

Inside:



## Essential Worker Stories 3

Sequestered for Grid Security 4

Gas Leak at COVID Test Kit Maker 6

SMUD Mask Makers 8

Remote Get Out the Vote 9

Organizing 10

Public Sector 16

Hours of Power Towers 18

Swift Water Awareness 20

Unions for Black Lives 22

Tree Trimmers 24

On The Job Fatalities 26

Audit 27

Outside Construction 30

Marttila Retires 32

Retirees 34

Pin Dinner 35

Comic 36

# Utility Reporter

© GCU 2020

Volume 69 No.3 • Jul–Sept 2020

UNITY IS STRENGTH

For up-to-the-minute news, see our website: [www.ibew1245.com](http://www.ibew1245.com)



PG&E GC Line Subforeman Justin "JJ" Johnson works on a 500kv tower re-insulation project near Los Banos. Story on page 18.

Photo by John Storey





**Tom Dalzell**  
Business Manager

**W**hat a time to be alive. In the past few months, the world has turned upside down, leaving most of us — all of us, really — struggling to hold on. The difficulties we faced last year — PG&E's bankruptcy, climate-driven wildfires, and more — have been eclipsed by a global pandemic, Depression-era levels of unemployment, and racial injustice that has rightly sparked large-scale civil unrest.

So how is it, I have asked myself and anyone else who will listen, that our union has managed to remain relatively unscathed? In short, it's the tenacity, common sense, and sacrifices made by our members. While the rest of California is notching 16.3% unemployment — a rate that far exceeds the Great Recession peak of 12.3%, and almost quadru-

ples where we were in May of last year (at 4.1%) — almost all of our members are still working. Thanks to your grit and the strong collective bargaining agreements we have in place, the vast majority of IBEW 1245 members have had no interruption to their income, as they continue to work diligently, keeping the lights on and the power flowing.

We are also incredibly lucky to have a very low rate of infection among our membership. Common-sense measures like face coverings, frequent hand-washing and social distancing have spared us the worst of this pandemic. Our members are smart — we listen to scientists, not politicians. For the most part, that has allowed us to stay safe as we continue showing up every day to help California through this crisis.

There are some of us who have become sick, or have family members who contracted the virus, and as a union and a community, we are taking care of our own. I have been inspired by the support and kindness that many of you have shown to those who have been affected.

It is also important to note that our work during this crisis and through

PG&E's bankruptcy has left us in a good place financially. In an unstable economic climate, we secured a new contract with the company that provides stable wages, benefits and job security through 2025 — solid achievements that our members and families can count on.

Outside of PG&E, however, and in the public sector specifically, we are still facing a difficult environment. A combination of the most anti-worker Executive branch in history, combined with the budget havoc that COVID has wrought, means that we will be fighting for the funds to support our work. But we've been here before, and we still have the playbook. The political power our organizing stewards have built, in combination with our skilled team of lawyers, lobbyists and negotiators, will help us succeed. We have the experience and resources necessary to protect our contracts, and we will use every tool at our disposal to do so.

And I would be remiss if I didn't take a moment to address the murder of George Floyd and the demand for racial

justice that has followed. As the declaration of the IBEW states: "Our cause is the cause of human justice, human rights, human security" — and every race is included in that. There is no place for racism in Local 1245, and we will call it out if we see it. Our focus is on good jobs, and a fair and dignified life for every worker. We will answer this injustice by insisting on decency and fairness, and redoubling our efforts to expand the benefits of unionism to all.

There is no question that we are facing a very different world now than just a few months ago — one that is less stable and more economically vulnerable. But as a union, we have been building our reserves, coalescing our organizational and political power, and improving our contracts for decades. We are prepared to endure this crisis. And given the resolve and grit of our members, I'm betting that we come out even stronger than we were before.

In the months ahead, be safe. Be careful. Continue to listen to science and public health experts. And take care of each other.

## Five Important Steps to Prevent the Spread of COVID-19

For more than four months, we have been working with our members and signatory employers on the Coronavirus/COVID-19 crisis. After several encouraging weeks, we are seeing record numbers of new infections in California and Nevada.

It is not a disease to be taken lightly. Transmission of this virus is frighteningly easy, and there is no evidence that it is any less dangerous or deadly than it was before.

To prevent the spread of the virus among our members and their families, we urge the following common-sense precautions:

**01**  
STEP

**Wear a face mask.** There is unanimity in the public health profession that wearing a mask helps reduce transmission of the virus. To not wear a mask is to express a disregard for the health of your fellow workers and union members. Wear the mask.

**02**  
STEP

**Wash your hands and use hand sanitizer** — all the time. Simple, but effective.

**03**  
STEP

**Practice physical distancing** of at least six feet whenever possible. Public health professionals emphasize this as a simple, but critically important step to take to fight the virus. When it is not possible, the face mask is even more important.

**04**  
STEP

**Take your temperature** and the temperature of your family members every morning before you go to work. Don't go to work with an elevated temperature, even if you feel fine.

**05**  
STEP

**If you feel sick, don't go to work.** Use sick leave. Stay home.

Public health professionals are unanimous in their support of these steps. These are easy things to do, and they can save lives.

The IBEW was founded in 1891 with a goal of making line work safer. Safety continues to be our true north, and when it comes to this virus, there is no room for political debates. Let's do what the public health professionals tell us to do. Let's keep ourselves and our families as safe as possible.

— Tom Dalzell, IBEW 1245 Business Manager

**FOR OUR  
COUNTRY**

**FOR OUR  
STATE**

**FOR OUR  
COMMUNITIES**



**TAKE THE 2020 CENSUS**

<https://2020census.gov/>



### Utility Reporter

July — September 2020  
Volume 69 No. 3  
Circulation: 22,800



**Business Manager/  
Financial Secretary**  
Tom Dalzell

**Communications  
Director/Managing  
Editor** Rebecca Band  
**President**  
Cecelia De La Torre

**Vice President**  
James "Hammer"  
Hayes

**Recording Secretary**  
Rachel Ramirez

**Treasurer**  
Tom Cornell

**Executive Board**  
— **Northern Area**  
Steve Segale

— **Northeastern Area**  
Ryan Morris

— **Central Area**  
Gary Maschio

— **Southern Area**  
William Garriss

— **Line Clearance  
Tree Trimmers and  
Outside Construction**  
Scott Hudelson

— **At-Large PG&E  
General Construction**  
Stan Zamora

Published quarterly at  
30 Orange Tree Circle,  
Vacaville, CA 95687.

Official publication of  
Local Union 1245,  
International  
Brotherhood of  
Electrical Workers,

AFL-CIO,  
P.O. Box 2547,  
Vacaville, CA 95696.

Our phone number is  
(707) 452-2700.

Periodical postage  
paid at Vacaville and  
at additional mailing  
offices. USPS  
No. 654640, ISSN  
No. 0190-4965.

**POSTMASTER:**  
Please send Form  
3579, Change of  
Address, and all  
correspondence to  
*Utility Reporter*,  
P.O. Box 2547,  
Vacaville, CA 95696.  
Single copies \$1.

Subscription by  
arrangement. Have you  
moved recently?

Please send complete new  
address and your Social  
Security Number (by U.S.  
Mail) to: "Address Change"  
IBEW Local 1245  
P.O. Box 2547  
Vacaville, CA 95696.

Our website can be viewed  
at [www.IBEW1245.com](http://www.IBEW1245.com).

Find us on Facebook at  
[www.facebook.com/  
IBEWLocal1245](http://www.facebook.com/IBEWLocal1245)

Follow and tag us  
on **Instagram**  
[@ibew\\_1245](https://www.instagram.com/ibew_1245)

[twitter.com/IBEWlocal1245](https://twitter.com/IBEWlocal1245)



*In this new video series, meet some of the IBEW 1245 essential workers who are on the job during COVID-19, and listen as they describe their experiences in their own words.*

# Essential Worker

[ibew1245.com/essentialworkerstories/](http://ibew1245.com/essentialworkerstories/)



# Stories

## Garrett Smith

Electric  
Troubleman  
for NV Energy



## Danielle Bonds

Customer Service  
Rep at PG&E's  
Sacramento  
Contact Center



## James Barry

Gas Crew Foreman  
ARC for PG&E



## Teresa Olson

Communications  
supervisor at the  
City of Vallejo  
Police Dept.



## Dale Brewer

Electronic  
Technician  
for AC Transit



## Kay Joy Hardiman

Operating clerk  
for PG&E



## Chris Risley

Chemical &  
Radiation  
Technician at  
PG&E's Diablo  
Canyon power  
plant



## Rafael Burgos

Stationary  
engineer at the  
Sacramento  
Municipal  
Utility District



## Bernard Ware

Journeyman  
lineman  
for Alvah  
Contractors



## Candace Koff

Police Records  
Technician  
at the City of  
Lompoc



## Jose Sanchez-Beltran

Line clearance  
tree trimmer  
foreman for  
Wright Tree  
(video bilingue)



## Damien Padilla

Cable crew  
foreman  
(underground)  
for PG&E in  
San Francisco



## Lewis Pence

Maintenance  
crew leader  
(hydro) at  
PG&E in Tiger  
Creek



## Oni Brown

Utility  
supervisor  
at the City of  
Vallejo's water  
department



## Mary Holte

Vegetation work  
planner for the  
Sacramento  
Municipal  
Utility District  
(SMUD)



## Richard Porter

Welder at  
Sunoptics



## Marty Marshall

Gas serviceman  
for NV Energy



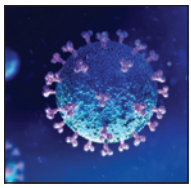
## Michael Patterson

Electrician  
for the City of  
Oakland

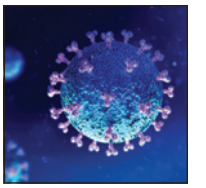


The Essential Worker Stories series is online at [www.ibew1245.com/essentialworkerstories](http://www.ibew1245.com/essentialworkerstories).  
These videos and more can also be found on our YouTube channel, Facebook page and Instagram TV.





# Sequestered for Grid Security



*During times of crisis, access to safe and reliable power is more important than ever. In this two-part series, meet some of the IBEW 1245 members who have been voluntarily sequestered on the job to maintain and manage grid operations during the COVID 19 crisis.*

## PART ONE:

### SMUD SYSTEM OPERATORS

On April 16, the Sacramento Municipal Utility District (SMUD) began a voluntary sequester program with a select handful of workgroups that are essential to running the grid. The sequestered workers, mainly comprised of IBEW 1245-represented power system operators and distribution system operators, were split into eight-person subgroups, with two power subgroups and two distribution subgroups in sequester at any given time (one was assigned to the day shift, with the other on night shift).

Each subgroup began their sequester with a COVID-19 test to ensure no one was carrying the virus into the control center. Once their test results came back (usually in a day or two), they worked for 10-11 consecutive days, in 12-hour shifts. They remained sequestered on company property between shifts, sleeping in individual RVs situated right outside of the control room building, with security guards on patrol to ensure the area remained free of potential cross-contamination. At the end of each subgroup's stint, the control room is thoroughly re-sterilized in preparation for the next subgroup to come in.

#### "A Team Effort"

Choosing to be away from home and loved ones to stay at work for 11 or 12 straight days might seem exceptionally onerous to some. But according to SMUD Distribution System Operator Julie Jasper, the decision to participate in the sequester assignment was easy, thanks to the tight-knit brotherhood/sisterhood dynamic at the distribution control center.

"Our whole workgroup volunteered to do it; I don't think there was anybody that said, 'No, I'm not doing that.' So it's kind of like a team effort; If they're all going to do it, you might as well go ahead and do it with them. Gotta support your group, support your team," she told the *Utility Reporter* in a phone



The sequestered workers at SMUD stayed in RVs parked outside the control centers. Photo by Steve Hoyt

interview after returning home from her first sequester period. "I love the people I work with. We all get along really great, so that's always helpful."

Power System Operator II Michael Ellis echoed those sentiments when he spoke to the *Utility Reporter* while he was sequestered, on a break between shifts.

"Pretty much all the operators volunteered, and they kept us all together as a crew. So I'm working with the same guys I've been working with," he said, noting that they all tend to get along pretty well.

Being sequestered with co-workers who are also close friends proved beneficial for group morale, but they had to take extra precautions to ensure they didn't get *too* close — at least not physically. According to Senior Distribution System Operator Steve Hoyt, who was tasked with managing the logistics for that first subgroup, the employer's strict distancing rules for the sequestered employees definitely added a unique layer of complexity to their situation.

"We weren't allowed in each other's RVs at any time. That was your own personal space. In walking to and from the office [from the RV area in the parking lot], we had to stay social distanced. We used the elevator one person at a time, and one particular elevator was set up just for us only [since there are other workers in the building on different floors]," Hoyt explained. "The Safety Department wanted us to eat individual meals, which made ordering food a little more difficult ... Usually when we're working, we just order from a restaurant and have them bring the food buffet-style. Of course, we couldn't do any of that."

Some of the meals came from a specialized local caterer — and Lead DSO Jeremy Carlin, who was part of the second sequester assignment, was very impressed by the quality.

"I can't believe how good the food is," he told the *Utility Reporter* by phone, between shifts during his first week in sequester. "It's all pre-portioned, and it's very fresh and easy to cook. They fully prepare it all for us — so all we have to

do is heat it up! It's actually kind of impressive. We're probably eating healthier here than we do on our own."

#### "Above and Beyond"

The control rooms where the PSOs and DSOs work were kept completely sterile, with no one else permitted to enter besides the sequestered workers on duty. That made certain operations, like getting maps to the crews, and even the basics like tech support, more challenging, as they had to do it all electronically instead of in person.

By and large, the operators went through their day-to-day work during sequester without any major issues. But that doesn't mean the experience was a walk in the park.

"Working 12-hour shifts for 11 days in a row, it kind of starts to wear on you, because you're used to getting a break, and going back to your own life, back to your home, your family," said Jasper. "It did get kind of challenging at the end. About seven days in, I was just ready to come home. I missed my husband like crazy ... I was just getting tired mentally. I was over it."

For Ellis, an ex-Navy man, the long hours and consecutive work days were nothing new.

"When I was in the military, I did [this type of schedule] for months on end. And when I worked at Illinois Power, and we were in a forced outage at a nuclear plant, I was working six 12-hour days a week for four or five months," he said. "It's not my preferred thing to do, but I can tolerate it."

Hoyt appreciated that he could still stay connected to his family digitally, even when he couldn't see them in person.

"I have a young son, and so we had to do his math homework by FaceTime... With electronics these days, it was easier to stay in touch than it would have been even a few years ago," he said. "We initially went into this looking at 14 days of sequestering, and by shrinking that timeframe by a couple of days, it definitely made a difference. The 10 days of working was just about right. By the end, we were all ready to go and go see

our families."

Carlin, who was also active-duty military for 15 years, went into the assignment assuming that it would be quite different from his tours of duty, since the military puts in plenty of time and resources in preparation for such assignments, but he was pleasantly surprised by how well-executed the whole process was.

"I'm actually very impressed with how much they got right, knowing how much effort goes into logistics to prepare for a group that's never done this before," said Carlin. "They have gone above and beyond. They got us the quietest generator I've ever seen [for the RVs], plus a sound barrier. They built ramps over all the cords. They even had little goodie bags of stuff we would need in our RVs. I'm definitely in the 'no complaints' camp."

Ellis also managed to find a bright side during his sequester assignment.

"Don't get me wrong now, I do miss my bed, my wife, my dog, being able to take a shower for more than two minutes," he said. "But quite honestly, I get more sleep here because once we get off shift, other than go work out, walk around, maybe watch some TV, there's not a lot else to do. There's not a lot of distraction that you normally have at home."

The fact that the members were relatively comfortable, cared for and fairly compensated during their sequester is evidence of the top-notch union representation they have through IBEW 1245.

"The union did a really good job with negotiating simple compensation in a separate letter so it was really clear-cut," said Hoyt. "I think the compensation is more than fair, and nobody went into it with any questions as to what they were going to get, what they should or shouldn't receive."

## PART TWO:

### PG&E OPERATORS

On April 27, PG&E began a voluntary sequester program with a few specific workgroups that are essential to run-



ning the grid (along with a select group of support personnel). The sequestered workers — mainly comprised of IBEW 1245-represented operators working in gas and electric transmission and distribution, as well as computer analysts and telecomm techs — were in sequester for up to 30 days, and after they were released a second set of workers was brought in for the following period.

## Learn to Adapt

By and large, the members who opted to participate in the sequester did so with a sense of pride and purpose, and a firm understanding of the important role they play.

“We’re the backbone to the whole infrastructure. So we’re here [in sequester] in case all of the other centers are uninhabitable and those have to be vacated, they can transfer all work to us and we can pretty much run the whole grid where we’re located,” Electrical Distribution System Operator Malcolm Blakely, who usually works out of Rocklin, told the *Utility Reporter* in a phone interview during his sequester period. “That’s a huge responsibility to us. So I take pride in doing this. I feel important.”

The members began their sequester assignment with a COVID 19 test to ensure no one was carrying the virus. After a somewhat lengthy waiting period, they were finally cleared for duty, and went immediately into 12-hour shift rotations. But instead of reporting to their usual worksites, they were all working at the San Ramon Valley Conference Center (SRVCC), in control rooms that were sanitized and secured around the clock to prevent any potential cross-contamination.

“Our primary role right now is work management, but we now are capable of doing our full job from here too — like if there’s an outage, or if we need to run a log,” explained Lead System Operator Michael Bowers, who usually works out of the Concord control center. “We’ve had a couple people already take a shift from the actual control center to here; when somebody either called in sick or when there’s nobody to fill a shift over there.”

Working in a different location under unusual circumstances certainly presented all sorts of unique challenges. Gas Transmission Operator Arthur Docto, who usually works out of Bishop Ranch, underscored the importance of remaining flexible in a sequestered work environment.

“When you come into a situation like this, you learn to adapt to the things that are going on around you,” he said, “because none of us have ever experienced it before, so we all have to keep an open mind.”

## Living at the Learning Center

Many PG&E employees have spent time at the San Ramon Valley Conference Center — aka the Learning Center — where the company frequently hosts trainings and conferences. It’s a large, multi-purpose campus, but the SRVCC wasn’t designed to manage grid opera-

tions and sequestration, so PG&E had to spend 20 days transforming the center into a facility that’s suitable for this purpose, complete with specialized, federally regulated security qualifications and clearances.

During the sequester period, there were around 100 operators on the SRVCC campus — but you’d never know it if you took a look around.

“It’s almost like a ghost town. You’ll see maybe four or five people [outside of the control room]. The only time you see people is in the evening and morning when people are coming and going to work, and around lunchtime,” said Docto. “And we have to wear our masks when we’re outside, so when you come across people, you only see their eyes. We’re used to just smiling at people — and then you realize they can’t see your smile, so that’s a weird part.”

The SRVCC residential area is similar to a small hotel. The members each have their own private rooms and bathrooms. There’s daily housekeeping service, and a cafeteria with an ever-changing selection of food (yes, the cleaning staff and food service workers were sequestered as well).

“We’re well taken care of. I can’t complain,” said Blakely. “We get three square meals a day — four if you’re willing to stay up late enough for a midnight meal for the late-shift guys. There are snacks in the lounge areas, and TVs, and plenty of activities, pool table, darts, air hockey, X-Box.”

“There’s a basketball court, and we’ve even got a little gym here that we get to use,” said Bowers. “It’s probably the only gym that’s open in the whole area.”

After a second round of COVID-19 testing, the members were permitted to participate in these recreational activities together, but they still kept their

masks on and did their best to adhere to social distancing. There’s wi-fi throughout the residential facility, so the members could also stream music, movies and TV between shifts. But the long consecutive shifts mean that most of the members didn’t have much free time to take advantage of what’s available to them on campus.

“I’ve never worked this many night shifts in a row, so I’m just trying to stay in that ‘vampire mode,’” Transmission System Operator Brandon Gillespie told the *Utility Reporter* after his 18th consecutive night shift. “[When I wake up] I try to get in some exercise and take a little break, then it’s dinner, and time to go back on shift. You’ve got to be disciplined to not be tired during shifts because you were messing around during the day. Doesn’t leave a lot of time for any extracurricular stuff.”

## Once-in-a-Lifetime Opportunity

Being away from family can be challenging, but the operators took the whole experience in stride, and were grateful for the opportunities they got to connect with loved ones electronically.

“I FaceTime with the family at least twice a day to get updates on what’s going on in the house,” said Blakely. “I have four kids, ranging from age 15 down to my three-year-old boy. I miss them a lot. Of course, I miss my wife too, she gives me all the updates. And my seven-year-old is the tattletale, she gives me all the dirt.”

“When I talk to my fiancée on the phone, I’m asking her, ‘What’s it like out there? Are people still wearing masks?’ stuff like that,” said Docto, noting that he’s grateful for the fact that he’s able to receive care packages from his partner

(which were wiped down before being passed off to the recipient).

Sequestration can be isolating, but the IBEW brotherhood/sisterhood culture definitely helped with morale — and while there may have been some sibling-style bickering now and again, it’s all par for the course, according to Bowers.

“You have to understand operators are a bunch of alphas — so by nature, we tend to argue. But that’s nothing out of the norm,” he said. “Three of the guys on night shift with me are also from Concord, and two came from the North. I know them from communicating with them on the phone in the past. So it’s kind of like meeting old friends.”

Before the sequestration started, IBEW 1245 and PG&E negotiated a letter agreement to ensure that the members in sequester would receive fair wages and benefits — and the operators had no complaints in that department.

“The union did great job as far as how they wrote the [letter agreement] ... they’re definitely making sure we’re getting taken care of while we’re here,” said Distribution Gas System Operator Carl Olguin. “They even made sure our families are ok! I never would have thought about that. It just goes to show how much they care.”

“[The decision to enter sequester] was a no-brainer for me, in terms of the compensation part,” said Docto.

“It’s a great opportunity financially for me and my family,” echoed Blakely. “But the other reason [I took the sequester assignment] is the whole country is going through a unique situation right now with the pandemic, and I think it’s a once-in-a-lifetime opportunity, to be a part of this.”

— Rebecca Band, IBEW 1245  
Communications Director



Sequestered PG&E operators, pictured from left: In back — Lisa Sargent, Michael Bowers, Hendrick Han, Bien Acosta. In front — Malcolm Blakely (sitting) and Mark Tkachenko. Photo via Michael Bowers



# IBEW 1245 Members Respond to Gas Leak at COVID-19 Test Kit Manufacturing Facility

## It did not start like all gas leaks.

**A** Livermore GSR was dispatched to a next tag gas leak turned in by a PG&E Meter Tech at 6001 Sunol Blvd. in Pleasanton. When the GSR, Matt “Mr. Nice Guy” Davis, arrived, the notes directed him to building C near a loading dock on a campus with three large buildings. After driving around, the GSR ran into a maintenance person for Thermo Fisher Scientific, the company that runs the campus (and is the customer on record). The maintenance person took him to the building in question — a large three-story lab.

The GSR got his CGI out and took some readings near an 8” customer-owned house line feeding this building where it came out of the ground. He was getting some gas reads out of the ground but nothing on the above ground portion. He took readings inside the building’s basement and followed the pipe to two 14,288,000 BTU boilers. After getting no reads inside and no other gas reads outside except at the point where the pipe comes out of the ground, he located the meter which is a large 102M with a 100 CFH test hand and delivery pressure of five PSIG approximately ¾ of a mile away. He checked the maps and found no PG&E owned gas lines near the odor. The gas service feed to the meter was the closest PG&E-owned gas line. Being that it was after 1700 hrs, he made a call to the on-call supervisor on his findings. They agreed not to shut the meter off and to go back with the best Lead GSR in the system (me!) the next day.

I met Matt Davis out there the next morning with the head maintenance person. We swept outside the building and found the same readings as the day before. We went into the building and did a sweep and got no gas readings inside. We discussed with the maintenance person how Thermo Fisher was going to repair their house line in a timely manner. The maintenance person said they need the gas to keep the lab at a constant temperature. I talked to my supervisor Johnny Weiman and we concluded that I would do two sweeps a week inside to make sure their house line leak doesn’t migrate into the building or get worse outside.

We conducted sweeps inside and out for two weeks — and then the shelter-in-place order for Covid-19 was put in place. The next time I went, the maintenance person had me fill out and sign a form to confirm I did not have a temperature or had not visited China or Italy in the last fourteen days. I asked the maintenance person when they can get their gas line repaired, and he said they cannot shut down — especially now. I asked why, and he said that they are making the Coronavirus test kits inside this building and that the president of the United States in the press confer-



*“... he said they cannot shut down — especially now. I asked why, and he said that they are making the Coronavirus test kits inside this building and that the president of the United States in the press conference the day before just committed to ramping up the number of test kits that they produce.”*

ence the day before just committed to ramping up the number of test kits that they produce. He said the contractor they hired is ready, but they just can’t shut down right now.

After leaving the Thermo Fisher campus, I started thinking on what PG&E could do to make sure the lab can still crank out the test kit quotas and get the leak on their house line fixed. Two weeks

before we assisted a PG&E contractor who were replacing a main in Dublin. Field Services job was to get the three existing gas meters bypassed and onto CNG trailers while they cut the main over and then get them back onto the new main and services. I said to myself, can we somehow use the CNG/LNG department to keep Thermo Fisher on? I came up with a way to only shut them off for one to two hours to switch them over to the CNG trailers. Leave them on the trailers for as long as it takes to repair their gas line. I ran it by my supervisor, and he said “Let’s try it.”

It took a while for me to coordinate with Richard Pon and Matt Montez with the CNG department. I met Matt at the job site and by this time Thermo Fisher was now taking the temperatures of everybody that came on their campus. Matt said that it is very unusual that his department would help a customer with the customer’s own house line. Usually their department only uses the CNG trailers for shut-down work on the PG&E gas system. I told him about the Coronavirus test kits that they are making, and explained that’s why they cannot be shut down for a couple of days it would take to repair their house line. He said that it would have to go through PG&E legal department to write up a contract so we could proceed.

About a week later, we got approval and coordinated with CNG/LNG, GPOM, OM&C and Field Services from PG&E and the customer Thermo Fisher and their contractor, Preston Pipelines, to get this project underway. Field Services’ part was to have Livermore’s Service Mechanics Brian “Double B” Bluford and Chris “This is not my first rodeo” Allen to build the monitor regulation to supply enough gas for the boilers at the delivery pressure of five PSIG. Once we got the regulators and parts delivered, it took them a couple of days to build, test and set the pressure in the yard. Our part of the project was ready.

I coordinated with Matt Montez on the availability of the trailers. We then set a date and coordinated with the other departments, Thermo Fisher and Preston Pipelines for May thirteenth to get them on the CNG trailers and May fourteenth for Preston Pipelines to start digging up the pipe and looking for the leak.

On the thirteenth of May, “Double B”, “Not my First Rodeo”, Dennis “Mr. Bunion” Finnegan and I showed up at 0830 Hrs and had to wait a couple of hours for the temperature to warm up in order to shut the building down. The boilers are used to heat the building to keep it at a constant temperature so they can perform their work in a strictly controlled environment. We started by having GPOM shut the meter off, and while it was going to be off, they did a full inspection on the meter and regulation. After it was off, the maintenance people blew the pressure off on relief stacks on the boilers. After that, we unbolted and



removed a flanged spool and bolted our regulation onto the house line with the help of OM&C and switched it over to the CNG trailers. We installed support stands to take the weight off the piping with plywood under the stands. The contractor was to dig up the house line in the morning. I asked Matt from CNG if they were going to have a standby person overnight, and he said no, he had an app on his phone where he can monitor the CNG tanks. So, we taped off and barricaded the area and left.

When I arrived the next morning, a Preston Pipelines crew was already working to dig up the pipe. It just so happened that the house line ran right under our bypass regulation that we installed the day before. As I walked up, the crew foreman said they had to move our stands and support it with a 4X4. Nothing was damaged and the gas was still flowing. The foreman told me that they were in the process of getting a pressure test fitting and gauge on the steel flanged riser to find the leak. They had exposed the steel riser and plastic transition and two six-inch couplings on the plastic. I told him to call me when they have fixed the leak and are ready to get it taken off the CNG tanks. Around 1600 Hrs, I got a call and was told they found a leak on the steel riser and are having the riser made and will be ready the next morning to switch it back to the house line. Matt Montez called me and said the same thing, and that we should be there at 0830 Hrs.

Double B, Not My First Rodeo, Mr. Bunion and myself showed up at 0830. We had a tailboard with all the different departments, Thermo Fisher and

the contractor. I talked about the job and each person's responsibility at each stage. We also discussed the hazards of the job. We then had CNG shut down the tanks and had the Thermo Fisher maintenance person blow down the pressure through the stacks at the boiler. We disconnected the feed hoses to our temporary regulation and had the Preston Pipelines mini excavator support our regulation set up with slings. We then unbolted the regulation from the house line and carried it out of the way. Preston had already installed the new riser and connected the plastic to it. We then had GPOM turn the meter back on and safely purged at the flanged valve on the new riser. Preston then reinstalled the spool and bolted everything back up. We reset the eight-inch earthquake valve and had Thermo Fisher fire up the boilers. The only hiccup came when Preston was back-filling and tamping the dirt in place. They tripped the earthquake valve and the maintenance person came out and told us the gas was off. We reset the earthquake valve and taped it open until they were finished.

I want to thank all the different PG&E departments that participated in this project. We all worked well together. All to make sure that the American people can get the Covid-19 test when needed. We found out after talking to the Thermo Fisher people that they were ramping up to make 20,000,000 tests kits a month because of the demand, and they were also just tasked with making the Covid-19 antibody test.

— Ernie Pena, IBEW 1245  
Control the Pressure Peer-to-Peer  
Advisory Committee



## Just the Facts: SB 350 (Hill) — Golden State Energy Act

On July 1, the Golden State Energy Act, SB 350 (Hill) became law. This is known as “Plan B” and was pushed by many legislators to create a mechanism in which the State of California could step in and take over PG&E in case the Company failed to emerge from bankruptcy OR fails to operate its gas and electricity services in a safe and reliable manner in the future.

### LET US BE CLEAR: IT IS LOCAL 1245's MOST URGENT DESIRE THAT SB 350 NEVER TAKES EFFECT.

During the bankruptcy process, the Governor's office and PG&E management agreed to several steps the utility would take to make its electric and gas service safer and make its infrastructure less likely to cause wildfires, including restructuring its business. This understanding is part of PG&E's Plan of Reorganization recently approved by the Bankruptcy Court.

SB 350 is designed to maintain pressure on PG&E management to follow through on their commitments. Specifically, the bill empowers the State of California to establish a nonprofit public benefit corporation and a public financing authority to acquire Pacific Gas and Electric Company property through eminent domain. It allows Golden State Energy to issue bonds and other financial instruments to accomplish this goal.

Not surprisingly, this is a very complicated bill that could result in uncertainty for PG&E workers. Local 1245 weighed in heavily to insist PG&E employees would be protected, and that any future use of this bill would be only in extreme circumstances. The parts of SB 350 most important to Local 1245 members are future recognition of our labor agreements and benefits. Here is the relevant language:

#### SEC 3454.

“The acquisition of Pacific Gas and Electric Company by Golden State Energy, for any reason including pursuant to Section 713, shall not be subject to Sections 851 to 854, inclusive, if Golden State Energy, or its subsidiary, as part of such acquisition, agrees to do all of the following:

(a) Assume, take assignment of, and be bound by all collective bargaining agreements and related obligations, including pension and benefit agreements, then in effect that cover the business being acquired.

(b) Assume any obligations for funding under pension plans then in effect.”

This language explicitly states Golden State Energy must assume PG&E collective bargaining agreements and continue funding of the PG&E pension

plan, or that GSE must honor very similar utility worker protections already established in the Public Utilities Code Sections 851-854.

In addition, we remain concerned with people like State Senator Scott Weiner, who wants to take PG&E over for any reason at any cost. As a result, Local 1245 supported explicit language limiting when Golden State Energy can affect a takeover of PG&E. There are only two circumstances: first, if PG&E fails to emerge from Chapter 11 bankruptcy; and second, if the California Public Utilities Commission revokes PG&E's right to serve its customers under the Certificate of Public Convenience and Necessity (CPCN).

The CPUC recently adopted a multi-step process to make the determination on how to revoke PG&E's CPCN, so it is spelled out in regulation. Since the bankruptcy judge has already approved PG&E's Plan of Reorganization and the Company is well on its way to raising necessary capital, the only way this law can be implemented is if PG&E fails to keep its CPCN. That process is established and controlled by the CPUC, not elected officials.

Local 1245 remains STRONGLY OPPOSED to the takeover of PG&E by the State of California or takeover of parts of PG&E by cities and counties. We continue to actively fight the efforts of San Francisco to take over PG&E electric infrastructure. And we hope never to have to discuss SB 350 again.

— Hunter Stern, IBEW 1245 Assistant  
Business Manager





Kim Camatti, at her sewing machine

## IBEW 1245 Organizing Steward Spearheads #SMUDMaskMakers Initiative

Shortly after the COVID-19 pandemic began, IBEW 1245 member Kim Camatti learned that one of her neighbors — whose wife works as a nurse at a nearby hospital — had started sewing homemade masks because he was concerned that his wife might not have the proper PPE. Camatti decided that she wanted to help, so she pulled out her sewing machine and started making masks too, along with some other neighbors.

Then, she joined up with a local Facebook group, the Sacramento Mask Makers, and discovered that the demand for homemade masks was far, far greater than she had realized.

“The number of requests coming in every day — it’s just outstanding,” Camatti told the *Utility Reporter* in a phone interview in April. “Hundreds and hundreds of requests — from hospital workers, social workers that make house visits, people working in correctional facilities and senior living facilities, and

other frontline workers — everyone’s asking for masks!”

The requests were coming in much faster than the group could manage, and the queue was growing by the hour. As a seasoned IBEW 1245 organizing steward and Volunteer Organizing Committee leader at the Sacramento Municipal Utility District, Camatti has a knack for inspiring and motivating others to get involved, so she popped on her organizer hat and devised a plan.

“Pretty much everyone I know from work has weekends free right now,” she said. “So I thought, ‘Let me see if I can get a group of SMUD employees together to make some more masks.’”

Camatti, who works in the SMUD warehouse, rounded up a group of 16 co-workers to join the mask-making endeavor (with some assistance from SMUD’s communications team, who complied with Camatti’s request to put out a call for mask makers in the company bulletin).

The SMUD mask maker team is comprised of women from all sorts of different union and management classifications — including service dispatcher, senior attorney, analyst, materials specialist, cable locator, and more. As of this writing, they had created more than 670 masks in their free time over two weeks, with no intention of slowing down.

Camatti developed a no-contact pick-up and drop-off system on her own porch to collect finished masks as well as donated materials. She works with the Sacramento Mask Maker group administrators to get the finished masks to those who need them. Other IBEW 1245 organizing stewards have gotten involved as well. Nilda Garcia from PG&E collected and donated fabric and other materials for the effort, and 1245

retiree Ruth Bailey has been sewing both masks and surgical caps, primarily for her family members and their co-workers (her daughter and sister are both working as registered nurses, and her son is a delivery driver).

“I’ve made around 40 masks so far — I can get about six done a day,” Bailey said in a phone interview. “It’s hard for me to get materials, so I’ve been using fabric that I already had around the house, headbands from the dollar store as elastic, and doubled-up coffee filters. I also put buttons on the caps I make to secure the masks, because the elastic hurts their ears.”

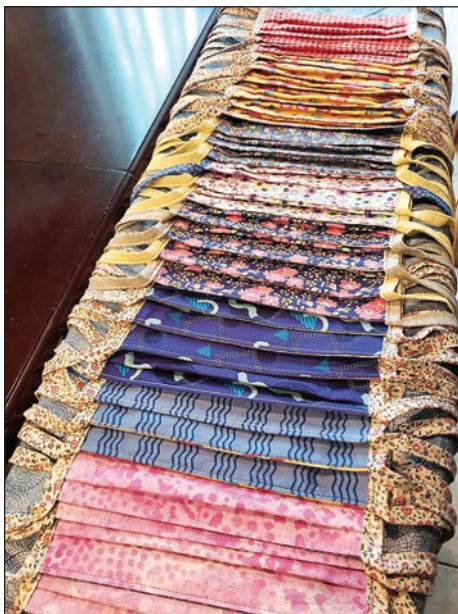
For Camatti, making the masks is more than just a charitable endeavor — it’s a unique and resourceful way to manage stress and keep a level head during the COVID-19 pandemic.

“I have a brand new six-week-old grandson that I haven’t been able to meet and hold,” she said, her voice filled with emotion. “Doing this [mask-making project] for other people is actually helping me personally ... it’s what’s keeping me sane right now.”

Camatti is refusing to accept any payment for her masks — but she is accept-



Camatti developed a no-contact system to drop off and pick up masks and materials.



Some of the finished masks made by the SMUD mask makers

ing donations of fabric and elastic. She also welcomes additional volunteers who wish to assist — and for those who can’t sew, she points out that they can always use extra hands for measuring and cutting the fabric and elastic.

Follow their progress on Facebook by searching for the hashtag #smudmaskmakers. To get involved and/or donate materials, email kim.camatti@yahoo.com.

— Rebecca Band, IBEW 1245  
Communications Director

Photos courtesy of Kim Camatti



# Local 1245 Organizing Stewards Participate in First Fully Remote Get-Out-The-Vote

As a California State Assembly member, Christy Smith has proven to be a strong ally of IBEW 1245 and its members. In 2019, she voted in favor of the IBEW 1245-backed wildfire bill (AB 1054) as well as our bill to improve wages and benefits for our line clearance tree trimmers (SB 247). When Smith announced that she was running in the special election for Congressional District 25 (the seat vacated by former Rep. Katie Hill), Local 1245 didn't hesitate to step up and support her campaign.

"In March, the IBEW 1245 organizing staff put out the call to our 24 lead organizing stewards. Immediately they rose to the challenge and helped us recruit volunteers through calls and texts with their organizing steward teams. Out of the 162 organizing stewards, a total of 82 signed up to phone bank!" IBEW 1245 Staff Organizer Rene Cruz Martinez reported. "Our volunteers in Sacramento, Fresno, Stockton, Modesto, San Jose, Merced, Oakland, Lompoc, and Reno/Sparks Nevada contributed a

total 390 volunteer hours to the Christy Smith campaign."

Getting out the vote during the COVID-19 pandemic was no simple task, as everything had to be done remotely. But the organizing stewards quickly adapted and made the most of the new software they used to reach out to voters by phone.

"Remote phone banking was an easy and seamless process," said Organizing Steward Felicia Martinez. "It's eco-friendly and seems like less work — no pens or paper, and all the information saved and sent automatically!"

"I personally think that every campaign should have this type of system for phone banking in place. It especially worked well with being able to make calls from home without gathering together," said Organizing Steward Brenda Balcazar.

Local 1245 also took part in two statewide virtual days of action for the Smith campaign on April 13 and May 9. Both times, IBEW 1245 was recognized for our exceptional mobilization efforts.

"Taking part in the day of action was amazing. Seeing how many people were a part of our zoom call was phenomenal!" reflected Organizing Steward Charlene Peele. "It shows the amount of support Christy Smith has from all over. To see the excitement of those on the zoom call and the dedication was amazing."

Of course, campaigning during a pandemic presented its fair share of challenges. Given the heavy reliance on the remote-phone banking software, even a minor technical issue could bring voter outreach to a halt. Lots of voters simply didn't answer their phones, and there was no way to follow up with a house visit. Additionally, connecting with voters during a global crisis resulted in some heart-breaking interactions.

"In response to the question I asked in regard to COVID-19 — 'How are you doing?' — one voter expressed that she was so stressed, depressed and aggravated that I even called and immediately disconnected," said Balcazar. "It made me feel sad to hear that, and wish I could have helped her more."

"A lot of voters I talked to were surprised there was still an election going on," said Organizing Steward Miguel Pagan. "But I'm still motivated to continue to support labor-friendly candidates.

Pandemic or not!"

The election was conducted entirely by mail ballot. Unfortunately, Smith fell short of the votes needed to win, and her opponent, Mike Garcia, will serve out the remainder of Hill's term.

"The CD25 experience just cements the need for actual in-person contact; there is no replacement for pounding the pavement and hitting the doors," said Organizing Steward Kevin Krummes. "I realize in these times we are hamstrung by what we can do, but if this pandemic curtails our efforts this Fall, we will need to do some serious brainstorming for new ways to reach our union brothers and sisters."

"Although we lost this round, we solidified Smith's support for labor's agenda as we move into a legislative special session, positioned ourselves for the General Election, and built power!" said Staff Organizer Eileen Purcell. "We received strong recognition, not only from Smith, but from other political and labor leaders watching IBEW 1245's ability to mobilize effectively."

"We are so impressed with the work that IBEW 1245 staff and members put in to this campaign," said California Labor Federation leader Art Pulaski. "Organizing is at the heart of everything this union does. Once again, IBEW 1245 members are setting the standard for all of us!"

The fight in CD 25 isn't over, as Smith and Garcia will be up for a rematch this November.

"I want to thank the IBEW 1245 organizing stewards from bottom of my heart for the awesome work they did to help my campaign! Their energy and commitment stood out," Christy Smith said. "I look forward to working with 1245 leaders during special session of legislature and in the future. With your help, we will win in November."

— Rebecca Band, IBEW 1245 Communications Director

Rene Cruz Martinez contributed to this report.



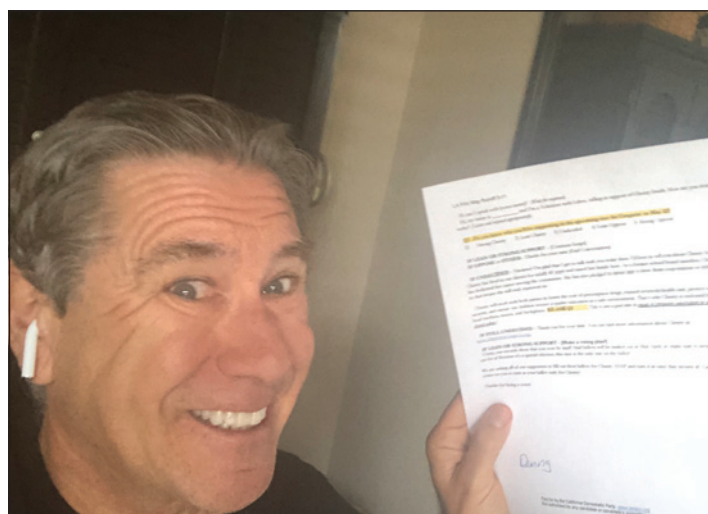
The 1245 lead organizing stewards did all their campaign prep via Zoom.



Lead Organizing Steward Melissa Echeverria and her husband Victor phone banking from home



Organizing Stewards (and fiancées) Jerico Jimenez and Jas Kaur phone banking from their home.



Kevin Krummes and the notes he used while phone-banking from home.



*“Enlightening and Inspiring”*

## Local 1245 Organizing Stewards Join Landmark Virtual Training

Face-to-face connection is one of the most important tools in any union organizer’s toolbox, which begs the question — how can organizers and union activists continue to build power for the union and the labor movement in the era of COVID-19, when in-person contact is likely to be limited for months to come?

The full answer to that complex and difficult question remains to be seen, but it is likely to involve the use of new online tools and tactics that simulate face-to-face engagement over the internet. While video chats and web conferences are certainly not identical to their in-real-life counterparts we’ve grown accustomed to, they still serve a very important purpose — and that purpose was on full display on Sunday, May 31, when more than 100 organizing stewards participated in IBEW Local 1245’s first-ever organizing web conference.

In the wake of the murder of George Floyd that sent shockwaves across the country, and with the COVID 19 pandemic still rippling across the globe, IBEW 1245’s organizing team chose to open up the conference with a moment of silence to honor the lives lost — both to the coronavirus, as well as to racially-motivated violence. As Lead Organizer Eileen Purcell lit a candle on screen, she explained that it was a time “to fortify one another in love and justice.”

“When the meeting started with words of unity and candle-lighting, I knew I was with family,” said Lead Organizing Steward Charlotte Stevens. “I more than appreciate our local union leadership’s acknowledgment of the matters at hand, and more importantly stating their position. Thank you all for showing me I matter.”

After the emotional introduction, the organizing stewards got to hear directly from Assemblymember Christy Smith, a

strong ally of 1245 in the state legislature. Despite the fact that she was in the car en route to a justice event, Smith made a point to join the video conference to express her appreciation to the Local 1245 members who volunteered to help get out the vote in her bid for Congress (see story on page 9).

“I didn’t want to miss this opportunity to say thank you for the thousands of calls you made on my behalf in the Congressional race,” said Smith, who lost that Congressional special election, but plans to run again in the fall. “I’m still fighting to win this Congressional seat in November, because I fundamentally believe that labor is key to all the issues we need to solve right now. It has always been labor’s role to take up that mantle ... and so we take it up now, not only for income justice, but also for the racial justice that we need to see happening across the country for our brothers and sisters. I am looking forward to doing that work.”

After Smith spoke, IBEW 1245 Business Manager Tom Dalzell and Senior Assistant Business Manager Bob Dean came on the line to update the organizing stewards and share some insights.

“Never has there been a time when we’ve had so many challenges facing us — but thanks in large part to you, we’ve never been better equipped for these challenges,” Dalzell said, touching on the issues of the virus and its broad economic impacts, as well as the PG&E bankruptcy, the impending wildfire season, and the issues around race and justice that have driven people into the streets to protest in all 50 states. “We have more challenges than we’ve ever had — but we also have more assets and more power. We’re addressing each one using every tool we have, and our organizing steward program is one of the most important arrows we have in our quiver.”



Assemblymember Christy Smith spoke to the organizing stewards on the web conference.



More than 100 organizing stewards, along with several Local 1245 staffers and honored guests, joined the virtual training on May 31. Photo by Brittney Santana.



“We wield a pretty heavy bat, and it’s because we have all of you and the other 22,000 members behind us, and that allows us to exercise our power for the members. It’s extraordinary, what we’ve done collectively through this madness,” added Dean, remarking on the wide array of workplace policies, labor-management agreements, safety measures and job protections that Local 1245 has successfully advocated for during COVID-19. “With wage disparity, poverty, and racism at the forefront right now, I think we are and can continue to be an example of how to treat people with respect, where we are all valued the same and everyone carries the same weight. Together, we can be a voice for equality for everyone.”

The final keynote speaker was Wisconsin AFL-CIO President Stephanie Bloomingdale, who talked about her state’s long, tough fight for justice in the nearly ten years since former Wisconsin Gov. Scott Walker’s union-stripping policy set off a massive worker uprising – an uprising that IBEW 1245 has been a part of from Day 1.

“On behalf of the Wisconsin AFL-CIO and working people across the state, I want to say thank you to 1245 for understanding that our fight is your fight, and your fight is our fight. Together is the way we stand for working people — by building solidarity across state lines,” Bloomingdale said. “You were here with us in 2011, you were here with us in 2012 and you were here in 2016 ... and in 2018, 1245 was with us when we took back our state and elected Tony Evers and sent Scott Walker packing! I’m always so proud to stand in solidarity with you, because you understand, and it’s ingrained in your organization – it’s about building worker power in our union. There is no substitute.”

The conference concluded with a very special video tribute to one of IBEW 1245’s first and most active organizing stewards, Kevin Krummes, who is now retiring from his job at PG&E.

“Watching a retirement tribute and video played during the tele-conference was incredibly moving,” Krummes said. “Having legendary Business Manager Tom Dalzell and Senior Assistant Business Manager Bob Dean say good things about my work for the Union was too cool. Considering all the work and sacrifice my brothers and sisters before me made, their words quite humbling. When the Organizers — Eileen, Rene, and Fred — gave personal and heartfelt remarks, I was close to losing it. Those three are my heroes. The sense



Stephanie Bloomingdale spoke to the organizing stewards via web conference.



Kevin Krummes

of community and family that we share at 1245 is something that I’ve never felt closer to than at that moment. And I would be remiss if I didn’t thank brother Steve Marcotte, who put the video together.”

The online organizing briefing was certainly different from the usual in-person gatherings, but the organizing stewards who attended appreciated the opportunity to come together, despite being physically apart.

“The call with our organizing family and our leaders of IBEW 1245 reminded me just how fortunate I am to have a family that continues to support me and my brothers and sisters,” said Organizing Steward Felicia Lynch. “It’s a reminder that I’m a part of a movement of people that’s common interests are to stay connected and to keep fighting for the things, people and voices that matter. It was just what I needed in all this chaos. I’m so genuinely grateful I have a place in it.”

“I’m so glad our leadership had the wisdom and forward thinking to find a way for us to connect and engage in union business, because the fight continues,” added Stevens.

“I am so proud to be a member of our union and how well we can do, even under the current circumstances. I look forward to what’s to come!” echoed Organizing Steward Rachelle Rendon.

“It was new experience for me, especially with the current situation with the pandemic going on,” Organizing Steward Joseph Loc Hoang remarked. “I personally liked the video conference; it was great getting to see my fellow brothers and sisters of the union.”

“It was comforting to hear my Union backs me in these very uncertain times!” added Organizing Steward Veronica Rivera-Aviles.

“I always like hearing Tom and Bob’s perspective on the state of the company and how 1245 continues to protect our members’ jobs and benefits,” said Organizing Steward Gary Maschio.

“The meeting was very enlightening and inspiring,” said Lead Organizing Steward Georgette Carrillo. “There is so much going on in the world, and we are not immune. It’s great to know we have a union that will fight for us.”

Local 1245 has more web-based trainings and conferences planned for the coming months. For more info and to sign up for these upcoming virtual events, please email [organizers@ibew1245.com](mailto:organizers@ibew1245.com).

— Rebecca Band, IBEW 1245 Communications Director



## Union Members Help Propel Natha Anderson To Victory in Nevada Primary Election

Natha Anderson is a second-generation Nevadan and a fourth-generation educator. She has taught at several middle and high schools in the Reno-Sparks area over her career. She is also the current president of Washoe Education Association, a.k.a. the “Teachers Union.” During the No on 3 campaign in the 2018 election season in Nevada, she invited us to present No on 3 to her membership. Their members took the information back to all the teachers at each school. It was a great help to get the NO vote out for ballot measure 3. Natha has received

the endorsements not only of IBEW Local 1245 but also the Northern Nevada Central Labor Council and the Nevada State AFL-CIO.

With the help from Northern Nevada Building Trades Council leader Rob Benner of SMART 26, Chris Fuqua of Teamsters 533, and Nevada State AFL-CIO President Liz Sorenson of CWA District 9, we were able to reach out to 247 union households in Assembly District 30 during the two-hour virtual phone bank. Of the total number of calls made, we made contact with 10.93% of our union brothers

and sisters.

Our effort helped Natha Anderson receive over 59% of the votes in the primary election on June 9. Anderson will now move on to the ballot for the general election in November as the Democratic candidate for Assembly District 30.

Thank you also to Ielina Guevara and Dennis Walters from the Nevada State AFL-CIO who coordinated setting up the virtual phone bank and the training for it.

— Rita Weisshaar, IBEW 1245 retiree and organizing steward

On Thursday, June 4, 2020, members of several different unions in northern Nevada joined together virtually for a phone bank to make phone calls for Natha Anderson, a Democratic candidate for the state Assembly District 30.

## IBEW 1245 Welcomes Island Energy Utility Lineworkers, Utility Technicians, and Maintenance Technicians

On April 15, 2020, the City of Pittsburg officially recognized IBEW 1245 as the bargaining representative for utility lineworkers, utility technicians, and maintenance technicians at Island Energy in Vallejo.

Pittsburg Power Company, the city’s

electric and gas utility, has a franchise service agreement to provide electric and natural gas services on Vallejo’s Mare Island peninsula, where they do business as Island Energy. As such, all Island Energy workers are City of Pittsburg employees.

Workers from Island Energy first

approached Local 1245 to organize in autumn of last year. At the time, our union chose not to assist because they were part of a larger, Teamsters-represented city works unit. When earlier this year the Teamsters agreed to a bargaining unit modification, the Island Energy workers unanimously

petitioned the city to become their own IBEW-represented unit. Now, having won their place in IBEW 1245, they will begin bargaining a new collective bargaining agreement right away.

— Rick Thompson, IBEW International Lead Organizer



# Enel Green Power Workers Vote to Join IBEW 1245

After months of weathering management's aggressive anti-union campaign, a group of Enel Green Power workers in Nevada and Utah won their election to become represented by Local 1245. The company's union-busting efforts created a tense atmosphere of division and fear, but when the ballots were counted on June 23, the victory went to IBEW by a single vote.

This newly minted bargaining unit consists of control room operators, I&E technicians, and maintenance technicians located at two Enel-owned power plants: the Stillwater plant in Nevada, and the Cove Fort plant in Utah. While the plants are approximately 465 miles apart, the Cove Fort plant is remotely operated by Stillwater's control room operators, and the staff of both plants mutually relieve or support the other when special projects or coverage shortfalls require it.

Enel Green Power (d.b.a. Enel North America, Inc.) is a multinational renewable energy corporation based in Rome, Italy. Per their website, Enel Green Power has approximately 740 power plants operating in 16 countries and generates power from wind, solar, hydroelectric, geothermal, and biomass. Over 90 of these plants are in the US and Canada.

The Stillwater geothermal-solar hybrid plant is located near Fallon, Nevada. With a combined output of 61 MW, its power purchase agreement with the Wynn Las Vegas provides up to 75% of the resort and casino's peak-power requirements. The Cove Fort plant is located near Beaver, Utah, and is a 25 megawatt capacity geothermal plant; it provides power to Salt River Project, an Arizona utility, under a 20 year power purchase agreement.

The organizing effort began when an Enel employee reached out to IBEW with interest in organizing. After an initial group meeting in early March, the COVID-19 crisis emerged and shelter-in-place orders impeded the ability to have any further union meetings. Despite the challenges, the volunteer organizing committee continued to have union conversations with their coworkers. Authorization card signing began, but shortly thereafter management became aware of the organizing campaign and immediately took action. Suddenly an all-hands anti-union meeting was scheduled and a union busting firm was hired to supply the anti-union rhetoric, which management passed along in letters and handouts to workers:

[“We understand that the IBEW Local 1245 out of Vacaville, CA has been trying to get Enel employees to sign away their job rights here.”](#)

[“Unions can bring an atmosphere of divisiveness.”](#)

[“We understand that many of you have never been through this sort of thing before, and that you have no seen the down-side that comes with paying someone else to do your talking for you.”](#)

In addition to these talking points, management also gave misleading questions for employees to ask IBEW staff, such as “Could I be forced to follow union rules, or tried and fined for violating them?” and “How many members has this union lost over the last several years, and why?” (Note: IBEW Local 1245 membership grew by 18.02% from 2010 to 2018, and has grown by 36.34% since 1972).

Even with pushback from management increasing, the organizing committee held pro-union conference calls and successfully collected authorization cards from three-quarters of the unit. With this proof of support, IBEW filed a petition in April with the National Labor Relations Board, seeking a mail ballot election in mid-May. Management immediately pushed back. It became clear that they would not respect the organizing process in any capacity, as they refused to discuss or stipulate to any of the union's requested election details – a common tactic anti-union employers use to delay elections. Due to the company's disagreement with IBEW's petition, on April 30, the NLRB conducted a hearing by telephone so that the Regional Director could hear the facts of the case and render a Decision And Direction of Election.

During this nine-hour hearing, Enel's counsel argued that it was inappropriate for both plants to be represented together in the same unit because of the geographic distance between them. IBEW's counter-argument was that because of the functional integration of the workforces, there was a strong community of interest between both plants. Furthermore, IBEW 1245 already represents a number of bargaining units that cover vastly greater areas (e.g. PG&E, TransCanada).

Far more baffling was the company's vehement insistence on an in-person election, despite the very obvious danger of COVID-19 for any gatherings. Their argument was that a mail ballot election would somehow be disenfranchising to the workers, despite the fact that such an election would have a ballot sent to each worker's home and give them several weeks to return it.

Three weeks later, the NLRB Region 32 Director issued a decision, upholding IBEW 1245's positions on both the method of election and the inclusion of the both plants in the unit. Unfortunately, this delay tactic worked—the company had bought themselves another month to bombard the workforce with anti-union messages, poll and interrogate workers about their stances regarding the union, and recruit an anti-union organizing committee to kill the unionization effort from within.

The week before this decision, a pro-union employee leaked an email from a manager to eight specific employees, asking them to commit to voting No in order

to defeat their pro-union coworkers. The letter contained the following:

“Gents,

I have highlighted the 8 of you in this email because after working my way through talking to everyone over the past couple of weeks, there were probably 10 to 12 people that either expressed their outright displeasure on the Union situation or made it clear to me that you were not interested and would vote no. The 8 of you were the most direct with me in that you would support us in getting this voted down.

In simple terms, we need 8 No's to make this union situation go away and the 8 of you can make this happen. There are a ton of reasons why the Union coming in would not be good for any of us, and I'm not going to spend time on that with you today. I think after talking with all of you, you all have thought it through enough to understand that our challenges are fixable with onsite management and leadership and not with bringing a 3rd party in to negotiate your employment. We will continue to work with HR and our company to find opportunities for everyone and build a path for everyone's career and there are very few positive things that can come from a Yes vote.

I'm asking you guys to band together, and commit to me and more importantly to each other that you will vote No and you absolutely will turn your ballot in when it is mailed to you. It hasn't been determined yet that it will happen by mail but we will likely find out this week that it will occur. I don't ask my teams or people for many things directly like this but this is one of them as I'm genuinely concerned for everyone in the Geo org, especially those who don't have a voice in this decision. The decision will affect everyone and likely it won't be a positive effect if it passes. I'd rather we focus our time and energy on positive things and improving and making our projects and your day to day better than the day before.

The 8 of you can speak for everyone in our org with a No vote and I'm asking for that support from you. I strongly encourage the 8 of you to talk to each other and to ensure you're all committed and on the same team here as I have a feeling some others in the org are not going to vote at all and we cannot afford to let this pass with 4 or 5 yes votes (I don't think they have any more than 5 at the most right now). If the 8 of you vote, it doesn't matter what everyone else does as 8 guarantees us a No vote and we can move on with things that we should be focused on, your careers and our projects making them better.

[Another manager] will be onsite this week talking with each of you as well [employee name redacted], we will get in touch with you via phone) to make sure that you don't have any concerns or if you're confused about anything. I care about all 16 people on this vote, and for everyone in our org, but right now I am focusing on the 8 of you to help us end this thing. Feel free to reach out to me if you need me to answer something for you but I'm hoping to get a commitment email back from you so I can sleep better at night. [smile emoji] Thanks and have a great week.”

At the time of writing this, Local 1245 has an outstanding Unfair Labor Practice charge against Enel for illegal polling and interrogation, with a determination by NLRB Region 32 pending.

The next several weeks before the election's vote count were very tense. Management had succeeded in sowing division among the workforce, and there was a period of three weeks during which ballots had been mailed and management could not hold any conversations about the union without violating electioneering rules. The organizing committee took advantage of this time to reassess the support of their coworkers and to make sure pro-union employees returned their ballots.

When Tuesday, June 23 finally came, a vote count was held via Skype. An NLRB field examiner opened ballots and allowed observers and witnesses to examine the signatures on the outer envelopes, and then observe each ballot's marking, announcing Yes or No after each. The results were evenly distributed 6-6, but to the great relief of the pro-union workers, the last ballot was a Yes. The final tally of ballots was 7-6 in favor of IBEW, with 13 ballots returned out of 16 eligible voters.

There is certainly work to be done moving forward, both in reinforcing worker confidence in their decision to organize and alleviating the tension between the employer and employees. The goal of the organizing committee is to heal both rifts, and create a cooperative balance of power that will protect everyone's interests.

— Rick Thompson, IBEW International Lead Organizer



# Local 1245 Members Join “Workers First” Day of Action in Redding

America faces a crisis on three critical fronts: a public health pandemic, an economic free fall and long-standing structural racism. As organized labor, we must urgently address all three with precision and purpose. They cannot be fixed separately.

On June 17, 2020, the National AFL-CIO organized the “Workers First” nationwide day of action for racial and economic justice, and thousands of working people across the country came together at local events and car caravans from coast to coast. The goal of the day of action was to put pressure on the U.S. Senate to pass the HEROES Act, as well as raise awareness for what the AFL-CIO has identified as America’s Five Economic Essentials:

- Keep front-line workers safe and secure
- Keep workers employed and protect earned pension checks
- Keep state and local governments, our public schools and the U.S. Postal Service solvent and working
- Keep America healthy — protect and expand health insurance for all workers
- Keep America competitive — hire people to build infrastructure

America’s Five Economic Essentials must be combined with substantial policing reforms and implemented in ways that recognize the disproportionate impact of COVID-19 on workers of color, for a comprehensive agenda that addresses all working people’s needs for safe jobs, economic security and freedom from systemic racism.

In northern California, six IBEW 1245 members from the City of Redding joined the “Worker’s First” car caravan, hosted by the Five Counties Central Labor Council. and lead by Labor Council President (and retired IBEW 1245 staffer) Ray Thomas.

“We had 15 cars participate in the caravan, and the turn-out from Local 1245 was phenomenal, thanks to 1245 Business Representative Dominic McCurtain (with assistance from his wife Becky, daughter Elaina, and baby daughter Annica),” said Thomas. “In addition, 1245 members Chris Holdren and his daughter Alexia, Rob Baber, Chris Bryant, Anthony Green, Darrell



McDaniel, Dave Williams, and 1245 retiree Stu Neblett all caravanned in support of working men and women!”

Sporting their 1245 essential worker tee shirts and masks, the members decorated their cars with signs and proceeded to drive through town, stopping at Shasta Regional Medical Center, Redding City Hall, and the U.S. Post Office. At each stop, the participants hopped out of their cars for a brief rally. A local

news station captured the event and broadcast it on the evening news. Watch the coverage at [bit.ly/Action-News](https://bit.ly/Action-News).

“I want to thank 1245 Business Manager Tom Dalzell, Senior Assistant Business Manager Bob Dean, Assistant Business Manager Dylan Gottfried, and the entire Local for their support of our members’ participation in this event,” said Dominic McCurtain, the IBEW 1245 business rep for the City of Redding and

surrounding properties. “It was very well-received by the community members that we interacted with, and those participating all had a great time.”

“Thank you Local 1245 for helping to make the caravan a success!” echoed Thomas.

Learn more about the nationwide action: [bit.ly/caravan-for-workers](https://bit.ly/caravan-for-workers).

— Rebecca Band, IBEW 1245 Communications Director



The caravan stopped off at Redding City Hall.



The caravan also stopped at the local Post Office.





Local 1245 organizing stewards attended a webinar to learn more about the No on Prop 22 campaign.

## Local 1245 Organizing Stewards Attend No on Prop 22 Virtual Info Session

COVID-19 has resulted in a massive spike in unemployment, and now, more and more jobless workers are endeavoring to make ends meet through app-based services like Uber and Lyft. For these workers in the ‘gig economy,’ exploitation and wage theft run rampant, and the corporations do everything in their power to prevent the workers from exercising their rights on the job. As a result, many of these workers are on the clock 16 hours a day or more, and still earning poverty wages, with no PPE to protect them from the virus, no health insurance, no workers comp in case they get sick, no unemployment insurance, and no rights to collectively bargain to improve their conditions.

In 2019, the California Labor movement took a stand for exploited gig workers by advocating for the passage of AB 5, a law designed to crack down on worker abuse in the gig economy. AB 5 aims to prevent the misclassification of these workers and requires companies to provide them with the same sort of basic protections that all other workers get under the law. But just weeks after the law was enacted, Uber and Lyft announced that they would be funding a ballot measure to exempt themselves from the mandates in AB 5 — and with support from several other billion-dollar

gig corporations, including Instacart, DoorDash, and Postmates, that’s exactly what they’re doing.

If passed, the Uber/Lyft ballot measure — known as Prop 22 — would absolve these companies of the responsibility to contribute to Social Security, Medicare, Unemployment Insurance, Workers Comp and other social safety net programs — shifting the burden to the taxpayers instead. (According to one study, Uber and Lyft owe California \$413 million in unemployment taxes alone!) Prop 22 would also eliminate company liability to consumers on issues ranging from sexual assault to injury or death. And it would create an unfair advantage for companies that don’t follow labor laws, threatening public and private sector union jobs, and stripping away local control on workers’ rights.

These companies are seeking to create an underclass of workers who don’t have protections under the law — and if they succeed, it would open the door for other gig companies to expand unchecked

and unregulated, threatening union jobs in every industry, even ours. That’s why California’s unions are uniting to oppose Prop 22 when it appears on the ballot this November.

On Saturday, June 27, more than 65 organizing stewards from Local 1245 joined a two-hour webinar to learn more about Prop 22 and the campaign to defeat it. The virtual info session began with a detailed presentation from Susan Sachen and Steve Smith of the California Labor Federation, who explained that the gig companies have committed \$110 million to this ballot measure, and are already running ads about it that are intentionally designed to mislead and deceive voters.

“The official title of the measure is ‘Changes employment classification

rules for app-based transport and delivery drivers’ — and as you can imagine, it’s really not clear at all, based on that description, what the measure would do,” Smith told the organizing stewards. “The confusion benefits Uber and Lyft because

voters think that it’s a good thing, that drivers would be getting more rights, instead of the reality of having rights stripped away from them.”

Smith went on to explain that once voters hear the truth about what Prop 22 actually seeks to accomplish, they overwhelmingly oppose it. But getting that message out to millions of California voters — especially now, with the pandemic still raging — is no easy feat. The labor movement doesn’t have \$110 million to spend on ads like the corporations do, but what we do have is the power of the people, and collectively, union members can turn the tide for gig drivers.

Rachel Torres of the United Food and Commercial Workers (UFCW) Local 770 gave the organizing stewards real-world examples of how delivery apps, namely Instacart, have been chipping away at the unionized grocery sector. The \$13-billion-dollar delivery company has seen its business explode during the COVID pandemic, raking in hundreds of millions of dollars. Meanwhile, Instacart’s 80,000-plus drivers in California — many of whom are people of color, and the vast majority of whom are driving full-time — can’t even afford the basics like food and rent, and some are forced to sleep in their cars.

“Instacart has increased their busi-

**SICK**  
OF  
**GIG GREED**  
**NO ON**  
**22**  
#SickofGigGreed #NOonProp22



ness 500% as a result of COVID 19, and yet the company relies on ‘shoppers’ who, as independent contractors, have no rights under the law,” Torres told the organizing stewards. “They have to provide their own car and insurance, and they’re not paid the way other workers are paid. With COVID, lines have started forming outside grocery stores, and the drivers have to wait in those lines too. Do they get paid for that time? No! And they are at a higher risk of getting the illness, but they have no PPE or paid sick time. So they may be getting sick and still delivering food and passing the illness to the customers. It’s a terrible cycle.”

Mike Casey of UNITE HERE Local 2, the hospitality and hotel workers’ union, detailed the potential slippery slope of allowing gig companies to exempt themselves from the AB 5 requirements. He pointed out that there’s an app for food service work called Pared, which operates almost like an online hiring hall for restaurants — but unlike a union hiring hall, the workers earn much lower wages, with little or no benefits and

zero job protections. While Pared isn’t one of the apps included in the Prop 22 exemption, Casey can envision how the passage of the measure could result in a domino effect for other industries.

“If Uber and Lyft are successful, other gig companies could use it to further undo AB 5, and we’ll see the proliferation of gig work, which could be devastating,” he said. “In a good-sized hotel kitchen, you could have 60 workers, and maybe 35 of those would be employees, and other 25 would be a never-ending stream of gig workers. That would lead to the erosion of our bargaining unit, since independent contractors don’t have the right to organize and join a union.”

It’s clear that the companies who are backing this measure are only looking out for their own bottom line, and they’re more than happy to slash wages, eliminate benefits and eradicate bargaining rights in order to pad their own pockets. But the good news is that union members have the power to fight back by voting No on Prop 22, and encouraging their friends, neighbors, co-workers

and others to do the same. Our labor movement has been outspent before — most notably with Prop 32 in 2012 — but we’ve defeated money-power with people-power in the past, and we’re ready to do it again.

The organizing stewards who joined the webinar found it to be informative and eye-opening.

“I didn’t realize how these corporations steal from their workers — The speakers [on the webinar] brought so much light to the current situation at hand, and how important it is that we all do our part to fight!” said Organizing Steward Rachelle Rendon. “I am going to start talking to my family, friends, neighbors and those I encounter to help get the word out!”

“Not providing PPE to these workers who are essentially on the front lines of this pandemic is upsetting. These workers are human, just like you and I. They deserve benefits and to be treated fairly!” said Organizing Steward Charlene Peele. “We are at a time in this world when it’s critical we fight for what’s right!

Enough is enough, we can’t let this injustice continue.”

“These corporations don’t care if it is a pandemic or not, what is important to them is building profit,” said Lead Organizing Steward Alvin Dayoan. “It’s important that we continue to support labor policies and help our sisters and brothers that are in need.”

“I really learned a lot and am more motivated to continue the fight for the rights of the drivers and delivery workers,” said Organizing Steward Ruth Bailey. “The speakers gave us so much great information to work with.”

“The training we had this past weekend was valuable,” echoed Organizing Steward Brandon Fosselman. “I want to thank the staff organizers, Rene, Fred and Eileen. The opportunities that I am getting, and the experience that I am gaining [as an organizing steward], is not lost on me.”

Learn more about Prop 22 at <https://sickofgiggreed.com>.

— Rebecca Band, IBEW 1245 Communications Director

## Do CSRs Belong in the Drug-Testing Pool? PHMSA Says No

In 2017, PG&E determined that it had likely committed a violation of federal regulations enforced by the U.S. Pipeline and Hazardous Materials Safety Administration (PHMSA) by failing to drug test hundreds of employees in customer service roles, including call center and local office customer service representatives (CSR), in addition to electric and gas service dispatchers.

Acting on this belief, the Company submitted a letter to the California Public Utilities Commission (PUC), pursuant to the Commission’s self-report procedures, outlining the basis for its presumed violation, and expressing its intent to begin drug testing the employees at once. Thereafter, PG&E decided to unilaterally place these employees within the drug-testing pool and begin routinely testing them over above the objections of IBEW Local 1245, which argued that doing so was both a violation of the parties’ clerical collective bargaining agreement and

a unilateral change to a mandatory subject of bargaining (and therefore an unfair labor practice) under the National Labor Relations Act.

In response, the Union immediately filed two business manager’s grievances challenging the Company’s decision (one was filed on behalf of CSRs, and the other was filed on behalf of dispatchers), as well as an unfair labor practice charge with the NLRB. After reviewing the Union’s charge, the NLRB decided to take a back seat and defer to the parties’ grievance procedure based on the likelihood that this would most direct path to resolution. The Board, however, would monitor the case to ensure that progress was being made.

While wrangling over the procedure for holding an arbitration hearing, the parties also exchanged respective exhibits that shed light on the specific functions performed by these employees that, in the Company’s view, would subject them to PHMSA oversight. Specifically, under the applicable regulations, employees that perform certain operations, maintenance, or emergency-response functions on a gas pipeline or liquified natural gas (LNG) facility are

required to submit to regular drug testing to ensure that they are able to perform such a safety-sensitive role. Around this time, the Union realized that rather than submit the dispute to a labor arbitrator, who would likely have no experience dealing with such esoteric and complicated issues of federal law, the parties would be better served directly petitioning the regulatory agencies tasked with enforcing the operative regulations — that is, the CPUC and/or PHMSA.

Accordingly, the Union submitted a letter to the PUC, requesting to know whether it intended to issue a decision regarding whether PG&E had, in fact, committed the violations alleged in its self-report letter, or otherwise respond in any fashion to that letter. Unfortunately, the PUC ultimately concluded that it had no intent to respond in any fashion to PG&E’s self-report letter, so that proved to be a dead end.

However, after intensive back-and-forth, the parties came to a tentative settlement agreement whereby, in exchange for keeping the gas service dispatchers in the drug-testing pool (since there’s little argument that these individuals perform functions that are

covered under the regulations), the Company would agree to remove the local office CSRs, and the parties would submit the last remaining dispute concerning the call center CSRs to PHMSA.

A short time later, the parties submitted a joint letter to PHMSA explaining, in detail, the duties of a call center CSR, and asking for guidance regarding whether those duties would necessitate routine drug-testing under the federal regulations. PHMSA responded that, contrary to the assumptions of the Company, these individuals do not perform any such duties, and therefore, they are not subject to federally-mandated drug testing, thereby bringing this contentious saga to a definitive close.

While the Union’s position may have been the one that ultimately prevailed, this appears to be a win for all of the parties involved, considering that, going forward, not only will hundreds of the Union’s members no longer be drug tested for invalid reasons, on the flip side of the coin, the Company no longer has to administer a costly and onerous program with respect to those employees.

— Alexander Pacheco, IBEW 1245 General Counsel



## A Message for IBEW 1245 Members Impacted by PG&E Office Relocation and Consolidation

We understand that our members who work at PG&E’s San Francisco General Office, 3401 Crow Canyon Road in San Ramon, and 1850 Gateway Boulevard in Concord may be feeling concerned about the company’s decision to relocate its San Francisco headquarters and consolidate the other two offices into a new space in down-

town Oakland.

Our members can rest assured that their jobs remain protected under the state legislation that IBEW 1245 helped pass, which guarantees no layoffs through 2025. That means that these and any subsequent office closures or consolidations during that time frame will not result in any job losses for IBEW 1245 members.

The union remains committed to exploring and negotiating every possible option for the impacted members at these three worksites, just as we have for consolidations and closures in the past, and as we will for any consolidations and closures in the future.

— Tom Dalzell, IBEW 1245 Business Manager





## Local 1245 Members at City of Vallejo Approve One-Year MOU Extension

In late June, the IBEW 1245 members at the City of Vallejo ratified an extension of our current MOU (which ran through June 30, 2020) for one year, to June 30, 2021. The extension includes language allowing for a re-opener on wages in January of 2021. The ratified extension will be going to the City Council in July for adoption.

— JV Macor, IBEW 1245 Business Rep

## Two-Year Extension Approved at Western Area Power Administration

The IBEW 1245 members at the Western Area Power Administration (WAPA) have approved a two-year extension to their current agreement. General wage increases, which were agreed to separately, will be 3.27% effective Oct. 1, 2020, and 3.12% in October of 2021, with no other changes to the agreement.

— Lou Mennel,  
IBEW 1245 Business Rep

## IBEW 1245 Members at South Feather Water and Power's Water Treatment and Distribution Unit Approve One-Year Extension

The IBEW 1245 members who work at South Feather Water and Power's Water Treatment and Distribution Unit have ratified a one-year extension to their existing collective bargaining agreement, with a 3% general wage increase effective Jan. 1, 2020. The South Feather Board has also approved the agreement.

The bargaining committee was made up of members Rick McCullough and Rob Wilcox, along with IBEW 1245 Assistant Business Manager Dylan Gottfried and myself.

— Dominic McCurtain,  
IBEW 1245 Business Rep

## Six-Month Contract Extension at Frontier Elko

IBEW 1245 has agreed to a six-month contract extension for members working at Frontier Communications in Elko. The contract was set to expire on May 9, 2020, and has now been extended to Nov. 9, 2020. The letter agreement includes a 90-day cancellation by either side as well as options to meet and discuss bargaining status or continuing the extension language.

— Mike Venturino,  
IBEW 1245 Business Rep

## Local 1245 Members Approve MOU Extension at City of Ukiah

IBEW 1245's MOU with the City of Ukiah had a term end date of September 18, 2021. That MOU also had a scheduled COLA set for September 19, 2020 that called for either a 3% COLA or, if the City missed its financial benchmarks associated with sales tax and transient occupancy tax revenues in fiscal year 2018/2019, the COLA would revert back to the average of Western CPI and San Francisco, Hayward San Jose CPI.

Due to the extreme financial impact COVID 19 has had on City reserves, sales tax and transient occupancy tax, the COLA was set to be the CPI average, which came to .15%.

We met and conferred over foregoing the .15% in September of 2020, extending the MOU to 2022 and moving the COLA language out for one full year to 2021.

The membership ratified and the council adopted an extension of the MOU to September of 2022 and moved the existing COLA language for year three of the MOU out to September of 2021 and amending the benchmark comparison period to fiscal year 2019/2020, in the hopes of realizing the full 3%.

— JV Macor, IBEW 1245 Business Rep

## One-Year MOU Extension at Lassen Municipal Utility District

The IBEW 1245 members employed at Lassen Municipal Utility District (LMUD) have secured a one-year extension to the MOU, with a 3% general wage increase and no other changes to the agreement. The current MOU was set to expire on June 30, 2020, and the new extension will run until June 30, 2021.

— Mike Venturino,  
IBEW 1245 Business Rep

## New Agreement Unanimously Approved at City of Shasta Lake

The IBEW 1245 members at the City of Shasta Lake have unanimously ratified a new four-year agreement, which was also approved by the City Council.

The new agreement includes wage averaging as outlined in Section 2.1 of the current MOU, effective July 1, 2020, July 1, 2021, July 1, 2022, and July 1, 2023, expiring on June 30, 2024. The Section 2.1 wage averaging formula shows the increase of the three-utility average (\$57.69) to be less than the City of Redding May 31, 2020, effective wage rate of \$58.61 per hour. Therefore, an increase of \$2.40, or 4.269%, will be given to the City of Shasta Lake Line-man Hourly Rate, effective July 1, 2020.

Also included in the agreement were the following:

- SB 866 and AB 119 housekeeping.
- New section added to codify the changes as required by SB 1085.
- An increase in the Compensatory Time Off bank, from 40 to 80 hours maximum accrual per fiscal, and an increase from 40 to 80-hour cap.
- Revision of the overtime language to include double time after 12 hours on regular workdays.
- Adding December 24 as a new holiday (full shift).

The bargaining committee was comprised of members Ben Fisher and Dave Vandermeer, and myself.

— Dominic McCurtain,  
IBEW 1245 Business Rep

## One-Year Contract Extension at Lassen Municipal Utility District

IBEW 1245 has agreed to a one-year contract extension for members working at the Lassen Municipal Utility District (LMUD). The contract was set to expire on June 30, 2020, but will now be extended to June 30, 2021. The extension includes a 3% general wage increase, with no other changes to the agreement.

— Mike Venturino,  
IBEW 1245 Business Rep

## One-Year Extension Approved at Sacramento Regional Transit

IBEW 1245 members at Sacramento Regional Transit have approved a one-year extension to the current collective bargaining agreement. The extension includes a 3% general wage increase, with no changes to the terms and conditions of the CBA.

— Sheila Lawton,  
IBEW 1245 Business Rep

## IBEW 1245 Lobbies to Restore Funding to Paradise Irrigation District

Buried deep in California's 2020 May Budget revise, the Governor and his staff cut \$7.3 million that was previously budgeted to help fund the Paradise Irrigation District (PID) rebuild its water system, which was devastated by the Camp Fire in 2018. The District needs the State money to keep its current operations afloat and to plan the overall rebuild, as more residents and businesses repopulate Paradise. PG&E's bankruptcy plan also includes \$288M to cover the lion's share of this cost, but those funds are not immediately available, and in the meantime, this State money is critical.

IBEW 1245 represents the workers at Paradise Irrigation District, and when Local 1245 Business Representative Dominic McCurtain raised the alarm about the budget cut, the union started lobbying to return this funding to the budget. We helped form a coalition of 12 interested unions, public agency groups and north state advocates and began reaching out to the members of the California Senate and Assembly Budget Committees and certain subcommittees with control over these funds.

With help from Assemblymember Gallagher and Senator Nielsen, we succeeded in getting the funding restored in the Legislature budget bill. Then we led the effort in contacting key members of the Governor's staff to ensure the funding would not be cut again. On Tuesday June 23, we learned that the funding was restored. This is a BIG win for our members at PID!

— Hunter Stern,  
IBEW 1245 Assistant Business Manager

## New Four-Year Agreement Approved at TransCanada

The IBEW 1245 members working at TransCanada have ratified a new agreement, which will run through April of 2024. The agreement includes general wage increases of 3% in 2020, 3% in 2021, 3% in 2022, and 2.5% in 2023.

Under the new agreement, all overtime hours will now qualify for 401k contributions by the company, up to 5%. (Up until now, the company would only match 5% of the employees regular pay, not overtime.) Additionally, the union was able to hold off on the company's proposal make all job postings "Head and Shoulders."

The bargaining committee was comprised of members Paul Weid, Dean Christman, Bob Dobson and Derek Culp.

— Adam Weber, IBEW 1245 Business Rep







The lowboy truck, stuck on the tracks

# IBEW 1245 Member’s Quick Thinking Diverts a Train and Averts a Major Disaster

On July 8, IBEW 1245 member Dave Worstein was in Corcoran, California at work on a high speed rail project underway there, when his day became anything but ordinary. Worstein has 40 years in the trade at PG&E, and he’s currently contracting for Canus. His job involves inspecting underground vaults and conduits so that overhead lines can be moved to make way for the rail project.

That morning, Worstein was with PG&E Foreman Jacob Hunt, who happened to see him on the job site, and stopped to say hello. As they talked at the intersection of Highway 43 and 144, Worstein observed a lowboy truck carrying a large scissor lift following a pilot car that was headed for the steep railroad tracks right in front of him.

“I’ve seen lowboys get stuck before. I immediately knew the truck was not going to make it over the tracks. If he turns and follows the pilot car, he’s going to get stuck, and we’re going to have to call

the rail right away,” Worstein remembered thinking.

In the course of his inspection work, Worstein knew that 15 to 16 trains passed these tracks every day, a few each hour. He knew there would not be a lot of time to remedy the situation, and acting quickly was imperative.

“Our training teaches us to respond to situations and not panic,” said Worstein. His phone was in his truck a couple of hundred yards away, and there was not enough time to retrieve it. He directed Hunt to call rail immediately, to alert the dispatcher that a large truck was stuck on the tracks.

The dispatcher responded that a train was within a mile, asking if Worstein and Hunt were able to get the truck off the tracks, which was not possible. Hunt ran across the road to pinpoint the incident for Department of Transportation.

Moments later, the dispatcher informed Worstein that they were able to get the train stopped. It was an Amtrak

passenger train with about 80 people on board, which came to a halt only a couple hundred yards away, and would have certainly been derailed by the truck on the tracks.

“From the time we made the call, to the time the train stopped, it was four minutes. It seemed like eternity,” said Worstein.

With the train safely stopped, Worstein and Hunt assisted the truck driver, as rail associates arrived on the scene to inspect that the tracks were okay. They commended Worstein for his ef-

forts and how many lives he had saved. Worstein had not registered the gravity of the situation until then.

“In the heat of the moment, you don’t think of it as being a heroic effort,” Worstein explained. “You don’t realize exactly what could have happened. But reflecting afterwards, this could have been catastrophic.”

everyday  
HEROES



The Amtrak train had about 80 passengers on board.



Dave Worstein

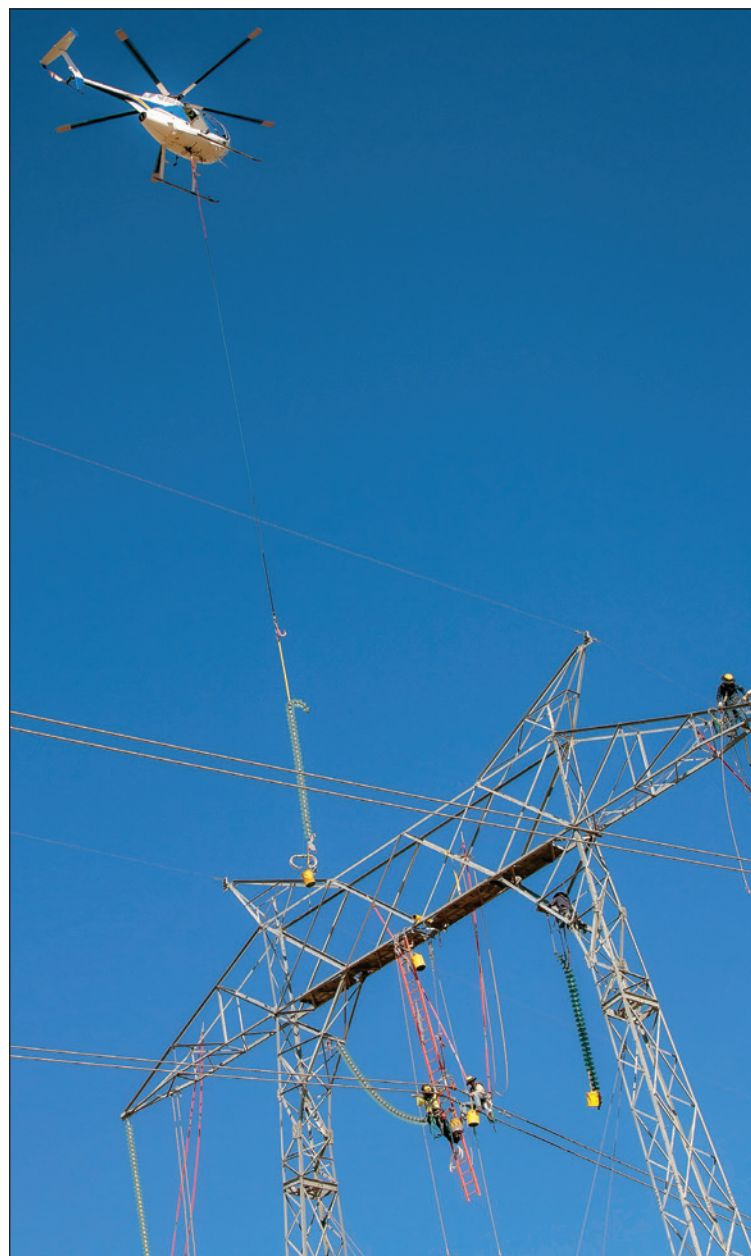


Local 1245 GC members team up for a hefty tower maintenance project

# Hours and Hours of



PG&E GC crews re-insulate a 500 KV transmission line near Los Banos, California.



In early July, about two dozen IBEW members from PG&E began work on a large-scale tower re-insulation project, spanning from the Los Banos substation all the way to the Midway sub in Buttonwillow, about 120 miles away.

"This job contains three different clearances on three different 500 kV lines," explained GC Subforeman Gene Brock. "The Los Banos-Gates #1, that's the one we're working on now. Then we turn around and do the Los Banos-

Midway. Then we've got the Gates-Midway. It's about 572 straight line towers and angles with five dead ends, and 14 tramp towers that we're re-insulating and changing the hardware out."

The job is no small task, and members are working 11 consecutive 12-hour shifts, followed by three days off, for about three months to complete the job. The crew on the ground is getting assistance from three fly crews and three helicopters at 23 fly sites, as well as two

cranes.

"One crane is for the bells, and then the other crane is for the people," said GC Foreman Eric Arnold. "The bells are probably 400 pounds. So we're going to put them in this cradle, and then the crane will come above you and they'll be almost stretched out. And then you catch them off and put them in."

This was one of the first big jobs to move forward after the COVID-19 pandemic prompted PG&E to press pause

on many large jobs of this nature. With the virus still raging through many parts of the state and country, the members worked diligently to take extra precautions to keep their fellow crew members safe and healthy. They all had a face cover that they could pull on whenever they came within six feet of one another, and they endeavored to comply with the COVID mitigation measures to the best of their ability.

"Out here in the field, as you can tell,



# Power Towers



Foreman Eric Arnold



SIPT Lead for Engine 421, Jason Williams [left] and Tech on Engine 421, Freeman Wilfong

we pretty much social distance. We're going to be thousands of feet apart on towers. And across the top of the tower, they're quite a ways apart," Landing Zone Lead Richard Barcellos pointed out. "We've got a good crew. They all look out for each other. They're all able to perform their work and stay social distancing, to keep this whole thing in check."

When the *Utility Reporter* visited the job site in July, temperatures were rising past triple digits, and fire season was

*Utility Reporter*

looming. So the company also had two members from the Safety Infrastructure Protection Team (SIPT) on site to look out for the crew's safety.

"Our primary responsibility on this job is fire and life safety standby," SIPT Technician Freeman Wilfong told the *Utility Reporter*. "We are both trained to the EMT level, and we have EMT equipment."

The presence of the SIPT techs seemed a quiet comfort to some, espe-

cially in the wake of the devastating helicopter accident that claimed three lives just a few months earlier. Between the choppers, the virus, the weather, the fire risk, and all of the heavy equipment, the members undoubtedly had their work cut out for them.

"There's always special challenges when you do a job of this nature, because of the heat that we're dealing with this time of the year, the type of work we're doing, the amount of large, heavy

hardware that you're dealing with, and stuff like that," said Barcellos. "It's a physical and mental strain on every employee that's out here being able to perform this work. But they have a great mindset, and they're able to go forward, to get this job complete."

—Rebecca Band, IBEW 1245 Communications Director

Photos by John Storey

The images and interviews featured in this story were gathered in accordance with COVID-19 guidelines.





The participants practiced their new skills in the water.

Photos by John Stanich, Tony Orozco and Marc Vela

## Swift Water Awareness Pilot Gives PG&E Power Gen Members the Skills They Need to Stay Safe

Some PG&E hydro generation employees work in and around fast-moving waterways every day — and for them, getting wet is part of the job.

“For those of us that are working in power gen, we never know when we might be in the water,” explained IBEW 1245 member and Power Gen Safety Team chairman John Stanich. “Most of the time it’s planned, but there’s also the contingency that you might find yourself in a water environment unexpectedly.”

Stanich, who works as a water service repairman out of Tiger Creek, can recall more than one occasion when a colleague ended up in the water with very little notice or preparation. Without the proper training, swift water can be quite hazardous, and even fatal — so a couple years ago, Stanich and his grass roots team started discussing the idea of a swift water awareness training for their work group. It took some time to get the idea off the ground, but in January of this year (pre-COVID 19), Stanich’s grass roots team hosted its first-ever swift water awareness pilot training program

on the American River in Coloma.

“We had 12 volunteers from all the different watersheds — because everybody has different challenges, and if somebody had some specific concerns, we wanted to make sure they could address them there,” Stanich told the *Utility Reporter* in a phone interview. “The course was taught by Don Lester, a subcontractor for Sierra Rescue. He responds to all the major flood disasters and he’s trained a lot of the first responders, along with the Navy Seals. So, we had access to the best instructor, and it was all based on empirical data.”

Lester’s curriculum placed a heavy emphasis on job safety analysis (JSA), helping the participants understand potential hazards, as well as potential resources available that they could use in case they found themselves in a situation where they’d have to swim to safety. The first half of the day-long training was conducted on dry land, and after lunch, they got in the water to practice the techniques and skills they’d learned.

One of the main skills Lester focused on was the use of rescue throw bags.

During the trial run on dry land, there were several failed attempts at throwing the bags, but that practice clearly paid off once they got in the water.

“The instructor had us throw the line

to a swimmer in distress two times, and then we had to be the swimmer in distress two times,” said Stanich. “In total, there were 48 practice rescues in the water, and all of them were successful.



Instructor Don Lester



That speaks volumes.”

The course also included tutorials on submerging while wearing waders and life jackets, as well as while wearing only a wet suit. The climatization techniques they learned proved to be quite important, as the weather in Coloma in January was pretty cold — but Stanich remarked that they work around water year-round, so they need to be prepared in any season.

At the end of the day, all the participants left feeling more prepared and safer working around water.

“Everybody learned something that not only could make them safer on the job, but that they could teach their family members too, to help keep them safer when they recreate in the water,” said Stanich. “We had everybody fill out questionnaires at the end to get their feedback, and a lot of them said that it was one of the most valuable trainings they’ve had within the company, so that was awesome.”

Stanich credits the union, his director Alvin Thoma, and PGST for the success of the pilot program.

“People that participate in grass roots have more of a voice than they realize,” said Stanich. “Some people think that it might be a waste of time, but it’s not. Sometimes the ball moves slowly, but it’s not a waste of time. Grass roots can be a beautiful thing, but we only get as much as we put into it.”

— Rebecca Band,  
IBEW 1245 Communications Director

**Participants:**

- Clancy Pearce
- Jeffrey Barry
- Lance Lamons
- David Hill
- Daniel Goodman
- Benjamin Parrot
- Scott Bigley
- Will Peden
- Michael Hedgpeth
- Tanner Montgomery
- Nick Fitting
- Duncan Drummond
- John Stanich



The first portion of the training was on dry land.





# IBEW 1245 Joins 'Unions for Black Lives' Protest in the East Bay



Photo credit: Al Fortier

## "No justice, no peace!"

The chant echoed through the streets for miles, as thousands of union members and supporters marched from Oakland to Berkeley on Saturday, June 13th to protest the senseless killings of George Floyd, Breonna Taylor, Ahmaud Arbery and countless others.

"These killings have been traumatic to Black people. It's stirred up many personal memories and personal experiences that are very hurtful. Police brutality is one of the more obvious forms of racism, but it's only one part of a bigger systemic issue," explained IBEW 1245 Assistant Business Manager Al Fortier. "I participated in this march as a part of a healing process. It felt good to let off steam, get out and see and hear a diverse group of people coming together for racial justice."



Fortier was one of nearly two dozen IBEW 1245 staffers, members, family and friends who participated in the "Unions for Black Lives" event, which was organized by the Alameda, Contra Costa, San Francisco and San Mateo Labor Councils, with ample support from several different unions. The event began with a rally at the Rockridge BART station, and then the march proceeded down College Ave into Berkeley, where it concluded with another program at UC Berkeley's Sproul Plaza, a spot made famous during the Free Speech Movement of the 1960s. Along the way, the masked marchers were met with lots of support from neighbors, passers-by, and local businesses, several of which were handing out free water, snacks and hand sanitizer.

"Being there gave me a sense of unity and empowerment, because there's power in numbers — and there were a lot of people there! It was a great turnout," said IBEW 1245 Organizing Steward Mona McCarthy, who joined the protest with her 24-year-old daughter, Reina. "I feel that this is an important cause, and, being a part of the union, we've got to stand up for what's right. Now is the time for IBEW to stand up and show up!"

"My daughter's been to plenty of conferences and union meetings with me, but she'd never been to a protest before," McCarthy added. "She was really intrigued just by being there. And I let her know that this is history in the making, and by coming out and walking with us in that space and time, that means she's a part of history now."

"I decided to participate in the Black Lives Matter protest because I need to show support in every type of way possible! It has been an emotional experience, especially for someone like myself that arrived in this country as an immigrant. It disappoints me to see how our brothers and sisters struggle and are treated differently based on the color of their skin," said IBEW 1245 Organizing Steward Alvin Dayoan. "I am extremely proud of IBEW 1245 staff and members for taking part in such a wonderful and historic experience with our fellow unions and the Central Labor Councils. I will continue to participate and encourage others to join this important cause."

"Anyone who wants to participate in these events should do so, and should help organize members to attend," echoed Fortier. "There is a great need for member education about racial disparity. It's an ever-present experience in the Black community."



Assistant Business Manager Al Fortier, right, marching with Assistant Business Manager Hunter Stern

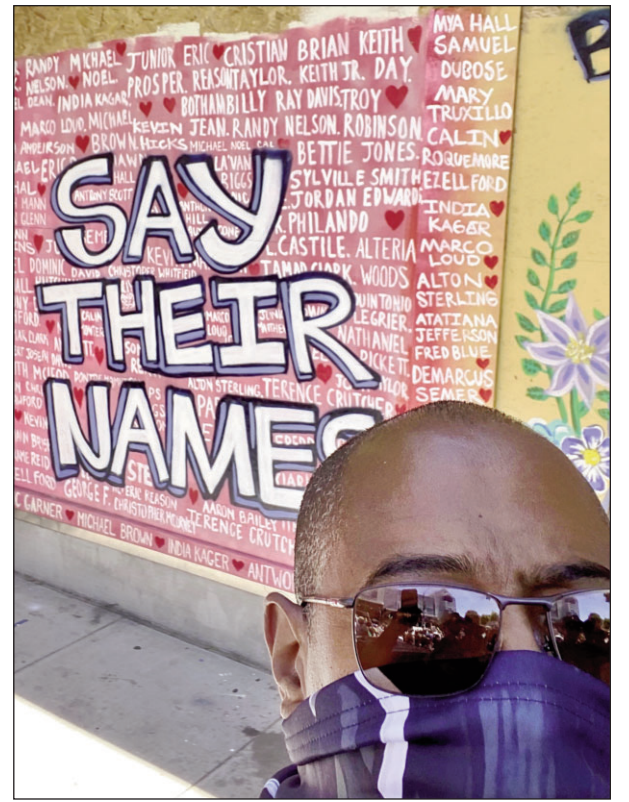
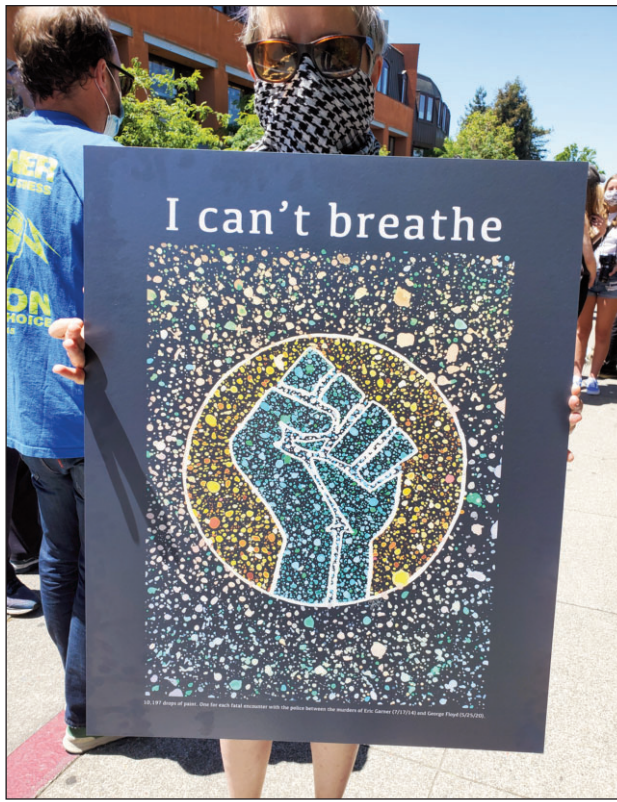


Mona McCarthy, left, and her daughter Reina, check out some photos that Reina snapped on her phone during the march.



Photo credit: SEIU 1021





# Standing Up Against Racism

The murder of George Floyd by Minneapolis police officers has yanked America from our fixation with COVID 19 — and rightfully so.

What happened to George Floyd was not the result of a rogue cop or a deviation from the normal. It was the absolutely predictable consequence of a racist and prejudiced system, propagated by a culture that has systemically oppressed black people at every turn from its earliest days.

The system of government our nation's founders put in place may have been better than a monarchy, but it's far from perfect. Despite its promises of a "more perfect union," the electorate of colonial times consisted of perhaps only 10 percent of the total population, and the black people who built the American economy had no voice or economic return in its development.

From slavery, to Jim Crow, to the racial caste system and segregation, to the unchecked police brutality we see every day, America has a long track record of legalized and normalized racism for which generations of black and brown people have paid an inestimable price.

Many members are asking us what Local 1245's position is on the murder of Floyd, and the demonstrations that have swept America since then. As a trade union, our primary mission is to serve our members who count on us to represent them in collective bargaining with their employers. We rarely stray from this mission, but the systemic injustices done to our brothers and sisters cannot stand. We must speak out.

First, we believe that our members should acknowledge and understand the price that African Americans have paid for generations as a result of institutionalized racism.

Second, we believe that our members should keep their attention on the peaceful protests and demonstrations, and the systemic changes that the protesters are calling for. The rage, despair,

frustration and inequality are real, and they are the issue.

Third, we encourage our members to take part in peaceful protests, and to look for every opportunity to right old wrongs — including calling out and standing up against racism in any form, wherever and whenever we see it. During a recent teleconference with our organizing stewards, Senior Assistant

Business Manager Bob Dean and I emphasized that the struggle for racial justice and the struggle for economic justice are one struggle.

There are few people in America who are better equipped to combat injustice than union members. We fight every day — as we have for decades — for equality and opportunity for all, including equal pay, suitable working conditions and

fair benefits for each and every worker, no matter their race, color or creed. The more we bring our energy and experience as unionists to the struggle for racial justice, the more progress our experiment in democracy can achieve. It's time for a new play book. Let's be part of it.

— Tom Dalzell,  
IBEW 1245 Business Manager

## Anti-Racism Resources for Union Members

IBEW 1245 is collecting a variety of resources for union members who wish to educate themselves and broaden their understanding of systemic racism in America. This list is ever-growing on our website at <https://bit.ly/IBEW1245-antiracism> and by no means intended to be comprehensive.

### WATCH

- 13th (Netflix)
- American Son (Netflix)
- If Beale St. Could Talk (Hulu)
- King in the Wilderness (HBO)
- See You Yesterday (Netflix)
- The Hate You Give (Hulu)
- When They See Us (Netflix)
- Selma (Google Play)
- I am Not Your Negro (YouTube)
- Whose Streets? (Hulu)
- LA 92 (Netflix)
- Teach Us All (Netflix)

### LISTEN

- 1619 (New York Times)
- About Race
- Code Switch (NPR)
- Intersectionality Matters!
- Momentum: A Race Forward
- Pod for the Cause
- Pod Save The People
- Seeing White
- World House

### READ

- *How To Be Anti-Racist* by Dr. Ibram Kendi
- *White Fragility* by Dr. Robin DiAngelo
- *Stamped* by Dr. Ibram Kendi

- *Me and White Supremacy* by Layla F. Saad
- *All Labor Has Dignity* by Dr. Martin Luther King Jr.
- *A Letter From A Birmingham Jail* by Dr. Martin Luther King, Jr.
- *Hood Feminism* by Mikki Kendall
- *The Warmth of Other Suns* by Isabel Wilkerson
- *The Half Has Never Been Told* by Edward Baptist
- *The Color of Money* by Mehrsa Baradaran
- *Medical Apartheid* by Harriet Washington
- *So You Want to Talk About Race* by Ijeoma Oluo
- *The New Jim Crow* by Michelle Alexander
- *Divided Sisters* by Midge Wilson and Kathy Russell
- *The Bluest Eye* by Toni Morrison
- *Their Eyes Were Watching God* by Zora Neale Hurston
- *They Can't Kill Us All* by Wesley Lowery
- *I Know Why the Caged Bird Sings* by Maya Angelou
- *Fatal Invention* by Dorothy Roberts
- *Locking Up Our Own* by James Forman

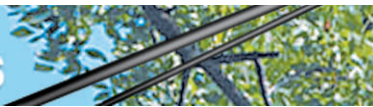
- *Strength to Love* by Dr. Martin Luther King Jr.
- *A Brief History of Labor, Race and Solidarity* by the AFL-CIO
- *Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment* by Patricia Hill Collins
- *Race for Profit* by Keeanga-Yamahatta Taylor
- *Sister Outsider: Essays and Speeches* by Audre Lorde
- *The Color of Politics* by Michael Goldfield
- *The Color of Law* by Richard Rothstein
- *Between the World and Me* by Ta-Nehisi Coates

### STUDY

- *American Prophet: The Inner Life and Global Vision of Martin Luther King, Jr.* (free online course/discussion)
- *The Great Unlearn* (fee-based self-paced curriculum)

Special thanks to Local 1245 Office Manager and EWMC leader Tonya Alston for contributing to this list. If you have suggestions for additions to this list, please email [RGB1@ibew1245.com](mailto:RGB1@ibew1245.com).





## Line Clearance Tree Trimmers Report: Summer 2020

2020 started out fast and furious, and Local 1245 had close to 6,000 Line Clearance Tree Trimmers (LCTTs) on property, picking up where things left off in 2019. Our members have done a tremendous job in tree removals, clearing 1,400 miles of line during the first half of the year, according to PG&E, with the ambitious Wild-fire Mitigation Plan goal of 1,800 miles.

Over the last couple of months, we have seen a decrease in the number of LCTTs on property, and several contractors who signed with Local 1245 are informing us that they no longer have work. There are a couple of reasons for this decrease. The first is the amount of work that was performed in the beginning of 2020, bringing the customers within their line mileage goals. Additionally, with new management in PG&E's Vegetation group, a new plan on issuing work has required all of PG&E's prime contractors as well as several sub-contractors to re-bid all the work based on circuits. This new process will include the contractor bidding the pre-inspection work as well, basically having all responsibility for the awarded circuits. These bids were due back in the first part of June with an anticipated award and start date to all contractors of August 3. These new contracts will be for five years, which provides for some stability for that term to those awarded the new areas, as well as our members. Just like the beginning of 2019, we anticipate some changes to contractors in existing areas which may also require movement of some of our members to new contractors or movement to a new area.

All LCTT workers should have received another wage increase on June 1, 2020, as well as increases to the pension contribution, as part of the latest agreement we signed. This is the second wage increase in six months under the 2020 bargaining agreement. This now puts the contract on its normal cycle of June 1 thru May 31 and is consistent with the requirements in SB 247. There will be minor adjustments to some of the contribution amounts in the coming months to address the standardized training we are working very hard to put together for the industry (Hopefully more to report on this in the coming months). On Jan. 1, 2021 when Lineco increases by \$.25, the contractor and the members will split that cost. No one will see any decrease in wages as a result of these things, as they were already negotiated from the NEAP and are addressed in the Agreement under sections 14.8 and 16.1. The new agreements have been printed and are available to this work group by contacting your business representative. The agreements can also be found on IBEW 1245 website at <https://ibew1245.com/library/agreements/#trees>

In mid-2019, based on the amount of work going on and the number of workers coming to the Local 1245 tree

groups, Business Rep Landis Marttila temporarily joined our team to relieve some of the pressures on the current Tree Representatives. Marttila had spent time as a representative in the tree groups in the 90's and was a good fit at the right time. Over the past year, he was very helpful with everything we had going, from the increased work loads to last year's historic negotiations. He had already decided last year (before coming to the tree side) that he would retire this year, and in April of 2020, after 30 years with the IBEW, he began the next chapter in his life, and we wish him well (see story on pg 32). We will continue to evaluate the work assignments against workload in the tree group to determine whether or not there is a need at this time to replace his temporary position.

We have seen a lot of positive changes with this work group, and we're working hard for even more positive changes. Our work is not done, and we do see some challenges over the next several months as the contracts work themselves out. Those things are beyond our control and we must focus on what is in our control — with safety being the number 1 priority. It is up to everyone to be their Brother's Keeper, watch out for each other and go home safely to your families every night. Don't let the distractions you can't control take your mind off the task at hand.

The following companies have signed an agreement with Local 1245 since April 2020.

### Line Clearance Tree Trimming Agreement:

- Arbor Pros LLC
- CAPAX Group, Inc
- Endeavor Trees LLC

### Vegetation Management Inspection Agreement:

- Gulf Coast Utility Specialists, LLC

## Northern Area

The second quarter of 2020 was very busy. With COVID-19 in full force, all unit meetings were cancelled, but the members still have a lot of questions that need to be dealt with, so we have been on the phone constantly. For a period of time, we were permitted to make yard and field visits, which gave us a chance to answer questions in person. This was a big help to get all the latest information out to the members. We are hoping to be able to start holding visits and unit meetings again soon, as long as we can meet all the social distancing requirements.

One of the major issues we are having now is trying to get everyone signed up to their LINECO insurance. We have a lot of guys here from out of state, and their insurance enrollment paperwork is being sent to their home addresses. This makes for a long delay in getting it filled out. There have been a few cases where the company is not reporting the hours correctly, but those are getting

corrected. Audits have been issued by the insurance company and they have identified the companies that are behind on reporting the correct hours.

Work-wise, we have seen things start to slow down over the past couple months. This is mainly because PG&E has put all their areas out to bid. It is going to be a whole new process when a company takes over an area now. They will now be in charge of their own pre-inspection, as well as the trimming, clean-up, and quality control. The areas will be bid out as circuits and the company will be in charge of maintaining that circuit. At this time, we are still waiting to see what companies got what areas. This has really slowed down the amount of work that has been handed out by PG&E. We expect a big push again as soon as those new bids have been released. This has also caused a lot of concern for the members because a lot of them just had to switch companies a year and a half ago, and now they might have to switch again. Several sub-contractors have been let go for now until things pick up again. Some of them have picked up their whole yard and moved across the state to work for another prime contractor, just to keep the guys working. Other subs have shut down completely until the bids are announced.

Grievance-wise, we have not had a lot in the Northern area. Most problems have been settled over the phone or one-on-one meetings with management. With COVID-19, it has been very hard to schedule any Grievance Review Committee (GRC) meetings. We have had a couple grievances filed with Wright Tree Service in the North Valley area regarding terminations. The GRC met and discussed these, and they were both settled. One member is back to work, and the other member was terminated. We do have other grievances out there pending with a couple other companies, but we are still waiting to have GRC meetings with them.

Our certification program for training is still in the planning stages right now, but is moving along nicely. This will be a big help for our current members as well as getting new members on board that have already had a lot of their basic training. It will also help the companies when they hire new employees, knowing that they have already passed certain training requirements before they are hired.

We are looking forward to having a very busy second half of 2020 because of the new contractors taking over new areas, as well as the normal year-end push to get the work done on time.

## Central Area

**ASPLUNDH TREE EXPERT (Nevada Energy)** – Work continues in Northern Nevada & Lake Tahoe Areas. The Lake Tahoe projects were still going on at the time of this reporting. The Company's been having major retention issues with

all the changes in California. The Company was informed of the possible changes in the prevailing wage in California under SB 247. The Company was also impacted by a General Foreman that left his employment to work for a competitor, Liberty Energy in Northern Lake Tahoe, CA. Needless to say, the Company lost more personnel due to this activity, and had to bring in crews from Arizona, Utah, and Las Vegas, NV. The Arizona crews were heading back at the time of this report. No COVID 19 cases at the time of this writing.

**CORE TREE SERVICE (Placerville, Oakland, and Mountain View)** – There was an exposure to COVID 19 in Oakland which put a good portion of the group under quarantine. This was one group merging with another group, and were potentially not practicing safe distancing or using facial protection. This virus is not going away any time soon. Everyone needs to take this very seriously.

**MARIO'S TREE SERVICE (San Joaquin, Sacramento Valley, and Peninsula)** – We have a few open grievances for the next GRC meeting. We expect to set a meeting this month. PG&E has announced changes to all their contracts system-wide. This is expected to affect all areas in the jurisdiction, and the entire membership is feeling the pressure of potentially changing contractors again. The last time this happened was in January 2019. We expect to hear the news of all the expected changes this month. One of the biggest challenges has been the amount of work PG&E has been issuing. This has been an ongoing issue for the past few months that has forced the Contractors to implement layoffs or reduced hours in most areas. No COVID 19 cases reported yet.

**MOWBRAY'S TREE SERVICE (PG&E & SMUD)** — We are currently working on setting a GRC meeting this month to review all open grievances. The Company pulled their General Foreman from SMUD by direction of SMUD. The details are sketchy, although we presume it must have been a serious matter. We did have one case of COVID-19. We also have another group that thought they were exposed to COVID-19, which ended up being a false alarm. We had a termination case that was agreed to by all parties, since all past discipline had already been documented and not challenged. The Company currently has crews working in East Bay, El Dorado, Placer, and Golden Gate Division. If you need a copy of the new Agreement, please give us a call. The Company does not give us all your locations, so we appreciate you notifying us to let us know where you are.

**MOUNTAIN ENTERPRISE (Liberty Energy & PG&E South Lake Tahoe & Truckee)** — Mountain has crews working in South Tahoe, CA. The Company gave away part of the Northern Area of Liberty Energy to Arbor Pros. This is a new signatory Contractor. The Company has been working in El Dorado, Placer, Sacramento County, and Golden Gate Division. The Company has been using several sub-contractors to cover their area. One of the major problems

continued on page 29

July — September 2020



# Informe de podadores de árboles de despeje de línea: verano 2020

2020 comenzó con rapidez e intensidad, y el Local 1245 tenía cerca de 6000 podadores de árboles para el despeje de líneas en las instalaciones, retomando el trabajo de 2019. Nuestros miembros han hecho un trabajo formidable en la remoción de árboles, despejando 1400 millas de líneas eléctricas durante la primera mitad del año, según PG&E, con el ambicioso objetivo del Plan de mitigación de incendios forestales de despejar 1800 millas.

Durante los últimos meses, hemos visto una disminución en el número de podadores de árboles para el despeje de líneas en las instalaciones, y varios contratistas que firmaron el acuerdo con el Local 1245 nos están informando que ya no tienen trabajo. Hay varias razones para esta disminución. La primera es la cantidad de trabajo que se realizó a principios de 2020, lo cual acercó a los clientes a sus objetivos de millas despejadas. Además, el grupo de Vegetación de PG&E tiene una nueva gerencia, por lo que el nuevo plan para la asignación de trabajos requiere que todos los contratistas principales de PG&E, así como varios subcontratistas, vuelvan a licitar todo el trabajo sobre la base de circuitos. Este nuevo proceso incluirá también la licitación del trabajo de inspección previa, lo cual prácticamente significa que el contratista tendrá la responsabilidad total de los circuitos adjudicados. Las ofertas se debían entregar a principios de junio, y la fecha esperada de adjudicación y de inicio de todos los contratistas es el 3 de agosto. Estos nuevos contratos tendrán una duración de cinco años, lo que proporcionará cierta estabilidad durante ese periodo a las compañías a las cuales se les adjudiquen las nuevas áreas, así como también a nuestros miembros. Al igual que a principios de 2019, anticipamos algunos cambios de contratistas en las áreas existentes, lo que también puede significar un cambio de algunos de nuestros miembros a nuevos contratistas o moverse a una nueva área.

Todos los podadores de árboles para el despeje de líneas deberían haber recibido otro aumento salarial el 1o de junio de 2020, así como aumentos en la contribución a la jubilación, como parte del último acuerdo que firmamos. Este es el segundo aumento salarial en seis meses en virtud del acuerdo de negociación de 2020. Esto coloca ahora el contrato en su ciclo normal del 1o de junio al 31 de mayo y es consistente con los requisitos en SB-247. En los próximos meses habrá pequeños ajustes en algunos de los importes de las contribuciones, para abordar la capacitación estandarizada en la que estamos trabajando arduamente para la industria (esperamos tener más información sobre esto en los próximos meses). El 1o de enero de 2021, cuando Lineco aumente en \$.25, el contratista y los miembros se repartirán ese costo. No habrá ninguna disminución de los salarios como resultado de esto, ya que se habían negociado en el Plan Nacional Eléctrico de Anualidades (NEAP) y se abordaron en el Acuerdo en virtud de

las secciones 14.8 y 16.1. Los nuevos acuerdos se han impreso y están disponibles para este grupo de trabajo poniéndose en contacto con su representante comercial. Los acuerdos también están disponibles en el sitio web del IBEW 1245 en <https://ibew1245.com/library/agreements/#trees>

A mediados de 2019, sobre la base de la cantidad de trabajo y el número de trabajadores que llegan a los grupos de podadores de árboles del Local 1245, el representante de negocios Landis Marttila se unió temporalmente a nuestro equipo para aliviar la presión sobre los actuales representantes de los podadores de árboles. Marttila había sido representante en los grupos de podadores de árboles en los años 90 y se ajustaba bien a nuestras necesidades en ese momento. En el último año, ayudó mucho con todo lo que estaba sucediendo, desde el aumento de las cargas de trabajo hasta las históricas negociaciones del año pasado. Él ya había decidido el año pasado (antes de venir a trabajar con los podadores de árboles) que se retiraría este año, y en abril de 2020, después de 30 años con la IBEW, comenzó el siguiente capítulo de su vida y le deseamos lo mejor. Continuaremos evaluando las asignaciones de trabajo con respecto a la carga de trabajo en el grupo de podadores de árboles para determinar si en este momento es necesario reemplazar su posición temporal.

Hemos visto muchos cambios positivos en este grupo de trabajo, y estamos trabajando arduamente para lograr más cambios positivos. Nuestro trabajo no ha terminado, y tenemos algunos desafíos en los próximos meses a medida que los contratos se desarrollan. Esas cosas están fuera de nuestro control y debemos centrarnos en lo que está bajo nuestro control, y la seguridad es la prioridad número 1. Depende de cada uno ser el guardián de su hermano, cuidarse entre sí, y regresar sanos y salvos a sus casas y a sus familias todas las noches. No permitan que las cosas que no pueden controlar los distraigan de las tareas que tienen por delante.

Las siguientes compañías han firmado un acuerdo con el Local 1245 desde abril de 2020:

## Acuerdo de los podadores de árboles para el despeje de líneas:

- Arbor Pros LLC
- CAPAX Group, Inc
- Endeavor Trees LLC

## Acuerdo de inspección del manejo de la vegetación:

- Gulf Coast Utility Specialists, LLC

## Zona norte

El segundo trimestre de 2020 estuvo muy ocupado. Debido a que el COVID-19 estaba en plena vigencia, todas las reuniones de la unidad fueron canceladas, pero los miembros todavía tienen muchas preguntas que deben ser contestadas, así que hemos estado en el teléfono constantemente. En el momento de redactar este documento, ya se nos permite hacer visitas a los

patios y al campo, lo que nos da la oportunidad de responder a las preguntas en persona. Esto ha sido una gran ayuda para hacerle llegar a los miembros toda la información más reciente. Esperamos poder volver a celebrar pronto reuniones de unidad, siempre y cuando podamos cumplir con todos los requisitos de distanciamiento social.

Uno de los principales problemas que estamos teniendo ahora es asegurar que todos se inscriban en su seguro LINECO. Tenemos muchas personas que vienen de otros estados, y los documentos de inscripción del seguro se están enviando a sus domicilios. Esto retrasa mucho el proceso de completar los documentos. Ha habido algunos casos en los que la compañía no ha informado correctamente las horas, pero se están corrigiendo. La compañía de seguros ha realizado auditorías y se ha identificado a las compañías que tienen retrasos en informar las horas correctas.

En cuanto al trabajo, hemos visto cómo el trabajo se ha comenzado a reducir en los últimos dos meses. Esto se debe principalmente a que PG&E ha colocado todas sus áreas en licitación. Ahora, cuando a una compañía se le adjudique un área, el proceso va a ser completamente nuevo. Ahora estarán a cargo de su propia inspección previa, así como de la poda, limpieza y control de calidad. Las áreas serán ofertadas como circuitos y la compañía estará a cargo de mantener ese circuito. En este momento, todavía estamos esperando saber cuáles compañías obtuvieron qué áreas. Esto realmente ha reducido la cantidad de trabajo asignado por PG&E. Esperamos un gran impulso de nuevo tan pronto como se anuncien los resultados de las nuevas licitaciones. Esto también ha causado mucha preocupación en los miembros porque muchos de ellos tuvieron que cambiar de compañía hace solo año y medio, y ahora podrían tener que cambiar de nuevo. Varios subcontratistas han quedado sin trabajo por ahora hasta que las cosas retomen su ritmo. Algunos de ellos recogieron todo su patio y se mudaron al otro lado del estado para trabajar para otro contratista principal, solo para poder mantener a sus empleados trabajando. Otros subcontratistas han cerrado completamente sus operaciones hasta que se anuncien los resultados de las licitaciones.

En cuanto a las quejas, no hemos tenido muchas en la zona norte. La mayoría de los problemas se han resuelto por teléfono o en reuniones en persona con la gerencia. Con COVID-19, ha sido muy difícil programar reuniones del comité de resolución de quejas (GRC). Presentamos un par de quejas a Wright Tree Service en la zona de North Valley con respecto a despidos. El comité de resolución de quejas se reunió y discutió sobre ellos, y ambos fueron resueltos. Un miembro está de regreso al trabajo, y el otro miembro fue despedido. Tenemos otras quejas pendientes con un par de compañías, pero todavía estamos esperando tener

reuniones del comité de resolución de quejas con ellas.

Nuestro programa de certificación para la capacitación está todavía en la etapa de planificación, pero está avanzando bien. Esto será una gran ayuda para nuestros miembros actuales, así como para incorporar nuevos miembros que ya hayan recibido gran parte de su capacitación básica. También ayudará a las compañías cuando contraten nuevos empleados, sabiendo que ya han cumplido ciertos requisitos de capacitación antes de que sean contratados.

Estamos a la espera de una segunda mitad de 2020 muy ocupada debido a los nuevos contratistas que estarán recibiendo nuevas áreas, así como el empuje normal de fin de año para completar el trabajo a tiempo.

## Zona central

**ASPLUNDH TREE EXPERT (Nevada Energy)** – Continúa el trabajo en las zonas del norte de Nevada y Lake Tahoe. Los proyectos de Lake Tahoe todavía estaban en marcha al momento de redactar este informe. La Compañía ha tenido importantes problemas de retención de personal debido a todos los cambios en California. Se le informó a la Compañía de los posibles cambios en el salario establecido en California en virtud de SB 247. La Compañía también fue impactada por un Capataz General que dejó su empleo para irse a trabajar para un competidor, Liberty Energy, en el norte de Lake Tahoe, CA. No hace falta decir que la Compañía perdió más personal debido a esta actividad, y tuvo que traer cuadrillas de Arizona, Utah, y las Vegas, NV. Las cuadrillas de Arizona estaban regresando a su estado de origen al momento de redactar este informe. Al momento de redactar este informe, no se han notificado casos de COVID-19.

**CORE TREE SERVICE (Placerville, Oakland, y Mountain View)** – Unos trabajadores en Oakland estuvieron expuestos a COVID-19 por lo que una gran parte del grupo fue puesta en cuarentena. Este fue un grupo que se fusionó con otro grupo, y potencialmente no estaban practicando distanciamiento seguro ni estaban usando protección facial. Este virus no desaparecerá pronto. Todos deben tomarse esto muy en serio.

**MARIO'S TREE SERVICE (San Joaquin, Sacramento Valley, y Peninsula)** – Tenemos algunas quejas pendientes para la próxima reunión del comité de resolución de quejas. Esperamos fijar una reunión este mes. PG&E ha anunciado cambios en todos sus contratos en todo el sistema. Se espera que esto afecte a todas las zonas de la jurisdicción, y todos los miembros están sintiendo la presión de la posibilidad de cambiar de contratista nuevamente. La última vez que esto sucedió fue en enero de 2019. Esperamos escuchar las noticias de todos los cambios esperados este mes. Uno de los mayores desafíos ha sido la cantidad de trabajo que PG&E

continúa en la página 26



# Update on “LiveSafe” app and health checks at PG&E

**I**BEW 1245 has received a number of questions regarding PG&E's new policy requiring members to use the “LiveSafe” program to report their daily health check. As always, the safety and security of our members remains our #1 priority, and while we are all working together to reduce the risk of infection as much as possible, we are also intent on protecting members' rights to privacy, fair pay, and fair treatment in the workplace. We're hoping that the information below will provide clarity to our members.

**How does the LiveSafe health check process work?** If you have a PG&E issued phone, you can download the LiveSafe

app to automatically submit your health check on days that you are required to leave your home to perform work. If you don't have a PG&E phone, and/or don't have a personal phone, or don't want to download the app onto your personal phone, you can use a web browser and navigate to [bit.ly/pghealthcheck](http://bit.ly/pghealthcheck).

You are not required to use your own equipment to complete the health check. For members who don't have a phone or don't want to use it, simply report to your worksite and use a PG&E computer to complete the health check first thing by navigating to [bit.ly/pghealthcheck](http://bit.ly/pghealthcheck).

**What will LiveSafe and/or PG&E be doing with health check data?** After pressing management for information, we've been told that only PG&E owns and stores the information, not LiveSafe. PG&E says that they will use the information for the purpose of conducting the daily health check, and that they will be deleting the data every 24 hours. Management committed to restricting access to the data in accordance with HIPAA privacy requirements. The union will work to verify that PG&E keeps our members' data and privacy secure. According to PG&E, members who download the app to their

devices are able to manage the app's privacy settings (see LiveSafe user guide for instructions on how to do this). Again, if you don't want to use the app, you can use the web form instead.

**What happens if a member gets a negative response on LiveSafe due to a family member's exposure or health condition?** PG&E confirmed that employees in these types of situations will be provided with TOWPWP (Time Off With Permission With Pay).

**Do members who are working from home need to do the health check?** At this point, management is only requiring the health check from employees who have to leave their homes in order to per-

continued on page 29

## Árboles, from page 25

ha estado asignando. Este ha sido un tema continuo en los últimos meses que ha obligado a los contratistas a implementar despidos o reducción de horas en la mayoría de las zonas. Aún no se han notificado casos de COVID-19.

**MOWBRAY'S TREE SERVICE (PG&E y SMUD)** – Actualmente estamos trabajando para fijar una reunión del comité de resolución de quejas este mes para revisar todas las quejas pendientes. La Compañía retiró a su Capataz General de SMUD por instrucciones de SMUD. No hay muchos detalles disponibles, aunque suponemos que debe haber sido un asunto grave. Tuvimos un caso de COVID-19. También tenemos otro grupo que pensó que habían estado expuestos al COVID-19, lo cual terminó siendo una falsa alarma. Tuvimos un caso de despido que fue acordado por todas las partes, ya que todas las acciones disciplinarias previas ya habían sido documentadas y no habían sido impugnadas. Actualmente, la Compañía cuenta con cuadrillas que trabajan en East Bay, El Dorado, Placer y la división Golden Gate.

Si no hemos ido a ninguna de sus yardas, por favor llámenos para poder entregarles una copia del nuevo Acuerdo. La Compañía no nos suministra todos los lugares donde ustedes están, por lo que agradecemos que nos notifiquen dónde se encuentran.

**MOUNTAIN ENTERPRISE (Liberty Energy y PG&E South Lake Tahoe y Truckee)** – Mountain tiene cuadrillas trabajando en South Tahoe, CA. La Compañía entregó parte de la Zona Norte de Liberty Energy a Arbor Pros. Se trata de un nuevo contratista signatario. La Compañía ha estado trabajando en El Dorado, Placer, condado de Sacramento, y la división Golden Gate. La Compañía ha estado utilizando varios subcontratistas para abarcar su zona. Uno de los principales problemas ha sido conseguir trabajo de PG&E. Esto ha sido un problema enorme para todos los contratistas. El mes pasado tuvimos una reunión del comité de resolución de quejas para discutir un despido en el condado de Placer. No estamos de acuerdo con las medidas adoptadas y remitimos el asunto al PARC (Comité de Revisión previa al Arbitraje). Hemos

estado entregando nuevos contratos a todos los patios y lugares de trabajo. Hay unas pocas notificaciones de COVID-19.

**DAVEY TREE SURGERY y POLE TEST & TREATMENT** – Actualmente estamos programando la próxima reunión del comité de resolución de quejas. Esperamos tener una fecha este mes, ya que estamos tratando de resolver algunos de los asuntos pendientes. El coronavirus tuvo un impacto en varios miembros en instalaciones de PG&E. La mayoría de los miembros ya están de regreso en el trabajo. La Compañía realmente está tratando de mantener a todos seguros, y de asegurarse de que se mantiene una distancia segura, y de que se está utilizando protección facial. La otra cosa que la Compañía está haciendo es solo permitir dos personas por camión, sin excepciones. Cualquier persona que viole esta política es enviada a casa.

Tenemos varios casos de individuos con problemas de ascensos de clasificación. Me dicen que estos asuntos serán abordados pronto con cada uno de los individuos. La compañía inició sus nuevas operaciones en la Ciudad de Palo Alto. Se trata de un contrato municipal que la empresa tenía hace años.

**WRIGHT TREE (SMUD y PG&E)** – Actualmente la compañía ha suspendido todas las contrataciones de empleados, y está planeando mudarse a una nueva sede en Sacramento, pues han crecido y ya no tienen suficiente espacio en el patio viejo cerca de Power Inn Road. Tuvimos una reunión del comité de resolución de quejas para resolver todas las quejas pendientes y nuevas con la compañía. Estamos trabajando para resolver los problemas restantes. La actividad de PG&E se ha mantenido constante en el contrato de líneas de transmisión. El grupo se ha expandido. No hay actividad relacionada con COVID-19.

## Zona Sur

Todavía estamos luchando contra el virus COVID-19. Tenemos informes de que algunos de nuestros miembros se han contagiado y están en cuarentena. Nuestras vidas han cambiado por esta pandemia y debemos tomar más precauciones para protegernos a nosotros mismos y a nuestras familias, es decir, lavarnos las manos con frecuencia, usar tapabocas y mantener distanciamiento

social. Nuestros miembros se están adaptando a tener que usar sus tapabocas todo el día en este clima caluroso, y entre las quejas está que los anteojos se empañan. Juntos debemos cumplir el mandato de nuestro Gobernador y de nuestros funcionarios electos, permanecer en casa cuando se pueda, y lavarse las manos constantemente. Así es como podemos evitar contagiarnos hasta que se desarrolle una cura o una vacuna.

He estado recibiendo muchas llamadas de nuestros miembros sobre lo que está sucediendo ahora que las compañías están en el proceso de licitación de sus contratos. Todos están preocupados de tener que cambiar de compañía si la compañía para la que trabajan ahora pierde su contrato con PG&E. Todos los contratistas están participando en la licitación en las áreas, presentando ofertas de suma global. PG&E está solicitando ofertas, lo cual lleva a los contratistas a ofrecer precios bajos o a bajar sus precios. Tendrán que hacer una oferta como corresponde porque ahora que serán dueños de sus áreas, tendrán que patrullar y hacer una lista de los árboles que deben ser podados. Las compañías tendrán más responsabilidad, y los incendios serán la responsabilidad mayor. El sindicato espera una transición fácil y esperamos con impaciencia conocer los resultados de las licitaciones.

Estamos teniendo problemas con algunos contratistas que no han pagado el Seguro Médico de Lineco, el Plan Nacional Eléctrico de Aualidades (NEAP) y el Fondo Nacional de Beneficio Eléctrico (NEBF). Hemos contactado a varias empresas y les hemos dado los números de teléfono de Western Line Chapter.

Se siguen notificando sobre accidentes e interrupciones de suministro eléctrico, principalmente por parte de los subcontratistas que trabajan para los contratistas principales. Realmente se están haciendo cumplir estrictamente las normas de seguridad y se controlarán más que nunca. Hemos estado en comunicación constante por celular con muchos de nuestros miembros, respondiendo sus muchas preguntas lo mejor que podemos. Hemos estado realizando visitas de campo y algunas visitas a patios personalmente, para informar a nuestros miembros que cuentan con nuestro apoyo.

## Helicopter Accident Claims Lives of Two IBEW Members

It's with great sorrow that we announce the passing of two IBEW members — IBEW Local 676 Journeyman Lineman Jimmy Wasdin, age 41, and IBEW Local 1245 Fourth Step Apprentice Lineman Travis Shull, age 29 — who lost their lives in a workplace accident near Fairfield, CA on June 2, 2020. Details are still emerging, but it appears that the members were performing linework for Wilson Construction when their helicopter (which was operated by a contractor) went down between Vacaville and Fairfield. The helicopter pilot, Roscoe Gray, who was not a union member but had many friends and family at PG&E and IBEW Local 1245, also lost his life in the accident.

“We are absolutely devastated by the news we received late yesterday regarding this on-the-job accident. Our hearts go out to the families of these two IBEW brothers whose lives were cut short by this terrible tragedy,” said IBEW 1245 Business Manager Tom Dalzell. “Linework comes with many very serious risks, and the founders of the IBEW understood that above all, our union must stand up for the safety of all electrical and utility workers. As we collectively mourn for Brother Wasdin and Brother Shull, we must simultaneously renew our commitment to safety on the job, today and every day.”

The accident is under investigation, and more information will be shared here once it becomes available.

If you wish to make a donation to support the families of these fallen brothers, please contact the union hall.





# INDEPENDENT AUDITORS' REPORT

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

**Report on the Financial Statements.** We have audited the accompanying statements of financial position arising from cash transactions as of December 31, 2019 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended and the related notes to the financial statements.

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

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles. Accordingly, the accompanying statements are not intended to present financial positions and results of operations in conformity with U.S. generally accepted accounting principles.

**Opinion.** In our opinion, the financial statements referred to above present fairly, in all material respects, the cash basis transactions of the International Brotherhood of Electrical Workers, Local No. 1245 for year ended December 31, 2019 and its financial position (cash basis) at December 31, 2019 in accordance with the basis of accounting described in Note 1 to those statements.

**Report on Supplementary Information.** Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information for the Schedule of Cash Disbursements for Unrestricted Net Assets for the year ended December 31, 2019, is presented for the purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounts and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing Utility Reporter

and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

*Ineich & Company, LLP*

**Ineich & Company, LLP**  
Foster City, California  
May 12, 2020

## NOTE 1

**Nature of the Organization and Summary of Significant Accounting Policies.** The International Brotherhood of Electrical Workers, Local No. 1245 (the Local) is a non-profit corporation chartered under the laws of California and is exempt from both federal and California income taxes under current provisions of code section 501(c)(5) of the Internal Revenue Code and section 23701a of the State Revenue Taxation Code.

**Basis of Accounting.** The accompanying statement of financial position is prepared on the cash method of accounting with the exception of provision for depreciation, unrealized gains and losses on investments, and other payables. Prepaid and delinquent dues and assessments are not recorded. Prepayments, such as taxes and insurance, are recorded as expenses when disbursements are made.

The accompanying statement of recorded cash receipts and disbursements are prepared on the cash basis of accounting; consequently, certain revenues are recognized when received rather than when earned and certain expenses and purchases of assets are recognized when cash is disbursed rather than when the obligation is incurred.

**Property and Equipment.** Automobiles, furniture and equipment are stated at cost. Depreciation has been computed on depreciable assets at 20% per year on automobiles and 10% per year on furniture and equipment. Expenditures for maintenance and repairs are expensed as incurred and betterments are capitalized. First year depreciation is computed on a pro-rata basis on the quarter the item is put in to service.

**Accounting Estimates.** The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts. Actual results may differ from these estimates.

**Investments.** Fair market value of investments is based on quoted market values.

## NOTE 2

**Net Assets and Designated Funds.** In conformity with ASC 958 the Local reports information regarding their financial position and activities according to three classes of net assets, unrestricted net assets, temporarily restricted net assets and permanently restricted net assets. The Local does not have any temporarily restricted nor permanently restricted net assets.

**Unrestricted.** The unrestricted net assets represent the cumulative excess of the unrestricted revenues over expenses of the Local.

**Designated — Political Donation Fund.** Individual members of the Local make voluntary donations to the Political Donation Fund. These funds are designated for the purpose of political contributions on behalf of the membership.

## NOTE 3

**Related Party Transactions.** The I.B.E.W. Local Union 1245 Energy Workers Center, Inc. is a California non-profit corporation who owns and operates the office facilities rented by the Local in Vacaville, California on a monthly basis of \$20,000 per month. Both the Corporation and the Local have common officers and directors that serve on their respective boards. During the year ended December 31, 2019 the Local paid the Corporation \$240,000 in rents.

## NOTE 4

**Pension Plan.** The Local sponsors a defined contribution and a 401k deferred compensation plan covering substantially all of its eligible employees.

Contributions for the deferred contribution plan are based on 15% of eligible compensation. Contributions for the year ended December 31, 2019 were \$2,299,282.

Under the 401k deferred compensation plan, the employee is able to defer the greater of 10% of eligible compensation or the current limit set by the Internal Revenue Service.

## NOTE 5

**Merger of I.B.E.W. Local No. 2376 into I.B.E.W. Local No. 1245.** On March 1, 2016 the amalgamation of I.B.E.W. Local Union No. 2376, located in Vallejo, California, into the I.B.E.W. Local Union No. 1245 was effective. All assets and liabilities held by I.B.E.W. Local Union No. 2376 were assumed by I.B.E.W. Local Union No. 1245 at that time.

## NOTE 6

**Concentration of Credit Risk.** The Corporation maintains its cash balances in one financial institution. Cash exceeding the \$250,000 federally insured limit at December 31, 2019 was \$11,588,968. The Corporation does not consider this a significant risk since the financial institution is a very substantial entity within the financial community.

## NOTE 7

**Investments.** Investments are stated at fair value which is based on quoted market values. The following are investments held at December 31, 2019:

Description	Cost	Fair Value	Unrealized Appreciation (Depreciation)
Mutual Funds	\$4,275,197	\$5,266,975	\$ 991,778
Common Stocks	1,550,780	1,733,866	183,086
<b>Totals</b>	<b>\$5,825,977</b>	<b>\$7,000,841</b>	<b>\$1,174,864</b>

## NOTE 8

**Fair Value Measurements of Investments.** The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

**Level 1 —** Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Local Union has the ability to access.

**Level 2 —** Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

**Level 3 —** Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2019:

**Common stocks:** Valued at the price reported on the active market on which the individual securities are traded.

**Mutual funds:** Valued at the daily closing price as reported by the fund. Mutual funds held by the Local Union are open-end mutual funds that are registered. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Local Union are deemed to be actively traded.

The Local's investments are reported at fair value in the accompanying statement of financial position at December 31, 2019:

Description	Level 1 Quoted price in active markets for identical assets	Level 2 Significant other observable inputs	Level 3 Significant unobservable inputs	Total at December 31, 2019
Mutual Funds	\$5,266,975	\$ —	\$ —	\$5,266,975
Common Stocks	1,733,866	—	—	1,733,866
<b>Totals</b>	<b>\$7,000,841</b>	<b>\$ —</b>	<b>\$ —</b>	<b>\$7,000,84</b>

## NOTE 9

**Property and Equipment.**

AUTOMOBILES	Cost	Accumulated Depreciation
<b>Balance at December 31, 2018</b>	<b>\$1,871,669</b>	<b>\$(1,294,565)</b>
Purchased, including trade-in value	303,035	—
Sold, trade-in, and disposed	(523,433)	497,766
Depreciation	—	(246,510)
<b>Balance at December 31, 2019</b>	<b>\$1,651,271</b>	<b>\$(1,043,309)</b>
<b>EQUIPMENT</b>		
<b>Balance at December 31, 2018</b>	<b>\$256,404</b>	<b>\$(211,410)</b>
Purchased	2,991	—
Sold and disposed	—	—
Depreciation	—	(11,084)
<b>Balance at December 31, 2019</b>	<b>\$259,395</b>	<b>\$(222,494)</b>

continued on page 32



Auditors’ Report, from page 31

NOTE 10
Change in Unrestricted Net Assets.

Table with 2 columns: Description, Amount. Rows include Balance at December 31, 2018 (\$6,841,454), Cash receipts (48,973,212), Unrealized gain (loss) on fair market value of investments (781,901), Cash disbursements (39,837,004), Capitalized purchases included in disbursements (280,325), Gain (loss) on vehicles sold and traded in excluding proceeds (33), Depreciation (257,594), Change in liabilities (124,833), and Balance at December 31, 2019 (\$16,657,494).

NOTE 11
Subsequent Events. Local 1245’s operations could be affected by the recent and ongoing outbreak of the novel coronavirus (COVID-19), which was declared a pandemic by the World Health

Organization in March 2020. Because Local 1245’s revenue is primarily based on dues paid by the members it represents, the economic impact to Local 1245 necessarily depends on the impact of the pandemic to its signatory employers. At present, the extent of the disruption to these signatory employers is uncertain, and therefore the impact to Local 1245’s operations likewise remains to be seen. However, Local 1245 does not expect that any disruption will significantly impact its financial position, operations, and/or cash flow, given that Local 1245 currently enjoys healthy cash reserves, and furthermore, since the vast majority of the dues-paying members represented by Local 1245 are employed within essential services industries, and are therefore exempt from shelter-in-place orders, and also relatively insulated from layoffs.

Local 1245 does not believe that the pandemic will directly affect the I.B.E.W. Local Union 1245 Energy Workers Center, Inc., a related party (see Note 3) beyond additional ongoing spending on cleaning and sanitizing the Vacaville headquarters. However, the economic impact of the pandemic on the property value of the Vallejo office building could be significant.

Local 1245’s operations could be further indirectly affected by any wildfires that occur in 2020. The ultimate disruption which may be caused by wildfires is uncertain. However, based on recent legislation and the anticipated terms of PG&E’s emergence from bankruptcy, make the possibility of a material adverse impact on Local 1245’s financial position, operations, and/or cash flow unlikely.

In preparing the financial statements as of December 31, 2019, management considered the impact of subsequent events occurring through May 12, 2020 for potential recognition or disclosure in these financial statements.

International Brotherhood of Electrical Workers
Local No. 1245 Statement of Financial Position
Arising From Cash Transactions December 31, 2019

Assets

Table with 3 columns: Description, Amount, Amount. Rows include General Fund (Bank of the West - checking accounts, Bank of the West - money market, Cash funds), Investments (Merrill Lynch-Bank Deposit Program, and other cash account, -Mutual Funds, -Common Stocks, Franklin Income Fund, 200 shares PG&E common stock - at cost, Total General Fund, Political Donation Fund- checking account), Total Current Assets (19,741,136), Fixed assets, (Note 10): (Automobiles (64) at cost, Less: allowance for depreciation, Furniture and office equipment - at cost, Less: Allowance for depreciation, Building and land-Vallejo), Total Assets (20,639,702).

LIABILITIES AND NET ASSETS

Table with 3 columns: Description, Amount, Amount. Rows include Liabilities: (IBEW per capita portion of June receipts to forward, Vacation and other payables), Current Liabilities (3,499,874), I/O Loan payable- assumed due to merger of Local # 2376 (409,000), Total (3,908,874).

Table with 3 columns: Description, Amount, Amount. Rows include Net Assets: (Unrestricted, Designated - Political Donation Fund), Total Liabilities and Net Assets (20,639,702), and The accompanying notes are an integral part of these financial statements.

International Brotherhood of Electrical Workers
Local No. 1245 Statement of Cash Receipts and Disbursements Political Donation Fund Designated for the Year Ended December 31, 2019

Table with 3 columns: Description, Amount, Amount. Rows include Cash balance December 31, 2018 (\$ 1,094), Plus checks voided, original written in 2018 (23,305), Receipts: Portion of Local Union dues directly deposited to this fund (101,020), Total receipts and balance (125,419), Disbursements: (Bay Area Legislative Leaders PAC, Capitol Web Works-Filing Fees, Brian Dahle for Senate, Ash Kalra for Calif. Assembly 2020, Ahsna Safai for Supervisor 2020, Kansen Chu for State Assembly 2020, Vote for Vallie Brown for Supervisor 2019, Gregg Fishman for SMUD Board, Brian Dahle for Senate 2019, Aguiar-Curry for Assembly 2020, Jim Frazier for Assembly 2020, Rob Bonita for State Assembly 2020, Shelly Masur for State Senate 2020, Capitol Web Works-Filing Fees, Craig Yerby - Dues Refund, Rosanna Herber for SMUD Board 2022, Robert Kerth Campaign, Mailia Vella for Alameda City Council 2020, Web works filing fees, Huy Tran for San Jose City Council D2 2020, John Laird for Senate 2020, Bill Quirk for Assembly 2020, Friends of Adam Hill for County Sepervision 2020, Ellen Beraud for Supervisor 2020, Kevin De Leon for City of Council 2020, Kmegan Dahle for Assembly 2019, Sergio Jimenez for San Jose City Council D4 2020, Brandon Rose for SMUD Board Ward 1, Nancy Bui for SMUD Baord Ward 2, Gregg Fishman for Sacramento Supervisor, Mai Vang for Sacramento City Council, Steven Hansen for Sacramento City Council, Total disbursements (52,085)).

Table with 3 columns: Description, Amount, Amount. Rows include Cash balance December 31, 2019 (\$ 73,334) and The accompanying notes are an integral part of these financial statements.

International Brotherhood of Electrical Workers
Local No. 1245 Statement of Cash Receipts and Disbursements Unrestricted Net Assets for the Year Ended December 31, 2019

Table with 3 columns: Description, Amount, Amount. Rows include Cash and investments balance, beginning December 31, 2018 (\$ 9,749,693), Receipts: (Local Union portion of receipts: “A” members’ dues, “BA” members’ dues, Initiation fees, Reinstatement fees, Agency fees, Working dues, Hiring hall dues, Retiree’s club dues), Reimbursements to General Fund: (Interest and investment income, Refunds and reimbursements: Union Shopper, Other receipts, Automobiles and equipment sales), International portion of receipts: (“A” members’ per capita, “BA” members’ per capita, Initiation fees, D.B.A.F fees, Reinstatement fees, Agency fees), Total receipts (48,973,212), Unrealized gain (loss) on fair market value of investments (781,901), Total of beginning balance, receipts, and unrealized gain on investments (59,504,806).

Table with 3 columns: Description, Amount, Amount. Rows include Disbursements, per Page 19 of Schedule of Disbursements (39,837,004), Cash and investments balance, December 31, 2019, Details in Statement of Financial Position arising from cash transactions (\$ 19,667,802), and The accompanying notes are an integral part of these financial statements.

International Brotherhood of Electrical Workers
Local No. 1245 Schedule of Cash Disbursements
Unrestricted Net Assets for the Year Ended December 31, 2019

Table with 3 columns: Description, Amount, Amount. Rows include Affiliation fees: (International Brotherhood of Electrical Workers, Santa Clara C.L.C., Alameda C.L.C., Kern / Inyo / Mono, Nevada State Electrical Association, Sacramento C.L.C., San Francisco C.L.C., Contra Costa C.L.C., Marin County C.L.C., San Joaquin and Calaveras C.L.C., Butte-Glenn C.L.C., Napa-Solano C.L.C., Fresno-Madera C.L.C., Merced-Mariposa C.L.C., Stanislaus-Tuolumne C.L.C., Marysville C.L.C., Humboldt-Del Norte C.L.C., Five Counties C.L.C., Monterey County C.L.C., Forum-Alameda Retired, Government Coordinating Council, San Mateo C.L.C., Joint Executive Conference-N.C. Electrical Workers, Tri Counties C.L.C., Maritime Trades Post Council, Northern Nevada C.L.C., Coalition Calif. Utility Workers EMPL, California State Association of Electrical Workers, CARA, CURE, NV Alliance Retired Americans, TCC-4), Staff expenses: (Salaries, Expenses, Automobile expenses, Auto Purchases, Fitness plan), Research and Education: (Subscriptions and publications, Scholarship fund), Office salaries: (Administration office salaries, Bargaining unit salaries), Office expenses: (Rent, Telephone, Postage mail service and meter expense, Print room/printing, Supplies, Equipment maintenance, Data processing, Equipment rental, Utility reporter, Miscellaneous, Bank charges, Furniture and equipment purchases, Storage).

Table with 3 columns: Description, Amount, Amount. Rows include Staff expenses: (Salaries, Expenses, Automobile expenses, Auto Purchases, Fitness plan), Research and Education: (Subscriptions and publications, Scholarship fund), Office salaries: (Administration office salaries, Bargaining unit salaries), Office expenses: (Rent, Telephone, Postage mail service and meter expense, Print room/printing, Supplies, Equipment maintenance, Data processing, Equipment rental, Utility reporter, Miscellaneous, Bank charges, Furniture and equipment purchases, Storage).

Table with 3 columns: Description, Amount, Amount. Rows include Office salaries: (Administration office salaries, Bargaining unit salaries).

Table with 3 columns: Description, Amount, Amount. Rows include Office expenses: (Rent, Telephone, Postage mail service and meter expense, Print room/printing, Supplies, Equipment maintenance, Data processing, Equipment rental, Utility reporter, Miscellaneous, Bank charges, Furniture and equipment purchases, Storage).

Table with 4 columns: Description, Salaries Paid or Reimbursed, Expenses, Total. Rows include Committee salaries and expenses: (Executive Board meetings, Advisory Council, Trustee Committee, Review Committee, Safety Committee, Shop Steward expenses, Other conferences, Labor Management, Organizing, Organizing-Steward, Grievance/FF/LIC).

continued on page 33



Auditors’ Report, from page 32

	Salaries Paid or Reimbursed	Expenses	Total
Various Other Committees:			
Outside Line		553	553
Davey Tree	—	101	101
Retirees	—	11,899	11,899
Central Labor	1,435		1,435
Diablo Canyon	2,815	782	3,597
City of Healdsburg	—	1,625	1,625
Membership development	23,319	15,590	38,909
Public Sector	51,114	25,873	76,987
Frontier committee	—	428	428
City of Willets	—	156	156
Joint Apprenticeship	12,440	1,536	13,976
City of Vallejo	—	32,428	32,428
City of Lodi	—	1,210	1,210
City of Lompoc	—	3,753	3,753
Elect Workers W/O Borders	4,211	479	4,690
Leadership	164,848	100	164,948
Lockheed Martin	—	60	60
Local Union Election	624	158,118	158,742
Trucker Donner PUD	2,867	1,586	4,453
A/C Transit	—	198	198
Ethos Energy	887	—	887
Trees Inc.	4,337	1,725	6,062
City of Fernley	—	33	33
City of Gridley	—	420	420
NV Energy	37,207	223	37,430
City of Roseville	13,300	2,971	16,271
Shelter Cove	—	136	136
Modesto I.D.	—	43	43
Turlock ID	1,124	—	1,124
Apprenticeship	—	718	718
City of Redding	—	5,601	5,601
Trans Canada	31,988	9,058	41,046
New Member training	82,562	26,963	109,525
Hold The Pull	240,688	53,049	293,737
Peer Volunteer program	40,842	8,056	48,898
City of Santa Clara	8,507	236	8,743
USBR	—	158	158
City of Berkeley	—	209	209
Trayer Engineering	—	357	357
Revenue Assurance	—	1,769	1,769
Safety Summit	23,056	23,810	46,866
Competitive Challenge	3,830	—	3,830
Competitive Challenge AUG			
E/B	—	1,350,868	1,350,868
City of Alameda	—	426	426
Congress of CA Seniors	—	125	125

	Salaries Paid or Reimbursed	Expenses	Total
NCPA	—	7,200	7,200
Sunoptics	6,922	1,392	8,314
	\$758,923	\$1,752,021	\$2,510,944

	Salaries Paid or Reimbursed	Expenses	Total
PG&E Negotiation Committees:			
Departmental:			
Arbitration	\$3,824	\$64,219	\$68,043
Electrical Locator	—	706	706
Pilot Neg.	—	897	897
Negotiations	32,680	3,503	36,183
Ad Hoc	21,618	22,773	44,391
Grid Hardening	—	183	183
Exhibit XVI	38,109	9,023	47,132
Service Crews	—	62	62
Sub Station	—	85	85
TSO	—	270	270
Revenue Assurance	—	1,198	1,198
GRS	—	1,414	1,414
Misc.Clerical Mtg	902	4,485	5,387
Gas Operations	—	5,292	5,292
Benefits	—	6,471	6,471
T-Men	—	329	329
Hydro Adhoc	—	2,011	2,011
Fire Clean Up	—	1,203	1,203
	\$97,133	\$124,124	\$221,257

Membership expenses:		
Supplies - Intl.		\$7,152
Supplies - Local		65,596
Membership fees		45,750
Labor Day Picnic		1,200
Union Shopper		252,569
Lineman Rodeo		93,519
Clay Shoot		2,436
Members Training/Education		23,285
Translation to Spanish		3,964
Golf tournament		1,685
		497,156

Membership benefits:		
Group life insurance		297,359
Unit drawing award		700
Individual drawing award		600
Service award dinners		172,080
Flowers/donations/bibles		489
Social fund		42,750
		513,978

Payroll taxes:	
Employee portion:	
U.S. income tax withheld	(2,601,536)
FICA withheld	(871,234)
California income tax withheld	(1,029,079)
SDI withheld	(87,080)
U.S. income tax forwarded	2,601,536
FICA forwarded	871,234
California income tax forwarded	1,029,079
SDI forwarded	87,080
Local Union's portion:	
FICA	850,065
California Unemployment	17,737
U.S. Unemployment	4,016
	871,818

Employee benefits:	
Health and Welfare plans	3,149,883
Group life insurance	118,226
Pension plan	2,299,282
Other costs, pension plans	33,982
	\$5,601,373

Other disbursements:	
Legal fees	\$690,066
Hall rentals	127,899
Workmen's compensation insurance	113,812
Refunds	16,972
PRD fees	20,771
Miscellaneous taxes	29
Insurance-cyber security	2,825
Insurance - auto	61,041
Insurance - bonds	6,130
Insurance - professional liability	101,516
Audit fees	34,750
Charitable donations	1,500
Miscellaneous fees	5,427
Sales tax	41,484
UCC-7	(3,000)
Community Unit Fund	33,449
Lobbying-CA	77,000
Lobbying-NV	25,500
Contributions-wildfires	31,625
Consulting website	11,930
Sponsorships	11,700
Injured workers	(700)
Principal payment on I/O loan	24,000
Consulting fees	597
	1,436,323
Total Disbursements	\$ 39,837,004

“LiveSafe” from page 26

form work. If your work assignment does not require you to leave your home, you are not required to use LiveSafe or report your health condition to PG&E. If your supervisor tries to require you to do the health check when you are just working at home, you may explain that it is not required, and remember that you can always contact a shop steward or business rep if necessary.

As the number of positive COVID cases continues to increase, we urge all of our members to take every precaution to prevent the spread of the disease. Members are urged to be diligent in wearing face coverings, washing/sanitizing their hands frequently, and keeping a distance of six feet or more between yourself and others whenever possible. If you're feeling sick, stay home.

If you have any additional questions or concerns, please contact your business rep. To look up your rep's contact info, please visit <https://ibew1245.com/ask-your-rep/>.

For more info and the latest updates on COVID-19, we welcome you to visit the COVID-19 sections of our website at <https://ibew1245.com/covid19/>.

— Tom Dalzell, IBEW 1245 Business Manager and Bob Dean, IBEW 1245 Senior Assistant Business Manager

Trees, from page 24

has been getting work from PG&E. This has been a huge problem for all the contractors. We had a GRC meeting last month to discuss a termination in Placer County. We disagreed with the action taken and are referring the matter to the PARC (Pre-Arbitration Review Committee). We delivered new contracts to all the yards & work sites. Minimal reports of COVID 19.

DAVEY TREE SURGERY & POLE TEST & TREATMENT — We're currently looking at securing the next Grievance Review Committee meeting. We expect to secure a date this month, as we're trying to work through a few of the open matters. The coronavirus did impact several members on PG&E property. Most members are now back to work. The Company's really trying to keep everyone safe, and making sure safe distance is being kept, and facial protection is being used. The other thing the Company is doing is only allowing only two people per truck, no exceptions. Anyone in violation of this policy gets sent home.

We have several individuals with progression issues. I'm being told these matters will be addressed soon with each individual. The company started up their new operation at the City of

Palo Alto. This is a Municipal contract, that the company had years ago.

WRIGHT TREE (SMUD & PG&E) — The company is on a hiring freeze now, and is planning on moving to a new headquarters in Sacramento, having grown out of the old yard near Power Inn Road. We had a Grievance Review Committee to resolve all open & new grievances with the company. We're working at resolving the remaining issues. Activity on PG&E has been steady on the transmission contract. The group has expanded. No COVID-19 activity.

Southern Area

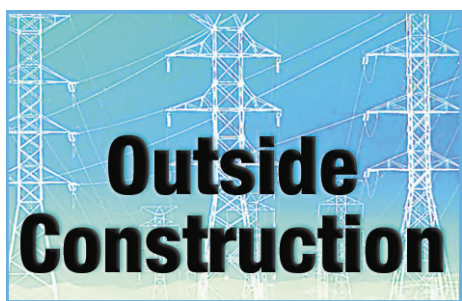
We are still fighting the COVID-19 virus. We have reports of some of our members becoming infected and being quarantined. Our lives have been changed by this pandemic and we need to take more precautions to protect ourselves and our families i.e. washing our hands frequently, wearing masks and social distancing. Our members are adjusting to having to wear their masks all day in this hot weather, and fogged up glasses are among the complaints. Together we need to follow the mandate by our Governor and our elected officials, stay home when you can, and wash your hands constantly. That's how we can prevent from becoming infected until a cure or a vaccine is developed.

We have been receiving many calls from our members about what is happening with the companies bidding on their contracts. Everyone is worried about changing companies if they lose their contract with PG&E. All contractors are bidding on areas on a lump sum bid. PG&E is asking for bids, driving the contractors to low bid or lower their bids. They will have to bid accordingly because now that they will own their areas, they will have to patrol and list trees to be trimmed. More liability will be put on their companies, fires being the biggest. The union is hoping for an easy transition and we are eagerly waiting for news of who got what.

We are having issues with some contractors not paying the Lineco Medical Insurance, NEAP, and NEBF. We have reached out to various companies and have given them phone numbers to the Western Line Chapter.

Accidents and outages are still being reported, mostly by subs working for the primes. Safety is really being enforced and will be monitored more than ever before. We have been in constant cell communication with many of our members, answering their many questions as best we can. We have done some field visits and some yard visits as permitted, letting our members know that we have their backs.





## California

Work has slowly increased over the past month as COVID 19 restrictions have lifted a little. One of the restrictions removed (as of this writing) was the 14-day self-quarantine of individuals who've travelled by air, domestic or internationally. It is possible that restrictions could be reinstated depending on PG&E and local government guidelines. Face coverings are still required in situations where it is difficult to maintain a 6ft distance from other workers or the public.

Changes have been made at the IBEW 1245 union hall as well. Doors remain locked all day and a security guard regulates access to ensure there are no more than two people in dispatch at any given time. We have also gone to signing people up electronically. When you show up to the hall there is a menu stand with instructions about how to re-sign and sign the books. More info in the box below. Dispatch hours are 7am–9am and 1pm–4:30pm. Applications received after 4:30pm will be addressed the next business day.

Calls this year are lower than last year, but 2019 calls were at an all-time high, a result of PG&E's inspection program where they inspected every electrical asset in their system. The 2020 inspections got off to a later-than-expected start, but are now underway. Not 100% of PG&E's assets are to be inspected in 2020, as the plans are to only inspect Tier 1 (High Fire Threat) areas on an annual basis, and the other zones (Tier 2 and 3) at three-year and five-year intervals, respectively.

Comparing 2020 to 2018, we have had a 50% increase in Journeyman Lineman calls for the same time period. There were 1,388 Journeyman Lineman calls from January thru June 2020, compared to 2,975 calls in 2019 and 665 calls in 2018.

Fire hardening work and tag work continues, with plenty of work in the foreseeable future. We are seeing a steady flow of workers still traveling to the area with roughly 100 linemen on Book 2 at the time of this writing. As we head into fire season, we expect contractor resources to also be involved in Public Safety Power Shutoff (PSPS) events, if and when they are implemented, to inspect and repair any damage that may occur during wind events before re-energization.

Pole package work is also continuing at SMUD, with HotLine Construction and Diversified Utility Services (DUSI) performing this work.

On June 2, 2020, a horrific helicopter crash ended three lives way too soon. Wilson Construction was tasked by

PG&E to do a reconductor on the Vacaville-Cordelia 115 Kv line. Travis Shull, a fourth-step apprentice, and Jimmy Wasdin, a Journeyman Lineman, had completed their task for the day on top of the tower. Rosco Gray, the pilot of a Bell 206, picked up Travis and Jimmy to fly them back to the LZ. A short time later the helicopter crashed, killing all three (see story on page 26). The NTSB is investigating the crash, and no other details are currently known. If you wish to donate to the families, the Hall is accepting donations and will get them to the families.



Ralph Armstrong

When tragedies like this happen, we are reminded how precious life is, and we think of the families that are left behind to pick up the pieces. Local 1245 members have death benefit policies — one is through SYMETRA, and the other is the IBEW International Death Benefit. As life changes constantly, please make sure you have updated your beneficiaries on both documents to reflect your wishes.

## Nevada

The Nevada work has slowed some due to the COVID-19, with some projects on hold in favor of other more urgent ones. Still looks to be a fair amount of work for the year despite the pandemic.

Par still has doc crews and linemen in North & South Lake Tahoe working for Liberty Utilities. They also continue to work on NV Energy fire safety projects in Tahoe, VC and Elko. NV Energy and Liberty Utilities are looking to expand this program this year, creating even more work for our outside contractors. This fire inspection work will turn into repair work, which should take a sizable amount of manpower to complete. Par has expanded its QC staff for the fire inspections. These members review all inspection tags that come back to the office for accuracy and consistency so that NV Energy is getting a realistic look

at what parts of their system need attention. Par has started installing Hendrix cable as part of Liberty Energy's fire hardening efforts. This project runs from Meeks Bay to Sugar Pine Park. Par has also started on 500 or so fire safety tags in the Virginia City and VC Highlands areas, but are running short on fault tamer cutouts for the project. This issue should be resolved soon.

Par has resumed work on the two 4-25KV cutovers that were supposed to be completed by the end of the year but have been pushed back due to the fire inspections. (These are still on hold as non-essential, but may start up sometime soon.)

Wasatch still has 40+/- doc linemen working at various locations for NV Energy. There are 7+/- sub techs working for NV Energy substation group all over the system. The doc work seems to be moving along slow but steady. Wasatch has been given the fire safety repairs in Elko, and they have one crew working on it currently.

Titan is currently working on a 4-25KV cutover in Reno. This project has one heavy crew doing hand digs and pole sets and re-conductor work. This project is close to wrapping up. Titan has been awarded a few helical piers in Jackpot, NV which will only amount to 3-4 days of work. Most of Titan's work will be complete by the time this report is published.

Sturgeon Electric was the low bidder for the doc work and crews are on NV Energy property. They'll be working to

fill calls as they are needed for this work.

## Unit Meetings

Our unit meetings have been cancelled as we continue to monitor the situation regarding COVID-19, and we will be evaluating the need to cancel future meeting on a monthly basis. Please check with the website for news and information related to the OSL work group as we try to keep it up to date with the latest information available.

## Inspection Contracts Ratified

We had approximately 30 inspection agreements that cover Electric, Gas, Hydro, Substation, Relay and Communication workers set to expire on June 1, 2020. A tentative agreement was reached and two separate tele-town hall meetings were held for the effected members. The ballots were mailed out and voted on in two separate groups (Electric /Gas) and both were approved overwhelmingly when the votes were counted on May 29. In fact, the gas group ratified the new agreement with 100% "yes" votes, and the Electric group voted 98% in favor of ratification (see box below).

The ratified agreement includes:

- Six-year term
- General wage increase are; 3%, 3.75%, 3.75%, 3.75%, 3.75%
- In Lieu of Benefits (ILB) increase from \$14.25 an hour to \$21.50 an hour on all hours worked

June 1, 2020 thru May 31, 2026 is the

## Outside Construction Gas and Electric Inspector Agreements Approved

IBEW 1245 Outside Construction Gas and Electric Inspectors have voted overwhelmingly to approve their respective tentative agreements.

### Electric Inspector Agreement

YES 142

NO 3

### Gas Inspector Agreement

YES 67

NO 0

View the official vote tally at <https://bit.ly/inspector-ballot>

## New Procedure to Sign the Books at IBEW 1245

**Outside line dispatch operating hours:  
7am–9am and 1pm–4:30pm**

**Application requests received after  
4:30 pm will be sent out the next  
business day.**

**IBEW 1245 outside line dispatch has  
instituted new procedures during COVID  
19. Please be prepared to complete the  
following steps if you wish to sign the  
books at IBEW 1245.**

**STEP 1: When you arrive at the union  
hall, you'll be instructed to send an email  
to a specific address, and include the fol-  
lowing information:**

- Your Name
- Your Phone Number
- The option that applies to you:  
**Option A:** Returning 1245 Member  
(select this option if 1245 is your  
home local and you've signed the  
books before)

**Option B:** New/Non-Member  
(select this option if this is your first  
time signing at 1245 and you are  
not a member of a different local)

**Option C:** New Traveler (select this  
option if you're a member of  
another local and this is your first  
time signing at 1245)

**Option D:** Returning Traveler  
(select this option if you're a mem-  
ber of another local and you have  
signed at 1245 before)

**STEP 2: Once we receive your email,  
you'll get a reply that will contain elec-  
tronic paperwork for you to fill out using  
your phone or computer.**

**You will be required to upload pic-  
tures of your certificates, including  
Driver's License, DOT/ Medical Exam-  
iners Cert, Social Security Card, First  
Aid/CPR, Dues Receipt, Introduction  
Letter, Termination Slip, OSHA 10**

*Tip: For a combined First Aid/CPR  
card, you may indicate "yes" to one of  
the two and take one picture — OR —  
say "yes" to both and picture the front  
and back of the card. We need to see  
your name, and the expiration date.*

**STEP 3: Once you complete the elec-  
tronic documents, you will receive two  
emails — a confirmation email with the  
completed application for your records,  
and a second email instructing you to get  
in line to come inside to sign the books.**

Please remain in your vehicle until  
you get the second email.

When you get in line, stand on an  
"X" to observe social distancing.

Please show the second email to  
the security guard to be escorted to  
dispatch for signing the books.

**Questions? Email**

[OL-DISPATCH@IBEW1245.com](mailto:OL-DISPATCH@IBEW1245.com)



new term for these agreements, and they will be added to the website once the International office has approved them.

## Business Representatives

All the Business Representatives have been very busy working during this time, handling all the issues that have come up around COVID-19 reductions and the work that is ongoing. There are three Outside Construction Business Representatives that are available to answer questions or handle issues if they arise.

- Ralph Kenyon (Northern Area)
- Casey Kelley (Nevada and the Sierras)
- Richard Ingle (Southern Area)

If you have questions, please don't hesitate to reach out to one of the representatives. We are trying to keep in-person contact to a minimum while the COVID-19 threat is still out there, but are working through these issues as needed.

## Safety and Red Book Update

Red Books were printed, and distribution of them had begun when an error was found with them. While trying to mitigate the error, several more errors were found, which resulted in us pulling all the books back. The printer has agreed to re-do the 10,500 books that were ordered. We are still waiting on them to be printed before we can begin issuance of them to the field. The approved copy can be found on IBEW Local Union 1245 web-site at <https://bit.ly/Red-Safety-Manual>.

CalNev JATC had started climbing classes again for new apprentices with a lay-off of interviews for several months due to the COVID 19 issues and a slow-

down in work during the first quarter of the year. We don't have a date on when interviews will begin again, as there are roughly 700 applicants still needing to be interviewed from the last open application period. The situation is being evaluated by the JATC and the trustees, and we will continue to monitor this over the next couple of months. Stay tuned if you have a pending application in process and are waiting for an interview.

### Current apprentices report:

- 564 outside line apprentices registered in our JATC program.
- 6 traveling "hot" apprentices in Cal Nev's jurisdiction.
- 196 apprentices working out of local 1245
- 318 working out of 47
- 17 working out of 396
- 29 are unemployed, 25 are not available to work for various reasons and 4 are on a leave
- 35 apprentices graduated to Journeyman Lineman since January 1, 2020.
- 0 new apprentices indentured as outside line apprentices in 2020.

**Update on the new Northern CalNev JATC facility:** The new facility will sit on 13 acres that was purchased last year by the CalNev JATC, and construction began on the site in June. Everything is moving smoothly with a few issues we are working out in hopes of having this facility up and running in the first quarter of 2021. The new facility will be located in Woodland, California on the corners of Tanforan Avenue and Santa Anita Dr.

As we work on building this new facility to handle the increased load of apprentices in Northern California, we

are still using the temporary Northern California Cal-Nev JATC Training site in Sacramento Ca. at the former Campbell's Soup facility. The building is 6000 sq. ft. which allows us to handle the increased volume of apprentices and our new Trans Banker transformer simulator. The address is 6200 Franklin Blvd, Sacramento, Ca 95824. If you're coming from Hwy 99, take the 47th offramp and head West on 47th. Once you cross Franklin Blvd take the first driveway on your right. The parking lot is 100 yards off 47th on the left. The training facility is the larger of the two steel buildings.

## Outside Line Construction - Injured Workers Fund (IWF)

In the past three months, \$65,600 in disability claims have been paid out to eligible members and a total of \$100,000 has been issued for two death benefit claims. The IWF continues to see 15-20 claims per month, mostly from non-work-related injuries/illness. The non-work-related benefit, along with a parental leave benefit, was added in early 2019 and has increased the number of claims significantly.

When claims are denied, it is often due to the fact that the required documentation has not been submitted at all, or it does not contain all of the required information. When requesting an IWF application, please make sure to read ALL of the eligibility requirements and submit with the appropriate documentation. Claims are already taking longer to process due to COVID, and missing information just adds on to the time you have to wait for a decision.

To request an IWF application, please email [EJMH@ibew1245.com](mailto:EJMH@ibew1245.com) or

text (707) 452-2720 with your name and email address, or mailing address if you prefer to receive this document through the mail.

## Organizing/New Employers

The following companies have signed an agreement with Local 1245 since April 2020:

### California Outside Line Construction Agreement:

- Ubertech Professional Services, LLC
- Consolidated Engineering Inc.
- Ampjack America, LTD
- GL Richter, Inc.
- Central Valley Mechanical General Engineering, Inc.
- Live Oak Utility Infrastructure, LLC
- Sigal Utility Services, Inc.
- DARS Cox Construction, Inc.

## Event Calendar

- First Aid & CPR classes are temporarily suspended due to COVID 19.

## Dispatch

Please call the Hotline after hours for daily counts related to actual numbers on the Books.

All 1245 OSL members are encouraged to sign up and register your own personal account through the Local 1245 website. Once registered you will be able to check your books status, make changes to personal information, pay union dues and even check on available jobs without having to call the dispatch office for this information. This is a very useful tool for our OSL members.

**Please call the hotline for details on all available calls.**



New Northern CalNev JATC facility, where construction began in June



# “One of a Kind” — Landis Marttila Retires from IBEW 1245

After 30 years on the IBEW 1245 staff, long-time Business Rep Landis Marttila retired from the union this spring.

“Landis is fiercely dedicated to the members of Local 1245. He sees them as family — brothers and sisters — and there is no problem too trivial for him to care about,” said IBEW 1245 Business Manager Tom Dalzell. “Landis is one of a kind, and in his years with Local 1245 he has added much more than can fit onto a spreadsheet. Our members are better for what he gave, as is Local 1245. He will be missed.”

## A Powerhouse Organizer

Brother Marttila started his career at PG&E as a gas utility worker in the early 70's. He left the company to work as a line clearance tree trimmer for a few years and returned to PG&E in 1977 to become a lineman. He spent 13 years doing linework for the company — first as an apprentice, then a journeyman, and later a crew foreman — before joining the IBEW 1245 staff in 1990.

At IBEW 1245, Marttila quickly established himself as a powerhouse union organizer, utilizing a mixture of traditional organizing, project agreements for specific areas, and unique outside-the-box approaches. He's also not ashamed to admit that he may have engaged in a bit of “mild subordination” while trying to organize the workers at Arbor Tree back in 1994.

“I was directed by then-Business Manager Jack McNally to only pursue activity with non-union Arbor Tree as far south as Monterey. At the time, I was responsible for Health and Safety, and I'd been investigating problems with pole reliability down in the Templeton Yard relentlessly for months,” Marttila recalled. “While I was in the area, I contacted Arbor Tree crew members in the field and continued organizing [despite the fact that it was outside of the assigned area]. Arbor Tree assumed that 1245 was going to continue open and public pressure, and agreed to sign an agreement with the union in late 1994.”

That Arbor Tree campaign was one of 11 different organizing campaigns that Marttila spearheaded for 1245, most of which were in line clearance tree trimming. Under his tutelage, union representation among tree trimmers in IBEW 1245's jurisdiction increased from 60% in 1992 to 90% by 2000. Marttila also helped establish a prevailing rate for tree trimmers in 2000, which paved the

way for the passage of the new tree trimmer legislation, SB 247, which went into effect at the beginning of this year.

“Landis was always talking about the tree trimmers, trying to figure out how to get them more bargaining leverage,” recalls former 1245 Communications Director Eric Wolfe. “Sometimes he'd pick me up in the middle of the friggin' night so we could show up first thing in the morning to leaflet some non-union tree contractor out in the valley somewhere.”

“Landis knows how challenging the tree trimming industry is, and it was an honor to have him involved in the 2019 negotiations, which included the SB 247 requirements and a huge wage increase for that work group,” said Senior Assistant Business Manager Ralph Armstrong. “Watching and feeling his excitement during those negotiations and changes was fun!”

## Improving Lives and Livelihoods

Anyone who's met Marttila knows he's a man with an eye-catching personal style and a whole lot of panache. Donning his trademark fedora and suspenders, he never fails to make an impression, whether out on the jobsite, or working the political scene.

“He's unique in his ability to spread good will through his warmth and quirkiness,” said IBEW 1245 Assistant Business Manager Hunter Stern. “Folks just like him, especially in the political realm. He's a character — but one you'd want to hang with.”

In 2001 and 2002, Marttila helped coordinate two campaigns to defeat electric municipalization in the City and County of San Francisco. He also organized and implemented well-attended

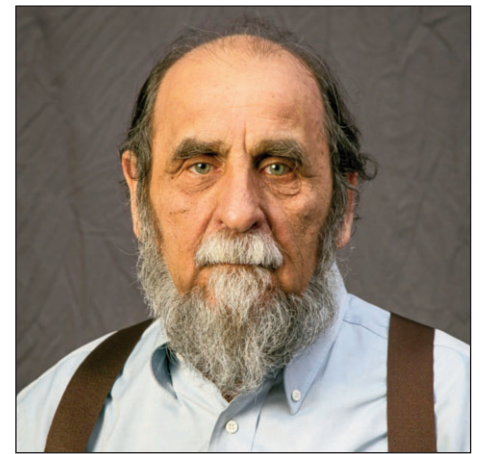
and publicized demonstrations at the Public Utilities Commission — one in opposition to impending PG&E layoffs in 1995, and another related to de-regulation in 1997. He worked closely with the CPUC on numerous critical issues over the years, including the General Order 95 Rulemaking on 18” minimum distance from high voltage lines at all times, pole top cellular phone antenna sites, and inspecting overhead electric lines and reporting requirements, as well as Order Instituting Rule Making on Wildfire Safety and associated construction and inspection rules for overhead facilities in fire threatened areas.

Marttila never turned down an opportunity to help improve the lives and livelihoods of IBEW 1245 members. He oversaw the Health and Safety and PG&E Apprenticeship programs for the union from 1992-98; was responsible for Outside Line direct servicing in Northern California from 1998-2001; and supported local negotiations on behalf of clerical, gas construction/maintenance, and electric transmission and distribution in San Francisco, Skyline and Peninsula Divisions in the 2000s. He also coordinated statewide organized labor support for the first PG&E bankruptcy settlement in 2003-2004.

## Unparalleled Commitment

Whenever there was a need, big or small, Marttila was there in a heartbeat.

“Landis doesn't disappear when it's time to do grunt work. And he has a good sense for important details,” said Wolfe. “Before he starts hanging door-hangers, he'll take the time to put rubber-bands on every single one of those suckers so they attach securely to any kind of door and won't fall off or blow



Landis Marttila, in 2016

away in the wind. I also watched him sit down on cement steps in a good suit and wrap dozens of picket signs in plastic so they wouldn't wilt in the rain.”

And like a Boy Scout, Marttila is always prepared.

“I remember we were doing a political event at a pub during the 2001 campaign,” recalled Stern. “We were talking to a rather influential politician who was very skeptical of the City running PG&E (but was not publicly saying so) and we were discussed what a takeover would mean practically. Suddenly, she said she was hungry. Landis pulled out five mini candy bars mixed with empty wrappers from his coat pocket and offered her one on the spot. We both looked at him like he was crazy. He said it is his campaign routine, coffee and



Marttila, right, chats with Advisory Council member Dan Mayo after a meeting.



Marttila, foreground, with colleague Dean Gurke at the Asplundh Tree strike in 1992.



Marttila on the job in the 70s





chocolate. She eventually helped us by giving us access to the local political clubs that supported her.”

His commitment to the labor movement is truly unparalleled. He represented Local 1245 on the executive board of the San Mateo Central Labor Council for nearly 30 years, and was the proud recipient of the CLC’s C.O.P.E. Unity Award in 1994. He also boasts a whopping 32 different appointments to various union committees, delegations and other roles over the course of his IBEW 1245 career, which may very well be a local record!

According to Marttila, out of his many

campaigns and accomplishments, the one that sticks out most to him occurred in 1998, when Asplundh Tree announced a 10% reduction in manpower in San Mateo County. Ordinarily, such a cut would inevitably result in layoffs, but thanks in large part to the work that Marttila did to cultivate a sense of brotherhood among the tree trimmers, the members overwhelmingly agreed (by a secret ballot vote of 110-2) to reduce their work schedule by 10% in order to avoid any job losses.

“Over the years, I’ve watched a lot of members interact with Landis,” Wolfe said. “When he calls you brother or sis-

ter, it’s more than just a union formality. He makes it feel like a personal pledge of solidarity, like he’s got your back. And people respond to that. He could really turn out members for phone-banking, canvassing, picketing, you name it.”

“I’ve known Landis for more than half my life, and I’ve worked with him in his many capacities with Local 1245 — Business Representative in the San Francisco Division, Business Representative with our line clearance tree trimmer members, strike captain in our strike against Pacific Tree in the 1990s, and safety expert. He has brought the

same qualities to each of these jobs,” added Dalzell.

“I have had the pleasure of working with Landis since I came on staff with Local 1245. Landis had many of my assignments for several years before me, which we talked about often,” said Armstrong. “I wish Landis and his family the best in his retirement.”

— Rebecca Band, IBEW 1245 Communications Director



## Units lend a helping hand

All of the following unit donations to various charitable organizations from April through June 2020 were approved by the IBEW 1245 Executive Board.

**Templeton Unit #1217** donated \$500 to Paso Robles Elks Lodge for its 2020 Golf Tournament. Funds will be used to support youth activities, support food banks, and feed youth during the COVID-19 pandemic.

**Elk Grove/Frontier Unit #4014** donated \$250 to the Vet-Traxx Project’s musical festival. The festival helps veterans with disabilities.

I first met Landis in the early aughts, when I was working for PG&E in IT. He was looking into organizing the IT folks, and we made contact. Together, we talked to a lot of my coworkers about the benefits of becoming union members, but the vote did not pass, so we parted ways.

Years later, I changed roles and began working as an Environmental Field Specialist. At the time, we were being asked to do a lot of things that had very little to do with field work, and only tangentially attached to environmental work. So I reached out to Landis, and told him we had a strong desire to become members of the union. He worked with us for months to get a good idea of what we did, how we function and how we are organized — because we’re not like other work groups at PG&E; we’re completely different from the other Title 200 groups he worked with.

Landis started doing salary comparisons, looking at what we were paid and comparing it to others working in similar roles in the utility industry. He discovered that, on average, we were underpaid around \$25,000 a year compared to our peers — both union and non-union. When he reported that to us, we were flabbergasted! That information he gathered helped us drum up support for our union organizing effort — and of all the votes we received from our group, there was only one person who voted against unionizing.

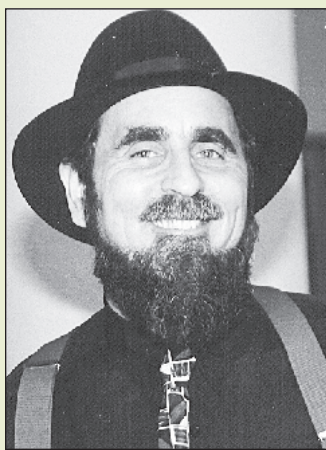
(Several years later, that person went to an IBEW pin dinner and ended up thanking Landis and the union because they had saved her job when she was unable to obtain a certification that management said she had to

have. Landis helped her interpret the contract and convince management that she was not required to have that cert to do her job.)

When we first ratified our contract, my job didn’t change at all — but because of what Landis had done, I suddenly received a \$26,000-a-year raise! And quite a few of my coworkers received raises as well, all because of the work Landis had done researching salary packages of people who did similar work in the industry.

No one person does it alone, but Landis went out of his way to make sure I and my fellow IBEW brothers and sisters knew what was going on, and he made sure we were kept in the loop about issues that affected us and our livelihoods. I just want to tell him ‘thank you’ for everything that he and the IBEW have done for me and my career. He’s given me and my co-workers a voice. Landis reaching out when we were unsure of what to do is the #1 reason why we are where we are.

— Jennifer Hope, IBEW 1245 member and PG&E Environmental Field Specialist



Marttila, early in his union career

## Reno/Sparks Retirees Donate Fans and Funds to Seniors

In Washoe County, NV, temperatures can reach and exceed 100 degrees in the summer, and many seniors cannot afford air conditioning. A few years ago, IBEW 1245 Reno/Sparks Retirees Club President Ron Borst challenged his fellow club members to collect fans for their neighbors in need, and the drive

has become an annual tradition. This year, the club collected another 40 fans to donate, bringing their total to date up to more than 200 fans.

Additionally, the club presented a \$500 donation from the union’s community fund to support the county’s Senior Meals on Wheels program.



IBEW 1245 Reno/Sparks Retirees Club President Ron Borst (right) presented donated fans and check to Washoe County Human Services Agency Program Coordinator Todd Acker.

## Winnemucca Retirees Support Battle Mountain Sober Grad Night

The IBEW 1245 Winnemucca Retirees Club presented a community fund donation to the Battle Mountain High School Sober Grad Night.

“The Sober Grad Night program provides our high school graduating class with an alcohol-free, ‘job well done’ party,” Hinton said. “The seniors are provided games and refreshments, and there is a raffle with prizes designed to help with their transition out of high school. The students work all year on community projects and fundraisers to earn tickets to the raffle.”



Retirees Club member Michael Hinton presents a donation on behalf of the International Brotherhood of Electrical Workers Local 1245 to the Battle Mountain Sober Grad Night program. Accepting the donation is Board Member Alicia Price.



# 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!

Anderson, Mark 41 years Yuba City, CA	Clayton, Jennifer 40 years Bakersfield, CA
Antonio, Kenneth 40 years Rohnert Park, CA	Coffland, Julie 34 years San Carlos, CA
Armstrong, Dennis 36 years Tracy, CA	De Baca, Jerry 39 years Pittsburg, CA
Arreola, Eva 13 years Fresno, CA	Diaz, Ricardo 46 years Salinas, CA
Azevedo, Delbert 36 years Sacramento, CA	Dunkerson, James Jr. 35 years Sacramento, CA
Balderson, Robert 37 years Portland, TN	Falk-Carlson, Steve 16 years Eureka, CA
Banuelos, Pascual 39 years Manteca, CA	Fedor, Pat 35 years Shaver Lake, CA
Beard, William 44 years Foresthill, CA	Ferguson, Mark 6 years Newbury Park, CA
Bell, Richard 35 years Clovis, CA	Fernando, Erlinda 44 years Hercules, CA
Bennett, Thomas 35 years Angels Camp, CA	Flecklin, Paul 36 years Placerville, CA
Benzel, John 39 years Live Oak, CA	Fung, Kenneth 36 years Tracy, CA
Berlinguet, Joseph 25 years Sacramento, CA	Garibaldi, Richard 40 years Lockeford, CA
Blanchard, Eric 36 years San Jose, CA	Garnett, Ronald 47 years Seaside, CA
Blank, Mary 11 years San Mateo, CA	Goforth, Rebecca 9 years Stockton, CA
Bolf, Scotty 35 years Hayward, CA	Goishi, Lori 16 years Granite Bay, CA
Bonnell, Mark 10 years Goodlettsville, TN	Gonsales, Del 37 years Salinas, CA
Borgen, Eric 42 years Woodbridge, CA	Gravelle, Allen 30 years Alameda, CA
Brefeld, Steve 41 years Paso Robles, CA	Gritsch, Joseph 35 years Crockett, CA
Butler, Mark 37 years Hydesville, CA	Groth, Mark 28 years Sacramento, CA
Campagna, Charles 36 years Penngrove, CA	Guerrero, Ralph 40 years San Jose, CA
Carlyle, Linda 8 years Santa Rosa, CA	Gutierrez, Gary 29 years Salinas, CA
Castelli, David 42 years Windsor, CA	Gutierrez, Marlon 19 years Chico, CA
Castrillo, Carlos Jr. 39 years Pinole, CA	Hamby, Corinne 25 years West Sacramento, CA
Chapman, Steven 30 years Paso Robles, CA	Hamilton, Theresa 24 years Citrus Heights, CA

Hammill, Robert 35 years Lake Almanor, CA	O'Neill, Denise 36 years Fresno, CA
Hicks, Michael 35 years Manteca, CA	Palter, Elizabeth 42 years Daly City, CA
Hill, Jerry 24 years Elk Grove, CA	Patrick, Daniel 43 years Bakersfield, CA
Hough, Pete 15 years Santa Cruz, CA	Perez, Victor 36 years Oakley, CA
Huckaby, Victor 16 years Auburn, CA	Piper, Richard 32 years Stockton, CA
Hutcheson, Alton 41 years Montgomery Creek, CA	Preciado, Robert 40 years Rescue, CA
Ice, Christopher 29 years Folsom, CA	Ragan, Timothy 35 years Santa Maria, CA
Ingram, Robert 34 years McArthur, CA	Ramirez, Jimmy 43 years Elk Grove, CA
Irons, Jamie 32 years Morro Bay, CA	Rasmussen, Keith 44 years Fresno, CA
Isleta, Oscar 29 years Ewa Beach, HI	Reavis, Timothy 29 years Grass Valley, CA
Jaime, Rick 38 years Nipomo, CA	Richards, Ronald 23 years Dekalb, Texas
Justice, Donna 36 years Sacramento, CA	Robedeau, Kenneth 46 years Watsonville, CA
Justice, Donna 36 years Sacramento, CA	Rodenhuis, Lydia 15 years Oceano, CA
Kelly, David 34 years Orland, CA	Rodriguez, Ernest 40 years Madera, CA
Keyser, Shirley 15 years Hanford, CA	Rosas, Manuel 36 years Santa Rosa, CA
Kuhn, Gary 41 years Spreckels, CA	Rowland, Steven 42 years Fairfield, CA
Lile, Gary 10 years Red Bluff, CA	Rutherford, Donald 35 years Bakersfield, CA
Loftis, Sharian 19 years Sacramento, CA	Sagote, Jacqueline 41 years San Pablo, CA
Long, Cheryl 15 years Grass Valley, CA	Sakamoto, Anthony 34 years Bakersfield, CA
Love, Sue 8 years Clovis, CA	Sanchez, Michael 35 years Castro Valley, CA
MacLean, David 35 years La Pine, OR	Serra, Monica 28 years El Dorado Hills, CA
Maire, Mark 44 years Newman, CA	Serrano, Gail 38 years Pleasanton, CA
Manley, Paul 36 years Placerville, CA	Shoulet, Rex 35 years Bakersfield, CA
Martinez, Julian 35 years Roseville, CA	Sisemore, Gregory 41 years Placerville, CA
Meier, Ralph 37 years Sutter Creek, CA	Sloan, Kevin 34 years Alta, CA
Melton, Elizabeth 25 years Roseville, CA	Smith, Dale 36 years Fresno, CA
Meuchel, Leslie 24 years Santa Rosa, CA	Smith, Dale 36 years Fresno, CA
Nomellini, Cynthia 40 years Clayton, CA	

Takahashi, John 41 years Lodi, CA	Turner, Victor 41 years Kingsburg, CA	Whiteley, Jonell 26 years Madera, CA
Tapia, Emilio 38 years San Jose, CA	Vandermeer, David 17 years Shingletown, CA	Windschitl, Patrick 36 years Manteca, CA
Tom, Linnie 40 years Walnut Creek, CA	Walker, Steve 49 years Groveland, CA	Winterboer, Jon 39 years Novato, CA
Trinkle, Patty 38 years Fresno, CA	Wan, Edith 39 years San Ramon, CA	Wortman, Terre 41 years Rocklin, CA
Trujillo, Manuel 36 years Sonora, CA	West, David 43 years Chico, CA	Wright, Patricia 17 years Salida, CA

## Gary Hoch Wins Quarterly Photo Contest

Congratulations to six-year IBEW 1245 member Gary Hoch, who has won the IBEW 1245 quarterly photo contest! Ordinarily, Brother Hoch, who works as a GC Lineman for PG&E out of Antioch, would be invited to the next Advisory Council meeting so that the union leadership can recognize him and present him with his \$500 in person. However, the meeting for this quarter was canceled due to COVID-19, so the union will be issuing his prize check by mail.

All IBEW 1245 members in good standing are eligible to enter up to five original, high-resolution photos into the contest each quarter. All submissions may be sent to RGB1@ibew1245.com. Please put “photo contest” in the subject of the email, and include your full name and member number or date of birth to confirm eligibility.



**Congratulations Retirees!**

**We want you to**

**STAY CONNECTED**



**to IBEW 1245.**





# SERVICE AWARDS

## North Bay

March 6, 2020

### 45 Years

From left:  
Business Rep.  
Mark Wilson,  
Business Rep.  
Mark McCrea,  
Steve Semenero  
and Business  
Manager Tom  
Dalzell



**40 Years** Front row, from left: Ronald Glendon, Sandra Goetz and Kenneth Antonio. Back row, from left: (Dalzell) and Richard Morris

### 35 Years

Front row, from  
left: Phil Cirelli  
and Kevin Lamar.  
Back row, from  
left: William Hunt  
and Kent Griffiths



Photos by  
John Storey



**30 Years** From left: Chris Garrett, (Dalzell) and Ralph Kenyon



**15 Years** Front row, from left: Steven Fraley, (Dalzell) and Elvis Gonzalez



**10 Years** From left: (Wilson) with Lisa McNamee



**5 Years** From left: Lacey Parmeter, (Dalzell) and Charisma Anderson

*Congratulations on your service!*

## HONOREES

### 50 Years

De Luna, Alice  
Franklin, Don  
Radloff, Michael

### 45 Years

Chapman, Chris  
Semenero, Steve

### 40 Years

Antonio, Kenneth  
Cantrell, Lawrence  
Filippo, Richard  
Gazzoli, Linda  
Glendon, Ronald  
Goetz, Sandra  
Isaac, Josephine  
Levernier, David  
Morris, Richard  
Vallee, Nicole

### 35 Years

Ako, Chauncey  
Bittner, Stephen  
Bock, Michael  
Burroughs, Michael  
Burrow, Jason  
Cirelli, Phil  
Cox, Donald  
Damico, Tony  
Dandini, Michael  
Gilliland, Todd  
Griffiths, Kent  
Hunt, William  
Januleski, Michael  
Khiev, San  
Lamar, Kevin  
Lau, Rebecca  
Lehman, Jeffrey  
McKean, Tina  
Mock, David

### 30 Years

Moore, David  
Ross, Eric  
Souza, Brian  
Bahlke, Josef  
Cortes, Maria  
Feland, David  
Garrett, Chris  
Gracie, Richard  
Greene, Joseph  
Hunkins, Kevin  
Matlock, David  
Mullins, Erik  
Newmiller, Helen  
Pennato, Lori

### 25 Years

Cruz, Artemio  
Galea, Charlie  
Murphy, Jay

Tokiwa, Scott

### 20 Years

Menzio, Larry  
Moore, Shon  
Mufich, Pete  
Rege, Robert  
Renenger, Brian  
Scotto, Gary  
Sherwin, James  
Valencia, Jorge

### 15 Years

Abraham, John  
Angeli, Nicholas  
Austin, Nathan Sr.  
Campos, Raul  
Cardenas, Victor  
Castillo-Cardenas,  
Jose  
Cirigo-Hernandez,  
Francisco  
Cullom, Edward IV  
Diaz, Feliciano  
Donelson, Autumn

Easton, Joseph  
Faeustle, Barbara  
Fraley, Steven  
Garcia, Jaime  
Gilbert, Brendan  
Gomez, Zefram  
Gonzalez, Elvis  
Harriman, Ryan  
Hart, Susan  
Herbert, Mark  
Jensen, William  
Low, Heather  
Matis, Keith  
Mazariegos, Daniel  
Mellor, Todd  
Moeller, Adam  
Pagan, Michael  
Pepper, Nicholas  
Rodrigues, Linda  
Rogers, Nick  
Sanderson, Fredrick  
Schroeder, Cody  
Shirley, Eric  
Walter, Ryan

Williams, Mitchell

### 10 Years

Azevedo, Nick  
Azevedo, Paul  
Clay, Joshua  
Cottrell, Ethan  
Dixon, Selena  
Farias, Francisco  
Farias-Alcazar, Juan  
Gutierrez, Uriel  
Hanley, Christopher  
Janssen, Nicholas  
Johnston, Andrew  
McKenna, Timothy  
McNamee, Lisa  
Nava, Juan  
Oseguera, Javier  
Rodrigues, Jeff  
Roldan, Rosanna  
Sumpter, Shawn  
Valencia, Cristobal

### 5 Years

Amman, Ann

Anderson, Charisma  
Arietta, Dustin  
Balistreri, Anthony  
Barber, Jacob  
Brennan, Patrick  
Bushey, Devante  
Carr, Mark  
Christopher, Joseph  
Cliff, James  
Cordova, Homer  
Craigie, David  
Daluz, Cody  
Damian Arteaga, Jose  
De Jesus  
Desforjes, Brandon  
Doherty, Robert  
Espinoza, Adolfo  
Espinoza-Cardenas,  
Luis  
Feeney, Sean  
Giron Aldana, Ramiro  
Giron Aldana, Luis  
Gonsalves, Kenneth Jr.  
Guasco, Riley

Halverson, Victor  
Hinton, Ruben  
Hockenberger, Marc  
Larson, Bradley  
Lopez-Contreras,  
Hector  
MacDonald, Rodney  
Miller, Jakob  
Nelson, Stephen Jr.  
Omopariola,  
Babafemi  
Parmeter, Lacey  
Salo, Steven  
Sanchez, Solomon  
Shelton, William  
Snow, Kyle  
Suder, William  
Thrift, Robert  
Walker, Raiona  
Warkentin, Richard  
Worlow, Chris  
Zaharin, Mara



# COVID-19

