



Mikey Mejia, an IBEW 1245 member working for Outback Contractors, works in the trench.



Left to right: Dallas Cooper, Thomas Wooten, Mikey Mejia, Jason Haase, Anthony Lancieri, Ken Power, and Justin Hammond



Left to right: Anthony Virrueta, Chad Vieira, Michael Moore, Lenny Weatherall, Guy Martin (on backhoe), Josh Summers, Kemmer Stephens, and Steve Warren

In November of 2018, the Camp Fire ravaged Butte County, claiming 85 lives, leveling the town of Paradise and demolishing more than 18,000 structures, including the homes of close to 100 IBEW 1245 members. In the wake of the deadliest and most destructive fire in California history, our dedicated members were among the first on the scene, and they stayed for several months thereafter, performing critical safety work — assisting first responders by restoring electricity wherever possible, capping gas mains, clearing downed power lines, and hauling off debris.

Now, less than a year later, many of those same crews from PG&E, along with a number of IBEW 1245-represented contractor crews, are back in Paradise to begin the arduous, multi-year process of rebuilding the once-charming mountain town. The first step of the project

involves replacing 74 miles of damaged natural gas lines and using those same trenches for new electric and telecom service lines.

“Before the fire, everything was overhead, but now they’re going to put it all underground,” explained GC Gas Foreman Ken Power, who was sent up to Paradise from the Rocklin yard. “We’re replacing the gas main, which is old and needed to be replaced anyways, but since it got burned, they had to cut it off. So now we’re putting in good, new gas pipe.”

According to Power, the crews are digging a main line trench at around 48 inches, putting in the four-inch primary electric line at the bottom, and a three-inch secondary on the other side. Then they’ll throw down some sand before the communication layer, which will include AT&T and Comcast lines. The two-



Dallas Cooper looks at the plans for the underground work.

Photos by John Storey



Thomas Wooten holds up a piece of conduit.



IBEW 1245 crews from PG&E and contractors work to rebuild Paradise.

inch gas line goes in last, and once all of that is complete, they'll be able to run service into residences, starting with the few that are still standing, and eventually to others that are to be rebuilt.

When the *Utility Reporter* caught up with Power and his crew, they were working 12-hour days, seven days a week, in grueling late summer heat, with temperatures often exceeding 100 degrees. They faced other challenges as well — working in close quarters on exceptionally narrow roads, remote work-sites in desolate areas, and a mixed reception from the residents still living in and around Paradise.

"Some of the people are very hostile against us — they're upset, and that's understandable. But most of them are very nice," said Power. "And some of

them are in the daze. They're confused because of what happened, and they're still in shock from it."

Power had previously worked in Paradise for about three months right after the fire. He returned home for a few months before being sent back up over the summer, and he plans to be there through at least the end of the year. Despite the challenging circumstances, Power and his crew are taking it all in stride.

"It's work. It's the same kind of stuff that we do all the time. It's just a different environment and it's a little harder to go," he said. "But we've got more people up here now, and more equipment, and things are coming together faster."

— Rebecca Band, IBEW 1245 Communications Director



Josh Summers, left, and Michael Moore carry a compactor.

Kincade Fire coverage to come in the next edition of *Utility Reporter*.

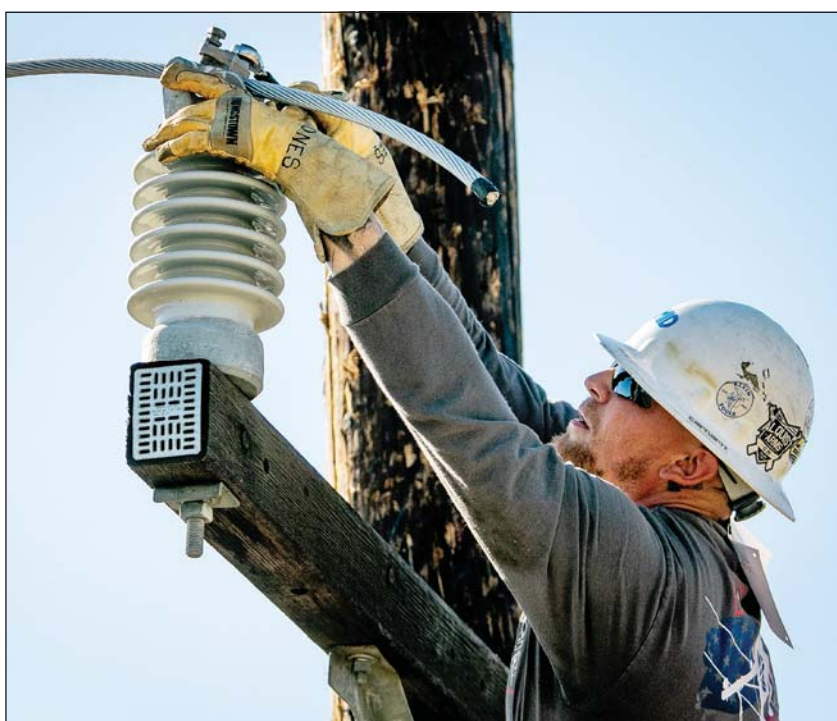
Race to the Top



Photos by John Storey

8TH ANNUAL

PG&E/IBEW West Coast Lineman's Rodeo



Nineteen journeyman teams and 35 apprentices showed off their skills at this year's 8th Annual PG&E/IBEW West Coast Lineman's Rodeo, which took place on Sept. 14 at PG&E's training facility in Livermore.

The event has come to be seen as the preeminent competition for cream-of-the-crop linemen from California and beyond. Competitors representing eight different utilities demonstrated their prowess in the field, each hoping to achieve

the highest score in the shortest amount of time in each of the four main events (apprentices also had to complete a written test). For competitors from PG&E, the stakes were even higher, as the top three journeyman teams and top five apprentices from the company would get to compete at the International Lineman's Rodeo in Kansas City in October.

While experience is always beneficial, even the most seasoned competitors aren't guaranteed a ticket to Kansas City.

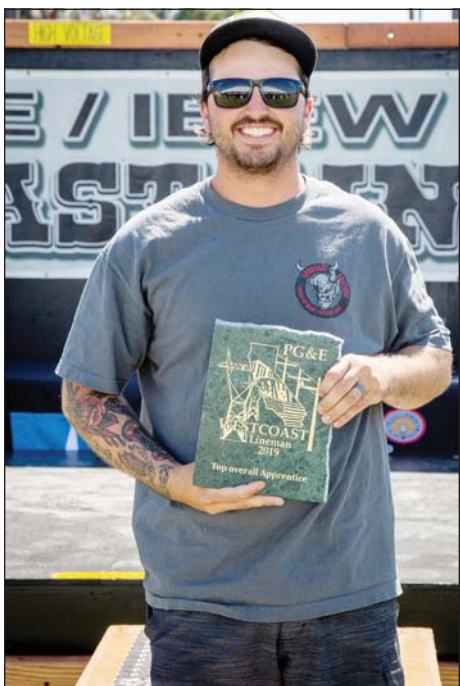
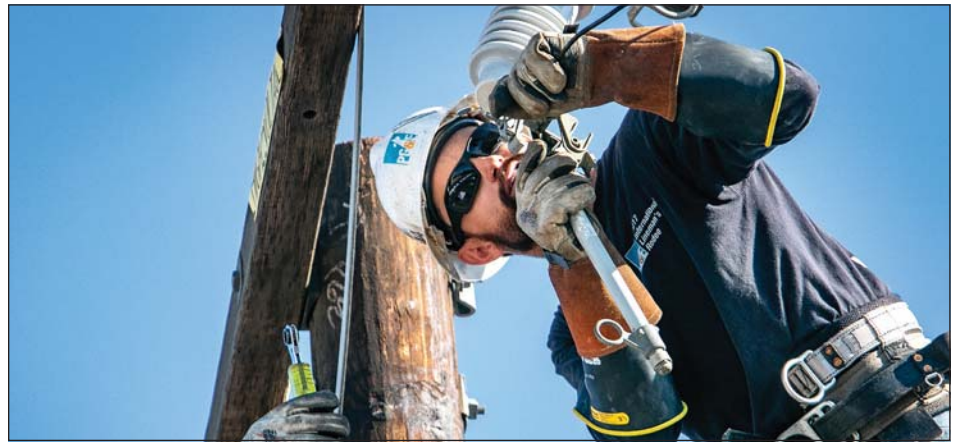
"Today, we had some mishaps, but it was fun!" said Journeyman Lineman Dustin Curry, an accomplished rodeo competitor whose team came in first place overall at last year's International Rodeo, but failed to qualify for a return trip to Kansas City this year. "It's always fun. It's a blast to compete in a rodeo."

"The level of competition here is very high," remarked Journeyman Lineman Jason Payne, noting that his team stumbled a bit on one of the mystery events,





The 1st place Overall Journeyman team Anthony Albright, Adam Beene, and JP Richard



First Place Apprentice Colton Baker



The top five PG&E apprentices and top three journeyman linemen teams went to Kansas City for the International Lineman's Rodeo in October. Highlights from that rodeo will appear in the next edition of *Utility Reporter*.

which are difficult to prepare for since the competitors do not know exactly what they will be until they arrive at the rodeo. "We made small, small mistakes which cost us placing here ... but I always enjoy coming to these rodeos, just seeing all our friends and competing, and having a good time."

"It's a good opportunity to get together with your friends and people you work with and compete against yourself and one another," said Apprentice Cody

McIntosh, a first-time competitor at this year's rodeo. "And it lets your family see what you do when you're away from home."

At the end of the day, the nationally acclaimed journeyman team of Anthony Albright, J.P. Richard and Adam Beene once again took first place, marking the third year in a row that the team, known as the Double Cut Kids, won the day in Livermore. They'll be returning to the International Lineman's Rodeo this year,

where they placed first overall back in 2014, and came in fourth last year. Luke Bogart, Heath Hatch and Tony Humbert — who have also become well-known on the rodeo circuit — came in second overall in the journeyman team competition. Shannon Spah, who was part of the 5th place team at last year's rodeo, competed with new teammates Chris Marcil and Logan Schaffer, and they ended the day in third place. All three teams are looking forward to compet-

ing among the best in the country next month in Kansas City.

In the apprentice competition, Colton Baker from Fresno took the top slot. Baker placed seventh among the apprentices last year, and clearly worked hard to improve his standing at this year's rodeo. He too is heading to Kansas City in October, and will be joined by fellow PG&E apprentices Michael Vaughn, Mike Anderson, David Carlon and Trent Kaher.



The IBEW 1245/PG&E contingent at the 2019 National Gas Rodeo

“The Best That We Could Be”

IBEW 1245 members smash records at 2019 National Gas Rodeo

As the old saying goes, “Records are made to be broken.” The IBEW 1245 members who competed at the 2019 National Gas Rodeo in mid-September certainly took that adage to heart, as they broke not just one, but two national records during the action-packed two-day competition.

Smashing Records

The six teams that competed at the National Gas Rodeo in Springfield, MO secured their spots by earning top scores at the 2019 IBEW/PG&E Gas Rodeo back in April. Initially, only four teams from PG&E were slated to go to nationals, but IBEW 1245 opted to sponsor an additional two teams, allowing the top three teams in both the two-person and four-person competitions to advance to the national stage.

At the National Rodeo, each team must complete four qualifying events — a meter set build, a pipe cut, a hand dig and a service install. Each event is timed, and the cumulative times (plus any penalties) are tracked and displayed on the scoreboard.

The pipe cut event proved to be our members’ strong suit. In the two-man team competition, the Manteca Gas Rats from Stockton sailed through the pipe cut in just 8.62 seconds, eclipsing the previous national record of 10.02 seconds, as well as their own best time of 9.97 seconds, which they posted at the local rodeo in the spring. And in the four-man team competition, the IBEW 1245-sponsored Team Yosemite also established a new national record in the pipe cut, completing the event in just 5.47 seconds (the previous national record was 6.11). Both teams used a specialized pipe cutter that Gas Rats team member Zachary Shepherd’s grandfather crafted specifically for the competition.

“It was pretty amazing, and really exciting,” said Yosemite Team Captain Kevin Gonzales, recalling the moment his team shattered the national record. “We all knew as soon as the pipe broke that it was a fast time, but when [the timekeeper] showed us the stopwatch, it was kind of unbelievable. And then to hear all the cheers from the other PG&E guys, and our wives and families who came to support us — I think they were even more excited than we were!”

Yosemite shaved nearly 2.5 seconds off the time they posted in this same event during the local rodeo just five months earlier, and according to Gonzales, that outstanding improvement didn’t come easy. They practiced three hours a week for two months leading up to the competition, and during the week before they left for the rodeo, they trained every day. The team also hit the gym regularly to ensure they were in peak physical condition.

“It was a big commitment,” said Gonzales. “We just wanted to be the best that we could be.”



The Sierra Pipeliners

“Quitters never win”

Not only did our members prove to be the best of the best out on the field, they also demonstrated exceptional sportsmanship from the sidelines. When a team from Northeast Wisconsin Technical College (the only college to compete at the Rodeo) broke their pipe cutter during the competition, the Local 1245 members of team Quiet Riot didn't hesitate to lend their competitors the tool they needed to finish the event.

“I wanted them to have the opportunity to compete, but more so didn't want them to be discouraged to not come back. Like I told them, ‘Quitters never win,’” Quiet Riot team member Steve Lange wrote on the National Gas Rodeo's Facebook page. “Both NWTC teams impressed me with their perseverance.”

Overall, all the PG&E/IBEW 1245 teams performed extraordinarily well at this year's event, which included 58 teams from 18 utilities across the nation, especially considering that most of our teams have only been competing on the national level for a few years, whereas teams from other utilities have been competing much longer.

In the two-person team competition, Quiet Riot (Jayson Visinoni, Brad Husa and alternate Steve Lange) placed 10th, the Manteca Gas Rats (Zach Shepherd and alternate Brent Leverett competed, while team member Tom Peterson stayed home with his wife, who was due with their first child) came in 12th, and first-timer national competitors the Sierra Pipeliners (Rod Waters, David Tarwater and alternate Josh Moore), placed 18th out of 35 teams.

In the four-person team competition, the Hott Headz (Cavan Conner, Issac Lupercio, Noe Estrada, David Lupercio and alternate Daniel Hinojosa) came in 6th, Team Yosemite (Kevin Gonzales, Devin Holman, Nic Reed, Colby Roberts and alternate Ryan Clark) came in 7th, and the Stray Dogs (Brandon Bascherini, Victor Romero, Austin Nakagawa and John Jackson) placed 8th out of 23 teams.

During the qualifying round, five of the six IBEW 1245/PG&E teams earned scores high enough to advance to the national finals. By comparison, last year, just one team of IBEW 1245 members — Quiet Riot — advanced to the finals, with another — Team Yosemite — just a few seconds shy of making the cut. The significant improvement in standing is evidence of their commitment to training and practice.

“These guys put in the work, and it clearly paid off,” said Local 1245 Business Rep Keith Hopp, who accompanied the teams to the Rodeo. “It was great to see our members get the recognition they deserve. At this pace, we'll be seeing Local 1245 members dominating the entire leaderboard in the very near future!”

— Rebecca Band, IBEW 1245
Communications Director
Photos courtesy of PG&E and
Heather Gonzales



The Stray Dogs



Team Quiet Riot



The Manteca Gas Rats nabbed first place in the two-person pipe cut event.
Utility Reporter



Team Yosemite accepting their 1st place award for their record-setting four-person pipe cut

IBEW LOCAL 1245 SCHOLARSHIP CONTEST RULES

Details about these scholarships and eligibility can be found at www.ibew1245.com/scholarships

The purpose of this contest is to provide scholarship aid for colleges, community colleges and trade schools, thereby providing financial assistance toward the attainment of a higher education.

Eligibility for all applicants for all scholarships Applicant must be the child, grandchild or spouse of an IBEW 1245 member or retiree club member who is current and in good standing.

Applicant will be required to submit the completed scholarship application, two letters of recommendation from a non-relative instructor, principal, counselor or supervisor, and an essay, not to exceed 500-words, on the subject designated by the Executive Board. Essays must be submitted on 8 1/2" x 11" paper, on one side, preferably typed and doubled spaced, with applicant's written signature at the conclusion of the essay.

The essay topic should be included at the top as the title of the essay.

Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 2547, Vacaville, CA 95696, and be postmarked no later than Monday, March 2, 2020.

The scholarship will be made only to that candidate who intends to enroll full-time in an institution that is certified by their State Department of Education and accredited by the Local Accrediting Association.

Checks will be paid directly to the college upon presentation of proof of enrollment and tuition bills to the Local Union.

Responsibility of Scholarship Recipient: Scholarship winner must begin their studies in their next term or, at the very latest, in January of the following year.

Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed below in the *Utility Reporter* or downloaded

from the Local's website (www.ibew1245.com/scholarships).

Each year the scholarship shall be presented before the Advisory Council. The Judge, the recipient and their parents shall be invited, at Local Union expense, to present and receive the Scholarship Award. A suitable certificate shall be prepared by the Local Union to be presented to the scholarship recipient.

The scholarships will be awarded as follows:

- ☐ **Roger Stalcup Community College Scholarship (2):**
Eligibility: See **Eligibility for all applicants for all scholarships.**
Award: Two winners will be selected to receive up to \$1,500.00, for up to two years, which must be used for Community College tuition.
- ☐ **IBEW 1245 Survivor's Scholarship (1):**

Eligibility: See **Eligibility for all applicants for all scholarships**, and applicant must be the surviving child, grandchild or spouse of an IBEW 1245 member or retiree club member who was current and in good standing at the time of their death.

Award: One winner will be selected to receive a one-time scholarship for up to \$5,000.00, which must be used for trade school, community college or university tuition.

- ☐ **IBEW 1245 Veteran's Scholarship (1):**
Eligibility: Applicants must be IBEW 1245 members or retiree club members in good standing **AND** honorably discharged veteran of a branch of the United States Armed Forces or Reserves. Applicants must also provide a copy of their DD214 documentation.

Ronald T Weakley (2):

- ☐ (a) Electrical Line Worker Scholarship
- ☐ (b) Vocational Trade School Scholarship

- ☐ **Roger Stalcup Community College Scholarship (2)**
- ☐ **Survivor's Scholarship (1)**
- ☐ **Veteran's Scholarship (1)**

I hereby make application to enter the _____ Scholarship contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO.

Applicant's Personal Information

Name: Last, First Middle	
Street Address:	
City, State, Zip Code:	
Name of Parent:	
Employer and work location:	
High School I graduated or will graduate from:	
Located in:	with a GPA of: (n/a for Veteran's Scholarship)
Candidate's Signature:	Date:
This is to certify that the above named candidate is currently enrolled as a student at:	
and has or will be graduating in:	
List Month and Year	
Official's signature and position	
This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate whose name is signed to this application is my	
and has or will graduate during the term ending ,	2020.
(Parent's Signature and Card No.)	

Veteran's Information

List information about your service in the US Armed Forces, including branch, dates of service, deployment locations. Attach a copy of your DD214.

Were you honorably discharged?

College and Career Information

Name and location of college you have or will have attended for at least one year as of December 2019. If more than one, list the college most recently attended:

Attendance dates:		Major/Field of Study:		
Test Scores: SAT: ACT: GRE: LSAT: MCAT:				
High School GPA (if it's been many years since If you will be entering Graduate School in the Spring of 2020, please provide additional information about your college degrees, certifications and work experience (as applicable):				
What is your anticipated graduation date?				
Briefly outline your career goals while addressing the following: Explain why you want to pursue a college education. How will this education contribute towards your immediate and/or long-term career plans?				
List Employment and extracurricular activities (internships, sports, clubs)				
Employment:				
Employment:				
Activities:				
Activities:				
List community service activity and awards				
Community Service				
Community Service				
Awards				
Awards				
Financial need: Anticipated amount of funding needed: \$				
Total household income:		Total number of people in household:		
How did you learn about the IBEW Local 1245 Scholarships?				

Did you remember to:

- ☐ Complete the application?
- ☐ Obtain all signatures?
- ☐ Attach your essay?
- ☐ Attach two non-relative letters of reference?
- ☐ Attach your DD214? (if applicable)

Scholarships, from page 28

Award: One winner will be selected to receive a one-time scholarship for up to \$5,000.00, which must be used for trade school, community college of university tuition.

❑ **Ronald T. Weakley IBEW 1245 Scholarships (2):**
Electrical Line Worker Scholarship:
Eligibility: See Eligibility for all

applicants for all scholarships
Award: One winner will be selected to receive a scholarship for up to a total of \$10,000.00. The recipient will initially receive up to \$2,500.00 to be used for tuition or an approved electrical line worker program (i.e. VOLTA). Following verification of completion of the program AND 1,000 hours worked in the electrical line trade AND verification of atten-

dance at ten (10) IBEW 1245 unit meetings within an 18-month period, the recipient will receive up to \$7,500.00 toward reimbursement of tuition and required materials.

Vocational Trade School Scholarship:
Eligibility: See Eligibility for all applicants for all scholarships
Award: One winner will be selected to receive a one-time scholarship for

up to \$1,000.00. Trade school certification must be a union based occupation within the scope of work IBEW 1245 members perform.

The essay topic for the 2020 Scholarships is: “Which Political Party or Candidate Will Benefit Labor in the 2020 Elections and Why?”

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

- The grant will be as follows: Two thousand five hundred dollars (\$2,500.00) per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in (the year of the contest). **A copy of your diploma or a letter from your high school stating that you will graduate in 2020 must be attached to your scholarship application.**
- The Scholarship Grant will be made only to that candidate who intends to enroll full-time in any college certified by their State Department of Education and accredited by the Local Accrediting Association.
Responsibility of Scholarship Recipient: Scholarship winner must begin their studies in their next term or, at the very latest, in January of the following year
- Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed in the Utility Reporter or downloaded from the Local’s website (www.ibew1245.com/scholarships)
- Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
- All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
- Essays should be submitted on 8 1/2” x 11” paper, on one side, preferably typed and doubled spaced with applicant’s written signature at the conclusion of the essay.
- Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 2547, Vacaville, California 95696, by REGISTERED CERTIFIED MAIL ONLY, and be postmarked no later than the first Monday in March of each year.**
- Each year the scholarship shall be presented at the Advisory Council meeting in April; the Judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the Scholarship Award.

10. A suitable trophy or plaque shall be purchased by the Local Union to be presented to the scholarship recipient.

The essay topic for the 2020 Scholarships is: “Which Political Party or Candidate Will Benefit Labor in the 2020 Elections and Why?”

APPLICATION FOR THE
AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by
LOCAL UNION 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
P.O. Box 2547 • Vacaville, CA 95696 • Telephone: (707) 452-2718

I hereby make application to enter the Al Sandoval Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

Name (Last) (First) (Initial) Date of Birth

Address (Street) (City) (State) (Zip) Tele # ()

Name of Parent

Company

Work Location

I graduated or will graduate from High School

Which is located at

I expect to attend College or School

Location

Candidate’s Signature Date

This is to certify that the above-named candidate is currently rnrrolled as a student at (School Name) and has or will be graduating in (Month and year), 2020.

Official’s signature and position

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate whose name is signed to this application is my and has or will graduate during the term ending , 2020.

(Parent’s Signature and Card No.)

New IBEW 1245-Backed California Law Will Improve Training and Wages for Line Clearance Tree Trimmers

The dedicated men and women who perform difficult and potentially dangerous line clearance tree trimming work deserve top-notch training, safe jobs and fair wages — and thanks to strong advocacy from IBEW Local 1245, a new state law will soon go into effect that enshrines these workplace standards into law for all IBEW tree trimmers in California.

The law, SB 247, requires utilities to invest more in training and wages for the IBEW crews that perform critical line clearance tree trimming and fire mitigation work, while also holding those utilities to a higher standard of accountability. Specifically, this new law:

- Requires investor-owned utilities to establish a line clearance tree trimmer training and certification program, to provide each and every tree trimmer with the skills and knowledge they need to do their jobs safely and effectively.
- Ensures that line clearance tree trimmers are paid fairly for this work, with wages comparable to that of a first-step apprentice lineman. The new wage requirements, which will go into effect in 2021, will raise wages more than \$10 per hour, and could amount to raises upwards of 40% for most of our tree trimmer members.

continued on page 32



From left: IBEW 1245 Business Manager Tom Dalzell, Senior Assistant Business Manager Ralph Armstrong, Tree Trimmer Steve Speak, Gov. Gavin Newsom, Tree Trimmer Carlos Rodriguez, and Assistant Business Manager Hunter Stern at the signing of SB 247 in Sacramento on Oct. 2

La nueva ley de California mejorará la capacitación y los salarios para los podadores de árboles

Los valiosos hombres y mujeres que ejecutan el difícil y potencialmente peligroso trabajo de poda de árboles para el despeje de líneas, se merecen una capacitación de primera categoría, trabajar con seguridad y salarios justos. Y, gracias a la firme defensa por parte del IBEW Local 1245, pronto entrará en vigor una nueva ley estatal que consagra jurídicamente estos estándares de trabajo para todos los podadores de árboles del IBEW de California.



Gov. Newsom signed SB 247 on Oct. 2, 2019.

La ley, SB 247, obliga a las empresas de servicios públicos a invertir más en capacitación y salarios para las cuadrillas del IBEW que ejecutan trabajos críticos de poda de árboles para el despeje de líneas y de mitigación de incendios. Igualmente les exige a dichas empresas de servicios públicos un mayor nivel de rendición de cuentas. Específicamente, esta nueva ley:

- Obliga a las empresas de servicios públicos que sean propiedad de inversionistas, a establecer un programa de capacitación y certificación para podadores de árboles para el despeje de líneas, de manera que todos y cada uno de los podadores de árboles adquieran las destrezas y conocimientos que necesitan para realizar sus trabajos de manera segura y efectiva.
- Asegura que los podadores de árboles para el despeje de líneas reciban un salario justo por este trabajo, con salarios comparables con los de un aprendiz de liniero de primera etapa. Los nuevos requisitos salariales, que entrarán en vigor en 2021, representarán un aumento en los salarios de más de \$10 por hora, y podría resultar en aumentos de hasta 40% para la mayoría de nuestros miembros podadores de árboles.
- Hace que las empresas de servicios públicos que sean propiedad de inversionistas asuman la responsabilidad correspondiente, haciendo que Cal-FIRE realice las inspecciones después de completar todo el trabajo de despeje de líneas.

continúa en la página 37

Influx of New Line Clearance Tree Trimmer Contractors Could Lead to Interesting Negotiations

With the signing of SB 247 coinciding with the end of the current line clearance tree trimmer agreement, we're expecting an interesting negotiation period, as the economic impacts of the new agreement are essentially enshrined in the new state law. Opening letters have been sent out, and we're working to set meeting dates with all signatory contractors while also ensuring everyone understands the full impact of the law.

Additionally, with this massive influx of new contractors, there are some challenges in making sure they are all in compliance with the terms of the agreements. For reference, during the 2017 general tree negotiations, there were 14 signatory contractors — and currently, we now have 48 contractors signed to the routine line clearance tree trimming agreement, with 29 of those contractors signing on this year alone. Most, if not all, of these new contractors have no background with union agreements and what that all entails, which we are working diligently on fixing.

Below is a complete list of Line Clearance Tree Trimming contractors:

- A&E Arborists Tree Care
- AAA Tree Service
- ABC Landscaping & Excavation, Inc.
- Anvil / Enegix JV
- Arborworks, Inc.
- Asoemo Environmental Restoration Industry LLC
- Bravo Tree Service
- California Tree Solutions
- Caltrees, Inc.
- Carlos Tree Service
- CJ Tree Care, Inc.
- Community Tree Service Inc.
- Core Tree Care, Inc.
- Davey Tree Surgery
- Enegix, LLC
- Evergreen Arborists, Inc. – Pro Forest Division
- Family Tree
- Family Tree Resource, Inc
- FSEI
- Graham County Land Company, LLC
- International Tree Management, Inc.
- J&J Tree Services
- KDF Forestry, Inc.
- Kinsborough Atlas Tree Surgery Inc.
- Loggers Unlimited
- Mario Tree Services
- MCY Tree
- Mountain F. Enterprises
- Nate's Tree Service, Inc.
- P31 Enterprises, Inc.
- Pacific Coast Tree Services
- Pride Contracting Inc.
- R&B Quality Tree Care, Inc.
- Rancho Tree Service
- Rapid Response Force LLC
- Rolling Green, Inc.
- RPF Emergency Services
- Skyline Tree Service
- Southern Disaster Recovery, LLC
- Synergy Tree Trimming
- The Original Mowbray's Tree Service
- Trees, Inc.
- TSU Tree Service Unlimited, Inc.
- Utility Tree Service
- Western Land Renovators, Inc.
- Wilhelm, Inc.
- Windy Tree
- Wright Tree Services

We are also working to make sure all new members are signed up and the company is reporting dues, medical and pension payments. We have already filed several grievances, and many have corrected these issues, however we do expect to file several more.

Northern Area

The northern area seems to be calming down and getting back on track. The members are starting to express concerns over having to work so much overtime and are getting a little burned out.



It is common practice for supervision to make it sound that all overtime is mandatory. We have explained that all prearranged overtime is voluntary unless you are working a 4-10 schedule, and then the companies can make Fridays mandatory. Even then, you can take a Friday off once a month. Once this is explained to the members, they are a little happier. We realize that the companies are trying to get all their work done on time, and the members are willing to help by volunteering to work as much as possible.

There is absolutely no shortage of work out there right now. All companies are hiring as many people as possible and they need more. There are some

continued on page 36

La afluencia de nuevos Contratistas de Poda de árboles para el despeje de líneas puede resultar en negociaciones interesantes

La aprobación de la Ley del Senado de California SB 247 coincide con el vencimiento del actual acuerdo de los podadores de árboles para el despeje de líneas, por lo que esperamos un interesante periodo de negociaciones, ya que el impacto económico del nuevo acuerdo está esencialmente consagrado en la nueva ley estatal. Se han enviado cartas de apertura, y estamos trabajando para establecer las fechas de reunión con todos los contratistas signatarios asegurándonos al mismo tiempo que todos entiendan la repercusión total de la ley.

Además, con esta afluencia masiva de nuevos contratistas, existen algunos desafíos para asegurar que todos estén en cumplimiento con los términos de los acuerdos. Como punto de referencia, durante las negociaciones generales con las compañías de árboles de 2017, había 14 contratistas signatarios, y ahora tenemos 48 contratistas que han firmado el acuerdo normal de poda de árboles para el despeje de líneas. De esos, 29 contratistas firmaron este año. La mayoría, si no todos, de estos nuevos contratistas no tienen experiencia con acuerdos sindicales y todo lo que conlleva. Estamos trabajando diligentemente en corregir esto.

A continuación, se muestra la lista completa de los Contratistas de Poda de árboles para el despeje de líneas:

- A&E Arborists Tree Care
- AAA Tree Service
- ABC Landscaping & Excavation, Inc.
- Anvil / Enegix JV
- Arborworks, Inc.
- Asomeo Environmental Restoration Industry LLC
- Bravo Tree Service
- California Tree Solutions
- Caltrees, Inc.
- Carlos Tree Service
- CJ Tree Care, Inc.
- Community Tree Service Inc.
- Core Tree Care, Inc.
- Davey Tree Surgery
- Enegix, LLC
- Evergreen Arborists, Inc. – Pro Forest Division
- Family Tree
- Family Tree Resource, Inc
- FSEI
- Graham County Land Company, LLC
- International Tree Management, Inc.
- J&J Tree Services
- KDF Forestry, Inc.
- Kinsborough Atlas Tree Surgery Inc.
- Loggers Unlimited
- Mario Tree Services
- MCY Tree
- Mountain F. Enterprises
- Nate's Tree Service, Inc.
- P31 Enterprises, Inc.
- Pacific Coast Tree Services
- Pride Contracting Inc.
- R&B Quality Tree Care, Inc.
- Rancho Tree Service
- Rapid Response Force LLC
- Rolling Green, Inc.
- RPF Emergency Services

- Skyline Tree Service
- Southern Disaster Recovery, LLC
- Synergy Tree Trimming
- The Original Mowbray's Tree Service
- Trees, Inc.
- TSU Tree Service Unlimited, Inc.
- Utility Tree Service
- Western Land Renovators, Inc.
- Wilhelm, Inc.
- Windy Tree
- Wright Tree Services

También estamos trabajando para asegurarnos de que todos los nuevos miembros estén inscritos en el sindicato y que la compañía esté informando sobre las cuotas, y pagos médicos y de jubilaciones. Ya hemos presentado varias quejas, y muchos han corregido estos problemas, sin embargo, esperamos presentar varias quejas más.

Zona norte

La zona norte parece estar entrando en calma y poniéndose al día con el programa. Los miembros están empezando a expresar sus preocupaciones sobre tener que trabajar tantas horas de sobretiempo y se están desgastando un poco. Es habitual que los supervisores hagan que parezca que el sobretiempo es obligatorio. He explicado que cualquier sobretiempo acordado con antelación es voluntario a menos que usted esté trabajando en un horario 4-10, en cuyo caso, las compañías pueden hacer que trabajar los viernes sea obligatorio. Incluso en ese caso, usted puede tomar un viernes libre una vez al mes. Una vez que hemos explicado esto a los miembros, se sienten un poco más felices. Sabemos que las compañías están tratando de completar su trabajo a tiempo, y los miembros están dispuestos a ofrecerse voluntariamente para trabajar tanto como sea posible.

No hay escasez de trabajo en lo absoluto. Todas las compañías están contratando la mayor cantidad de personas posibles y necesitan aún más. Algunos patios tienen camiones nuevos, totalmente equipados, sin moverse del sitio porque no hay suficientes empleados para operarlos. Continuamente recibimos llamadas telefónicas preguntando si conocemos a alguien que quiera trabajar.

La asistencia a las reuniones de la unidad es baja por la misma razón. Después de trabajar 10 horas al día, todos quieren regresar a sus hogares y pasar tiempo con sus familias. Comenzamos una nueva unidad en Oroville y la asistencia a la primera reunión fue muy buena. El grupo tenía mucha energía, la mayoría eran empleados de control de vegetación. Esperamos que la asistencia aumente. Anteriormente, era difícil para los miembros de esta zona asistir a una reunión de la unidad por la distancia. Tenemos muchas esperanzas para esta unidad en el futuro.

Actualmente solo tenemos una queja pendiente con uno de los contratistas

principales por impago del seguro LINECO y esperamos que esto se resuelva con bastante rapidez. Ha habido algunos despidos, pero estos empleados aún estaban en su periodo de prueba, por lo que no hemos podido presentar quejas en su nombre. Las compañías llevan un buen control de tiempo del periodo de prueba, y algunos empleadores toman la decisión de despedir a un empleado uno o dos días antes de finalizar su periodo de prueba.

El trabajo de gestión mejorada de la vegetación (EVM por sus siglas en inglés) se ha mantenido fuerte. Todos los contratistas de EVM han firmado el acuerdo normal y parece que lo están cumpliendo. Hay un problema de pago que aparece de vez en cuando, pero generalmente se corrige muy rápidamente.

Sabemos que, desde ahora hasta fin de año, las compañías estarán presionando para completar su trabajo en el plazo previsto. Ya hemos recibido denuncias de que se han cancelado vacaciones hasta el primer día del próximo año. Los próximos meses estarán muy ocupados y es importante que todos estén enfocados en la seguridad; no permitan que la presión sobre la producción los obligue a tomar atajos.

Zona central

Asplundh Tree Expert (Nevada Energy): continúan los trabajos en el norte de Nevada y Lake Tahoe. Tenemos cuadrillas de Las Vegas ayudando en Lake Tahoe en los proyectos en curso. La compañía está teniendo grandes problemas de retención de personal debido a los trabajos en el norte de California en las instalaciones de PG&E. Son conscientes de los posibles cambios en relación con los ajustes de salarios que se esperan próximamente en California. La compañía se va a reunir con NV Energy para discutir sobre las tarifas para mantener a su personal en Nevada.

Mowbray (PG&E y SMUD): aún tenemos varias quejas pendientes con la compañía. Esperamos forzar la situación este mes a medida que avanzamos en el proceso de reclamos. Algunas quejas están fuera de nuestro control y de nuestro poder, y estamos haciendo todo lo posible para resolverlas antes de ir a arbitraje para una resolución final. La compañía ha estado contratando en SMUD. Las cuadrillas están esparcidas por todas las instalaciones de PG&E y por todo el sistema.

Mario's Tree Service (PG&E – Angels Camp, Jackson, Yolo, Solano y Stockton): todas las cuadrillas están trabajando sobretiempo. Hemos recibido quejas sobre

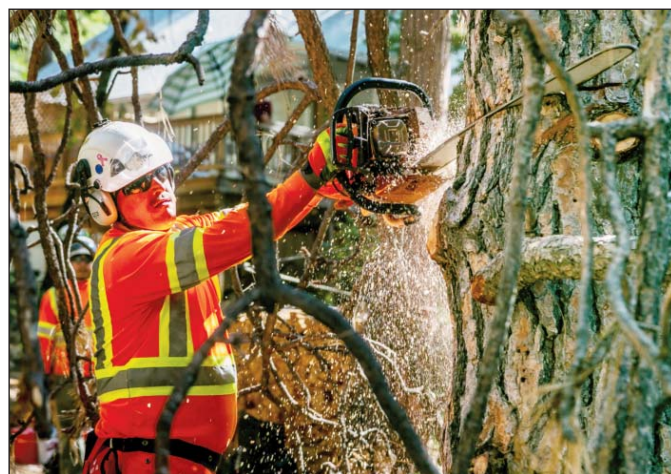
salarios que no concuerdan con los descritos en el acuerdo sindical. Hemos hecho seguimiento de esos asuntos a medida que nos llegan. Tuvimos una reunión del Comité de resolución de quejas el 14 de agosto en Vacaville. Resolvimos todos los asuntos pendientes.

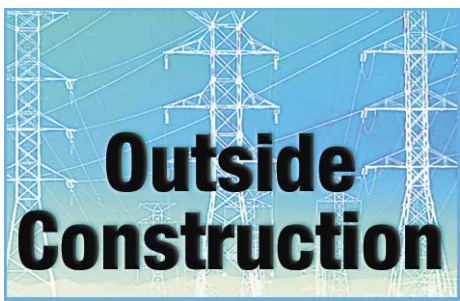
Mountain Enterprise (Liberty Energy y PG&E — South Lake Tahoe y Truckee): las cuadrillas de Mountain han estado trabajando en ambas zonas de Lake Tahoe. Las condiciones ambientales están empezando a cambiar y los miembros se están preparando para el inicio del clima inclemente. En las divisiones Placer y El Dorado, las cuadrillas continúan trabajando sobretiempo. La compañía ha estado trasladando a las cuadrillas a donde sean necesarias. ¡No esperamos que esto cambie pronto! Hemos recibido quejas de miembros que no están seguros bajo cuál contrato están trabajando. La mayoría de los empleados deben estar trabajando bajo el acuerdo normal. Sabemos que la oficina de jubilaciones ha preguntado sobre esto, y ha solicitado una auditoría externa para confirmar lo que ha estado sucediendo en las instalaciones de PG&E.

Davey Tree Surgery y Pole Test & Treatment: el Comité de resolución de quejas necesita discutir algunas quejas. También tenemos una situación donde un Capataz ha sido degradado, y se le dijo que iba a recibir capacitación nuevamente. Pero nadie le ha informado sobre las fechas de cuándo sería esta capacitación. Davey ya no tiene operaciones en la división El Dorado. Los empleados que quedaban fueron trasladados al condado de Placer para continuar trabajando para la compañía. ¡Las cuadrillas han estado trabajando en proyectos de WAPA (Administración de Energía de la Zona Oeste) desde hace ya algún tiempo! Francisco Cardoza, de 23 años, miembro de la división Diablo, murió trágicamente de un disparo mientras estaba de vacaciones con su familia en Sinaloa, México. Le sobreviven sus padres y hermanos que viven en San Pablo, California.

Dos personas que habían sido ascendidos durante varios años a Capataz General, lograron mantener su posición en la unidad negociadora y los beneficios asociados a ella. Davey Tree interrumpió unilateralmente el PRD en marzo y las dos personas no se dieron cuenta de que habían dejado de pagar las cuotas hasta que las horas que tenían acumuladas en LINECO se agotaron en septiembre. Estamos buscando

continúa en la página 36





WORK PICTURE

California

The work picture has remained strong since the beginning of the year, and as we've reported before, there does not seem to be an end in sight. The Local 1245 dispatch office continues to dispatch workers at record numbers, with a total of 6,114 total dispatches as of the end of September. By comparison, this is almost twice the number of dispatches for all of 2018,



Ralph Armstrong

which was also a record-setting year for total dispatches. Lineman dispatches alone have accounted for 3,839 calls in 2019, not including the workers who came into the jurisdiction under the emergency response agreement. At the peak during mid-summer, there were more than 5,000 workers on referrals out of our Local, performing everything from transmission, distribution, substation hardening and pole inspection work.

Once the inspection work was completed, there were some layoffs or reassignment of work with the focus on system hardening. PG&E's hardening program consists of installing stronger and more resilient poles and covered power lines across approximately 7,100-line miles of highest fire-risk areas. This work is expected to continue for the next 14 years. In 2019, the first full year of the program, the goal was 150 miles, and as of the end of August, 75 of those miles had been completed. This program will ramp up in 2020 and beyond to meet the 14-year target, which will mean the need for manpower will continue.

As the transition from inspection and repairs ended and the focus shifted to hardening, the work hours for most crews was reduced from seven 12-hour days to six 10's. The contractors are currently paying a higher daily subsistence than the \$50 that the contract requires, and is currently hovering around \$200 to \$300 per day. This is to help attract workers to California to man this work.

Nevada

Work in Nevada has also been hard to man due to the payment of quadruple sub and the extended work hours in California. There is still lots of work currently taking place and lots of work out to bid in Nevada. Looks like some of the surrounding utilities are following suit and beginning to look at doing some fire hardening in wake of the fires in PG&E's territory. NV Energy has implemented a 12 month "cooling off period" for all employees who quit and want to go to work for any contractors on their property. This has included employees who already quit and were told that they

were ok to come back to work. Since this new policy has been implemented, there have been five or six recently separated employees that have been escorted off the property.

PAR has doc crews and linemen in North & South Lake Tahoe working for Liberty Utilities. This will most likely continue into fall. PAR has started a fire inspection for NV Energy per NV Senate Bill 329. SB 329 requires Nevada regulators and utilities to take prudent steps to reduce the frequency and intensity of wildfires by adopting new forest management practices, undertaking fuel reduction and vegetation trimming, and

hardening the electric utility infrastructure. PAR has moved 15-20 guys over from PG&E property to complete this project. It remains to be seen what NV Energy will do with all the tags that are generated from the inspections. PAR has completed this year's fire inspections, creating

approximately 4,500 repair tags to be completed. PAR will be staffing up to complete this work in the time allotted by NV Energy. PAR has been working on a small 120 KV transmission line between the Steamboat substation and the new South Meadows Sub. This is approximately one mile long. PAR has also been awarded two 4-25KV cutovers that they currently have one crew on and may start another on soon, depending on deadlines and progress.

Wasatch still has 40+/- doc linemen working at various locations for NV Energy. Wasatch also has a doc crew in Yerington & Winnemucca and a transmission crew. There are 7+/- sub techs and one tele-data tech working for NV Energy's substation group all over the system. Wasatch has also been working on a T&E project to replace some of the most crucial structures on the 132 line out of Brunswick sub in Carson City which feeds Incline Village Substation.

Titan has one crew remaining working on gray wire replacement in Carson City for NV Energy. TW Powerline is wrapping up their pole replacement job for Truckee Donner PUD. Summit has been awarded the TRIC 120 KV loop transmission line in the TRIC industrial park. This project, which is approximately 10 miles of 120 KV with a completion date of January of 2020, is underway with access roads and pads being cut. As of this writing, they are still waiting on all the materials to arrive to start erection of the structures.

Unit Meetings

Our unit meetings have been well attended for the most part with the increased numbers of workers in the jurisdiction as well as the increased number of apprentices who have been indentured into the program and working in the jurisdiction. Unit meetings are held the first Tuesday of each month at IBEW Local 1245 Ron T. Weakly Union Hall in Vacaville.

Sub-Contracting

During field visits with the crews, as well as phone calls from members, our

Business Reps have discovered that there are a few signatory contractors using non signatory sub-contractors to do covered work under the Outside Line Agreement. One of the biggest issues we are finding is the use of hydro vac trucks to dig pole holes. This work is clearly covered work under the OSL agreement, and the use of IBEW 1245 signatory contractors to perform this work is a must.

With the help of our members and travelers, we have been able to stop the practice and, in some cases, organize the sub-contractors. Please continue to reach out to the Business Reps if you have any question about sub-contractors on your job sites.

Safety and Red Book Update

After several months and a lot of time, the revised Red Book is currently being reviewed for spelling and grammatical errors and should be at the full committee for review and approval by mid-October. Once approved by the full committee we will be getting them sent out to print.

There have been many questions on how to protect our members and travelers when pulling and clipping tree wire. CAL-OSHA states:

Temporary protective grounds and bonds shall be placed at such a location and arranged in such a manner that the employer can demonstrate that it will prevent each employee from being exposed to hazardous differences in electrical potential. This verbiage will also be in the revised Red Book.

Organizing

Organizing is ongoing, with several new contractors contacting us on how to become signatory. Below are some of the new contractors that were signed since January 1, 2019.

CA Outside Line Construction Agreement:

- K.W. Emerson, Inc
- Michels Pacific Energy
- Allison Sierra
- Bullert Industrial Electric
- Elite Underground, Inc.
- BTI Electric
- JATC

CalNev JATC opened the application process on October 14, 2019 for a 10-day period. This marked the second time in 2019 that CalNev has opened up this process, which hasn't been the norm in several years. This is a result of the increased workload and demand for apprentices in California and Nevada.

Current apprentices report:

- 641 outside line apprentices registered in our JATC program.
- 14 traveling apprentices in our jurisdiction.
- 258 apprentices are working out of local 1245
- 320 are working out of 47 and 29 – working out of 396
- 30 are unemployed, 10 are not available to work for various reasons and 4 are on a leave
- 66 apprentices graduated to journeyman lineman this year.
- 312 new apprentices indentured as outside line apprentices this year.

The CalNev JATC trustees have spent

nearly two years considering four different properties before finally getting one that we should be closing on this fall. The property for the new CalNev JATC Northern California Training Center has passed all the hurdles that the other three could not, and plans are underway for this new state-of-the-art training center. The property is a little over 13 acres and located in Woodland, California. Once the purchase is final, work on the new facility will soon begin.

As we work on building this new facility to handle the increased load of apprentices in Northern California, the current northern training programs, which used to be held at the SMUD training center, have relocated to a different and larger training facility. The new temporary Northern California Cal-Nev JATC Training site, located at 6200 Franklin Blvd in Sacramento, was the previous site of a Campbell's Soup facility. The building is 6,000 square feet, which will allow us to handle the increased volume of apprentices and install our new Trans Banker transformer simulator.

To get to the building: From Hwy 99, take the 47th exit and head West on 47th. Once you cross Franklin Blvd take the first driveway on your right. The parking lot is 100 yards off of 47th on the left. The training facility is the larger of the two steel buildings.

Events

- First Aid & CPR is the second Saturday of every month at our Riverside and Sacramento locations.

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 create an 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.

Please call the hotline for details on all available calls.

California, from page 30

- Holds investor-owned utilities accountable by having Cal-FIRE perform the post-work inspections of all line clearance work.

Thanks to the time and effort that IBEW activists, staff and lobbyists put in at the Capitol, SB 247 passed the Assembly and Senate during the final week of the 2019 legislative session without any opposition. Gov. Newsom signed the bill into law on Oct. 2.

As we prepare for this new law to go into effect, IBEW 1245 will be providing our tree trimmer members with additional information and a more in-depth understanding of how these new policies will impact you and your crew. In the meantime, if you have any questions, please reach out to your Business Rep.

— Tom Dalzell, Business Manager,
IBEW Local 1245

Setting Poles in the Orinda Hills

The affluent Bay Area suburb of Orinda, CA is situated just outside the Caldecott Tunnel, adjacent to Tilden Regional Park. About 25% of the town is classified as a very high fire-hazard severity zone, and IBEW 1245 outside construction members have been assisting PG&E to harden the utility infrastructure in the hills of Orinda in order to mitigate the risk of fire.

Keeping an Eye Out

In mid-October, the *Utility Reporter* caught up with IBEW members from Alvah Contractors as they worked to replace dozens of poles in the highest-risk areas of Orinda. The pole work is a key component of a comprehensive reconductor project being overseen by PG&E.

“Every pole out here is changing to a bigger pole, and all the wire is changing out to tree wire, which is more fire-resistant — it’s coated, so if a branch touches it, it won’t catch fire,” explained Alvah General Foreman Adam Navarro, a four-year member of IBEW 1245. “Once we have enough poles done in a section, then we pull in the new wire.”

While the work is nothing new for the IBEW crews, the job wasn’t without its share of challenges. But Navarro was confident that the members he had working on the job were up to the task.

“We’re pulling out the old wire, which is really small, and can be dangerous, but I’ve got good guys who recognize any potential dangers,” he said. “Pulling dead wire next to hot wire is routine for us — but that doesn’t make it any less dangerous. That’s why we always take

the time to look at every pole, keeping an eye out for any obstruction, anything that could hang up wire.”

Navarro observed that on this particular job, nearly every pole had an angle — which meant the wire was curved like an S, all the way down to the end, and for crews that are accustomed to pulling straight wire, that curvature can present something of a challenge. He also noted that the four Alvah crews he had on the job that day were all working on narrow, winding back-roads with steep terrain and unpredictable vehicle and bike traffic — none of which is particularly conducive to utility work.

“We want to be good to the people driving in the neighborhood,” said Navarro, “but at same time, we’ve got to do our jobs.”

In order to keep the crews — as well as the residents — safe, traffic control from UTCS was also sent in to direct the cars around the line crews and their trucks.

“Gotta keep your head on the swivel, ducking the traffic while maintaining a safe work zone,” said UTCS Flagger Nicholas Ramirez, who joined Local 1245 about a year ago and clearly takes his work very seriously. “We’re working between 10- and 12-hour days, so it’s long hours... but you’ve got to stay on your toes.”

Feeling Connected

Navarro is clearly brimming with union pride, remarking on the many benefits that the IBEW affords him and

his crew members.

“Whenever I’m working next to someone who’s also IBEW, I can trust that they have the right skills, because they’ve gone through the union apprenticeship that taught them what I know,” he said. “It’s a brotherhood, so you really feel connected to the guy working next you. That camaraderie, it’s a good feeling. And we have great benefits too! The union looks out for our best interest,

and it’s nice to know we’re being taken of on that level as well.”

Despite being new to the union, Ramirez the flagger is already recognizing the value added with IBEW representation.

“They have decent benefits here,” he said. “I notice them starting to kick in, and I like that. So, that’s pretty good so far.”



UTCS flagger Nick Ramirez



Antonio Victoria, (right), and Christopher Bakkie



Joshua Olson works with an auger to replace poles.



From left: Antonio Victoria, Joshua Olson and Christopher Bakkie



Randy Newell

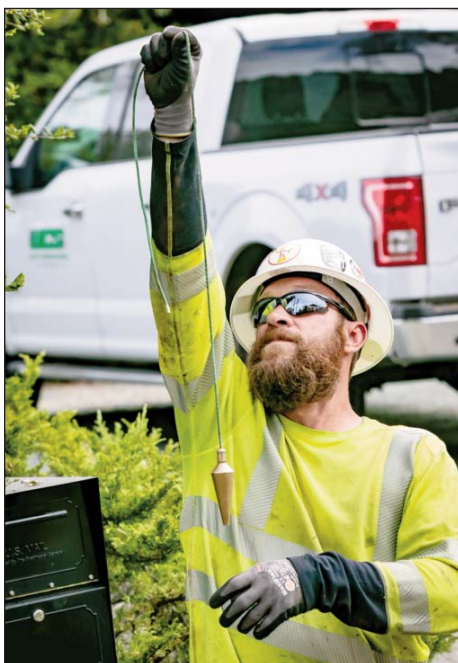


Will Warmoth, (right) and John Beckman guide a pole into the hole.



From left: Dave Stewart, Jake Aslin, Adam Navarro, Jim Brandon, Chad Paul and Bill Jennings

Photos by John Storey



Mike Gauer uses a plumb bob to adjust a the pole.

Utility Reporter





Twenty-five retirees attended a briefing on the PG&E bankruptcy, hosted by Business Manager Tom Dalzell.

Dalzell Briefs Retirees on PG&E Bankruptcy

On Thursday, Sept. 5, IBEW 1245 Business Manager Tom Dalzell gave a special briefing on the PG&E bankruptcy to a group of more than two dozen IBEW 1245 retirees. The retirees traveled from the Sacramento area, the Bay Area and the Central Valley to attend the briefing at the Local 1245 union hall in Vacaville. They averaged 35 years of service. Local 1245 Business Reps Keith Hopp and Lou Mennel (who represent the Sacramento retiree group) also attended, as did Organizer Rene Cruz Martinez.

Dalzell welcomed the retirees and proceeded to explain the enormous amount of time that he's put in to the bankruptcy, along with very strong team of 1245 staffers, including Bob Dean, Hunter Stern, and Doug Girouard (who represents 1245 on the unsecured creditors committee), as well as our regulatory lawyer Marc Joseph, our lobbyist Scott Wetch, and one of the nation's top bankruptcy law firms.

Dalzell started his presentation by detailing all of the landmark worker protections that 1245 won through the passage of AB 1054 in July, while simultaneously thanking the retirees for their active participation lobbying legislators in Sacramento to get the bill passed over the summer. He then explained the complex cast of key players who are actively involved in the bankruptcy proceedings, including various hedge funds and bond holders, as well as the com-

pany's new Board of Directors.

In response to a question about pensions, Dalzell firmly declared, "We have a moral duty to protect retiree pensions!" He reassured the group that their pensions are fully protected and are not part of the bankruptcy proceeding, and PG&E has continued to fully fund the pension despite the bankruptcy. Additionally, he noted that retiree medical is also protected and is outside the bankruptcy.

He explained that much of the union's success in protecting members and retirees during bankruptcy stems from 1245's growing political power and influence that's been cultivated by our organizing stewards, the emergency response team, and the increased engagement from retirees. He told the retirees how the organizing stewards program has placed trained 1245 organ-

izers in 15 campaigns across California and six other states in 2018 alone — and in 26 states (often in solidarity with other IBEW locals in organizing efforts) since 2011. Dalzell presented a key example out of Missouri, where the IBEW locals asked us to send troops to help defeat a statewide anti-union "right to work" ballot initiative. Local 1245 sent eight organizing stewards to St Louis and Kansas City to help get the vote out, contributing to organized labor's enormous success in defeating the initiative. And in 2018, when 1245 needed assistance to defeat Question 3 in Nevada, we reached out to IBEW locals across the country and 14 locals responded. Now, the IBEW has a mutual aid pact with sister locals for future battles! Dalzell recognized the work that the staff organizers — Eileen Purcell, Rene Cruz Martinez and myself — have

played in building this powerful program.

At the end of the meeting, 25-year shop steward and retiree activist Ruth Bailey, who went to Sacramento to lobby legislators in both July and August, asked Dalzell: "What's next? How can we keep helping?" In response, Dalzell thanked the group again for stepping up to defend their union and asked them to "stay tuned" and be at the ready. When asked for a show of hands to see how many are ready to go back to Sacramento, all 25 hands immediately shot up in the air!

The retirees expressed how much they appreciated Dalzell taking the time to brief them and take their questions — and most importantly for inviting them to join with active members to take action to protect their benefits and strengthen 1245!

— Fred Ross, IBEW 1245 Staff Organizer

Photos by Rene Cruz Martinez



Annual Retirement Seminars

I.B.E.W. Local 1245 and Gallo Group of Merrill Lynch

If you missed the 37th Annual Retirement Seminar or have any additional questions, please reach out to:

Matt Gallo
matt.gallo@ml.com
925-945-4804

Kindy Mann
kulwinder_mann@ml.com
925-945-4838

Submit questions online:
www.ibew1245.com/retirementseminars

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Save on prescriptions, vision care/eyewear, dental care, hearing aids/exams and more.
Large list of nationwide providers and options.

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unionplus.org/benefits/home/union-plus-retiree-benefits



Nevada Alliance for Retired Americans Presents Hero Award to Rep. Dina Titus

Congresswoman Dina Titus received the Hero Award from the Nevada Alliance for Retired Americans (NARA), for voting 100% in support of senior issues over the past year.

Pictured above, from left: NARA Dick Collins Chapter (DCC) Secretary-Treasurer Darlene Hayward, NARA DCC Pres-

ident Forrest Darby (IBEW 357 retiree), NARA State President Tom “TBird” Bird (IBEW 1245 retiree and leader of the 1245 Yerington Retirees Club), Rep. Titus, and NV AFL-CIO Executive Secretary Treasurer Rusty McAllister.

— Sue Bird, IBEW 1245 Yerington Retirees Club



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, Sacramento/Vacaville, 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!

Alvarez, Manuel 40 years Scotts Valley, CA	Chumley, Mark 28 years Redding, CA	Dean, Robin 34 years Dandon, OR	Guzman, Betty 44 years Tracy, CA	Littlefield, Leroy 19 years Cottonwood, CA	O'Neill, Thomas 21 years Castle Rock, WA	San Julian, Mark 33 years Escalon, CA
Armijo, Ricci 8 years American Canyon, CA	Clark, Dennis 45 years Salinas, CA	Dolay, Lino 39 years Vallejo, CA	Hall, Dean 23 years Benicia, CA	Macaulay, Timothy 38 years Millbrae, CA	Payne, Thomas 42 years Napa, CA	Sanchez, Michael 33 years Concord, CA
Asche, Frederick 36 years Vallejo, CA	Clevenger, Lynn 13 years Redding, CA	Dolay, Lino 39 years Vallejo, CA	Harris, Michael 39 years Brentwood, CA	Martin, Brent 31 years Orland, CA	Pena, Gerardo 30 years Windsor, CA	Sheredy, Kenneth 34 years Rio Vista, CA
Balitsky V, Peter 33 years West Sacramento, CA	Cotner, Glen 40 years Fresno, CA	Drennon, Carl 35 years Antioch, CA	Hester, Gail 39 years Clovis, CA	Martin, Ralph 38 years Yuba City, CA	Perry, Bruce 45 years Redding, CA	Silva, Michael 45 years Napa, CA
Bambas, James 21 years Pismo Beach, CA	Creamer, Jeffrey 35 years Petaluma, CA	Duenes, Julie 33 years Fresno, CA	Hoag, Havy 10 years Berkeley, CA	Matabang, Josefina 27 years Vallejo, CA	Powell, Mark 22 years Madera, CA	Singh, Avinash 40 years Fremont, CA
Barajas, Jorge 30 years Stockton, CA	Culver, Patricia 17 years Windsor, CA	Durant, Glenn 35 years Pittsburg, CA	Hoglin, John 17 years Cassel, CA	May, Stephen 46 years Atascadero, CA	Prather, Adam 30 years Auberry, CA	Stangelan, Judy 38 years Magalia, CA
Bartram, Donald 31 years Clearlake, CA	Cunningham, Hal 41 years Manteca, CA	Evangelista, Paul 40 years San Luis Obispo, CA	Holland, Mary 9 years Arroyo Grande, CA	McKenna, Michael 27 years Rohnert Park, CA	Puthzy, David 36 years Sacramento, CA	Suniga, Ruben 31 years Gilroy, CA
Borrayo, Sergio 40 years Vacaville, CA	Darbyshire, Keith 42 years Santa Cruz, CA	Flores, David 35 years Atascadero, CA	Holt, Matthew 4 years Kaneohe, HI	Monohon, Karen 39 years Fresno, CA	Puthzy, David 36 years Sacramento, CA	Sweeney, Nancy 32 years Sacramento, CA
Bryant, Jerry 28 years Bakersfield, CA	Dawson, Scott 21 years Templeton, CA	Flynn, Kathy 16 years Sutter Creek, CA	Kahoonei, Gary 35 years Pahoa, HI	Morris, James 33 years Hollister, CA	Rachel, Jeffrey 40 years Vacaville, CA	Swilley, Jeff 41 years Chowchilla, CA
Campos, Xavier 20 years El Paso, TX	Dawson, Scott 21 years Templeton, CA	Gomes, David 40 years Marysville, CA	Kapadia, Hansa 46 years San Francisco, CA	Morton, Dave 31 years Yuba City, CA	Romero, Dennis 40 years Nipomo, CA	Varozza, Bruce 19 years Marsing, ID
Cano, Greg 22 years Bakersfield, CA	Day, Russell 46 years Gilbert, AZ	Gonzales, Andrew 34 years Bakersfield, CA	Keller, Jay 45 years Corning, CA	Nann, Frank 13 years Colfax, CA	Runner, Kirk 21 years Tiburon, CA	Villalobos, John 41 years Pleasanton, CA
Carter, Gary 39 years Bakersfield, CA	De Angelis, Danny 21 years Lodi, CA	Gonzalez, Francisco 41 years Vallejo, CA	Knouse, Daniel 12 years Sacramento, CA	Nicholson, Bryan 6 years Dublin, CA		
Chacon, Susan 7 years Camp Connell, CA	De Fehr, Roberta 20 years Fresno, CA	Good, Jacqueline 38 years Rohnert Park, CA	Lawrence, Edwin 46 years Turlock, CA	Nolop, Thomas 14 years Orangevale, CA		

Local 1245 Retirees Stand in Solidarity with GM Strikers in Nevada

Earlier this fall, members of IBEW 1245's Reno/Sparks Retirees Club demonstrated their solidarity with 50,000 striking GM workers by joining a march and rally outside a GM parts distribution facility in Stead, NV, about 15 miles north of Reno.

"Great experience! The UAW members were very thankful and amazed at the turn out to support them. They had been picketing since Monday in the cold and rain," reported 1245 retiree Rita Weisshaar.



Retirees — YOU Have the Power!

In any situation, the winning ingredient is not necessarily right or wrong. The party that wields the greatest power usually prevails. Many of us 1245 retirees, either due to a lack of interest or because we just don't understand our importance, do not get involved. If

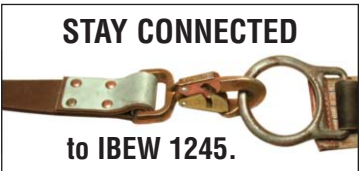
retirees understood the power they possess to influence change, they would be unstoppable. The IBEW 1245 Retirees Club is the instrument for creating this power.

Because power intensifies with increased members, it takes all of us. The work is not easy, but it is necessary. If you cherish the economic freedom you have in retirement, become involved with other 1245 Retirees.

The reason and the benefit for retirees joining together is to develop the power to protect our retirement security. Yes, it will place an additional burden on you in your retirement, but think about how you obtained your pension. It was a collective effort by former union members that are no longer with us. The sacrifice of these heroes made it happen many years ago. It was the 'POWER' of our sisters and brothers from another time that fought for and gained *our* retirement security. Their influence is still felt today as we continue to exert our power to say 'no' to any retirement take-aways and to improve our economic footprint. Your presence is needed to fight attempts at dismantling the economic security of retirees and working people. You don't belong on the sidelines. You can fully enjoy your retirement, while adding to the power of retired union members.

While we live in a time of tremendous wealth and income inequality, we are unique in the retirement security we enjoy. Each of us has the ability to protect this security not only for us, but for our children and grandchildren. We must take control of our inherent power and not be afraid to use it. The value you offer is the power you create as you become an actively involved Retirees Club member. This increased strength will insure we are not the last generation with retirement security. Learn more about the Retirees Club at ibew1245.com/ibew-1245-retirees-club/.

— Bill Wallace, IBEW 1245 North Bay Retirees Club





yards with fully stocked, brand new trucks just sitting because there are not enough employees to run them. We are constantly receiving phone calls asking if we know anybody that needs a job.

Unit meeting turn-out is still running low for the same reason. After working 10 hours a day, everyone just wants to go home and spend time with their families. We have started up a new unit in Oroville and turnout was very good for the first meeting with a very energetic group of mostly V.C. guys, and we expect it to grow. Previously, members in this area found it difficult to attend a unit meeting because of distance. We have great hopes for this unit in the future.

We only have one active grievance right now with one of the prime contractors for non-payment of LINECO insurance and we expect that this should be resolved fairly quickly. There have been a few terminations, but these employees were still in their probation period, so we were unable to grieve them. The probation period is something that the companies keep a very good timeline on, with some employers choosing to terminate an employee within a day or two of the end of their probation period.

Enhanced Vegetation Management (EVM) work is still going strong in the north. All EVM contractors have signed the routine agreement and seem to be following it. There is a pay problem that pops up every once in a while, but they are usually corrected very quickly.

We know that from now to the end of the year, the companies are going to be pushing very hard to get their work completed on schedule. We are already receiving complaints that vacations have been cancelled until the first of next year. It is going to be very busy these next few months and it's important that everyone stays focused on safety; don't let the production pressure

force you into taking short cuts.

Central Area

Asplundh Tree Expert (Nevada Energy): Work continues in Northern Nevada and Lake Tahoe. We have crews working from Las Vegas helping in Lake Tahoe with the projects still ongoing. The company's having major retention issues with the work going on in Northern California on PG&E property. They are aware of the possible changes regarding the upcoming wage adjustment in California. The company is going to meet with NV Energy to discuss rates in order to keep its personnel in Nevada.

Mowbray (PG&E & SMUD): We still have several open grievances with the company. We're expecting to force the issue this month as we continue to work through the grievance process. Some of the grievances are beyond our control and we are doing everything possible to resolve before having to take to an arbitrator for final resolution. The company has been hiring at SMUD. Crews have been scattered all over PG&E property system-wide.

Mario's Tree Service (PG&E — Angels Camp, Jackson, Yolo, Solano and Stockton): Crews are all working overtime. We have been getting complaints of wages being off from what's listed in the union agreement. We have been following up with those matters as they come to our attention. We did have a Grievance Review Committee meeting on August 14 in Vacaville. We settled all open matters.

Mountain Enterprise (Liberty Energy & PG&E — South Lake Tahoe & Truckee): Mountain has crews working in both areas of the Lake. Conditions are starting to change and the members are gearing for the inclement weather to begin. In Placer & El Dorado division, crews are continuing to work overtime. The company has been moving crews wherever they are needed. We don't expect this to change any time soon! We have been getting complaints from members who are not certain which contract they fall under. Most of the employees should be listed under the routine agreement. We know the pension office has inquired about this, and has requested an outside audit to confirm what has been taking place on PG&E property.

Davey Tree Surgery and Pole Test & Treatment: The Grievance Review Committee needs to discuss a few grievances. We also have a situation where a Foreman had been demoted, and told he was going to be retrained, but no one has given him any timeline of when this training was supposed to take place.



From left: Michael Frank, Jeremiah Hodges, Alejandro Martinez and Jacob Encenia

Davey no longer has operations in El Dorado division. The remaining hands moved over to Placer County to continue working for the company. Crews have been working on WAPA projects for a while now! We had a member named Francisco Cardoza, age 23, from Diablo Division who was tragically shot and killed while on vacation with his family in Sinaloa, Mexico. Francisco left behind his parents and siblings who live in San Pablo, CA.

Two individuals who had been upgraded for several years to General Foreman retained their bargaining unit status and associated benefits. Davey Tree unilaterally ceased PRD in March and the two individuals did not realize they were no longer paying dues until their LINECO banked hours ran out in September. We are pursuing resolution through the grievance procedure.

Wright Tree (SMUD, Truckee Meadows Water, PG&E, Transmission): Someone in payroll at TMWA had made a mistake and overpaid the employees for several months. The company informed the employees of this mistake and demanded the money to be back paid. The crews in Napa are still working in Novato. Transmission is still working out of Martinez, CA.

Southern Area

All contractors are looking to hire people and we are receiving calls from all of them asking for help. All the contractors are bringing in lots of sub-contractors to

Árboles, de la página 31

una resolución a través del procedimiento de quejas.

Wright Tree (SMUD, Truckee Meadows Water, PG&E, Transmission): alguien que trabaja en el departamento de nómina de TMWA se equivocó y estuvieron pagando en exceso a los empleados durante varios meses. La compañía les informó a los empleados sobre este error y exigió que devolvieran el dinero que habían recibido en exceso. Las cuadrillas en Napa continúan trabajando en Novato. Transmission continúa trabajando desde Martinez, CA.

Zona Sur

Todos los contratistas están contratando personal, recibimos llamadas de ellos solicitando ayuda. Todos los Contratistas están incorporando a sub-contratistas por lotes para ayudarlos a cumplir con el pronóstico vigente. Todos los Contratistas están trabajando en horarios 4-10, haciendo que los viernes sean obligatorios, y los sábados y domingos voluntarios. Se está trabajando mucho sobretiempo, hasta ahora no hemos escuchado quejas sobre esto. Les hemos estado diciendo a todos los miembros que trabajen a un ritmo pausado y con seguridad.

Tenemos problemas con algunos contratistas que no están pagando el seguro médico Lineco, y la jubilación Benesys Tree Pension. Hemos presentado quejas contra ellos y estamos tratando de resolverlas rápidamente.

Sigue habiendo accidentes y cortes de electricidad. Mario's tuvo un corte de electricidad la semana pasada, y la

help them to keep up with the current forecast. All contractors are working 4-10 schedules, making Fridays mandatory, while Saturdays and Sundays are voluntary. Lots of overtime being worked, not hearing any complaints so far. We've been telling all members to pace themselves and be safe.

We are having issues with some contractors not paying the Lineco Medical Insurance, and the Benesys Tree Pension. We have filed grievances against them and are trying to resolve quickly.

We are still having accidents and outages. Mario's had an outage in early fall, and the crew was suspended until further notice. Mario's has not reported this to the union, we heard it from our members. Arborworks reported an outage last week in the Yosemite Division. Two crews working together fell a top on a pole causing an outage. Everyone has been suspended and the incident is under investigation. Mountain Firewood Enterprise had an employee fall 30 ft from a tree, resulting with a broken leg.

Our union members are calling often about SB 247, the new tree trimmer bill that Governor Newsom signed into law in early October. They are curious and excited, and we are telling them to be patient and we will have more information coming shortly. This new law is a monumental event, history being made. I would like to thank Tom Dalzell, Ralph Armstrong, Hunter Stern and all involved in making this possible. What a big victory!



cuadrilla ha sido suspendida hasta nuevo aviso. Mario's no informó sobre esto al sindicato, lo escuchamos de nuestros miembros. Arborworks informó sobre un corte de electricidad la semana pasada en la división Yosemite. Dos cuadrillas que estaban trabajando juntas tumbaron la copa de un árbol que cayó sobre un poste, lo que ocasionó una interrupción de electricidad. Todos han sido suspendidos y el incidente está bajo investigación. Un empleado de Mountain Firewood Enterprise cayó 30 pies de un árbol y se fracturó una pierna.

Nuestros miembros del sindicato nos llaman con frecuencia para preguntar sobre la SB 247, la nueva ley aprobada por el gobernador Newsom a principios de octubre. Tienen curiosidad y están emocionados, y les estamos diciendo que tengan paciencia y que pronto tendremos más información. Esta nueva ley es un evento muy importante, se está haciendo historia. Quisiera agradecer a Tom Dalzell, Ralph Armstrong, Hunter Stern y todos aquellos que hicieron esto posible. ¡Qué gran victoria!



SERVICE AWARDS

North Bay April 26, 2019



40 Years Front row, from left: Mark Barry, and Patrick Deignan. Back row, from left: Mike Scafani, and (Freitas)



35 Years Front row, from left: Manuel Rosas, Cynthia Jorissen, and Craig Moeller. Back row, from left: Joe Herries, (Freitas) and Michael Romelli



15 Years Front row, from left: Javier Barboza, and Andrew Maffei. Back row, from left: (Freitas) and Mike Labo



45 Years From left: President Emeritus Art Freitas, Richard Macaluso and and Business Manager Tom Dalzell



30 Years Front row, from left: Jorge Licea and Thomas Sehabiague. Back row, from left: Russell Giles, (Freitas) and Lem Stubblefield



25 Years From left: Mike Adayan and Pamela Scott with (Freitas)
Photos by John Storey



10 Years From left: Sean Horne, (Freitas) and Mike McLoughlin



5 Years Front row, from left: Antonio Martinez Flores, Taylor Lunardi and Aaron Debacker. Back row, from left: Casey Smith, (Freitas) and Shaun Eidsen

HONOREES

50 Years

Hinke, Charles Jr.

45 Years

Turner, Brent
Gibson, Larry
Macaluso, Richard
Silva, Michael

40 Years

Barry, Mark
Borries, Thomas
Broadway, Stephen
Castelli, David
Deignan, Patrick
Joyce, James
Kent, John
McDonald, Barry
Osteen, Jeanne
Risso, Randy
Scafani, Michael
Silva, Marc
Sproat, Ron
Thomas, Peter
Vitorelo, Joseph

35 Years

Ako, Thomas
Arvig, Ben
Atoe, Tala
Bird, Maureen
Burke, Randy
Campagna, Charles
Charlton, Dennis
Chelini, Frank
Davis, Shane
Elliott, Mike
Fong, Ronald
Gollan, Gordon
Gromo, Michael
Hernandez, David
Herries, Joe
Hock, Frank
Hornor, Ron
Jorissen, Cynthia
Kenney, Steve
Khiev, Saun
Licea, Javier
Maffei, Dave
Mandel, Bruce
Moeller, Craig
Nelson, Ken
Nervo, Gregory
Noyes, Tim
Pena, Steven
Ridling, Danyeal
Romelli, Michael
Rosas, Manuel
Santarini, Jonathan
Segale, Steven
Steffen, Julia
Sullivan, Kenneth
Terrill, Rich
Trujillo, Manuel
Turnbull, George
Vierra, George
Watson, Stuart
Zerkel, Steven

30 Years

Castaldo, Joseph
Giles, Russell
Keen, Timothy
Licea, Jorge
Morgan, Rory
Nott, Mitchell
O'Hara, Robert
O'Neil, Kenneth
Pena, Gerardo
Rathe, Donald
Rittenhouse, Wrenn
Schmitt, Craig
Sehabiague, Thomas
Skutt, John
Stubblefield, Lem
Webb, Jennifer
Williams, Michael

25 Years

Alvarez, Rafael Jr.

Adayan, Michael Jr.
Ban, Chhan
Diaz, Fidel
Horton, Cindy
Kotula, Jon
Maher, Daniel
Porcaro, Joseph Jr.
Scott, Pamela
Swanson, Kathlene

20 Years

Wallace, David
Courts, Mike
Diaz, Feliciano
Faix, Jesse
Garcia, Bernice
Hernandez, Nathan
Kaldunski, Chris
Roseberry, Allen
Runner, Kirk
Torino, Victor
Toscano, Alfonso

15 Years

Alonso, Jose
Avila, Francisco
Barboza, Javier
Brenner, Joan
Bynum, Kiawa
Campagna, Louis
Chavez, Felipe
Corbin, Joseph II
Crownover, Christopher
Denson, Thomas
Espinoza, Luis
Espinoza, Santos
Flint, Craig
Goekler, Justin
Griffin, James
Hardman, Kristofer
Hessong, Erik
Higgins, Ian
Hines, George
Hurtado, Estanislao
Ingram, John
Izzarelli, Josh
Jones, Jack
Kerch, Treavor
Kikuchi, Joseph
Kingwell, Steven
Koenig-Hunkins, Maren
Labo, Michael
Langseth, Matthew
Maffei, Andrew
Magnelli, John
Mooney, Susan
Moreno, Sabin
O'Brien, Thomas III
Smith, Dean
Tawney, Andrea
Thomas, William
Tuikka, William
Valentin, Albino
Vega, Jorge
Vitorelo, Tony
Young, Marc

10 Years

Almanza, Eberardo
Balistreri, Amanda
Breaux, Paul
Breden, Brandon
Cerritos, Pastor
Cortez, Manuel Jr.
Devlin, Patrick
Duran, Aaron
Garcia-Haro, Gregorio
Gray, Daniel
Guerrero, Adan
Horne, Sean
Jackson, Kristin
Josslin, James
Kiernan, Craig
Kliwer, Eric
Lautrup, Jeffrey
Lobato, Francisco
Lutter, Andrew
McLoughlin, Mike

Olivarez, Miguel
Pederson, Ryley
Puckett, Scott
Quadrelli, Casey
Ruiz, Reynaldo
Sheperson, Gary
Shrum, Joel
Tasista, Louis
Thorpe, Bodie
Wall, Kevin
Webb, Jorunn
Witherspoon, Mark

5 Years

Ackerman, Jacob
Allan, Raina
Ayala, Jose
Bagala, Gino
Berry, Justin
Bonner, Brandon
Brazell, Lance
Callinan, Gary
Castillo Arroyo, Cesar
Debacker, Aaron
Devenny, Janelle
Devenny, Mitchell
Devlin, Patrick
Dillon, Tina
Dunne, James
Edgar, Matthew
Eidsen, Shaun
Ennis, Richard III
Fuchs, Nathan
Furuli, Matthew
Gonzalez, Polo
Greene, Spencer
Greenland, William
Guillory, Shane
Hansell, David III
Hirschi, Christopher
Horrell, Gabriel
Horton, Robert
Householder, Robert
Huse, Dustin
Jensen, Christopher
Johnson, Ryan
Kettmann, Tyler
Kiernan, Patrick
Kniffin, Andrew
Lake, Justin
Large, David
Leckenby, Tanner
Lee, Curtis
Lotz, James
Lunardi, Taylor
Marigold, Caitlin
Markwood, Garrett
Martinez, Marcos
Martinez Flores, Antonio
McAlvain, Ryan
McGinnis, Grant
Melaugh, Jack
Moen-Matthies, Dillon
Morolla, Marc
Murphy, Andrew
Murray, Kelly
Oseguera, Jaime
Pardue, Michael
Paredes, Jorge
Payne, Nicholas
Rackleff, Aaron
Ramey, Brian
Ross, Gregory
Ruonavaara, Jacob
Sacco, Mario
Sanneman, John
Santiago, Ruth Esther
Saunders, Jacob
Silveira, Rebecca
Smith, Sean
Smith, Casey
Smith, Thomas
Soth, Chanthoeun
Swank, Vincent
Tinajero, Raul
Tuggle, John Sr.
Watson, Trevor
Welch, Jacob
Zinkl, Matthew

California, de la página 30

Gracias al tiempo y esfuerzo que los activistas, personal y cabilderos del IBEW invirtieron en el Capitolio, la ley SB 247 fue aprobada por la Asamblea y el Senado durante la última semana de la sesión legislativa de 2019 sin ninguna oposición. El Gobernador Newsom firmó el ejecútase de esta ley el 2 de octubre.

A medida que nos preparamos para la entrada en vigor de esta nueva ley, el IBEW 1245 les suministrará información adicional y explicaciones más detalladas sobre el impacto de estas nuevas políticas sobre ustedes y sus cuadrillas. Mientras tanto, si tienen alguna pregunta, por favor contacten a su Representante de Negocios.

— Tom Dalzell, Gerente de Negocios, IBEW Local 1245

*Congratulations on
your service!*

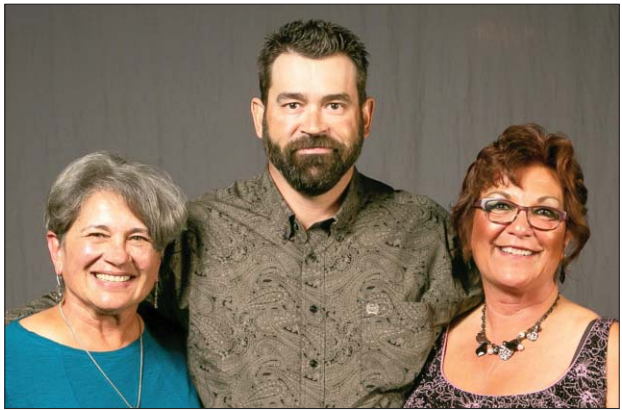


SERVICE AWARDS

San Luis Obispo April 6, 2019



45 Years From left: Stephen May with Business Rep Jerry Camacho



25 Years
From left: Stephanie Ewan, Christoph Drinkard and Diana Munoz



20 Years Front row, from left: William Garriss, Jose Juarez. Back row, from left: Jeremy Winn and Chris Fong



5 Years From left: Leslie Vollmer and Anthony Sanchez



40 Years

Front row, from left: Nicholas Molnar, Sandra Wessel and Tim Rademacher. Back row, from left: Stephen Valdez, Paul Evangelista, Patrick Haentjens and Jerry Camacho

Photos by
John Storey



35 Years

Front row, from left: Robert Rael, Mindy Downum and Keith Howland. Back row, from left: Brian Cook, David Flores, Jerry Camacho, Cheryl Stoltenberg and Tricia Witt



35 Years

Front row, from left: Chuck Mackey, James Hayes and Garry Racette. Back row, from left: Chet Montoya, Kurt Lofstrand and Mario Daliva

HONOREES

50 Years

Kirby, Ronald

45 Years

De Leon, Sylvia
May, Stephen

40 Years

Cates, David
Collins, Gary
Eads, Paula
Evangelista, Paul
Grossman, Douglas
Haentjens, Patrick
Kelley, Randall
Molnar, Nicholas
Oglesby, Daniel
Perez, Mario
Rademacher, Tim
Rael, Robert
Ramirez, Andrew
Romero, Dennis
Steingruber, John
Taylor, Mark
Valdez, Stephen
Wessel, Sandra

35 Years

Anderson, Mark
Ashford, Darren
Barry, Gayle
Carter, Jeffrey
Castanon, Troy
Chestnut, Andrew
Cook, Brian
Cox, Robert
Daliva, Mario

Downum, Mindy
Draeger, Richard
Eitel, Loyd
Flores, David
Garcia, Hector
Hamby, Glenn
Haney, Barton
Hayes, James
Hoppert, Monte
Howland, Keith
Kovach, Joseph
Larson, Gregg
Lawson, Douglas
Lofstrand, Kurt
Lorenz, Joe
MacDonald, Andrew
Mackey, Chuck
Martin, Robert
McKell, James
Middlemist, James
Miller, Kathy
Montoya, Chet
Racette, Garry
Richardson, Ray
Robbins, Lance
Rodriguez, Brian
Ross, William
Ryan, Timothy
Sherwin, Larry
Stoltenberg, Cheryl
Wiggins, Michael
Wilson, Mark
Witt, Tricia

25 Years
Coburn, Kevin
Drinkard, Christoph
Ewan, Stephanie
Laguna, Rick
Diana Munoz
Quiram, Douglas
Roben, Michael
Rowe, Susan
Schmidt, John
Silva, Robert
Spinola, Richard
Valdez, Manuel
Ward, Randall Jr.
Zimmerlin, James

20 Years

Andrade, Juanita

Gutierrez, Jerry
Heckman, Steve
Jones-Massey, Susan
Katz, Raymond
Lamouria, Paul
Lathrop, James
Libby, Dennis Jr.
Long, Kenneth
Ortiz, Eugene Jr.
Petersen, Gary
Reyes, Richard
Reyes, Rick
Rizor, Chris
Sanders, James
Williams, Steven
Zenker, Jesse

25 Years

20 Years
Anthony, David
Bambas, James

Brown, Corey
Carter, Eric
Dawson, Scott
Fong, Chris
Garris, William
Juarez, Jose
Maldonado, Benito
Novotny, Dean
Pierce, Charles
Redding, Walter
Stocks, Daniel
Towery, Michael
Waters, Caleb
Winn, Jeremy

15 Years

Anaya, Juan
Branson, Jeff
Campos, Tara
Carver, Tonya
Cogan, Kyle
Cox, Michael
Craig, Mark
Croom, Lonny
DiGirolamo, Jeffrey
Drake, Catherine
Evangelo, Nicholas
Farris, Phillip
Gallegos, Gonzalo
Galluzzo, Helmut
Goff, Jeremy
Granada, Noel
Helberg, Joseph
Kadota, Todd
Kelley, Larry
Knutson, Dustin
Korthuis, Cindy
Krisell, Brandon
Lavine, Jason
Lincer, Evan
Livingston, Catherine

Maldonado, Francisco
Marting, Paul
McFadden, Dianne
Meade, Joshua
Mendoza, Tony
Meyers, Leonard Jr.
Mirau, Bradley
Neilson, Toric
Paez, Alfred
Pittman, Russell
Ramey, Jennifer
Robles, Raul
Rupperecht, Dean
Russell, Marjorie
Sandy, Angelo
Soleno, Michael
Solipasso, Steve
Swanson, Brennen
Trevino, Jesus
Zagrzebski, Richard

10 Years

Bainbridge, Patrick
Batalla, Omar
Brown, Danielle
Commick, Kevin
Contreras, Alberto
Daniels, Joseph
Dephillips, Mathew
Dinsmoor, Bruce
Foster, John
Gabriel, Thomas
Gardner, Briana
Holzer, Chris
Hough, Jimmy
Hudson, Inger
Huitron, Felipe
Karner, Darren
Kelley, Shaun
Knowlton, Corey

Madsen, Mitchell
Masterson, Anthony
Meagher, Michael
Moskofian, Isaac
Nash, Terence
Newberger, Darren
Oglesby, Gary
Oglesby, Greg
Rademacher, Nicholas
Razo, Kenny
Rotta, Nicholas
Schulz, Cecelia
Stewart, Paul
Stirland, Ian
Thomas, Brandon
Uc, Michelle
Voegtli, John
Wetzel, Timothy
Winn, Michael

5 Years

Agin, Anne
Angeloni, Mitchell
Apodaca, Johnny
Aubery, Richard
Bagley, Kevin
Banton, Michael
Benyo, Jeffery
Billips, Jason
Briley, Byron
Brockway, Michael
Brophy, Kevin
Brown, Matthew
Clark, Matthew
Cooks, Daniel
Coughran, Joseph
Curran, Stephen
Decker, Bethany
Dominguez, Andrew
Dremel, Robert

Gibson, Anthony
Guerrero, Alfredo
Gutierrez, Omar
Hadick, Clayton
Hagen, Robin
Henslin, Dallas
Hill, Eric
Holmes, Craig
Howren, Olga
Irick, Michael
Kaher, Trent
Knapp, Paul Jr.
McKell, Kaitlyn
McNeil, Steven
Mejia, Maximo
Mendoza, Josue
Nail, Wesley Jr.
Neddermeyer, William
Olnick, Ryan
Ortiz, Jose Jr.
Osuna, Gary
Parker, Brent
Ponce, Rafael
Racette, Andrew
Rea, Sally
Reasner, David
Reaume, Garrett
Righetti, Nancy
Sage, Matthew
Sanchez, Anthony
Schoepf, Scott
Schultz, Dustin
Sims, Paul
Slayton, Timothy
Torres, Joseph
Vollmer, Leslie
Wallace, Michael
Wilson, Donald
Witt, Spencer
Zack, Anthony
Zawicki, James



30 Years
Front row, from left: Rick Reyes, Juanita Andrade and James Lathrop. Back row, from left: Jesse Zenker, Chris Rizer, Kenneth Long and Jerry Gutierrez



15 Years
Front row, from left: Dean Rupperecht, Todd Kadota and Noel Granada. Back row, from left: Russell Pittman, Dustin Knutson and Jeff Branson



10 Years
Front row, from left: Felipe Huitron, Briana Gardner and Shaun Kelley. Back row, from left: Kenny Razo, Mitchell Madsen, Michelle Uc and Isaac Mosgofian



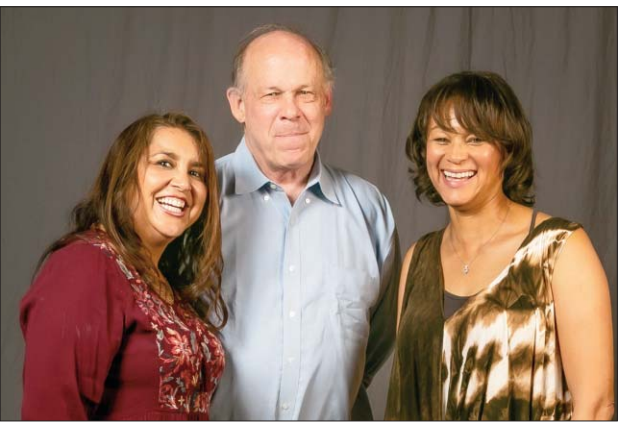
5 Years
Front row, from left: Jose Ortiz, Anne Agin and Daniel Cooks. Back row, from left: Nancy Righetti, Brent Parker and Richard Aubery



Service Awards

Eureka

May 31, 2019



25 Years From left: Sandra Mendoza, (Dalzell) and Michelle Smith
Photos by John Storey



5 Years Front row, from left: Jacob Cruz, Ross Bradshaw. Back row, from left: William Nixon and Alexander Migliorini

Utility Reporter



40 Years From left: Business Rep Mark McCrea, Brian Southworth and Business Manager Tom Dalzell



15 Years From left: Justin Biondini, (McCrea) and Wade Swanson



35 Years From left: James Walpole, (Dalzell) and Bill Fisher
Photos by John Storey

Congratulations on your service!



10 Years From left: Jed Cruz, Sara Harris and Jeremiah McDonald-Williams

HONOREES

45 Years
Bollan, Randy
40 Years
Southworth, Brian
35 Years
Butler, Mark
Andrews, Ted
Crider, William
Fisher, Bill
Marsh, Leroy Jr.
Page, David
Rasmussen, Jeff

Richards, David
Richardson, Michael
Walpole, James
Yonan, Steve
30 Years
Conley, Joseph
Hanson, Scott
25 Years
Kuttler, Kyle
Mendoza, Sandra
Smith, Michelle

20 Years
Martin, Mark
Rapich, Robert
15 Years
Aronson, Jon
Baty, Kevin
Biondini, Justin
Cyphers, Michael
Del Grande, Michael
Evansizer, Richard
Fee, Chris
Goerss, Christina
Hicks, Dale

Jolly, Dave
Moulton, Clyde
Nickols, Timothy
Ponnay, Anthony
Swanson, Wade
Trumbo, Maurice
Velasquez, Johnathon
10 Years
Barthman, Brian
Battilocchi, Jeff
Cox, Ryan
Cruz, Jed
Darling, Julie
Doudna, Aquila
Edwards-Moore,
Timothy
Griffith, Michael

Harris, Sara
Lorenc, Jill
Marsh, Sean
McClelland, Christine
McDonald-Williams,
Jeremiah
Murrough, Jeremy
Myers, Troy
Nix, Timothy
Rychlik, Louis
Varela, Erick
Wood, Jacob
5 Years
Blake, Sa-Gep
Bradshaw, Ross
Caldwell, Lewis
Cruz, Jacob

Gifford, David
Gruetzmacher, Ricky
Hollesen, Trisha
Jentry-Rakestraw,
Benjamin
Migliorini, Alexander
Nixon, William
Peters, Michael
Phillis, Cohyn
Romero, Nicolas
Thompson, Ryan
Thurman, Donna
Urbina, Hugo
Wakeman, Steven
White, Joshua
Whitten, David
Woods, Clinton
Woody, Jacob



SERVICE AWARDS

Redding May 10, 2019



50 Years From left: Stuart Neblett with Business Manager Tom Dalzell



40 Years Front row, from left: Alton Hutcheson and James Foster Jr. Back row, from left: Daniel Washburn and (Dalzell)



35 Years Front row, from left: Roy Ewin, Raymond Wilson, and Steven Sexton. Back row, from left: John Taylor, Walt Lewis and (Dalzell)



30 Years
From left: Terrance Zalesny, Virgil O'Neal and Larry Christopher



25 Years
Front row, from left: John Trunnell, Philip Baker and Randy Sandifer. Back row, from left: Richard Ala and Duane Baker



20 Years
Front row, from left: Travis Orner, Rex Mannion and Carl Buchanan. Back row, from left: Scott Campbell and Robert Baber



15 Years
From left: Brian Smith, Nick Kanabrocki and Brian Klingerman

Photos by John Storey



10 Years
Front row, from left: Fredrick Nostrand, Joseph Adkins and Henry Brest. Back row, from left: Norman Myers, Kenneth Hackenkamp and Kevin Cantrell

HONOREES

50 Years

Bonner, Ernest
Neblett, Stuart

45 Years

Keller, Jay
McFarlan, Dennis
Perry, Bruce

40 Years

Foong, Kit
Foster, James Jr.
Harman, Robert
Hutcheson, Alton
Pearson, Kenneth
Weston, Kevin

35 Years

Allwardt, James
Bell, John
Bradley, Geraldine
Cuellar, Dan

Davis, Roger
Ewin, Roy
Lewis, Walt
Roderick, Douglas
Sexton, Steven
Taylor, John
Wildoner, Barbara
Wilson, Raymond
Wolverton, Harold

30 Years

Alleman, Philip
Boughn, Bruce
Christopher, Larry
Davis, Brent
Ecklebarger, Robert
Hassell, Krista
O'Neal, Virgil
Pedersen, Joe
Scott, Michael
Titus, Steve
Waller, Kenny
Zalesny, Terrance

25 Years

Ala, Richard
Baker, Duane
Baker, Philip
Cramer, Ross
Donham, Granniel
Hemping, Vance
Bell, James
Benedict, Sherry
Boughton, Paul
Brest, Henry
Bruce, Ronald
Cain, Benjamin
Cantrell, Kevin
Coffee, Bill
Cole, James
Colgate, Kevin
Colia, Jesse
Crawford, Robert
Crews, Cal
Davenport, James
Drew, Matt
Etzler, Andrea

20 Years

Adams, Brian
Baber, Robert
Buchanan, Carl
Campbell, Scott
Goulart, Robert
Johnson, Paul
Jolley, Ronald
Mannion, Rex
Martin, John
Nachman, Ken
Orner, Travis

Osburn, Donald
Payne, Jason
Stevens, Patrick
Templeton, Joseph
Whitaker, Dennis

15 Years

Adair, James
Adkins, Joseph
Arden, James
Barry, Steve
Bell, James
Benedict, Sherry
Boughton, Paul
Brest, Henry
Bruce, Ronald
Cain, Benjamin
Cantrell, Kevin
Coffee, Bill
Cole, James
Colgate, Kevin
Colia, Jesse
Crawford, Robert
Crews, Cal
Davenport, James
Drew, Matt
Etzler, Andrea

Floyd, David
Freeze, Jamie
Hackenkamp, Kenneth
Hall, Mark
Herzog, Michael
Hoogstad, Dennis
Huntsman, Robert
Jackson, David
Kanabrocki, Nick
Katsares, Ryan
Klingerman, Brian
Knight, James
Lloyd, Mark
Lowe, Eric
Martinez, Marlo
McDaniel, Darrell
McCurdy, Brent
McMillan, Caleb
Meier, Craig
Mundell, Christoph
Myers, Norman
Neiley, Stephen
New, Daren
Nostrand, Fredrick
Olson, Thomas
Peery, Timothy

Seylar, Timothy
Small, Kevin
Smith, Jason
Smith, Brian
Sparks, Thomas
Steele, Kevin
Sutton, Timothy
Taylor, Ben
Trabold, Richard
Van Dusen, Charles
Waldron, Steve
Watson, Mike
Woolam, Floyd
Yeager, Ryan

10 Years

Aitken, Tony
Arey, Michael
Bell, Steven
Brown, Gary
Burkett, Nicolas
Callegari, Fiero
Campbell, David
Coughren, Drew
Cox, Michael
Ducat, Daniel
Fields, James

File, Trevor
Henry, David
Holdren, Christopher
Huston, Edward
Jostock, Paul
Keller, Allen
Macias, Jaime
Menefee, Jeffrey
Merkle, Jared
Noonan, Joseph
Olsen, Randall
Osburn, Sean
Parson, Nicholas
Pitlock, Edmund
Pitlock, Gerald
Schneider, Norman
Straws, Kenneth
Torres, Michael
Westlund, Matthew
Willis, Bryan
Young, Torre

5 Years

Amacher, Jeff
Ashburn, Devon
Bauer, Bryan

Beeman, Derek
Benoit, Denis
Blunt, Zachariah
Bornman, Jadesun
Brannon, Kenneth
Brilz, Wade
Brown, Jeffrey
Bryant, Kristin
Bush, Kenneth
Castro, Tyler
Cattanach, Kyle
Clark, Michael
Cordray, Jason
Davis, Codi
Davis, Jared
Delfs, Randi
Dobrec-Overman, Felicia
Dobson, Yulan
Evans, Larry
Fahy, Thade
Flournoy, Jed
Flux, Dale
Ford, Michael
Fox, Toneta
Froeber, Adam
Gallegos, Peter V

Garrison, Brad
Gentles, Marty
Gibson, William
Gilliland, Kevin
Green, Lucas
Griffis, Marlin
Heitman, Bruce
Hensley, Caulen
Huff, Jason
Johndrow, Ryan
Keef, David
Kennedy, Leo III
Kerstetter, Justin
King, Jason
Kluge, Roy
Knocks, Brandon
Linson, David
Littlepage, Josh
Loewen, Randy
Loucks, Christopher
Ludwick, Brian Jr.
Marvin, Samuel
Mastroanni, Michael
Meier, Wade
Melao, Steven
Menefee, Steven
Miller, Ronald

Millsap, Craig
Morretino, Michael
Ortiz, Rocky
Paoli, Giovanni
Pearson, Paul
Pemberton, Chelsie
Pendergrass, Kevin
Phillips, David
Pitkin, Reese
Prather, Michael
Pursell, Coley
Sanderson, Samuel
Small, Bryan
Small, Ricky
Soulliere, Ronald
Spoon, Michael
Stolz, Rich
Stuart, Preston
Suber, Michael
Thompson, Matthew
Torgerson, Zachary
Vonberg, Chad
Woytek, John
Zamora, Gary
Zepeda, Enrique



10 Years Front row, from left: David Henry, Nicolas Burkett and Trevor File. Back row, from left: Norman Schneider and Randal Olsen



5 Years Front row, from left: Michael Suber, David Phillips and Kyle Cattanaach. Back row, from left: Kevin Gilliland and Jared Davis



10 Years
Steven Bell



5 Years
David Keef

*Congratulations
on your service!*



SERVICE AWARDS

Ukiah

June 1, 2019



40 Years From left: Richard Rosensteel with Business Rep Mark McCrea



15 Years Front row, from left: David Felicich and Branden Cole. Back row, from left: Clarence Tarver Jr. and Tony Gomes



5 Years Front row, from left: Jordan Miller, Clifford Mee and Kristin Kuntz. Back row, from left: Daniel Gregorio-Arroyo and Corey Dillon

Utility Reporter



35 Years

Front row, from left: Ray Banfill, Neil Orr Jr. and (McCrea). Back row, from left: Kenneth Sullivan, David Pizzo, Larry Giese and Steve Segale

Photos by
John Storey



30 Years From left: Douglas Lemley, (McCrea) and Daniel Garcia



25 Years

From left:
Steven
Mayfield
with
(McCrea)

Congratulations on your service!



10 Years

From left:
Russell Perry
and James
O'Brien



5 Years

From left:
Sean Barrett
and Steven
Coit Jr.

HONOREES

45 Years

Howe, Samuel
Vitigo, Lonnie

40 Years

Dooley, Raymond
Glaze, Terry
Hoffman, Sam Jr.
Mathews, Jack
Morrison, Kenneth
Myers, Sidney III
Rosensteel, Richard

35 Years

Banfill, Ray
Bilbro, Kirk
Breci, Anthony
Evans, Michael
Giese, Larry
Harms, Erik
Kelly, James
Kilgos, Robin
Kirchner, Brent

La Delle, Monte
Lazarevich, Paul
Markarian, Alan
McCrea, Mark
Neri, Robert Jr.
Orr, Neil Jr.
Pearson, Paul
Pizzo, David
Segale, Steve
Sullivan, Kenneth
Vaught, T
Wells, Thomas

30 Years

Apfel, Richard
Bartram, Donald
Cole, John
Edens, Martin
Garcia, Daniel
Gibbs, Sean
Lemley, Douglas

25 Years

Steven Mayfield

20 Years

Beverlin, Shawn
Davis, Brandon
Guy, Kevin
Hageman, Jason
Markowski, Jason
O'Neill, Thomas
Robles, Victor

15 Years

Baze, Harry II
Bowlds, Darin
Branden, Cole
Felicich, David
Finney, Jennifer
Garcia, Jorge
Gomes, Tony
Orozco, Juan-Carlos
Pusich, Chris
Sanchez, Erick

Schweikl, Scott
Scott, Brad
Sheldon, Kevin
Simerson, Cory
Tarver, Clarence Jr.
Vanderpool, Tobias

10 Years

Diaz, Ignacio
Folk, Joshua
Hernandez, Michael
Hill, William
Huck, Dominic
Kennedy, Cyrus
Larimore, Dylan
Lopez, Jerome
Malnati, Anthony
Martinez, Alyssa
McCallum, Irvin
McKelvy, Jeremy
Meyer, Scott
O'Brien, James
Perry, Russell
Pickersgill, Howard
Skiles, Caleb
Southard, Jacob
Wisdom, Josh

5 Years

Adam, Aaron
Agenbroad, Brian
Barrett, Sean
Bauer, Earl
Beck, Brad
Beck, Charles
Brown, Dustin
Camara, Casey
Chacon, Josephallen
Chavez, Juan
Coit, Steven Jr.
Cooper, Christopher
Dillon, Corey
Dodd, Kevin
Dolby, Daniel
Garrity, David
Giusti, Adam
Glass, Sammy
Greene, Jalenna
Gregorio-Arroyo,
Daniel
Hencz, Jesse
Hernandez, Ruben
Hicks, Tyler
Huck, Anthony

Krome, James
Kuntz, Kristin
Langston, Cheyenne
Langston, Shilo
Lim, Michael
Lozano, Gabriel
Lyly, Alvin
Markham, Timothy
McCullough, Craig
Mee, Clifford
Miles, Marvin
Miller, Jordan
Mollett, Ricky Jr.
Musgrave, Spencer
Navarro, Jose Sr.
Nell, Brendon
Noel, Tyler
Orozco, Miguel
Pickering, Casey
Rege, Rance
Rodriguez, Jose
Sanderson, Nathan
Soderquist, Jadon
Southard, Brett
Stencil, James
Woodruff, Bruce
Wright, Belinda



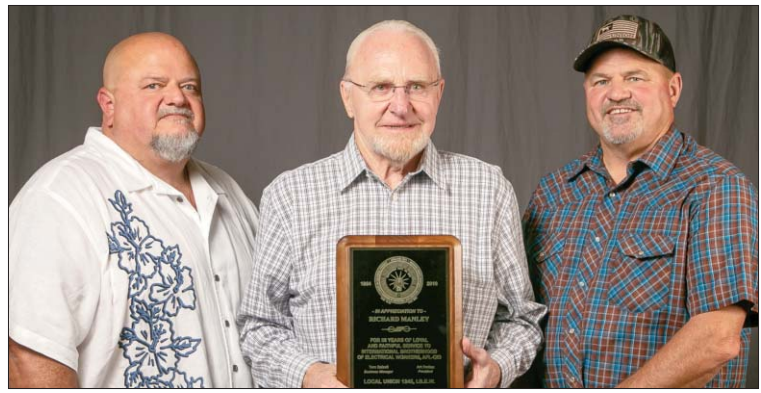
Chico

May 11, 2019



40 Years

Front row, from left: Mark Anderson, David Gomes and Frank Ybarra. Back row, from left: (Dean) and (Wooten)



55 Years

From left: Senior Assistant Business Manager Bob Dean, Richard Manley and Business Rep Todd Wooten

Photos by John Storey



35 Years

Front row, from left: James Lococo, Duane Michaels, and Keith Hopp. Back row, from left: (Dean) and (Wooten)



35 Years

Front row, from left: Noal Childs, Dennis Dysthe and Joseph Rapozo. Back row, from left: (Dean), Craig Hill and (Wooten)



30 Years

Front row, from left: Jay Peters and Leisa Hardin. Back row, from left: (Dean) and (Wooten)



15 Years

Front row, from left: Antonio Cisneros, Todd Malecha and Miguel Villalobos. Back row, from left: (Dean) and (Wooten)



5 Years

Front row, from left: Patty McGuinness, Corey Rich and Toneta Fox. Back row, from left: (Dean), Felicia Dobrec-Overman and Morgan McGuinness



10 Years

Front row, from left: Mateo Torres, Lenny Weatherall and Aaron Wofford. Back row, from left: (Dean), (Wooten) and Charles Foote



5 Years

Front row, from left: Manuel Campos and Jose Mendoza. Back row, from left: Neil Norris, (Dean) and (Wooten)



5 Years

Front row, from left: Rodney Jones, Tim Jean and Thomas Wooten. Back row, from left: Michael Graning, (Dean) and (Wooten)

Congratulations on your service!

HONOREES

55 Years

Manley, Richard

45 Years

Day, Russell
Ricardy, Richard

40 Years

Anderson, Mark
Barrett, Robert
Bell, Rex
Bowman, Timothy
Brefeld, Steve
Carey, David
Gomes, David
Jones, Kevin
Kennedy, Ronald
Mowry, Scott
O'Neill, Linda
Parker, James
Sanders, James
Wilson, Jeffery
Ybarra, Frank

35 Years

Atondo, Cecil
Barnes, James
Campos-Ayala, Alice
Childs, Noal
Dysthe, Dennis
Edwards, Arlene
Hearne, Rodney
Hill, Craig
Hopp, Keith
Hughes, Joseph
Ihle, Jim
Leppard, Randall
Lococo, James
Maiocco, Marty
McMartin, David

Michaels, Duane
Pitts, Stephen
Rael, Robert
Rapoza, Joseph
Razo, Steven
Saldivar, Eloy
Silva, Shawn
Silveira, Edward Jr.
Simon, Ron
Stewart, Gary
Stice, Kit
Stoltenberg, Cheryl
Thorne, Richard
Tidwell, Margie
Watson, Robert

30 Years

Christensen, John
Dewey, Julie
Garcia, Fernando
Hardin, Leisa
Heyl, Russell
Lira, Philip
Marsh, Robert
Martin, Brent
Matsushima, Kenneth
Morton, Dave
Patterson, David Jr.
Peters, Jay
Robinson, Ted Jr.
Russell, Brian
Salas, Zenaída
Smith, Bruce
Tipton, Troy
Zoellin, William

25 Years

Benish, Gene
Benjamin, Michelle
Capra, Kenneth

Hill, Steven
McMahan, Sean
McQuiston, Jay
Park, Gerald
Stocking, Thomas
Uman, Michael

20 Years

Arteaga, Elisa
Hardy, Wesley
Lockhart, Steven
Lowe, Jason
Makowiecki, Mark
O'Mary, Love
Phillips, Monica
Richard, Jon Paul
Thornton, David
Vasconcellos, Garrett

15 Years

Ballard, Brent
Banuelos, Trinidad
Battershell, Jola
Blancett, Roger
Bogdanoff, Brian
Brannan, Ryan
Cannon, Johnny
Cannoy, Edward
Carr, Mitchell
Chipchase, Daniel
Cisneros, Antonio
Dreiss, Loren
Ellis, Brandon
Fallen, Chris
Fox, James
Fredrichs, Lucas
Gallagher, Terry
Garretson, Gregory
Genna, Daniel
Gloyd, David

Goetz, David
Henry, Alecia
Hernandez, Robert
Higgins, Wilber II
Hill, Mark

Jacobs, Matthew
Jones, Michael
Joy, Sean
Kadota, Todd
Kanabrocki, Nick
Laffond, Ruth
Lange, Steve
Lee, James
Lincicum, Nathan
Lindstrom, Craig
Lobo, Jim
Lohman, Michael
Lomeli, James
Luna, Aida
MacLean, Brian
Malecha, Todd
Marshall, John
McCleskey, Jon
McMaster-Ruch, Diana
Meldrum, Danny
Mitchell, Michael
Moffatt, Charlie
Neves, Austin
Oliver, Ethan
Polander, Marcus
Rhodes, Gabriel
Robbins, Matthew
Roby, Jeffrey
Rodello, Ryan
Rodriguez, Deanna
Rutherford, Gregory
Schneider, Timothy
Smith, Robert
Smith, Brian
Stone, Jonathan
Stuesser, Jay
Taylor, Scott
Thompson, Michael
Towne, David

Troub, Daniel
Vaca, Roberto
Villalobos, Miguel
Welzenbach, Andreas
Young, Denise

10 Years

Abruzzini, Andrew
Arambula, Samuel
Aziz-Khan, Israt
Beach, Catherine
Beath, Destry
Bell, Jason
Bess, Travis
Boggan, Patrick
Boyle, James
Branch, Brandon
Bryan, Joseph
Carver, Debra
Clarke, Brian
Connelly, Casey
Cook, Dawn
Copelin, Jack
Cox, Jerry
Elick, Truman
Foote, Charles
Fultz, Gregory
Gaebe, James
Gentry, Jeremy
Gutierrez, Alejandro
Hamlet, Ryan
Hammett, Steven
Hardy, Johnny
Hawes, Russell
Hawkins, Matthew
Howard, Daniel
Howerton, Brian
Iwasaki, Eric
Jimenez, Jose
Johnson, James
Jones, Alicia
Jones, Anthony
Kennedy, Ryan
Latta, Kevin

Layugan, Dustin
Little, Phillip
Loebis, Lisa
Marino, Brian
McCray, Anthony
McGill, Jason
Mefford, Darrell
Moreno, Adan
Nauman, Erik
Nelson, Justin
Osborn, Eric
Pacheco, Sonya
Peter, Grout
Peter, Michael
Petersen, Susan
Pinedo, Emilio
Richie, Todd
Rorie, William
Ross, Leroy
Salamanca, Jose
Salo, Bryan
Sawyer, Marc
Schelhorn, Rhett
Smith, Andrew
Stanley, Clinton
Steiniger, Peter
Sutter, Erik
Tafua, Nephi
Tidey, Joshua
Torres, Mateo
Tutor, George
Villegas, Fabian
Weatherall, Lenny
Wetmore, Ryan
Wilcox, Robert
Winkley, Nick
Wittwer, Robert
Wofford, Aaron
Wukasinovich,
Douglas
Ziel, Greg

5 Years

Alcantara, Jules

Anderson, Bill
Anderson, Beau
Andoe, Trevor
Arbuckle, Darrin
Baker, Dustin
Baldonado, Jerome
Ballew, Nicholas
Bates, Ricky
Bowles, Timothy
Brannon, Todd
Brodie, Justin
Cahoon, Tawnie
Campos, Manuel
Carr, Joseph
Carr, Jacob
Castrejon, Julio
Clark, Brady
Clark, Zachary
Cooks, Daniel
Crislip, Earnest
Cruz, Gregorio
Davenport, Colton
De La Cerna, Angelito
Dean, Tim
Dobrec-Overman,
Felicia
Drumm, Rodney
Dysthe, Derek
Faller, David
Flaherty, Trentt
Fox, Toneta
Garland, Luke
Garringer, Jarrett
Gerlach, Matt
Gilardi, Wendy
Goff, Jeromy
Gomez, Gabriel
Gonzalez, Eduardo
Gonzalez, Reynaldo Jr.
Graning, Michael
Greene, Christopher
Guerra, Juan
Guerrero, Jose
Gutierrez, Jaime

Hagins, Kalen
Hansen, Derek
Hardwick, Cody
Hernandez, Jeremy
Herrera, Rafael
Howard, James
Humphreys, Craig
Husa, Bradley
Irby, Lawrence Jr.
Jean, Tim
Johnson, Forrest
Jones, Brendon
Jones, Rodney
Kelly, Bradley
Ledbetter, Gregory
Lee, Eric
Lizama, Moises
Lizardo, Christopher
Locke, Nathan
Long, Ashlee
Long, James
Long, Greg
Lopez, Felix
Lopez, Jose
Mahanay, Shaun
Major, Robert
Mason, Justin
Matta, Herman
McGuinness, Morgan
McGuinness, Patty
Mcintyre, Tim
Mendoza, Jose
Mitchell, Brad
Mitchell, Chad
Montalvo, Julian
Moore, Devin
Moore, Jason
Newman, Wesley
Norris, Neil
Oropeza, Jose
Orsi, Tony
Palade, Jeremiah
Pantoja, Arnoldo
Parish, Abraham

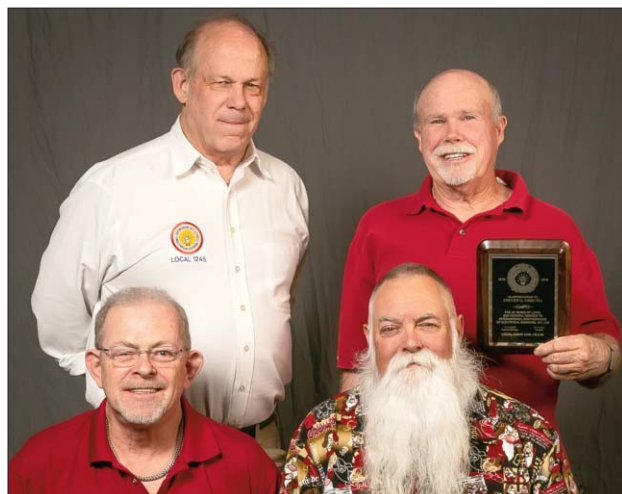
Patton, Edward
Pegg, Nathan
Penninger, Jordan
Peters, Nicholas
Petersen, Stephan
Rasmussen, Christofer
Reilly, Patrick
Rice, Colby
Rich, Corey
Righetti, Nancy
Roberts, Clinton
Rodriguez, Luis
Rodriguez, Hector Jr.
Rojas, Alejandro
Romano, Mario
Rosas, Ciro
Saavedra Garcia, Jose
Saavedra Garcia,
Pedro
Sampley, Hayden
Sanchez, Miguel
Sanchez, Sergio
Sanchez, Horacio
Sanchez, Alexander
Scarbrough, Bill Jr.
Shaw, William
Simmons, Matthew
Solis, Christian
Stogsdill, John
(Harvey)
Tarwater, David
Tenney, Dylan
Thornton, Clint
Tingle, Joseph
Todish, Michael
Vasquez, Jeronimo
Villegas, Brianne
Visinoni, Jayson
Walker, Michael
Walters, Greg
Weber, Mitchell
Weidman, Jessica
Wooten, Thomas



SERVICE AWARDS

Reno

May 24, 2019



40 Years Front row, from left: Darel Epper and Michael Coli. Back row, from left: (Dalzell) and Steven Urrutia



20 Years Front row, from left: Caleb Waters and Robert Clarke. Back row, from left: Casey Kelley and (Dalzell)

Utility Reporter



45 Years From left: Thomas Bird, IBEW 1245 Business Manager Tom Dalzell and Kenneth Bruce



35 Years Front row, from left: Jeffrey Turk and Byron Schindel. Back row, from left: (Dalzell) and Ron Cochran Jr. Photos by John Storey



15 Years

From left:
(Dalzell) with
Kim Boldi



45 Years

From left:
Percy Stahl
with Business
Rep Adam
Weber

HONOREES

45 Years

Bird, Thomas
Bruce, Kenneth
Delcarlo, Vincent
Stahl, Percy

40 Years

Bates, Greg
Chisum, Micheal
Coli, Michael
Epper, Darel
Grimm, Michael
Halliburton, Michael
Myers, Henry
Richardson, Jim
Roden, Steven
Shay, Ronald
Urrutia, Steven
Worley, Alan

35 Years

Camara, Susan
Cochran, Ron Jr.
Falanga, Michael
Fruhwirth, David
Gross, Reto
Schindel, Byron
Soukup, Lee
Turk, Jeffrey
Wakefield, Kenneth
Welsh, Kurt

30 Years

Hart, Donna
Ward, John

25 Years

Anders, Mark
Boday, Craig
Boldi, Mark
Clark, Michael
Cook, William Jr.
Espinoza, Jerry
Lopez, Trinidad
Manke, Ken
Masters, Dane
Matthews, Joe
Peterson, Robert

Smith, Lance
Thompson, Lori

20 Years

Bradley, Derek
Bristol, Brett
Brown, Dave
Clarke, Robert
Dominguez, Richard
Ercolin, Ralph
Garner, Michael
Goodrich, Ben
Kader, David
Keele, Jeremy
Kelley, Casey
Menesini, Randy
Ostrander, Glenn
Overholt, Gary
Ralston, Earl
Taylor, Jim Jr.
Tow, Jason
Waters, Caleb

15 Years

Ayala, Veronica
Bannister, Kenneth
Barden, David
Blandino, Cesar
Boldi, Kim
Dillard, Jared
Dyer, John
Green, Samuel
Jones, Paul
Kindle, Jesse
Knight, Eric
Kohlman, Richard
Mason, Jennifer
Maston, Brian
McIntyre, Neal II
Mehler, Mark
Morris, Ryan
Patel-Taylor, Heena
Schiavone, Kristen
Sherman, Bryan
Smith, Earl
Tanzi, Dominic
Wilson, Samson
Wilson, Jared

10 Years

Allison, Ryan
Bartels, Rick
Billings, Peter
Davis, Kurtis
Dinneen, Patrick Jr.
Dobson, Robert
Faust, Ronald
Hicks, Samuel
Howald, Brad
Milligan, Michael
Monsegue, Andre
Oliver, Richard
Parks, Jeremy
Sandoval, Amanda
Shultz, Cameron
Wickizer, Greg

5 Years

Baze, Michael Jr.
Birkel, Charity
Calibro, Christopher
Cooper, Brian
Early, Bryan
Gardner, Tab
Gregorich, Andrew
Hammill, Brock
Henriquez, Hector
Hicks, Mark
Lemay, John
Leonard, James
Loubet, Joshua
Luitwieler, Matthew
Naungayan, John
Pendleton, Linda
Riggs, Chaz
Rodriguez, Eduardo
Stewart, John
Stout, David
Stumpf, Larry
Swartz, Lisa
Williams, Rhonda
Williams, Clint
Williams, Justin

