



Inside:

# Utility Reporter

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UNITY IS STRENGTH

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

**Island Energy** 12

**COVID Vaccine Mandate** 2, 10 & 28

**Get to Know Your Business Manager** 4

**International Lineman's Rodeo** 6

**Backyard Pole Changeout** 8

**Public Sector** 10

**Apprenticeship at NV Energy** 14

**Advisory Council** 16

**Dixie Fire** 18

**Caldor Fire** 20

**Line Clearance Tree Trimmers** 22

**Scholarship Application** 26

**In Memoriam** 29

**Retirees** 30

**Outside Construction** 34

**Photo Contest Winner** 36



Clearing trees in the Caldor Fire zone. Story on page 20.  
Photo by John Storey





**Bob Dean**  
Business Manager

## Why We Fight

As we look towards the end of 2021, it's time to reflect on the magnitude of what we survived together. A global pandemic, economic collapse, catastrophic wildfires, an atmospheric river and the emergence of our largest employer from bankruptcy were just a few of the "highlights." Managing these things simultaneously, on top of working in a high-pressure industry, can wear on us all. And it led me to consider: Are there things we should stop doing, or stop devoting resources to? And where are our efforts best directed as we manage our way out of this crisis?

Or, thinking more broadly, why do we devote time and energy to the fights that we take on together? Why do we organize? Why do we engage in elections and regulatory battles across our territory — from water boards to the State Senate? Why do we take a stand against decision-makers when they cross the line? In an environment with multiple crises and limited resources, why do we put energy into anything besides negotiating contracts?

The reason, in my view, is that these

efforts are connected — we cannot guarantee a solid future for our members and families if we retreat from any front in the war on our rights. We are operating on multiple battle fields (political, regulatory, bargaining) with multiple threats and multiple opportunities presenting themselves simultaneously. It is an investment of time, energy and will to address all of them head-on.

Playing three-dimensional chess, especially after the year we've all had, can be exhausting. But looking back, fighting on every front has generated real results for us and our families.

For example, we have known for years that our tree trimmers have had an unacceptably high injury and fatality rate. In 2019, we successfully lobbied the California Legislature to require utilities to invest more in training (and wages) for the IBEW crews that clear trees around power lines and perform fire mitigation work. As 2020 unfolded and fires broke out across the state, we didn't put this project on ice. We kept the pressure on. As a result, the program was recently awarded a grant of just under \$4.2 million over three years. That is real money that will help save lives (and improve the livelihoods) of many of our members.

The electoral efforts made to support worker-friendly city councilmembers in Lompoc yielded a series of equity increases for members in numerous classifications, some of which will amount to up to 27% when compounded. This wouldn't have been possible without a concerted, ongoing effort to elect lawmakers that value of our members and build relationships

where it matters.

At SMUD — our largest publicly-owned electric utility — we just reached a four-year MOU that includes general wage increases (including double time for all overtime and Mutual Aid work) and additional equity adjustments for several classifications. It was ratified with 88% in favor. This didn't come easily — in fact, it took five months of challenging negotiations — and this major win is a credit to our skilled and committed 1245 negotiators and our bargaining committee.

Earlier this year, we turned our attention to the 1,500 non-signatory contractors working as Vegetation Management (VM) Inspectors on PG&E property. These non-union inspectors have been earning well below the IBEW standard wage rate, and most lack the type of consistent training that is required in a safety-centric position. That is not acceptable — and we called them on it. We reached out to PG&E's vegetation management team, and together, the union and the company quickly came to an agreement that would better support these workers, most of whom have been earning less than \$20/hr. Now, all contractors performing vegetation management work for PG&E must become signatory to IBEW 1245, and all VM Inspec-

tors will see a significant and immediate pay raise. Some will be earning 50-100% over their current wage.

All of these efforts were complicated, and all of them consumed significant time and resources. But they were all essential. Because if you don't take a stand in the state legislature, you'll find yourself on the receiving end of policies that don't acknowledge your worth. If you don't make your presence felt with regulators, they won't consider your value when they're writing the rules. And if you don't take on the employer when they're wrong, you'll end up with too many battles to fight during contract negotiations. In other words, if you're not at the table, you're on the menu.

Constantly engaging with friends and enemies is required. And we don't back down from a fight. That's why we have the strongest contracts in the industry, and why we survived bankruptcy after bankruptcy with our jobs intact. It's what protects our families, pays our mortgages, and builds our communities. And in my opinion, those things are worth fighting for.

We have many challenges ahead of us and together we are up for all of them. Stay strong, stay safe and stay engaged.

## IBEW 1245 Receives Henry Miller Award for Excellence in Organizing

At the IBEW's annual 9th District Progress Meeting (held on Zoom), IBEW Local 1245 once again received the Henry Miller Award for its ongoing commitment to the IBEW's organizing principles over the past year. Our local was celebrated for adding 2,077 members to our rolls in 2020. This marks the seventh consecutive year that Local 1245 has received this coveted award.

"I would like to thank Senior Assistant Business Manager Ralph Armstrong and his team, as well as Staff Organizer Rene Cruz Martinez and all of the organizers for a job well done!" said 1245 Business Manager Bob Dean.

## Business Manager Bob Dean Responds to President Biden's COVID Vaccine Mandate Announcement

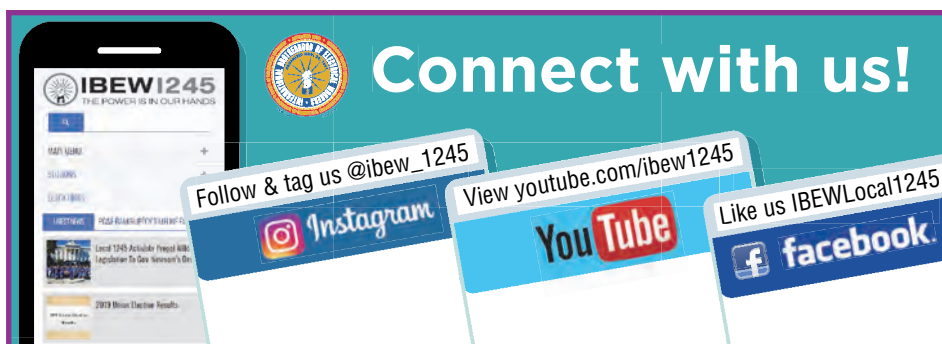
These are, without a doubt, some of the most difficult times our union family has faced — but our rights as workers are as important in hard times as they are in good times.

In early September, President Biden announced he will sign an executive order requiring companies with over 100 employees to mandate the COVID vaccine or do weekly testing. I believe this is an overreach of his authority, and that these are mandatory subjects of bargaining for unionized workers. While I have in the past recommended that our members get vaccinated, I do not think it should be unilaterally mandated as a condition of employment for IBEW 1245 members.

IBEW 1245 is exploring all our options while keeping workers' rights at the forefront, just as we've always done, and taking action. (See additional news on COVID vaccine mandates on page 10, page 16 and page 28).

For the latest news and updates, please visit [ibew1245.com/covid19/](https://ibew1245.com/covid19/).

— Bob Dean, IBEW 1245 Business Manager



### Utility Reporter

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# Ben Contreras Joins Local 1245 Staff

Seventeen-year IBEW 1245 member Ben Contreras has joined the union staff as a Business Rep. He will be working with outside construction members in the central/southern area, taking over for longtime Business Rep Richard Ingle, who is retiring (see story on page 30).



Ben Contreras

Brother Contreras began his union career in vegetation management in the early 2000s. He eventually got into the lineman apprenticeship, and journeyed out in 2015, working for several outside construction contractors over the years. Prior to coming on staff at 1245, Contreras was the general foreman for MGE Underground out of the Fresno yard.

A staunch advocate for the union, Brother Contreras has served as a shop steward, and has sat on both safety and negotiating committees. For the past three years, he's also served as a lineman instructor at the Cal-Nev JATC.

"I am blessed and forever grateful to be a 1245 member, best decision I ever made back in 2003. And being a line-

man is the best thing that has happened to me, career-wise. It is a life-changing career that has given me so much, which is why I'm ready to give back and contribute in everything I can for the

1245 staff," said Contreras. "I know I have some big shoes to fill, but I'm up to the challenge. I'm going to give it my best to represent our local and our members in the best possible way."

Brother Contreras lives in Fresno, and is happily married with two teenage children. When he's not working, Contreras enjoys spending time with his family and playing soccer.

## IBEW Crew Hangs Local 1245 Flag Over Zampa (Carquinez) Bridge

When an IBEW outside construction crew from Summit Line was tasked with replacing the deadend insulators on the Alfred Zampa (Carquinez) bridge, they took advantage of the opportunity to fly the IBEW 1245 flag, as well as the American flag, over the westbound span of the bridge that connects Solano and Contra Costa counties.

The Zampa bridge, which runs over the Carquinez Strait, is named after a 65-year union member and iron worker who

assisted in the construction of many Bay Area bridges, including this one. The Zampa bridge is the only bridge in the United States named for a blue collar worker. Learn more at <http://alzampabridge.com/>.

The Summit crew worked with the union and the company to mount the flags in a safe manner, ensuring that all those who pass over the bridge can see and appreciate their union pride.



A crew from Summit Line mounts the IBEW 1245 flag and the American flag over the Zampa Bridge. photo courtesy of Walter Widuch

### MEMORANDUM

FROM: IBEW 1245  
EXECUTIVE BOARD

RE: SALE OF VALLEJO  
BUILDING

In accordance with the IBEW International office, the following shall be **re-voted** on at all January 2021 unit meetings, and the vote recorded and sent to Local Union 1245, Attn: Recording Secretary.

**Shall IBEW 1245 sell the building at 1115 Amador St., in Vallejo, CA?**

**Local 1245 recommends a Yes vote.**

#### HISTORY:

In 1995, Local 2145 gave the building to Local 2376 due to the closing of the Mare Island shipyards. Local 2376 then took over the building and used it as their hall, and for their general membership meetings.

In March of 2016, Local 2376 merged into Local 1245, and turned over its membership, debt and property to Local 1245. The building is in serious disrepair and has been broken into several times. It would cost more to fix the building than it is currently worth.

We believe it is in the best fiscal interest of IBEW 1245 to sell the building.



# Get to Know Your Business Manager

## *When were you first introduced to the concept of unionism?*

My great-grandmother was a union member, and so were all of my grand-parents. What I recall the most are the conversations that the women in my family would have about work. My grandmother and my great-grandmother were treated pretty poorly on the job, but they were able to have some degree of justice against the people who treated them poorly — and that was because of the union. In our house, we were always hearing about the union and the fight for workers' rights — those conversations are some of my earliest memories as a child.

I also remember hearing my dad — who was a PG&E Lineman and IBEW 1245 shop steward — arguing about issues the workers were having with the company, and how important it was for the union members to hold the line and fight back. The power of the union was a constant conversation at my house growing up.

## *Tell us about your educational and professional background.*

I was born and raised in Richmond, CA. I graduated from Pinole Valley High School, and then I went to College of Marin, and I was also working at the Chevron refinery in Richmond. To be honest, I wasn't too fond of either. I decided to try something different, so I joined the Navy on a whim. I was driving down 23rd St. and I saw the military recruiter, so I walked in and said, "I want to join the Marine Corps." He said, "It'll take six months." I said, "Okay, I'll join the Army." Recruiter said, "That'll take three months." So I said, "Okay, I want to go join the Navy." He said, "We can put you in next week, we've just got to do some testing."

I enlisted one week before Christ-

ended up taking a job as an apprentice transmission system operator in Pittsburg. Eventually I moved and took a bid to Feather River, and I worked in hydro for about 15 years.

## *How did you end up getting involved with the union?*

When I got into Hydro, there were few, if any, shop stewards. The powerhouse was run with the attitude of, "This is how we always do it. This is how we've always done it. We don't take breaks. We take short lunches. We don't have to follow all these union rules." But even back then, I knew it wasn't just "rules" — the contract is a legally binding agreed-upon set of working conditions that everybody has to adhere to. Questions kept coming up with my co-workers — "Why does the contract apply to everybody except us?" And there was no one there to really speak up on these issues, so I reached out to IBEW 1245 staffer Mickey Harrington, and I told him, "Hey, I want to be a shop steward," and I started advocating for us to follow the contract.

My father was good friends with another IBEW 1245 staffer, Sam Tamimi, and I had known Sam all my life. Sam invited me to serve on some union committees, and that was how I first got to know [then-Business Manager] Tom Dalzell. I was vocal in my opposition to certain letter agreements — I actually got in an argument with Tom about it. He turned to me and said, "You think you could do better?" And that's when he ultimately offered me a job, which is how I found myself working for 1245 as a Business Rep down in Bakersfield.

Former IBEW 1245 staffer Joe Osterlund was hired around the same

time. It wasn't long before Tom tasked the two of us with leading much of the 2012 physical contract negotiations with PG&E. That was my first experience taking on a real leadership role at 1245, and the rest is history.

## *What drives you as a union leader to continue to push forward on behalf of the working class?*

For me, it always boils down to the same argument. It's the same argument my grandmother was making, the same argument I heard my father making. We were then — and are now — fighting for fairness and justice. We don't want to take the employer down; we don't want to destroy them, but we have to have a voice. That's what drives me — the idea that all workers deserve to have a voice at whatever company they work for. This is a righteous fight, and I'm proud to be here.

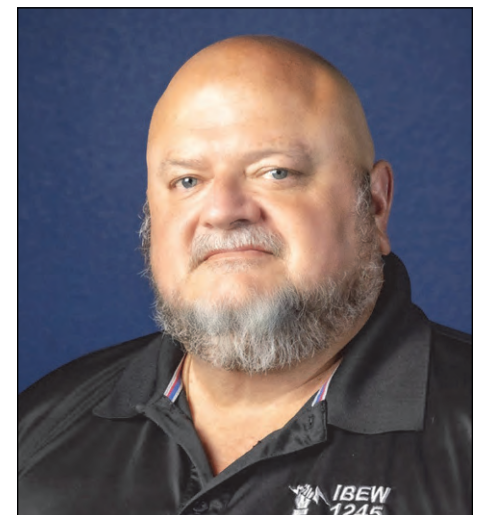
## *How has your military experience served you during your career at PG&E and IBEW?*

Being a Sonar technician in the Navy, and then becoming a system operator at PG&E, it was a very easy transition, skillset-wise. And now, as a union leader, I draw on a different aspect of my military experience. In the Navy, I had a lot of people working for me at a very young age. It was a very diverse, spirited group of people from all over the United States thrown together for a common cause — similar to what we have here at IBEW 1245. We represent people from every walk of life, every race,

color, creed, sexual orientation, and in an era where differences seem to equate to division, I strive to keep the focus on our brotherhood and sisterhood, and what's good for all of us. Our strength comes out of that unity.

## *What's been your proudest moment with 1245?*

I take pride in every single unjust termination that I fought back against — getting those fired people back to work is a great point of pride



Dean circa 2006

IBEW 1245 archives

***"I take pride in every single unjust termination that I fought back against — getting those fired people back to work is a great point of pride for me."***

mas (in retrospect, not the best timing), and I ended up spending 10 years in the Navy working as a Sonar Technician. When I got out of the military, my dad, a PG&E journeyman lineman, told me to give PG&E a try, because he thought I'd like it. I started applying to jobs at PG&E and



PG&E Contract Negotiations in 2018

Photos by John Storey



# An Interview with Bob Dean

for me. And now, looking at everything we've been through over the past 18 months, I'm proud to say that our members have come out of it better than anyone could have anticipated. Not that our members haven't been impacted — of course they have, just as our whole society has. But their working conditions did not deteriorate during that time, and their pay did not suffer, and their benefits did not suffer, all of which we were really worried about when this started. So now we keep fighting

until it's over and we can move on to the next fight.

## *What do you see as 1245's biggest challenge right now and in the near future?*

It breaks down to two different areas. Internally, we need to work hard to maintain our brotherhood, our sisterhood, our unity. In this highly divisive world, we need to fight to stick together, so outside forces don't blow us apart. Externally,

our industry — gas, and electric, and generation — is changing at an unprecedented rate. And we're likely going to see more technological changes in next five years than we've seen over the last 80. Whether that's electric vehicles, hydrogen vehicles, DER intrusion onto the distribution system, or drones, we as a union must be involved in all of it. That's why, now more than ever, we need to have that seat at that table. If there is a gas molecule or an electron going through it, we need to advocate to

make sure that remains IBEW work. We need to make sure everyone knows that we ARE the Green New Deal. No one needs to look anywhere else. There is nothing in this industry we cannot do.

## *What's your vision for the union?*

In my vision, IBEW 1245 is a place where individuals from all walks of life can join the brotherhood/sisterhood and have a say in their working lives — and every year their working lives are better than the year before. If we want to grow, we can't afford to cut anybody out. This has to be a space where people come together, and even if we're going to have a fight, at least we are on the same side. We can have calm conversations. We can argue it out. But ultimately, we still respect each other and do the right thing. This is how we can make sure our union remains strong in every possible way, so we can continue to have the power to make meaningful change on behalf of the workers we represent.

## *On a more personal note, tell us about your family.*

I'm married to my beautiful wife, Cindy, and I have two grown kids. My son is a backhoe operator at PG&E, and my daughter is a lawyer. We also have a couple of dogs.

## *Who's someone who has been a hero or inspiration to you?*

I'd have to say my father. He always tried to fight to do what was right. He was sort of a renaissance lineman — he wanted us to learn about our history, and other cultures while making sure we were always willing to stand up for ourselves. He gave us exposure to a lot of things. He taught me a lot, and if I had to pick a hero, it would be him.

## *Do you have any hobbies, passions or special talents?*

I'm a big history buff. I love to read any and everything related to history, right now I'm really into ancient Rome. In my free time, when I'm not reading, I'm usually woodworking — I'm mostly making tables and workbenches these days. I love fixing things — I'd say my special talent would be that I can fix almost anything. I like to shoot especially trap and I also love sports. I was born and bred in the Bay Area, so I am a Giants/Niners guy. When they do good, I'm a Giants/Niners guy. And when they do terrible, I'm a Giants/Niners guy. I'm just always Giants/Niners.



IBEW 1245 2019 Stewards Training at Chico



In 2018, Dean testified before the Utilities and Energy Committee in defense of IBEW 1245 members at Diablo Canyon.





## LOCAL 1245 MEMBERS BRING HOME TROPHIES

**I**BEW 1245 members demonstrated once again that they're the cream of the crop at this year's International Lineman's Rodeo, which took place in Kansas City from Oct. 13–16, 2021.

The decorated IBEW 1245 journeyman team of Dustin Krieger, Josh Klikna and Steve Johnson from Turlock Irrigation District came back ready to reclaim their title in the Municipal Division. The TID team placed first in this division in 2015, 2016 and 2017, and came in third in 2019 following an off year in 2018. This year, they were back in full force, and once again took home the first place trophy in their division.

Seasoned competitor and 1245 member Dustin Curry — whose team won the Rodeo back in 2018 — joined up with fellow 1245 journeymen linemen Brandon Dance and Nick Noriega from PG&E to compete in this year's event. The team quickly proved themselves to be among the best out there, placing second in the Investor-Owned Utility (IOU) division, and fourth overall in the "Best of the Best" category.

Another 1245 championship team — JP Richard, Adam Beene and Anthony Albright — rounded out the IOU leaderboard, placing fourth in the IOU division and 9th overall in "Best of the Best." This powerhouse team from PG&E won

the Rodeo back in 2014.

Additionally, IBEW 1245 journeyman lineman and Rodeo championship holder Jacob Hunt from PG&E competed with his old teammates Luke Bogart and Heath Hatch to grab third place in "Best of the Best" and first place in the contractor division, while IBEW 1245 journeyman Christopher Miles from Henkels & McCoy teamed up with Austin Irzyk and Joe Gunter to secure the fourth-place award in the Hurtman Rescue event.

In the apprentice division, 1245 apprentice Aaron Sabato from PG&E blew the competition out of the water, coming in first place overall in the "Best

of the Best" category with 488 points — a full 10 points higher than the 2nd place competitor. Sabato also nabbed first place in the Apprentice IOU category, as well as first place on the written test, capturing 88 points in just 7 minutes and 46 seconds — nearly four minutes faster than the second- and third-place competitors. 1245 Apprentice Austin Trevino from PG&E also took home an award, placing fourth in the Hurtman rescue.

A hearty congrats to all the other IBEW 1245 apprentices and journeymen that competed!

— Rebecca Band, IBEW 1245 Communications Director



1st place Municipal Division: Steve Johnson, Dustin Krieger and Josh Klikna from TID



2nd place IOU, 4th place overall, 5th place Mystery Event #2: Nick Noriega, Dustin Curry and Brandon Dance



At the end of the day, I didn't think my score was high enough to win the overall. I figured I was just going to win the written category, and that was it ... Once they said my name [as the first place apprentice overall], it was a little unreal. I really owe it all to all the guys who gave me little tips and helped me along the way. Everyone out here [from 1245] supports each other, they just want to help you do better.

— PG&E Apprentice Lineman Aaron Sabato

Photos by John Storey



1st place overall, 1st place IOU and 1st place written exam: Apprentice Aaron Sabato







# "Safe, Productive and Efficient"

IBEW 1245 outside line crew performs backyard pole changeout



Using a backyard machine, the crew took extra care to protect the customer's lawn.



Foreman Sean Corbin

On a warm day in mid-July, an IBEW 1245 outside line crew from Hot Line Construction was dispatched to address a rotten pole in the Fair Oaks neighborhood of Sacramento. The job — which required replacing a three-phase corner pole in the backyard of a home on a large property — was ordinary, but as is often the case with utility work, the devil was in the details. In this case, the crew could not use heavy machinery to get the new pole in, because it would have badly damaged a customer's property.

The crew meticulously planned how they would execute the pole changeout while causing as little harm as possible to the lawn. They used a backyard machine to bring the pole in, carefully

mapping their route, and taking down a fence for access. Letting wire down was the easy part; digging the hole and extracting the pole butt from the ground proved to be less straightforward.

"As far as working the pullout itself, we're going to be taking a clearance, testing, EPZ grounding, dropping the wire out, topping the pole and then getting the phone off, being mindful of changing strain through the whole process," explained Foreman Sean Corbin, a 13-year member of IBEW 1245. "We make sure to mark conductors and identify, so they go back the same."

The most unique part of the process was the dig. Unable to bring in heavy machinery, they used a vac-trailer — essentially, a pressure washer to dig the

hole, and a vacuum to suck the hole.

Even factors like dirt can impact decisions they have to make to get the job done right. As Corbin explained, "Sacramento is unique in the fact that it gets really hot here. And the ground in Sacramento is either sand, or river rock... So it's a challenge to dig."

For Corbin, the path to becoming an IBEW lineman wasn't a lifelong dream. Instead, it came as a result of pressure from his family. Corbin's brother-in-law is a lineman and was persistent about Corbin entering the trade.

"Eventually I gave in and went through a climbing school, the Avista program up in Spokane, Washington, and then

got entered into the California apprenticeship in 2008," said Corbin. He has not looked back since.

Being part of the union is the cherry on top of a rewarding career for Corbin. "The union has been a blessing in my life. It has allowed me to work and have my wife stay at home and be with my children. And not only that, it gives me a job that I enjoy. It's challenging. And it's also very rewarding."

He summed up the project he was working on in a few simple guiding words: "Our whole goal is to be safe, productive, and efficient."

That is also the commitment IBEW workers make to every single job they do, and to each other.

*Photos by John Storey*





Hot Line Construction crew, from left: Journeyman Lineman Jesse West, Groundman (and shop steward) Donald Keller, Journeyman Lineman Matt Thompson, Foreman Sean Corbin, Journeyman Lineman Brett Parker and Apprentice Sam Reavis



## IBEW 1245 Files Unfair Labor Practice Charges Over Vaccine Mandate Implementation

On Sept. 30, IBEW Local 1245 filed four unfair labor practice charges with the Public Employment Relations Board (PERB) against the City of Oakland, Port of Oakland, City of Berkeley, and City of Alameda, alleging that each has violated California public sector labor law by refusing to bargain over their respective decisions to implement vaccine mandates and the effects of those decisions prior to implementation. On Oct. 4, IBEW 1245 filed two similar charges with the Federal Labor Relations Authority (FLRA) on behalf of IBEW 1245 represented employees who work for the US Bureau of Reclamation and the Western Area Power Administration.

"We filed these charges not because we oppose vaccines, but because we oppose employers unilaterally imposing mandates on a unionized workforce," said Local 1245 Business Manager Bob Dean. "We firmly believe that this type of mandate constitutes a mandatory subject of bargaining, and we will continue to push back if and when employers attempt to impose such a mandate without going through the bargaining process."

## SB 270: A Win for Organized Labor and Public Sector Employees

In late September, Governor Newsom signed SB 270 (Durazo) to create penalties for public sector employers who refuse to provide information on their new hires and employees for purposes of contact by the bargaining representatives.

Several years ago, IBEW 1245 joined with other unions to advocate for a bill that requires public sector employers to give unions the opportunity to connect and meet with new hires in order to inform them of their rights as union members. That bill was enacted into law, but it did not contain any penalties for employers who fail to follow it — and as a result, a good number of these public agency employers have ignored the law, and have purposefully withheld new employee contact information from the unions that represent them. The list of employees' contact information is vital, especially during the COVID-19 pandemic. To be able to represent our members to the best of our ability, we need to have their contact information.

Organized labor has been working for the past three years to pass legislation that holds public sector employers accountable for failing to comply with this law. SB 270 will do just that, by enacting a process of enforcement at the Public Employment Relations Board (PERB). When public employers fail to provide the employee list, this bill will allow PERB to review the case and decide if penalties or other remedies can resolve the problem. SB 270 also provides the employer with an opportunity to cure the violation before penalties are imposed.

This is a big win for organized labor, and for all employees in the public sector.

View the specific provisions of the law at <https://bit.ly/sb270durazo>.

— Hunter Stern, IBEW 1245 Assistant Business Manager

## Ad Hoc Agreement Reached for City of Lompoc Treasury, Billing, Accounting Clerks, and Accounting Techs

After months of negotiations with the city, IBEW 1245 reached an agreement with the City of Lompoc on the Ad Hoc negotiations for Treasury, Billing, Accounting Clerks, and Accounting Techs groups. The City Council voted on September 21 to approve a 7% equity adjustment, retroactive to June 19th, 2021, for all groups involved.

The Negotiating Committee for Treasury Clerks and Collections were Lori Agbodi and Robin Ginn, while Dorine Fabing and Danielle Morgan represented the Accounting Clerks and Accounting Techs. Both committees did a great job, and this equity adjustment demonstrates that they definitely their homework on salary comps and job specs.

— Jaime Tinoco, IBEW 1245 Business Rep

## IBEW 1245 Members at NCPA Ratify New Three-Year Agreement

The IBEW 1245 members working at the Northern California Power Agency (NCPA) have unanimously approved a new agreement by a vote of 41-0. The agreement was subsequently adopted by the NCPA Commission on Oct. 28.

The three-year agreement includes general wage increases of 3% in year one, 3.25% in year two, and 3.5% in year three, with no 'take-aways.' Additional improvements include 3X to \$350.00 life insurance; an additional holiday, June 19 (June-teenth); improved rest period language; prescription eyewear improvements; improvement to in lieu of medical amounts; and improved bereavement leave. The MOU also includes improvements on missed meal amounts, as well as on per diem travel amounts tied to the GSA for Continental United States.

Special thanks to the members of the negotiating committee — Mark Dempsey and Travis McCrea from the Lodi Energy Center, and Charles Beck and Patrick Fleming from the Geothermal Facilities in Middletown. For the ratification vote, Matt Cottrell acted as judge, and Dylan Turner served as teller.

— JV Macor, IBEW 1245 Business Rep

## Members Ratify New Four-Year Agreement at SMUD

After many months of bargaining, IBEW 1245 and SMUD reached a tentative agreement, which was subsequently ratified by the members by a vote of 352-48 (88% in favor). The new four-year MOU includes general wage increases on Jan. 1 of each year — 3.5% in 2022, 3.0% in 2023, 3.0% in 2024, and 3.25% in 2025. The agreement includes several other enhancements as well, including double time for all overtime as well as all Mutual Aid work, and additional equity adjustments for several classifications, including Line (11%), Elec Techs (7%), Cable Splicer (3%), Substation Construction Foreman (2.5%) and Cable Splicer Construction Foreman (2.5%).

The union secured a new Crane Certification premium of \$.95 an hour for all hours worked for all Crane Certified employees; a 33% increase (from three hours to four hours) in On-Call pay for Sat/Sun; and a 100% increase (from three hours to six hours) for SMUD observed holidays. A new two-hour minimum is in effect for all on-call call outs (previously, the minimum was just for the first call in a 24-hour period). The agreement also includes a 66% increase in the Asbestos wage premium from \$.60/hr to \$1.00/hr for certified asbestos work, and an increase to the Class A premium from \$1.00/hr to \$1.15/hr. The union also eliminated the two-tier wage schedule for the Hydro Operator Series, Distribution System Operator Series, Power System Operator Series, Material Specialist III, IV and Line Equipment Operators.

Additionally, the union succeeded in maintaining the current employee medical contribution at 12.5%, so there will be no increase in medical premium cost share for the duration of the MOU. For PEPRA employees, a new column was added under Direct Contributions increasing these contributions by \$25 per month in year one, \$50 per month year two, \$75 per month year three and \$100 per month in the fourth year of the contract.

IBEW 1245 staffers Lou Mennel, Dylan Gottfried and Al Fortier worked closely with the members of the bargaining committee, which was comprised of 1245 members Corey Smith, Kim Camatti, Jimmy Ferris, Sean Stevens, Joseph Klein, Joshua Ehrhardt, Rafael Burgos, and Rick Thomas, along with help from the election committee, Judge Mike Tafoya and Tellers Chris Fukui, Greg Holm, DeVaughn Cross and Jody Cather.



Members of the election committee counting ballots



# IBEW 1245 Members Install New Disc Golf Course in Vallejo

IBEW 1245 members from the Greater Vallejo Recreation District teamed up with community volunteers to install a new disc golf course at Vallejo's Hanns Park. The course was first proposed by Jon Riley of the Napa-Solano Central Labor Council.

More information on the project can be found at <http://bit.ly/discgolfvallejo>.  
Photos by JV Macor



Local 1245 negotiating committee member and shop steward Brice Sweet, out of the Parks division, heading to the job site and assisting with the delivery of contract booklets



Jon Riley, Executive Director of the Napa Solano CLC, in Hanns Park volunteering on the Disc Golf project with GVRD crews



Community volunteer assisting Patrick Pierson from Facilities (back to camera) and Doug Vaughn from Parks in installing one of the net locations



1245 member Jose Nuno of Facilities performing backhoe operations on the project

[LEFT] Community and Labor Council volunteers assisting Javier Pena from Parks (facing camera) in unloading the base rock at one of the net locations





Utility Technician Bradley Bond. Island Energy crews prepare to switch their gas system to CNG so contractors can replace a gas line on the Mare Island Causeway in Vallejo.

# Island Life

## IBEW 1245 members at Island Energy provide gas and electric service on Mare Island

For new Local 1245 member Bradley Bond, who works as a Utility Technician for Island Ener-

gy, joining IBEW 1245 just made sense. “My biggest draw to being part of 1245 was having [representatives] that have

come from the field, or the utility industry as a whole, and have a much better idea of what we do,” said Bond. “So

when we do have issues that arise, we’re not having to explain everything in such detail and starting from zero.”

When the *Utility Reporter* caught up with Bond and his crew, they were working with contractors to replace a section of pipe and perform some gas system maintenance for the main feed for Mare Island in Vallejo.

“We’re tied into PG&E via a 10-inch main on the Vallejo side, on the other side of the Carquinez Strait. Our pipe runs alongside the Causeway Bridge above ground, and then dips down under water for the lift span on the bridge. Comes back up, runs back along the bridge,” Bond explained. “And we’re replacing a section of pipe that is on the west side, just as the gas main comes back up vertical above water.”

“What we’re doing as Island Energy is just making sure that we are isolating the pipe in a safe manner to be able to allow the contractors to perform their work underneath the bridge,” he continued. “We have hired a scaffolding crew, a crane, traffic control, and contracted out some welding for our gas pipe replacement piece.”



Utility Lineworker David Clift, (left), and Utility Technician Bradley Bond

Island Energy is a small subsidiary of the Pittsburgh Power Company. Owned by the City of Pittsburgh, Island Energy provides electric and natural gas services





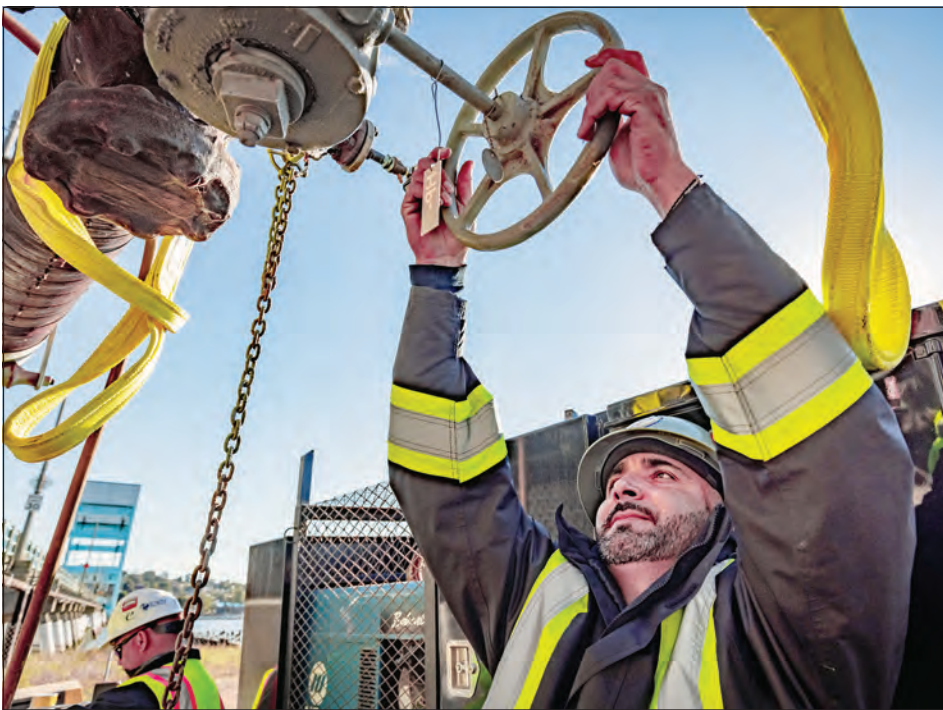
Utility Technician Scott Silver



Utility Technician Sonny D'Amico



Island Energy Utility Technician Bradley Bond, (left), and Utility Lineworker Ignacio Navarro



Utility Lineworker Ignacio Navarro

on Vallejo's Mare Island (which is, technically, a peninsula). For over a century, Mare Island served as a naval shipyard and employed as many as 10,000 people during its peak. In 1993, the shipyard was decommissioned, and Mare Island began to transition into a multi-use (live and work) community. The US Navy subsequently awarded Pittsburg Power Company a franchise service agreement to provide electric and natural gas retail services on Mare Island, where they operate as Island Energy.

Bond and his co-workers from Island Energy first reached out to join IBEW 1245 in autumn of 2019. At the time, the workers were already part of a Teamsters-represented the City of Pittsburg public works unit, which initially precluded IBEW from organizing the workers there. The Teamsters subsequently agreed to a bargaining unit modification, the Island Energy Utility Maintenance Workers, Utility Technicians, and Utility Lineworkers unanimously petitioned the city to become their own IBEW-represented unit in 2020.

Within months, the newly formed 1245 unit unanimously ratified a one-

year agreement, and they also successfully negotiated wage equity adjustments ranging from 14-20%, despite the challenge of bargaining during a global pandemic. The 1245 agreement contains several other improvements to the existing Teamster MOU, including improved standby language, improved overtime provisions, new rest period and meal language, and union leave time for shop stewards and officers. Additionally, IBEW and the City agreed to language that required the parties to conduct a salary survey for IBEW classifications, meet and confer over market rate equity adjustments, and, if applicable, recommend to Council to adjust wages to the median of comparison agencies.

"With IBEW 1245, we've got a good working environment, and a great contract. We have a good team helping us negotiate our contracts," said Bond, who served on the negotiating committee along with Utility Technician Sonny D'Amico. "We also get a lot in regards to... being able to understand what other utilities are doing and being able to bounce different ideas off of them."

*Photos by John Storey*



Left to right: Utility Technician Bradley Bond, Utility Lineworker David Clift, Utility Lineworker Ignacio Navarro, Power Company Manager Doug Buchanan, Utility Technician Sonny D'Amico and Utility Technician Kamal Neogy.





Front row, from left: Line Trainer Dominic Tanzi, Apprentice Dakota Aiazzi from Reno, Apprentice JD Swafford from Reno, Apprentice Jacob Connors from Carson City, and Apprentice Casey Gillespie from Carson City. Middle row: Apprentice John Randall from Winnemucca, Apprentice Cody Drewry from Elko, Apprentice Wade Webb from Fallon and Apprentice Michael Kincheloe from Winnemucca. Top row: Apprentice Jean Cotta from Yerington, Apprentice Tanner Hargrove from Reno and Apprentice Nicholas Blackstock from Reno.

# Growing the Workforce of Tomorrow Through Apprenticeship at NV Energy



Right now, linemen are in high demand to perform critical infrastructure upgrades for a resilient 21st century grid — and growing the journey-level workforce of tomorrow means a big emphasis on apprenticeship training, right here and now.

Apprenticeship is where the next generation of linemen acquire the skills and training needed to ensure they are capable of performing the job safely, reliably, and efficiently.

At NV Energy, the IBEW apprentices attend multi-week classes at their unique training facility in Reno several times throughout the year. The training program creates a strong foundation for apprentices to learn techniques, practice new skills, and hone their problem-solving skills on the job.

Journeyman Lineman Dominic Tanzi, who works as an apprentice trainer for NV Energy, explained the methodology behind the training program.

“Training starts off with the basics: here are some tools, here’s how to use them and when to use them. And then we put them up in the air and start showing them proper technique and positioning. And then we go into putting cover on, the right way, the easy way, a way to make them think about what could potentially go wrong. We build on it day by day, making things a little more challenging. They have to start thinking

their way through these problems.”

Cody Drewry, an apprentice out of NV Energy’s Elko yard, was enthusiastic about this part of his apprenticeship.

“This training is extremely beneficial,” Drewry explained. “In Elko, as an apprentice, you don’t get exposed to as many things as you do here in Reno. And by working with different linemen, you learn different tricks of the trade, different ways to do things.”

Drewry grew up in a small farm town outside of Fresno called Corcoran. After four years in the Marine Corps, he wasn’t sure what he wanted to do – but he got some advice from a lineman he knew, which changed the course of his life:

“He told me, ‘Why don’t you just use your GI bill and go to lineman college and see if you like it?’ And that’s where it all started,” Drewry recalled.

Drewry completed Northwest Line College in Oroville and hired on as an apprentice at NV Energy two years ago. As an apprentice, Drewry earns wages and has benefits while learning all aspects of the trade, a process which takes around four years.

“I work hard, and I enjoy good work that you have to think about on a daily basis,” he said. “And I like being on the wood. I like climbing.”

For Drewry, one of the best aspects of apprenticeship is the IBEW 1245 union membership that comes with it.





Apprentice Lineman Cody Drewry



NV Energy Trainer Dominic Tanzi

Utility Reporter

“There are many good things that come with being part of the union. There’s brotherhood aspect — I’m military, so that’s what I’m used to and what I like. And there’s the representation — That’s one thing that saved me before in a situation I had,” he explained. “Union work is the only way to go. I’ll never work non-union a day in my life again.”

Tanzi, also a former military serviceman, recognizes the essential role he has when it comes to ensuring Drewry

and the other apprentices under his tutelage go home to their families each night.

“Safety is on all of our minds every minute of the job,” he explained. “We need to get back to our roots when it comes to being safety-oriented, through opportunities like IBEW 1245’s peer-to-peer line safety program, Hold the Pull. Because one life lost is one too many in our trade.”

*Photos by John Storey*

# IBEW Coalition Intervenes in NV Energy EV Transportation Electrification PUCN Docket

During a recent meeting of the Nevada Association of Electrical Workers, the four IBEW Locals in Nevada, including IBEW 1245, agreed to form a coalition to intervene in Public Utilities Commission of Nevada proceedings (called Dockets) which directly impact IBEW members and our work. The coalition, known as Nevada Workers for Clean and Affordable Energy (NWCAE), is committed to focusing on several key issues, including transportation electrification/EV infrastructure, transmission projects, General Rate Cases, renewable energy and energy storage projects, natural gas issues, wildfire/disaster protection, and workforce development.

“We need a way to push back on our enemies who are undermining energy policy and enriching themselves at the expense of most Nevada customers and future work for IBEW members,” said Local 1245 Business Manager Bob Dean as he explained the purpose of this new group effort.

In early October, NWCAE officially intervened in the NV Energy EV Transportation Electrification docket filed with the Public Utilities Commission Nevada. The docket is based on SB 448 (Brooks), which was recently passed by Nevada Legislature and signed by Governor Sisolak in early June at IBEW 357.

“This is only the second time in the last 10 years that Local 1245 has intervened with the PUCN, although we have participated in several bill implementation hearings since 2017,” noted 1245 Assistant Business Manager Hunter Stern. “The last filing pertained to the Question 3 so-called ‘Energy Choice’ investigatory docket back in 2017. The results of that proceeding provided a big lift to the NO on Question 3 campaign, as we were able to produce findings that were supportive of our NO position. So, there can be great value in engaging in this arena.”

NWCAE has retained is a very well-known and respected labor union attorney, Nate Ring, with expertise in a wide range of Nevada State Administrative proceedings, including prior experience with PUCN. In October, he participated in a pre-hearing conference to determine the content and order of substantive filings. Under the law that governs this docket, the PUCN has a 90-120 day period to complete review. We will report on the outcome when it comes out in early 2022.

“As a coalition of inside and outside locals, NWCAE will continue to file on dockets that may impact, positively or negatively, the interests of our members, including those on the topic of Greenlink transmission project, and a rumored ‘Future of Gas’ docket,” added Dean.

## Mike Venturino Elected to NV AFL-CIO Executive Board

We are pleased to congratulate IBEW Local 1245 Business Representative Mike Venturino, who was elected by acclamation to serve as the District 1 North East Nevada Vice President for the Nevada State AFL-CIO. The election took place on Aug. 24 at NV AFL-CIO’s 65th Annual Constitutional Convention in Reno, NV.

Venturino joins NV Energy retiree and NARA President Tom Bird in representing IBEW 1245 on the NV AFL-CIO Executive Board.



Mike Venturino



# Dean: “We’re in the Workers’ Rights Business”

At the October Advisory Council meeting at Weakley Hall in Vacaville, one issue was front and center on many minds — the matter of the COVID-19 workplace vaccine mandate, which was announced by President Biden in early September and has been a source of much debate and contention among the 1245 membership. IBEW 1245 Business Manager Bob Dean explained precisely why the union is pushing back against employers that seek to impose a mandate without first negotiating the implementation and effects of the mandate with the union.

“We’re not fighting this as a medical issue. We’re not arguing over the efficacy of vaccine. We are not in the science business. We’re in the workers’ rights business. That’s what we do,” he explained to the Advisory Council. “My job is to fight for workers’ rights. Period. That is why I’m sitting in front of you. That is why the executive board is sitting in front of you. We are here to fight for the rights of our membership.”

Dean went on to explain that 1245 believes that this type of workplace policy constitutes a “mandatory subject of bargaining” — meaning the employer must sit down with the union first, before imposing such a policy. Local 1245 has already filed unfair labor practice charges against six public employers that unilaterally imposed vaccine mandates on union-represented employees without first negotiating with 1245 (see story on pg 10), and the Executive Board has dedicated resources to continue this fight for as long as necessary. He explained why the determination as to whether PG&E is classified as a federal contractor (or not) — which was still in question at the time — will determine what potential exemptions and testing requirements may be subject to bargaining (see page 28 for more). He proceeded to engage in an open dialog with the Advisory Council members, presenting thoughtful and candid responses to their most pressing questions.

## ADVISORY COUNCIL

Photos by John Storey



“We’re not doing anything in the dark. It’s not a secret,” Dean added. “What we’re doing is public, and we’re carrying this same message everywhere we go.”



## Dalzell Says Farewell

When IBEW 1245’s former Business Manager Tom Dalzell stepped down from his union leadership position at the end of 2020, he had intended to spend some time travelling around the system to say goodbye to — and express appreciation for — the members that shaped and guided his career. Unfortunately, due to the pandemic, Dalzell never got a chance to do his formal farewells, but at the October Advisory Council meeting, he stopped in to bestow some belated parting words to the union members, leaders and staff.

“I’m really happy to be here,” Dalzell emphasized, noting that this was the 142nd Advisory Council meeting he’s attended over his 40 years with IBEW 1245. “Happy that I can come here, and say thank you, and say thank you again, and say goodbye.”

Dalzell took a few minutes to recount some of the major victories that the union won under his leadership over the past few years. He pointed out several examples — the *Janus* Supreme Court decision, the PG&E bankruptcy, change of ownership at NV Energy, the Diablo Canyon decommissioning, among others — that demonstrate the strength and power that 1245 built under his tutelage.

According to Dalzell, one of his best decisions as Business Manager was appointing Bob Dean to be his successor.

“As I prepared to retire, there was no doubt in my mind that Bob Dean was put on this earth to do this job, because he really was. He is where he should be, and don’t let him go anywhere else,” said Dalzell. “Sometimes, when you leave a job, you look back and say, ‘What’s the new guy doing?’ For me, every time I talk with Bob, or hear what he’s doing, or will be doing soon, I’m impressed, and I’m happy, and I’m proud.”





IBEW 1245 President Cecelia De La Torre administered the oath of office to five 1245 members as they were sworn in to their new seats on the union's Advisory Council during the October meeting.

Pictured from left: Jennifer Threlfall assumed the General Construction of PG&E At-Large (3) seat; Doug Sanders has stepped into the seat for North Bay Division of PG&E, City of Healdsburg, City of Ukiah, and City of Willits; Sandi Busse now represents Sacramento Division of PG&E and City Power & Light; Foster Goree is the new Council member for East Bay Division of PG&E, Physical; and Connie Bibbs represents Sacramento Regional Transit District.



Longtime Business Rep Richard Ingle was recognized for his service to the union on the occasion of his upcoming retirement. See story on page 30.



**“Nobody in this room can say that working in this industry hasn’t changed their lives. We all own wonderful things. We take trips, we put our kids through college, just think of all the things we get to do because of this industry — and because of this union.”**

– IBEW 1245 Business Manager Bob Dean



Business Manager Bob Dean congratulates outside line member Michael Webber-Smith, the winner of 1245’s quarterly photo contest. See Webber-Smith’s winning picture on page 36.

## “Our Safety Code” New Video Premieres at Advisory Council

Utility Reporter

At the October Advisory Council meeting, IBEW 1245 premiered a compelling new safety video entitled “Our Safety Code.” The short but hard-hitting video presents a stark reminder to all 1245 members regarding the critical, life-saving im-

portance of jobsite safety. In the video, 1245 safety leaders call on every member to stand up and be an advocate for safety at work, while also commemorating the IBEW 1245 members who have lost their lives on the job in recent years.

Watch the video at <http://bit.ly/ibew1245safetycode>.



# IBEW 1245 ON THE SC

On July 13, the Dixie Fire broke out in Feather River Canyon and quickly spread across the Sierras. As of this publication, Dixie is now the second-largest wildfire in California history. According to CalFire, the fire has burned more than 963,000 acres, and took more than 100 days to reach full containment.

The *Utility Reporter* caught up with IBEW 1245 members from PG&E in early August as they worked in and around Greenville, CA – a small mountain town in Plumas County that was essentially leveled by the Dixie fire.

“We’ve got four crews up here going through the area, making it safe so fire personnel can safely travel through the roads,” said Terry Daniels, who works for PG&E GC Transmission out of Chico. “There are poles that are burned, wires that are suspending loads over roads, over driveways. And with the trees being burned, the wind could be pushing those trees down.”

Crews were also working on a transmission line further up the canyon endeavoring to restore power to the area.

“We’re working to get a shoo-fly built so we can get a 300 and some customers hot,” explained Pete Gallegos, PG&E GC crew foreman out of Red Bluff. “It’s real steep, rocky, extremely difficult terrain. We’re using helicopters, because we can’t get any equipment in [on the ground]. So it takes longer.”

While the helicopter assistance is critical to complete the work, it’s not always comfortable for the crews on the ground.

“The ash and the dust underneath these helicopters, it’s just everywhere. We’re picking dirt out of our ears and our noses for days after we’re done, and it gets in your eyes too,” said Gallegos. “We’ve dealt with things that are much more difficult than this, but every situation is challenging, and we’re problem solvers. We’re just solving problems.”

The IBEW 1245 members are able to focus on the work at hand because they know that the union has their back.

“Without the union, we wouldn’t have the wage we have and the ability to provide for our loved ones,” noted Daniels.

“When I call [the union] they answer, and when I had problems, they helped me fix it,” Gallegos added. “They keep the company straight.”

*Photos by John Storey*

Helicopters were used to transport workers and supplies.



GC Subforeman A Terry Daniels





# RENE AT THE DIXIE FIRE



GC Crew Foreman Pete Gallegos





On August 14, the Caldor Fire erupted a few miles south of Grizzly Flats, and quickly spread across the region, destroying more than a thousand structures and unsettling dozens of communities. The fire burned over 221,000 acres and was active for 67 days. The union is aware of at least a dozen members of Local 1245 who have lost their homes to the Caldor fire, and we are working with those impacted to provide assistance as needed.

# IBEW 1245 ON THE SCENE AT THE CALDOR FIRE

When IBEW 1245 members arrived on the scene in the Caldor Fire zone, they found extreme devastation, burned poles, precarious damaged trees and lines, and a lot of work to be done.

They knew that time was of the essence – but as IBEW members, they always put safety first, so they made sure to take the time to go through a jobsite safety analysis.

“With the fires, there are a lot of damaged trees, so we’ve got to be really careful with the hazards,” remarked IBEW 1245 member Roberto Gonzalez, a line clearance tree trimmer foreman who works for Mountain F. Enterprises. “So first thing, we go inspect the hazards, make a JSA, then go from there.”

Gonzalez explained the process they use to clear the heavily burned trees safely and efficiently.

“We’re setting ropes on them, pulling them 90 degrees away from the power lines,” he explained. “Before we climb in, we do a tree assessment, and then we set our rope on the tree, and pull it just to make sure that it’s still fine for us to climb it. And then once we have that rope set on the tree, we put it on the come-along, instead of another tree.”

The tree clearing work is a critical first step that allows first responders and other utility workers to perform their important work in the fire zone. But when there are multiple tree, fire and utility crews in the area, good communication and flexibility are vital.

“The tree guys need to get in and fall hazard trees ahead of us, so the plan is constantly changing,” said PG&E GC Subforeman Nick Michalak, an eight-year IBEW 1245 member who works out of Grass Valley. “We might have an idea of what we want to do one day, and then we realize the tree guys are falling trees, and we have to redirect. I’d say the biggest challenge is just coordinating with other crews.”

When the *Utility Reporter* caught up with Michalak and his crew, they were replacing a fire-damaged 27-span tap, using intumescent poles that are wrapped with fire retardant. Michalak explained the differences when working with these new poles.

“They’re definitely a bigger class. This one’s an H3, which is huge, very stout,” he said, gesturing to a nearby pole. “The weight’s definitely a challenge. You have to check your rigging to make sure that you have the right sling. It weighs probably close to 6,000 pounds, so our regular sling will not lift it. We have to go with a heavier sling. We feel like we have to get a little bit closer over the hole to set these things just because the truck ... has sensors on it, so if it feels an overload, it’ll actually lock out and won’t let you do anything, which is a good thing [for



Roberto Gonzalez



Photos by John Storey



PG&E GC Subforeman Nick Michalak



safety].”

As foremen in the fire zone, both Gonzalez and Michalak must be constantly aware of the various hazards, and they’re always prepared just in case any flames erupt nearby.

“We have the extinguisher and the backup water pump, we have two shovels, we have the McLeod and Pu-

laski [hand tools for firefighting],” Gonzalez pointed out.

For Michalak, having union representation is essential when working in the fire zone – or anywhere else.

“I feel like they’ve really had our back when it comes to these kinds of events,” he said, noting that the union has been particularly helpful for his GC

workgroup during fires. “[IBEW 1245 staffers] Kyle and Bob have always answered my phone call, no matter what the issue is. So I feel like they’ve always represented us.”

“Right now, working 11 hours on the fires, we can get a little tired. So I like that we get the [union-negotiated] breaks,” said Gonzalez.





Dozens of IBEW 1245 members were still hard at work on the Caldor Fire restoration when the Tahoe area got hit with an early-season snowstorm.

"This is the first time I've ever worked fire damage with six inches of snow on the ground," said David Wilkins, journeyman lineman out of Grass Valley GC. "We're pretty used to working in the snow for snow damage and stuff like that, but it's just weird going from 75-degree weather the other day to 30-degree weather today with several inches of snow on the ground. Definitely throws a curve ball into it."

"It makes things a little bit more complicated, just for a simple fact of driving our vehicles and stuff like that," said Journeyman Lineman Brian Azevedo out of Fresno GC. "It's making the terrain a little bit harder to work in. And it's cold."

The PG&E GC crews — including three from Grass Valley, nine from Fresno, and three from Bakersfield — had been working at Echo Summit for several weeks to repair the circuits affected by Caldor Fire. They were among the 900 IBEW 1245 members — including line clearance tree trimmers, outside line contractors, and PG&E employees — doing restoration work in the Caldor Fire zone over the course of nearly two months.

"We've been dealing with a lot of inaccessible poles, helicopter sets, excavator sets. We've been putting up tree wire, all brand new poles, all brand new wire, all brand new transformers. Basically hardening the system," Wilkins explained.

"We're getting ready to restore power to these people who live up here, and we've just been working on it every day."

In mid-October, 24.2 miles of powerlines have been hardened. This includes 758 poles that have been replaced. At Echo Summit, the restoration effort also included the removal of over 10,000 burned trees.

"The main challenge we were having was with the trees, because they were so damaged from the fire and we couldn't work until they were cleared ... so that took a little time," said Azevedo. "But other than that, everything's going pretty good."

The GC crews were nearly finished replacing 152 poles over a 5.3 mile span when snow blanketed the area in mid-October. But they didn't let the surprise storm impact their work.

"Sounds like we're going to start heating up tomorrow," Wilkins said in a phone interview on Oct. 18, noting that his crew had been working up at Tahoe for nearly five weeks. "We're going to be removing our grounds and stuff today, heating up tomorrow, and then hopefully going home Wednesday or Thursday."

For Azevedo, being away from his wife and four kids for nearly a month hasn't always been easy.

"I have a one-year-old who's about to start walking, so I kind of kind of hope I don't miss it ... It's a challenge," he said. "But I'm here with a great group of guys, and I couldn't imagine not being with these guys right now."

*continued on next page*





## Local 1245 Vegetation Management Workgroup Expands

The amount of Vegetation Management work in IBEW Local 1245's service area is second to none in this country, and the workgroup is getting larger. Local 1245 is seeing approximately 6,000 line clearance tree trimmers (LCTT) currently working in the jurisdiction.

Earlier this year, IBEW 1245 Business Manager Bob Dean signed Letter Agreement 21-28, which set in to motion the process of organizing approximately 1,500 Vegetation Pre-Inspectors into Local 1245. This is a critical group of workers who, among other things, are tasked with identifying trees that have the potential of striking energized lines. The work these Vegetation Pre-Inspectors do is critical in assigning the work for the Line Clearance Tree Trimming crews. This is the first time that this Pre-Inspector group has ever been part of a union, and everyone, from management to the incoming members, are completely new to the IBEW.

These contractors are required to become union by January 1, 2022, otherwise they will be prohibited from working on PG&E property. We had originally hoped to start this process by September 1, 2021, however there were some delays with getting the new agreements worked out with PG&E, so the process started on October 1, 2021. As of this writing, most contractors have begun working through their master service agreements with PG&E and signing the IBEW Vegetation Management Inspector agreement.

Our IBEW 1245 staffers have held many hours of meetings with each of the roughly 23 potential new contractors, helping them understand the requirements of the agreement as well

as answering several questions. With those agreements in place, we are focusing on answering questions from the new members as we get them the paperwork to sign up for union membership. There are plenty of questions and some uncertainty, but once we provide them with the agreement and explain the highlights, just about everyone is excited about becoming union. In fact, word is traveling through these new groups so fast that if someone hasn't received the new member paperwork, they are reaching out to get it. This is a huge win for everyone, as one of the key goals has been to stabilize the workgroup — which was previously experiencing roughly a 60% turnover — to make sure the trees get assigned to be cut and keep our LCTT contractors and members working.

In the next few months, we will be working on a communication strategy for the new members in each individual group, and we also plan to have something for the whole group for after the new year, when the requirement goes into effect and we will have received contact information for these new members.

The new Line Clearance Tree Trimming Certification program is on its way. As reported last cycle, Dan Kallai has been hired as the new LCTT Assistant Director, and the Joint Union and Company committee had been established. Since the last report, a couple of instructors have been hired as the new sub-committee works on building this new training program in California. In the very near future, we will be adding new trainees to this program, beginning near the Woodland facility, and eventually spreading out through the state cov-

ering Local 1245, 47 and 465's jurisdictions. Rolling this out small and in control groups allows us to work through any issues that come up before the program is too big. We want to ensure that we're prepared to effectively handle the volume of workers that are here working in these areas.

### Northern Area

The Northern Area has been very active this past quarter as expected. With the year-end goals now in place, all companies are starting to push hard to achieve those goals on time. Most companies are working overtime, 10-hour days Monday through Friday, with some even working Saturdays. Most members enjoy the extra money on their paychecks, but some are already starting to get burnt out from all the hours. We are constantly letting the members know to pace themselves and to stay focused on the job, so no one gets hurt and everyone goes home safely to their families every day.

**Wright Tree** has moved crews from the Hopland area up into Humboldt County to help get caught up in that area. In the North Valley, Wright has really ramped up their operations, adding extra yards because of the number of crews that they have added.

**Family Tree** is also pushing hard, but it looks like they are on task to finish the year on schedule. If everything holds to plan, they are looking good.

**Loggers Unlimited** in Lake County have added some crews to stay on schedule. They are also working overtime when needed.

PG&E has brought Asplundh back into California to help complete the work on time. The crews have come in

from as far away as New York to help. Right now, they are mostly in the Sonoma/ Mendocino County area. We have been meeting with them as much as possible to thank them for traveling away from their families and for all the help.

We have been fielding calls from the incoming members that are currently signing up under the new Vegetation Management Pre-inspectors agreements. This is the first time that most of these employees have ever been part of a union. There was, and still is, a lot of confusion over the wages that the pre-inspectors are receiving. We have been working to explain that their wage is "Total Package" and is different than the tree side wage. This is something that was confusing when it first came out, but is now becoming easier to understand.

Unit meeting attendance has been spotty. Dan Kallai from the JATC has been making his rounds to all the unit meetings, explaining how the new certification program is going to work for becoming a Qualified Line Clearance Tree Trimmer. This new program should be hitting the field very soon and will be a big improvement for our members both in terms of safety and educational training.

COVID-19 is still giving us problems. One of our Tree Companies in the Bay Area was among the first to require their employees to be vaccinated or risk possible termination. They have separated the yard into two groups, vaccinated and unvaccinated/unwilling to disclose vaccination status. The company now requires that the employees park their trucks separately and have different shift schedules based on vaccination status. We are sticking to IBEW 1245's stated policy; the union is here to protect our members' rights and we will file grievances on behalf of the members if their rights are violated. We encourage our members to keep wearing their

continued on page 24

### Caldor Fire *continued from previous page*

"Working 16-hour days with these guys, you're around them more than you are your own family at times. So really, these guys become your family, which helps out there on the job," said Wilkins. "Some of these guys I've worked with on the same crew for several years now, and over time we've built relationships. I know their wives and kids, and our goal at the end of the day is to all go back to our families... So it's definitely nice working with these guys, knowing they have your back and everybody wants to go home the same way they showed up to work that day."

Both Wilkins and Azevedo are grateful for the union representation they have through IBEW 1245.

"I like that if we ever have any questions or anything, the union's just a phone call away. And if they don't have an answer right there, they'll go out and they'll find the answer and they'll get back to you as soon as possible," said Wilkins. "The union's definitely provided a life for me and my family that I'm very grateful for. Between the benefits, the pay, and everything, it allows me to get to live the life that I've always wanted to."

"I couldn't imagine not being in the union after being in the union," said Azevedo. "It's afforded me to do so many things for my family that I never thought I could ever do."

— Rebecca Band, IBEW 1245  
Communications Director

### Business Manager Bob Dean Responds to Zogg Fire Criminal Charges in Shasta County

On Sept. 24, the Shasta County District Attorney announced that she would be filing criminal charges against PG&E regarding the Zogg fire. IBEW 1245 Business Manager Bob Dean issued the following statement:

"The Zogg fire was a terrible tragedy, and our thoughts are with the families and communities that are still reeling from the devastation. But the Shasta County DA's politically-motivated and baseless criminal charges would bring no closure to the fire victims, simply because they have no basis in fact.

"There's no question that utility work is incredibly demanding, challenging and potentially dangerous, with little room for error. Every day, as part of their normal course of operation, the employees that work for and with PG&E must make thousands of judgment calls, and each call is made with the best interest of customers and communities in mind. Nothing about these decisions could or should be construed as criminal.

"When every single decision is potentially up for legal scrutiny, this creates the potential for 'decision gridlock,' causing important work to slow down or stop altogether. We may also see a large-scale loss of personnel if work performance becomes associated with criminal liability. There are tens of thousands of men and women working at and with PG&E to make California safer, but we need to continue to grow our workforce in order to perform all of the critical grid maintenance, upgrades, fire-hardening and undergrounding. We cannot afford to establish a precedent that would dissuade individuals from pursuing this work or continuing to work in the utility field.

"During these exceptionally difficult times, our essential utility employees are doing the very best they can for the communities where they live and work, and these overreaching criminal charges are an unjust distraction for a workforce that's already under incredible pressure. We will continue to hold fast to our position that no criminal act occurred, and we intend to push back against the Shasta County DA's unfounded and unsubstantiated charges."



# Se expande el grupo de Manejo de Vegetación

La cantidad de trabajo de Manejo de Vegetación en la zona que cubre el IBEW Local 1245 es la mayor en todo el país, y el grupo de trabajadores continúa creciendo. Según el Local 1245 hay aproximadamente 6000 podadores de árboles para el despeje de líneas (LCTT) trabajando actualmente en la jurisdicción.

A principios de este año, Bob Dean, Gerente de Negocios de IBEW 1245, firmó la Carta Acuerdo 21-28, que dio inicio al proceso de organizar aproximadamente 1500 Preinspectores de Vegetación para formar parte del Local 1245. Este es un grupo fundamental de trabajadores que, entre otras cosas, tienen la tarea de identificar árboles que podrían golpear o caer sobre líneas energizadas. El trabajo que realizan estos Preinspectores de Vegetación es fundamental para poder asignar las tareas a las cuadrillas de podadores de árboles para el despeje de líneas. Esta es la primera vez que este grupo de Pre-Inspectores ha formado parte de un sindicato, y todos, desde la dirección hasta los miembros entrantes, son completamente nuevos en la IBEW.

Estos contratistas están obligados a inscribirse en el sindicato antes del 1o de enero de 2022, de lo contrario se les prohibirá trabajar en las instalaciones de PG&E. Originalmente esperábamos iniciar este proceso antes del 1o de septiembre de 2021, sin embargo, hubo algunos retrasos en la elaboración de los nuevos acuerdos con PG&E, por lo que el proceso comenzó el 1o de octubre de 2021. Al momento de preparar este informe, la mayoría de los contratistas han comenzado a trabajar a través de sus acuerdos maestros de servicios PG&E y a firmar el acuerdo del IBEW de los Inspectores de Manejo de Vegetación.

Nuestro personal de IBEW 1245 ha participado en muchas horas de reuniones con cada uno de los aproximadamente 23 nuevos contratistas potenciales, ayudándolos a comprender los requisitos del acuerdo y respondiendo preguntas. Con esos acuerdos ya en vigor, nos estamos centrando en responder a las preguntas de los nuevos miembros mientras les facilitamos los documentos para inscribirse en el sindicato. Hay muchas preguntas y algo de incertidumbre, pero después de proporcionarles el acuerdo y explicarles los puntos más importantes, casi todos están entusiasmados en pertenecer al sindicato. De hecho, la información se está transmitiendo tan rápidamente a través de los nuevos grupos que si alguien no ha recibido los documentos para inscribirse como nuevo miembro, se está comunicando con nosotros para poderlos recibir. Esto es una gran victoria para todos, ya que uno de los objetivos clave ha sido estabilizar el grupo de trabajo, donde anteriormente la rotación era de aproximadamente un 60%, para garantizar que se asignen árboles para ser cortados y mantener a nuestros contratistas de árboles y miembros trabajando.

Durante los próximos meses, traba-

jaremos en una estrategia de comunicación para los nuevos miembros de cada grupo individual, y también planeamos tener algo para todo el grupo después de año nuevo, cuando el requisito entra en vigor y tengamos la información de contacto para estos nuevos miembros.

El nuevo programa de Certificación para Podadores de Árboles para el Despeje de Líneas está en camino. Como se informó en el último ciclo, se contrató a Dan Kallai como nuevo Director Adjunto de LCTT y se estableció el Comité Conjunto Sindicato y Compañías. Desde el último informe, se han contratado algunos instructores mientras el nuevo subcomité trabaja en la creación de este nuevo programa de capacitación en California. En un futuro muy cercano, añadiremos nuevos aprendices a este programa, comenzando cerca de la instalación de Woodland, y finalmente extendiéndose en todo el estado cubriendo la jurisdicción del Local 1245, 47 y 465. El lanzamiento de este programa en grupos de control nos permite corregir cualquier problema que surja antes de que el programa sea demasiado grande. Queremos asegurarnos de que estamos preparados para manejar eficazmente el volumen de trabajadores que trabajan aquí en estas zonas.

## Zona norte

La Zona Norte ha estado muy activa en el último trimestre, como se esperaba. Con los objetivos de fin de año ya establecidos, todas las compañías están empezando a presionar para cumplir esos objetivos a tiempo. La mayoría de las compañías están trabajando horas extra, 10 horas de lunes a viernes, y algunas incluso trabajan los sábados. La mayoría de los miembros están disfrutando del dinero extra en sus cheques de pago, pero algunos ya están empezando a sentirse agotados por trabajar tantas horas. Continuamente le decimos a los miembros que se tomen el tiempo necesario para hacer su trabajo y que permanezcan centrados en su trabajo, para que nadie se lastime y todos regresen seguros a sus hogares y sus familias cada día.

**Wright Tree Service** reubicó las cuadrillas de la zona Hopland al Condado de Humboldt para ayudar a ponerse al día en esa zona. En North Valley, Wright incrementó notablemente sus operaciones, añadiendo patios adicionales debido al número de cuadrillas que han agregado.

**Family Tree** también está presionando, pero parece que están bien encaminados para cumplir el programa para fines de año. Si todo continúa como está planeado, se ve bien.

**Loggers Unlimited** en el Condado de Lake ha añadido algunas cuadrillas para cumplir con el programa. También trabajan horas extras cuando es necesario.

PG&E trajo de nuevo a Asplundh a California para ayudar a completar el trabajo a tiempo. Las cuadrillas han venido desde sitios tan lejanos como Nueva York para ayudar. Ahora mismo,

están principalmente en la zona del Condado de Sonoma/Mendocino. He estado reuniéndome con ellos lo más posible para agradecerles el haber viajado lejos de sus familias y por toda su ayuda.

Hemos estado recibiendo llamadas de los nuevos miembros que actualmente se están inscribiendo de conformidad con los nuevos acuerdos para Preinspectores de Manejo de Vegetación. Esta es la primera vez que la mayoría de estos trabajadores han formado parte de un sindicato. Hubo, y sigue habiendo, mucha confusión sobre los salarios que reciben los preinspectores. Hemos estado trabajando para explicar que su salario es un "Paquete Total" y es diferente al salario de los grupos que trabajan con los árboles. Esto es algo que era confuso cuando salió por primera vez, pero ahora se está volviendo más fácil de entender.

La participación en las reuniones de la unidad ha sido irregular. Dan Kallai del JATC ha estado haciendo sus rondas y asistiendo a todas las reuniones de la unidad, explicando cómo el nuevo programa de certificación va a funcionar para poder obtener la calificación de Podador de árboles para el despeje de líneas. Este nuevo programa debería entrar en funcionamiento muy pronto y será una gran mejora para nuestros miembros tanto en términos de seguridad como de formación educativa.

COVID-19 nos sigue causando problemas. Una de nuestras compañías de árboles en el Área de la Bahía fue una de las primeras en exigir que sus empleados estuvieran vacunados o se arriesgaban a ser despedidos. Han separado el patio en dos grupos, vacunados y no vacunados/no dispuestos a revelar si están vacunados o no. La compañía ahora requiere que los empleados estacionen sus camiones por separado y tienen diferentes horarios de turnos según si están o no vacunados. Nosotros nos atenemos a la política declarada por la IBEW 1245; el sindicato está aquí para proteger los derechos de nuestros miembros y presentaremos quejas en nombre de los miembros si se violan sus derechos. Recomendamos a nuestros miembros seguir usando sus máscaras y practicar el distanciamiento social

siempre que sea posible.

Preveo que el último trimestre de este año, una vez más, será un trimestre muy ocupado. Nuestros miembros van a trabajar muchas horas extra, tanto en el trabajo rutinario como posiblemente en daños causados por tormentas. Permanezcan seguros, y asegúrense de decir algo si ven algo que parece que no está bien.

## Zona central

**Asplundh Tree Expert (NV Energy):** El trabajo ha continuado en Reno, el este de Nevada y en las afueras de South Lake Tahoe. A mediados de 2021 comenzaremos a discutir los salarios (es el último año del acuerdo actual), sin embargo, la compañía todavía estaba en negociaciones con NV Energy para extender la fecha de su contrato con la empresa de servicios eléctricos. En julio, Asplundh negoció su contrato con NV Energy, y comenzamos a trabajar en una extensión de dos años al CBA actual, donde se abordó la discusión de los salarios de 2021 más dos años adicionales hasta el 1o de junio de 2024. La votación fue casi unánime y fue ratificada el 9 de julio de 2021. Los aumentos salariales incluyen un 3% en 2021 (más pago retroactivo al 1o de junio), un 2.5% a partir del 28 de mayo de 2022 y un 2.5% a partir del 30 de mayo de 2023. Todos los empleados que hayan completado 10 años de servicio continuo en la compañía tendrán derecho a 15 días de vacaciones, 120 horas.

La compañía ha complementado a la fuerza laboral con cuadrillas de Illinois y Texas. Las cuadrillas de Illinois fueron enviadas a California para trabajar en las instalaciones de PG&E. NV Energy programó trabajos cerca de South Lake Tahoe durante el incendio de Caldor para proteger las instalaciones, y se envió a las cuadrillas a trabajar allí. La empresa combinó a miembros de las cuadrillas para que todos tuvieran la oportunidad de trabajar cerca de South Lake Tahoe. El Gobernador de Nevada y otros funcionarios vinieron a agradecer a todas las cuadrillas por su arduo trabajo en la protección de la infraestructura de energía del estado. La compañía todavía

continúa en la página 25



Photo by John Storey





## Trees, from page 22

masks and practice social distancing whenever possible.

We predict that the last quarter of this year is going to be, once again, very busy. Our members are going to be working a lot of overtime, both on routine work and possibly storm damage. Be safe out there, and make sure to speak up if you see something that doesn't seem right.

## Central Area

**Asplundh Tree Expert (NV Energy):** Work has continued in Reno, Eastern Nevada and outside South Lake Tahoe. We were set for a wage opener for the middle of 2021 (the final year of the current agreement), however, the company was still in negotiations with NV Energy to extend their contract with the utility. In July, Asplundh had their contract worked out with NV Energy, and we went to work on a two-year extension to the current CBA, which addressed the 2021 wage openers plus two additional years through June 1, 2024. The vote was almost unanimous and ratified on July 9, 2021. Wage increases include 3% for 2021 (plus retro pay back to June 1), 2.5% effective May 28, 2022, and 2.5% effective May 30, 2023. All employees who have completed 10 years of continuous service for the Company shall be entitled to 15 days' vacation, 120 hours.

The company has supplemented the work force with crews from Illinois and Texas. The Illinois crews have since been sent to California to work on PG&E property. NV Energy put work out near South Lake Tahoe during the Caldor Fire to protect facilities, and crews were sent to work there. The company mixed up crews to give everyone the opportunity to work near South Lake Tahoe. The Governor of Nevada and other officials came to thank all the crews for their hard work in protecting the power infrastructure for the state. The company is in the hiring mode in Reno.

**Mario's Tree Service (Solano/Yolo Counties):** Crews have been working eight-hour shifts. There has been a rash of vehicle accidents on the job, and we are waiting to get these reports from the Company. We know of one truck that was absolutely totaled. We're getting complaints of outside crews getting all the overtime when local crews are at home. We're having a few pay matters that continue to be an issue. We have a disciplinary case that was grieved and is

going to the next Grievance Review Committee (GRC).

**Mowbray (PG&E and SMUD):** The company had a few managerial changes with the appointment of Tony Ramirez, Operations Manager as well as a few changes to local headquarters. In southern CA, the company was stood down on SCE property for a few months so they brought a good portion of those crews that wanted to work the overtime to PG&E property (most are in the East Bay and the Peninsula). We started to get complaints of pay issues with some of these members from Southern California, and we continue to pass the information to Human Resources and work through those issues. The crews that lost their positions at Southern California Edison were told PG&E is now your new headquarters.

The crews at SMUD have been very busy due to changes in the way the work has been planned and split by the utility. The downtown work has been extremely difficult to get done as several factors come into play when you're stuck right in the middle of the city. The company recently began to job site crews due to the location and all the traffic. We're trying to secure a Grievance Review Committee (GRC) meeting date with the company as we have a few outstanding issues to review. One issue is a PG&E disciplinary case and the other is a termination at SMUD.

Unit meeting attendance at SMUD has been strong, and the meeting in Mountain View has been gradually building. Meetings are held the third Tuesday (6:00 pm) every month at Mountain Mikes Pizza, 1724 Miramontes Ave. Mountain View, CA. Unit meeting in Pleasant Hill is at Mountain Mikes Pizza. Meetings are the third Thursday of every month at 5:30 pm at 30 Golf Club Road, Pleasant Hill, CA. Attendance has been average.

**Mountain Enterprise (PG&E and Liberty Utilities):** The Caldor Fire had a major impact with this membership. We had 34 families impacted by this event; two have lost their homes completely, and the remaining were evacuated until it was deemed safe to return home. Grizzly Flat was the hardest hit area in El Dorado County. The other fire in the area, the Colfax Fire, claimed one member's home. During the fires, hazard crews were sent in to make the facilities safe, along with other PG&E contracted tree companies. The fires impacted the crews at Liberty Utilities as well, and the smoke was at times unbearable.

The workload has been heavy in El Dorado, Placer and Sierra County. We had a Labor Management Meeting where the company agreed to do a free weekend off rotation, and this was received well by the membership. Every third Saturday is optional. We started a Special Meeting in Auburn for all Placer County members, and it is held the first Thursday of every month at Round Table Pizza on Elm, right after work. Unit meeting attendance in Placerville has been well attended.

**Davey Tree Surgery (De Anza and Diablo Division):** We have a few open issues that we need to discuss with the

Company regarding pay in De Anza Division. We also have a few items for the Grievance Review Committee — the 2019 vacation grievance, CPR and First Aid compensation, and a termination case. We have discussed some of these issues and have been told they have been handled, although we don't have confirmation that all have been resolved. All crews have been working 10-hour days with some crews working six days a week in Los Padres Division. Crews have been doing CEMA work in the East Bay on PG&E property and have been working overtime. We continue to get complaints of not having enough equipment or gear, this seems to be a constant battle with the local management. Meeting attendance has been low.

**TSU (Auburn & Placerville):** Caldor Fire really hit this group hard in El Dorado County. This membership had 20 families impacted by the fires. Seven lost their homes and the remaining had to evacuate for several weeks. The owner of the company, Dale Van Beeber, even took in one of our members until he gets back on his feet. This was a devastating loss for a lot of people, and our members have been grateful for the support of their union during their time of need. Unit meeting attendance has been strong, even with having them split into two parts. (4:00 pm / 6:00 pm.)

**Rapid Response (San Jose Division):** Work has picked up system wide as PG&E has put out a lot of work, and additional crews are being added. We had a few items to discuss with the Company due to the fact that it has not been able to secure a lot for the crews in San Jose. There is a lot of windshield time for the time being, with all crews driving to and from Morgan Hill, CA. Crews are working 10 hours a day, and weekend work will run until the end of the year.

## Southern Area

This quarter went by fast. We started our unit meetings with good attendance thus far. We are encouraging the CoVid-19 safety procedures, i.e., wearing masks, washing hands, and keeping distancing at the meetings. There have been lots of questions raised about the vegetation pre-inspectors joining the union. I am seeing a trend with all contractors being very slow in doing their progressions. I was on two PG&E Serious Incident and Fatality (SIF) committees, one for a fall from a tree and the other was a fall from a ledge. I'm hoping that our next quarter is a safer one, preferably with no more fires, as many of the crews are being sent to work up north.

**Davey Tree (Central Coast and Los Padres divisions):** Members have been working since the beginning of June, six days a week, five 10-hour days and one 8-hour day. Davey is looking for people in both divisions, wanting to hire qualified workers with Class B and airbrakes. I have dealt with Davey on some progression issues. The Company has been slow in evaluating employees and promoting them.

**Mario's Tree Service (Stockton,**

**Fresno and Kern divisions):** Members are working five 10-hour days and voluntary Saturdays, lots of overtime. The employees are asking for the fourth weekend of the month off to rest which we feel is a good idea for safety reasons. We have been working with local management on handling the progression issues and are making progress. Mario's is also slow in promoting their employees.

**Wright Tree Service (Modesto division):** Crews are working five 8-hour days. They recently hired two new crews (four people) for this area. They had a few workers with Covid-19, but they have all recovered with exception of one who is out due to a medical condition and waiting for a doctor release.

The Turlock group is working 10-hour days, with half of the crews working Monday through Thursday and the other half working Tuesday through Friday. They also had a bout with Covid-19, however all impacted employees have fully recovered. This group runs well and smoothly without any issues at hand.

**Arbor Works (Yosemite division):** Members had been working 40 hours a week for the first part of the year and in July, they started working five 10-hour days with voluntary Saturdays. We have been dealing with some transfer and no-call/no-show issues. We had a harassment issue of which I was asked to be in attendance when the employee was questioned. We have had three Labor Management meetings with the company so far this year. Some union applications are not being filled out correctly, and this is being addressed.

**Nate's Tree Service (Sonora, Merced and Los Banos divisions):** Members are working five 10-hour days and voluntary Saturdays. We have made various field and yard visits. We had some CoVid-19 pay issues which were resolved.

**Community Tree Service:** This group is working 40 hours/weekly. They are currently hiring, looking for qualified tree trimmers. They had an employee fall from a ledge and break his tibia and fibula bones above the ankle. They are also slow in their process of evaluating and promoting employees.

## New Organizing: Tree Trimmers

ACE Tree Enterprises  
Ayzer Environmental, LLC  
J&R Tree Service, Inc  
NewLife Landcare  
North California Tree Experts  
Tubit Enterprises, Inc

## New Organizing: Vegetation Management Inspectors

American Tree Medics, Inc  
Core Tree Care  
DRG Pacific Services, LLC  
Endeavor Tree LLC  
Frosters' Co-Op  
Jefferson Resource Company, Inc  
Nate's Tree Service, Inc  
Orion Managed Services, LLC  
P31 Enterprises, Inc  
Hotshot Arbor Care



## Árboles, from page 23

está contratando en Reno.

**Mario's Tree Service (Condados de Solano/Yolo):** Las cuadrillas han estado trabajando turnos de ocho horas. Hay una epidemia de accidentes de vehículos en el trabajo, y estamos esperando recibir estos informes de la compañía. Sabemos de un camión que fue declarado pérdida total. Estamos recibiendo quejas de que las cuadrillas externas están recibiendo todas las horas extras cuando las cuadrillas locales están en casa. Tenemos unos cuantos asuntos de remuneración que siguen siendo un problema. Tenemos un caso disciplinario que está en reclamación y va a ser presentado en la próxima reunión del Comité de resolución de quejas (GRC).

**Mowbray (PG&E y SMUD):** Hubo algunos cambios en la gerencia de la compañía con el nombramiento de Tony Ramírez como Gerente de Operaciones, así como algunos cambios en la sede local. En el sur de California, la compañía tuvo una parada de concientización de seguridad en las instalaciones de SCE por algunos meses así que llevaron una buena porción de esas cuadrillas que querían trabajar el tiempo extra a las instalaciones de PG&E (la mayoría está en el East Bay y Península). Comenzamos a recibir quejas por problemas de pago de algunos de estos miembros del Sur de California, y continuamos transmitiendo la información a Recursos Humanos y trabajando en esos casos. A las cuadrillas que perdieron sus empleos en South California Edison se les dijo que PG&E es ahora su nueva sede.

Las cuadrillas de SMUD han estado muy ocupadas debido a los cambios en la forma en que la empresa de servicio público ha estado planificando y dividiendo el trabajo. Ha sido extremadamente difícil ejecutar el trabajo en el

centro de la ciudad, ya que varios factores entran en juego cuando estás atrapado justo en el centro de la ciudad. La compañía comenzó recientemente a trabajar a las cuadrillas del sitio debido a la ubicación y todo el tráfico que hay. Estamos tratando de fijar una fecha para la reunión del Comité de Revisión de Quejas (GRC) con la compañía, ya que tenemos algunos asuntos pendientes que revisar. Uno de ellos es un caso disciplinario de PG&E y el otro es un despido en SMUD.

La asistencia a las reuniones de la unidad en SMUD ha sido numerosa, y la reunión en Mountain View ha ido creciendo gradualmente. Las reuniones se llevan a cabo el tercer martes (6:00 p.m.) de cada mes en Mountain Mikes Pizza 1724 Miramontes Ave Mountain View, CA. La reunión de la unidad en Pleasant Hill es en Mountain Mikes Pizza. Las reuniones son el tercer jueves de cada mes a las 5:30 p.m. en 30 Golf Club Road, Pleasant Hill, CA. La asistencia ha sido promedio.

**Mountain Enterprise (PG&E y Liberty Utilities):** El incendio de Caldor tuvo un gran impacto en estos miembros. Hubo 34 familias afectadas por este evento; dos han perdido sus hogares completamente, y el resto fueron evacuados hasta que se consideró que era seguro regresar a casa. Grizzly Flat fue la zona más afectada en el Condado de El Dorado. El otro incendio en la zona, el incendio de Colfax, destruyó la casa de uno de nuestros miembros. Durante los incendios, se enviaron cuadrillas especializadas en riesgos para que las instalaciones estuvieran protegidas, junto con otras compañías de poda de árboles contratadas por PG&E. Los incendios también impactaron a las cuadrillas de Liberty Utilities, y el humo a veces era insostenible.

La carga de trabajo ha sido pesada en El Dorado, Placer y el Condado de Sierra. Tuvimos una reunión del sindicato y la gerencia donde la compañía acordó dar un fin de semana libre fuera de rotación, y esto fue recibido bien por los miembros. Cada tercer sábado es opcional. Comenzamos una reunión especial en Auburn para todos los miembros del Condado de Placer, y se lleva a cabo el primer jueves de cada mes en Round Table Pizza en la calle Elm, justo después del trabajo. La participación en las reuniones de la unidad ha sido buena.

**Davey Tree Surgery (Divisiones De Anza y Diablo):** Tenemos algunos casos abiertos que necesitamos discutir con la empresa con respecto al pago en la División De Anza. También tenemos algunos temas pendientes para discutir con el Comité de Revisión de Quejas — la queja sobre las vacaciones de 2019, compensación por CPR y primeros auxilios, y un caso de despido. Hemos discutido algunos de estos problemas y nos han dicho que han sido abordados, aunque no tenemos confirmación de que todos hayan sido resueltos. Todas las cuadrillas han estado trabajando 10 horas al día y algunas cuadrillas trabajan 6 días a la semana en la División Los Padres. Las cuadrillas han estado haciendo trabajo de CEMA en East Bay

en las instalaciones de PG&E y han estado trabajando horas extras. Seguimos recibiendo quejas de que no hay suficiente equipo y materiales de trabajo, esto parece ser una batalla constante con la administración local. La participación en las reuniones ha sido baja.

**TSU (Auburn y Placerville):** El incendio de Caldor realmente golpeó duramente a este grupo en el Condado de El Dorado. En esta membresía, 20 familias fueron afectadas por los incendios. Siete de ellos perdieron sus hogares y el resto tuvo que evacuar durante varias semanas. El dueño de la compañía, Dale Van Beeber, incluso le ofreció alojamiento a uno de nuestros miembros hasta que pueda volver a la normalidad. Esta fue una pérdida devastadora para mucha gente, y nuestros miembros han estado agradecidos por el apoyo de su sindicato en estos momentos. La asistencia a las reuniones de la unidad ha sido fuerte, incluso ha sido necesario dividirlos en dos sesiones. (4:00 p.m. / 6:00 p.m.)

**Rapid Response (División San Jose):** El trabajo ha aumentado a lo largo de todo el sistema ya que PG&E ha contratado mucho trabajo y se están añadiendo cuadrillas adicionales. Tuvimos algunos puntos para discutir con la compañía debido al hecho de que no ha sido capaz de asegurar un terreno para las cuadrillas en San José. Por ahora las cuadrillas pasan mucho tiempo de viaje en sus vehículos, ya que todas las cuadrillas viajan desde y hacia Morgan Hill, CA. Las cuadrillas trabajan 10 horas al día y el trabajo durante los fines de semana continuará hasta finales de año.

## Zona Sur

Este trimestre pasó rápido. Hemos comenzado nuestras reuniones de unidad con buena asistencia hasta ahora. Estamos recomendando cumplir con los procedimientos de seguridad para el COVID-19, es decir, usar máscaras, lavarse las manos y mantener el distanciamiento en las reuniones. Se han planteado muchas preguntas acerca de la incorporación de los preinspectores de vegetación al sindicato. Estoy viendo una tendencia de que todos los contratistas están siendo muy lentos en hacer los ascensos de clasificación. Participé en dos comités de PG&E de Incidentes Graves y Fatalidades (SIF), uno por una caída desde un árbol y el otro por una caída desde un saliente. Espero que nuestro próximo trimestre sea más seguro, preferiblemente sin más incendios, ya que muchas de las cuadrillas están siendo enviadas a trabajar al norte.

**Davey Tree (Divisiones Central Coast y Los Padres):** Los miembros han estado trabajando desde principios de junio, seis días a la semana, cinco días de 10 horas y un día de 8 horas. Davey está buscando trabajadores en ambas divisiones, y quieren contratar trabajadores calificados con licencia de conducir clase B y frenos de aire. He tenido conversaciones con Davey sobre el tema de los ascensos de clasificación. La compañía ha sido lenta en evaluar a los empleados y ascenderlos de clasificación.



**Mario's Tree Service (Divisiones de Stockton, Divisiones Fresno y Kern):** Los miembros trabajan cinco días de 10 horas y sábados voluntarios, muchas horas extras. Los empleados están pidiendo tener el cuarto fin de semana del mes para descansar, lo que nos parece una buena idea por razones de seguridad. Hemos estado trabajando con la gerencia local en el manejo de los problemas de ascensos de clasificación y estamos avanzando. Mario's también es lento para ascender la clasificación de sus empleados.

**Wright Tree Service (División Modesto):** Las cuadrillas trabajan cinco días de 8 horas. Recientemente contrataron dos nuevas cuadrillas (cuatro personas) para esta zona. Algunos de sus trabajadores contrajeron Covid-19, pero todos se han recuperado con la excepción de uno que está de reposo debido a una afección médica y está esperando que los médicos lo den de alta.

**El grupo Turlock** trabaja 10 horas al día, con la mitad de las cuadrillas trabajando de lunes a jueves y la otra mitad trabajando de martes a viernes. También fueron impactados por Covid-19, sin embargo todos los empleados afectados se han recuperado completamente. Este grupo funciona bien y sin ningún problema actualmente.

**Arbor Works (División Yosemite):** Los miembros habían estado trabajando 40 horas a la semana durante la primera parte del año y en julio comenzaron a trabajar cinco días de 10 horas con sábados voluntarios. Nos hemos ocupado de algunos problemas de transferencia y de trabajadores que no avisan previamente que van a estar ausentes del trabajo. Tuvimos un caso de acoso para el cual se me pidió que estuviera presente cuando el empleado fue interrogado. En lo que va del año hemos celebrado tres reuniones del sindicato y la gerencia de la compañía. Algunas solicitudes de membresía del sindicato no se están rellendo correctamente, y esto se está abordando.

**Nates Tree Service (División Sonora, Merced y Los Banos):** Los miembros trabajan cinco días de 10 horas y sábados voluntarios. Hemos hecho varias visitas al campo y a los patios. Tuvimos algunos problemas de pago relacionados con Covid-19 que fueron resueltos.

**Community Tree Service (Este grupo)** está trabajando 40 horas/semana. Actualmente están contratando trabajadores, están buscando podadores de árboles calificados. Un empleado se cayó de una saliente y se fracturó la tibia y el peroné, por encima del tobillo. También son lentos en su proceso de evaluación y ascenso de clasificación de los empleados.



Photos by John Storey



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

**Eligibility for all applicants for all scholarships:** Applicant must be the child, grandchild or spouse of an IBEW 1245 member or retiree club member who is current and in good standing. The Veterans scholarship is for IBEW Local 1245 members who are veterans.

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

**Completed application packets must be mailed to IBEW Local Union 1245, Attn: 2022 Scholarship, P.O. Box 2547, Vacaville, CA 95696, and be postmarked no later than the first Monday in March.**

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

Payment(s) will be paid directly to the college upon

presentation of proof of enrollment and tuition costs to IBEW Local Union 1245, Attn: Scholarship Committee-TA, PO Box 2547, Vacaville, CA 95696, or [tfa3@ibew1245.com](mailto:tfa3@ibew1245.com).

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

Scholarship applications may be obtained from the 4th Quarter issue of the *Utility Reporter* or downloaded from the Local 1245 website: [www.ibew1245.com](http://www.ibew1245.com). Scholarship winners and their families will be invited to the April Advisory Council meeting, at IBEW LU 1245's expense, to read their essays and have lunch with the Executive Board, Advisory Council and Local Union Leadership. Scholarship recipients will be presented with a suitable certificate or plaque to commemorate their win.

**\*Scholarships winners are not be eligible to apply for additional scholarships.\***

The scholarships will be awarded as follows:

- ☐ **Roger Stalcup Community College Scholarship (2):**  
**Eligibility:** See **Eligibility for all applicants for all scholarships.**  
**Award:** Two winners will be selected to receive **up to \$1,500.00**, for up to two semesters, which must be used for Community College tuition and course materials.
- ☐ **IBEW 1245 Survivor's Scholarship (1):**  
**Eligibility:** Applicant must be the surviving child, grandchild or spouse of an IBEW 1245 member or retiree club member who was current and in good standing at the time of their death.  
**Award:** One winner will be selected to receive a one-time scholarship, of **up to \$5,000.00**, which must be used for trade school, community college or university tuition. The payment will be made directly to the school after LU 1245 Scholarship Committee receives proof of enrollment and cost of tuition. Enrollment letter must include student ID number.
- ☐ **IBEW 1245 Veteran's Scholarship (1):**  
**Eligibility:** Applicant must be an IBEW 1245 member or retiree club member in good standing **AND** an honorably discharged veteran of a branch of the United States Armed Forces or Reserves. Applicants must also provide a copy of their DD214 documentation.  
**Award:** One winner will be selected for a one-time scholarship, **up to \$5,000.00**, which must be used for trade school, community college or university tuition. **The payment will be made directly to the school after the LU 1245 Scholarship Committee receives proof of enrollment and cost of tuition. Enrollment letter must include student ID number.**

continued on next page

Ronald T Weakley (2):

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

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

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

Applicant's Personal Information

Name: Last, First Middle

Date of Birth

Street Address:

Cell #

City, State, Zip Code:

Name of Parent:

Employer and work location:

High School I graduated or will graduate from:

Located in:

with a GPA of: (n/a for Veteran's Scholarship)

College or School I expect to attend:

Located in:

Candidate's Signature:

Date:

This is to certify that the above named candidate is currently enrolled as a student at (School Name):

and has or will be graduating in 2022: (List Month and Year)

School Official's signature and position

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate whose name is signed to this application is my \_\_\_\_\_ and has or will graduate during the term ending , \_\_\_\_\_ 2022.

(Parent's Signature and Card No.)

College and Career Information

Name and location of college you have or will have attended for at least one year as of December 2022. If more than one, list the college most recently attended:

Attendance dates:

Major/Field of Study:

Test Scores: SAT:     ACT:     GRE:     LSAT:     MCAT:

If you will be entering Graduate School in the Spring of 2022, please provide additional information about your college degrees, certifications and work experience (as applicable):

What is your anticipated graduation date?

Briefly outline your career goals while addressing the following: Explain why you want to pursue a college education. How will this education contribute towards your immediate and/or long-term career plans?

List Employment and extracurricular activities (internships, sports, clubs)

Employment:

Employment:

Activities:

Activities:

List community service activity and awards

Community Service

Community Service

Awards

Awards

Financial need: Anticipated amount of funding needed: \$

Total household income:

Total number of people in household:

How did you learn about the IBEW Local 1245 Scholarships?

Did you remember to:

☐ Attach your essay?

☐ Attach two non-relative letters of reference?

☐ Attach your DD214? (LU 1245 veteran scholarship applicants only)

☐ Complete the application?

☐ Obtain all signatures?

**Veteran's Information**

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

Were you honorably discharged?



Scholarships, from page 16

**Ronald T. Weakley IBEW 1245 Scholarships (2): Electrical Line Worker Scholarship:**  
**Eligibility:** See **Eligibility for all applicants for all scholarships**  
**Award:** One winner will be selected to receive a scholarship **up to a total of \$10,000.00**. The recipient will initially receive up to \$2,500.00 to be used for tuition for an approved electrical line worker program (i.e. VOLTA). Following verification of completion of the program **AND 1,000 hours worked in the electrical line trade in IBEW 1245's jurisdiction** AND verification of

attendance at ten (10) IBEW 1245 unit meetings within an 18-month period, the recipient will receive **up to \$7,500.00** toward reimbursement of tuition and required materials. The payment will be made directly to the school after the LU 1245 Scholarship Committee receives proof of enrollment and cost of tuition.  
**Vocational Trade School Scholarship:**  
**Eligibility:** See **Eligibility for all applicants for all scholarships**  
**Award:** One winner will be selected to receive a one-time scholarship up to \$1,000.00. Trade school certification must be a union-based occupation within the scope of work IBEW 1245 members perform. The pay-

ment will be made directly to the school after the LU 1245 Scholarship Committee receives proof of enrollment and cost of tuition.  
**The essay topic for the 2022 Scholarships is:**  
**“How have unions in California and Nevada improved working conditions for non-union workers?”**

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

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

- The scholarship will be as follows: Two thousand five hundred dollars (\$2,500.00) per year, up to four (4) years, as long as a C (2.0) average is maintained, and the parent maintains their membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in (the year of the contest). A copy of your diploma or a letter from your high school stating that you will graduate in **2022** must be attached to your scholarship application.
- The Scholarship Grant will be made only to that candidate who intends to enroll full-time in any college certified by their State Department of Education and accredited by the Local Accrediting Association  
**Responsibility of Scholarship Recipient:** Scholarship winner must begin their studies in their next term or, at the very latest, in January of the following year.
- Applications may be downloaded from the IBEW Local 1245 website (see link below), or using the form printed in the *Utility Reporter*. ([www.ibew1245.com](http://www.ibew1245.com)).
- Checks will be paid directly to the college upon receipt of the official transcript you're your college or university, confirming full-time student status and GPA. Email transcript to: [tfa3@ibew1245.com](mailto:tfa3@ibew1245.com).
- All applications shall be accompanied with a written essay, **not to exceed five hundred (500) words**, on the subject designated by the Executive Board.
- Essays should be submitted on 8 1/2" x 11" paper, on one side, preferably typed and doubled spaced with applicant's written signature at the conclusion of the essay.
- Applications and essays must be mailed to I.B.E.W., Local Union 1245, Attn: Scholarship Committee, P.O. Box 2547, Vacaville, California 95696, by REGISTERED CERTIFIED MAIL ONLY, and be postmarked no later than the first Monday in March of each year.**
- Each year the scholarship shall be presented at the Advisory Council meeting in April; the Judge and a guest, and the recipient and their parents shall be invited, at Local Union expense, to present and receive the Scholarship Award.
- A suitable trophy, plaque or certificate shall be purchased by the Local Union to be presented to the scholarship recipient.

The essay topic for the 2022 Scholarships is:  
**“How have unions in California and Nevada improved working conditions for non-union workers? “**

APPLICATION FOR THE  
2022 AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

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

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

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

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

Name of Parent

Company

Work Location

I graduated or will graduate from High School

Which is located at

I expect to attend College or School

Location

Candidate's Signature Date

This is to certify that the above-named candidate is currently enrolled as a student at and has or will be graduating (School Name) in (Month and year), 2022.

Official's signature and position

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate whose name is signed to this application is my and has or will graduate during the term ending , 2022.

Parent's Name (Print) (Parent's Signature and Card No.)



## Labor Studies Courses Give Us a Greater Understanding of and Appreciation for Unions

Unions have an interesting and memorable history in America, and one of the most effective, most caring, and oldest of these unions is the International Brotherhood of Electrical Workers. As a union, it represents many electrical workers across America, and as an organization, it also is responsible for, as most of us know, the training of apprentices in electrical fields across America. But the IBEW's passion for education does not end with apprenticeship, as the union also offers a variety of additional training opportunities, such as equipment operator courses, OSHA 10 classes, and other certifications that can enhance members' careers.

Additionally, for members that wish to expand their knowledge and understanding of the broader union movement, IBEW 1245 also offers a **Labor Education Assistance Program**, which reimburses members for 50% of the cost of tuition for labor relations courses at recognized institutions of higher learning, including community colleges and universities. While these labor studies programs may not necessarily expand your knowledge of electrical theory or certify you to operate heavy equipment, they do give you a better perspective on why unions are so valuable in America. Most of us were born many decades after unions were fully established in America, so we never had the opportunity to witness the birth of the movement and how it fundamentally changed our country for the better. But through these labor studies programs, we can develop a far greater appreciation for an understanding of the IBEW and a variety of other unions.

As a current student in the labor studies program at California State University – Dominguez Hills (CSUDH), I've found the program to really cater to blue-collar adults like us. The subject matter and the nature of the courses are specifically geared towards educating us on the formation of the labor and socioeconomic environment we live in today, and the distance-learning course offerings make it accessible for those of us who travel for work. (I myself have never even stepped on the campus).

I initially found out about this program through classes I took at my trade school, Los Angeles Trade-

### Member Perspective



Jake DeFeo

Technical College (LATTC). After taking some classes at LATTC, I simply transferred the courses over to CSUDH for the program. With tax deductions for educational expenses, as well as the IBEW tuition reimbursement opportunities, these classes are most likely well within the budget of any member who is interesting in learning more about the history of the labor movement.

While a labor studies program may not boost your income or give you a new job directly, the courses will do you the great service of teaching you how and why IBEW and many other great unions like it are able to guarantee such high quality of life for their members. At the end of the day, pursuing a degree in Labor Studies is almost an end in and of itself, where you walk out a much more informed person with a working knowledge of how and why your union operates the way it does today.

For me, learning about the sacrifices that union members made in the past, as well as the heinous actions that employers took to squash these efforts, and more importantly, the awful work conditions these workers were forced to operate in before unionization, made me far more appreciative of the International Brotherhood of Electrical Workers. Where before, I thought of union halls as places of employment, I now see them as the defenders of our interests as working-class people.

*Jake DeFeo is a traveling ground-man out of IBEW Local 47. He's been working in 1245's jurisdiction since April of 2021.*

## IBEW 1245 Demands to Negotiate Over Vaccine Mandate at PG&E

On Nov. 3, 2021, Patti Poppe, PG&E's CEO, announced that the Company has been deemed a Federal Contractor and subject to the Sept. 9, 2021 Executive Order on Covid-19 vaccine mandates. In response, we have demanded that PG&E negotiate over any action taken to comply with the Executive Order. At press time, there have been no decisions made yet as to how or when PG&E will proceed, but we do know that the Company does not expect to meet the federal implementation deadline and is seeking an extension.

There are several matters we need to address with the Company on behalf of our members at PG&E, including religious and medical exemptions, non-compliance, testing, discipline, leave/furlough

options, and many others. We must also have a seat at the table to discuss and understand what the PG&E policy toward contractors will be, and what effect this will have on our Outside Line and Tree Trimmer members.

We have engaged outside legal counsel to explore our members' rights regarding COVID-19 mandates. There is still much work to be done in this fight, and we intend to exhaust every legal means we have available to protect and defend our members' rights.

If you have any questions, we encourage you to attend a Unit meeting, contact your Business Rep, or reach out to me or any of the senior staff at the union.

— Bob Dean,  
IBEW 1245 Business Manager



The COVID-19 landscape is constantly changing. Visit [www.ibew1245.com/COVID19](http://www.ibew1245.com/COVID19) for the most current information and updates on the vaccine mandate and other pandemic-related news.

Outside line members:

**Pay your 2022 dues up front and get this limited-edition 'yellow ticket' hardhat sticker!**



Get the latest news at:

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



## Kit Stice

**W**e are saddened to announce the passing of longtime IBEW 1245 staffer Kit Stice, who lost his life to illness on Aug. 6.

"I have hunted, camped, drank, smoked and laughed with Kit. He has been my good friend for 30 years, my business rep and advisor," said Business Manager Bob Dean. "I already miss his unfiltered opinions on everything from being a grandparent to being a Business Manager."

Brother Stice started his career at PG&E as a Fieldman in 1983. After 15 years in the trade, he hired on as an IBEW 1245 Business Rep in 1998. In 2015, he was promoted to Assistant Business Manager, and served as the union's chief grievance handler for the next five years. His extensive knowledge of the PG&E contract was unparalleled, and nearly everyone at 1245 turned to Brother Stice at some point to tap into his expertise.

"We would talk two or three times a week. I would call and ask about a contractual issue, and the first thing I would hear is, 'DID YOU LOOK IT UP?' — which he knew I did, and was struggling with it," said IBEW 1245 Business Rep Jim Brager. "After chastising me about not knowing, he

would have already found the answer, just one mouse click away."

Known for his candid demeanor and wry sense of humor, Brother Stice left a strong impression on everyone who had the pleasure of knowing him.

"I had the privilege of meeting Kit Stice back in 2013 when I was part of an Ad Hoc committee. Little did I know at the time that I would be sent with Kit around the system to explain and answer questions about an LOA that would be voted on. At the time I also didn't know that Kit would not only become a co-worker but a mentor and friend," said Business Rep Kyle Whitman. "During our tour of the system, I also learned that Kit had a love of good cigars and good bourbon. That tour left me with lots of stories, laughs and memories."

"I spent a lot of time talking to him about so many things other than work," said Assistant Business Manager Lloyd Cargo. "Anything from his childhood shenanigans to flying helicopters to playing guitar. He was who he was going to be, and wouldn't change a thing for anybody."

Stice retired from the union late last year, after 22 years on staff, and his health took a turn shortly there-

after. He had been battling illness for some time before his passing.

"He had called me on Sunday afternoon from his hospital bed, four days before his passing," Brager said. "I knew his condition, and this was going to be our last call. I'll miss my good friend. Not a day has gone by that I haven't thought of him."

"I'm crushed by the loss of Kit Stice," said Business Rep Mark Wilson. "I loved this man; he was a good friend and mentor. RIP Kit."

"I am deeply saddened by the loss of Kit," echoed Cargo. "Another great person who dedicated so much of his life to making our Union better. Rest in peace."

"I can say without a doubt, working with Kit was always a 'fun' experience. I can also attest to Kit changing my life and family's future," said 1245 Assistant Business Manager Dylan Gottfried. "I'm sorry to lose him as a brother."

"I will sorely miss Kit's wry sense of humor and uncanny ability to remind everyone around him to take life a little bit less seriously," said IBEW 1245 General Counsel Alex Pacheco.

"My sincere condolences to the family. Kit will be missed but not for-



Kit Stice

gotten," said Whitman. "May he rest in peace, and I will keep the Bookers on ice for the next time we meet."

Brother Stice is survived by his wife, Kriss, and their adult children Casey, Nicole and Scott. He was a private man who hated funerals, so in lieu of a traditional service, IBEW 1245 staffers will be honoring his memory with a dram and a cigar — a fitting tribute for one of IBEW 1245's most dedicated and hard-working staffers.

## 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 the East Bay, the North Bay, 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!

Ako, Chauncey 36 years Rohnert Pk, CA	Coughlin, Patrick 41 years Fair Oaks, CA	Feland, David 21 years Windsor, CA	Hock, Frank 37 years Napa, CA	Kenney, Jesse 36 years Tollhouse, CA	Mays, Millicent 21 years San Francisco, CA	Poole, Mark 36 years Vacaville, CA	Vierra, George 37 years Sebastopol, CA
Amaral, Jeffery 40 years Madera, CA	Cuneo, Rory 35 years San Andreas, CA	Filippo, Richard 41 years Rohnert Park, CA	Hoisington, Kristi 18 years Newcastle, CA	Kwan, Bing 48 years San Francisco, CA	McLeod, Mark 44 years San Francisco, CA	Ridling, Danyael 37 years Napa, CA	Walko, Michael 42 years Knightsen, CA
Barry, Mark 43 years Santa Rosa, CA	Dea, Galen 41 years Alameda, CA	Fong, Christina 40 years Daly City, CA	Huey, Monica 41 years San Francisco, CA	Lau, Helen 41 years San Francisco, CA	Mettalia, Robert 37 years Soquel, CA	Schmitt, Richard 47 years Barstow, CA	Wenzel, Leslie 42 years Renton, WA
Benitez, Alfonso 7 years Galt, CA	Dea, Robert 43 years San Francisco, CA	Galli, Dale 10 years Cassel, CA	Ibarra, Victor 48 years Suisun City, CA	Lofstrand, Kurt 37 years Nipomo, CA	Moore, Duane 38 years San Jose, CA	Swank, Terry 44 years Oakdale, CA	Wiggins, Michael 38 years Atascadero, CA
Bright, Angie 35 years Danville, CA	Ebert, Forrest Jr. 21 years Concord, CA	Guerrero, Kirk 27 years Hayward, CA	Jelleff, Philip 18 years Tucson, Arizona	Lorentzen, Michael 43 years Manteca, CA	Moore, Sean 36 years San Jose, CA	Thaxton, Melvin 43 years San Leandro, CA	Won, Edward 36 years Benicia, CA
Busby, Jerry Jr. 37 years Martinez, CA	Falcone, Joe 21 years San Juan Capistrano, CA	Hafner, Marty 36 years Redding, CA	Jew-Szeto, Cindy 39 years South San Francisco, CA	Lynch, William 36 years Nipomo, CA	Morasca, Gregory 44 years Grover Beach, CA	Thompson, Dennis 49 years Fremont, CA	Wong, Paul 43 years Hayward, CA
Cooper, Floyd 44 years Concord, CA	Farris, Maria 41 years Vacaville, CA	Hancock, Gary 24 years Murfreesboro, TN	Jones, Kevin 43 years Paradise, CA	Mahoney, John 41 years Redwood City, CA	Morath, David 21 years Pacifica, CA	Valenti, Sal 36 years Arroyo Grande, CA	Wong, Paul 43 years Hayward, CA
		Harris, Donald 7 years Carmichael, CA	Jorissen, Cynthia 38 years Santa Rosa, CA	Marsh, Tamara 43 years Fresno, CA	Nazareno, Oscar 42 years Las Vegas, NV	Verducci, Audie 29 years Cobb, CA	Zavala, Jose 37 years Sanger, CA
		Henderson, John 38 years Union City, CA	Karp, Paul 36 years Newark, CA	Marshall, Frank 39 years El Cerrito, CA	Padilla, Frank Jr. 37 years King City, CA		
		Herries, Joe 37 years Petaluma, CA	Keawkalaya, Veronica 25 years Vallejo, CA	Martinez, Jim 34 years Lincoln, CA	Papadopoulos, Rosemarie 24 years Fremont, CA		
		Hill, Mark 18 years Yuba City, CA	Kelley, Randall 42 years Arroyo Grande, CA	Martinez, Sharon 41 years Clovis, CA	Pledger, Michael 35 years Pacifica, CA		



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





## Units lend a helping hand

All of the following unit donations to various charitable organizations from July through September 2021 were approved by the IBEW 1245 Executive Board.

**USBR Unit #3218** donated \$500 to the USBR Shasta Softball team.

**Diablo Canyon Unit #1220** donated \$125 to the Boys & Girls Clubs of South San Luis Obispo County, \$125 to the 5 Cities Food Pantry, \$125 to the San Luis Obispo Food Bank, and \$125 to the San Luis Obispo County Junior Roller Derby.

**Fort Bragg Unit #3717** donated \$500 to the Coast Youth Soccer League.

**Templeton Unit #1217** donated \$500 to the Atascadero Wranglerettes, Inc.

**Atascadero-Davey Unit #4727** donated \$500 to the Albion Soccer Club.

**Fresno Unit #1111** donated \$500 to the Fresno Skateboard Salvage.

## UNION STRONG

### In-person unit meetings have returned!

Find a meeting near you at <https://ibew1245.com/unit-meetings/>.

## Business Rep Richard Ingle Retires from the IBEW

**A**fter nine years on staff and 49 years as an IBEW member, IBEW 1245 Business Rep Richard Ingle is retiring from the union this winter. Below, Brother Ingle reflects on his career in his own words.

My first job out of high school was at the oil field near Houston, Texas. I was earning about \$1.85 per hour. The company wanted to keep us kids working less than forty hours a week so they didn't have to pay overtime or benefits. There was no such thing as overtime after eight hours. One week I worked three days at thirteen hours a day, and was then told to come back next week. I knew that life had more to offer than that.

During my under-employment, I went to the IBEW Union Hall with my older brother (a Journeyman Lineman) and signed the books. I joined IBEW 66 in August of 1972, and took my first call as a groundman making about \$4.85 per hour. I thought to myself at the time, "I'll never see another hungry day." I told the oil field goodbye FOREVER and didn't look back.

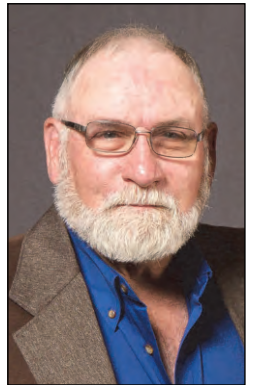
After a short time, I got into the line-man apprenticeship program. About a year later, I joined the Army and served for four years. I spent three years in Germany, which were some very interesting

times. After finishing my service, I resumed my apprenticeship, and "topped out" in November of 1981. In 1984, I came to California with intentions to stay six months. Thirty-six years later... I am still here.

I have made a lot of friends and I have been a lot of places, but I would not trade my experiences in the BEW and Local 1245 for anything in the world. I am going to miss being a Lineman and a Business Representative, but a man should not have to work his

entire life. Forty-nine years is enough. Wish me luck, and keep those cards and letters coming.

— Richard Ingle,  
IBEW 1245  
Business Rep



Photos by John Storey  
Richard Ingle



Richard Ingle (left) and fellow staffer Ralph Kenyon chat with an IBEW member.

### Retiree Perspective

**H**uman nature provides us a license to complain about our circumstances, no matter the quality of our life. As a retired union member my urge to criticize is muted by the economic security I enjoy.

We learned long ago that, without an opposing force, employers will short change our wages and our personal safety. The strength of workers is increased exponentially by the total number joining together. It is this opposing force or 'union affect' that tips the scale of power to a more equitable negotiation for wages and a safe working environment. This 'union affect' raises the wages and benefits of union, as well as nonunion workers and is responsible for the economic survival of the middle class. Each generation of union workers must understand this important reality and we, the retirees, are the teachers.

We can describe, from personal

## Unions and Liberty – You Can't Have One Without the Other

experience, what being a union member means to us. It provides the resources to buy a home, a truck, school clothes for the kids, shopping for a nice dress or a nice meal at a restaurant. The peace of mind provided by job security, is immeasurable. Put more simply, the benefit of being union is economic stability.

The essential ingredient, for economic stability, is liberty and unions are the embodiment of liberty. The overall affect of unions is to facilitate workers' control of their economic destiny. Union retirees are a living testament to the benefits gained and it is our responsibility to ensure that each new generation of workers understands the interrelationship between unions and personal freedom. By joining together, with our sisters and brothers, we nourish and perpetuate this important connec-



Bill Wallace

tion to liberty.

The secure retirement of union members is an affirmation of what workers can accomplish by coming together as one voice. Solidarity is as valid today as ever. It is essential to the survival of unions that each new generation of workers understand the simple dynamics of unity and be vocal about it.

It is imperative that retirees actively emphasize the important relationship between liberty and the ability to organize. By reaffirming this significant dependency, we buttress liberty. My brothers and sisters, we may be retired from our job, but our work is not done. Get involved and take a stand for unionism and for liberty. We can't have one without the other.

— Bill Wallace, IBEW 1245 Retiree and Organizing Steward

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# Reno-Sparks Retirees Support Washoe County Meals on Wheels

IBEW 1245's Reno-Sparks Retirees Club made a \$350 donation to support the Washoe County Meals on Wheels program. The matching funds used for this donation were approved by IBEW 1245's executive board.

Meals on Wheels is dedicated to addressing senior isolation and hunger. This network serves virtually every community in America and, along with more than two million staff and volunteers, delivers the nutritious meals, friendly visits and safety checks that enable America's seniors to live nourished lives with independence and dignity. Learn more at <https://www.mealsonwheelsamerica.org/>.

"On behalf of Washoe County Senior Services, I would like to thank you both for your very generous donation of \$350

to the Meals on Wheels Home Delivered Meal Program," Senior Services Coordinator Abby Willrich wrote in a letter to the union. "Your continued support of two of Washoe County's Human Services most visible programs, the annual Fan Drive in partnership with KOLO TV and the Meals on Wheels Program, has proven again to contribute to the success of both programs. Your members' generosity and focus on improving the lives of many seniors in the community of Washoe County does not go unnoticed. Thank you again to everyone at IBEW Local 1245, from all of us here at Washoe County Senior Services, for making a difference in our Washoe County community with your donation. Your generosity and participation are appreciated by many."



IBEW 1245 Reno-Sparks Retirees Frank Istrice, Bob Vieira, Vickie Borst, Rita Weisshaar, Ben Weisshaar and Ron Borst present a \$350 donation to Todd Acker, Washoe County Senior Services Administrator.

## Support for IBEW 1245 Member Who Lost Her 10-Year-Old Son

On July 12, 10-year IBEW 1245 member Ayriana Lambert's oldest son Peerless passed away unexpectedly at 10 years old. After his death, he was found to be positive for Covid-19 but he had shown no prior signs of illness, and no clear cause of death has been determined as of yet.

Sister Lambert, who works as an Operating Clerk for PG&E in Oakland, is still reeling from the painful loss. As a single mother with two other children ages 8 and 9, Lambert and her family are struggling and could use our support.

Employees at PG&E can contribute to the Vacation Sale that's been set up through the company. The vacation sale coordinator is Sharon Batts, (916) 955-8186 [sharon.batts@pge.com](mailto:sharon.batts@pge.com).

Contributions can also be sent via Venmo (PeezyLovesAyriana), Cash app (\$AyriLambert), or Paypal/Zelle (AyriLambert@gmail.com).

Condolences and support messages can be sent via Instagram (@Love\_Ayriana) or via mail:

Ayriana Lambert/Family of Peerless Turner  
6813 Springridge Way  
Elk Grove, 95758

Additionally, a GoFundMe has been set up, and contributions can be made at <https://www.gofundme.com/f/MakePeerlessFamous>.



Ayriana Lambert and her late son, Peerless



IBEW 1245

## Retiree Spotlight

### Ed Beoshanz

At 82 years young, Ed Beoshanz is one of many IBEW 1245 dues-paying retirees who has chosen to stay involved with the union during their retirement years.

An active member of his community, Beoshanz lives in Davis, California, on an 80-acre farm that has been in his family and operating for over 100 years. He still remembers the days when the area was sparsely populated and consisted mostly of farmers; back then, neighbors worked together to keep the rural community going. Beoshanz joined the West Plainfield Fire Protection District as a volunteer when he was 18; the decision was an easy one, as the original firehouse used to be located on his family farm.

Beoshanz knew it was hard to make a living farming, so, as a young man, he tried his hand at other types of work. He attended college in Sacramento studying aeronautics, and went to work with PG&E during the summers. When he graduated, he decided that being an airplane mechanic, while a good career, wasn't his calling. He realized that working for PG&E was what he wanted to do.

"I was fortunate to join PG&E and IBEW," he recalled.

Beoshanz retired in 1995 as Shop Foreman in Oakland, where he worked as an inspector on trucks and also as an instructor. Over his 33-year career, Beoshanz' job took him all over the service area – from McDonald Island to Diablo Canyon (back before construction of the plant even began!). He recalls the carts that he traveled on from tower to tower inspecting lines (and causing traffic jams of onlookers!), and the pride he felt, being involved with power projects that would bring energy to so many Californians.

Being part of the Fire Protection District is another rich source of pride for Beoshanz. He started as a firefighter, eventually moved up to fire captain, and subsequently held multiple leadership positions, from assistant chief to Commissioner. He served on the West Plainfield Fire Protection District Board of Directors until his retirement in 2021. Recently, the Yolo County Board of Supervisors formally recognized Beoshanz for his lifelong service.

Beoshanz credits his union job at PG&E with supporting his fire protection service duties: "In the middle of the night, I would help out with car wrecks, house fires, and so on. PG&E was great. I was fortunate that the Company would give me extra time for helping in the community."

Being part of the union has also been a decades-long commitment for Beoshanz. He still attends union meetings down at the hall, and tries to keep abreast of the latest news. He has also joined other retirees to talk to legislators in Sacramento about legislation effecting our members.

For Beoshanz, having good benefits was an important reason to be part of the union, but the best part was the brotherhood.

"I was always in the union. It helped create camaraderie, that's for sure," he reflected. "I made good, life-long friends. The fellows that I worked with over the years — we still keep in touch."



Ed Beoshanz, center, with his father (left) and another volunteer firefighter. This photo was taken in 1968 in front of the new (at the time) fire station located on Beoshanz' family ranch outside of Davis.



## Support 14-Year IBEW 1245 Member Fighting Brain Cancer

Fourteen-year IBEW 1245 member Aaron Evans, who works at Merced Irrigation District, was recently diagnosed with brain cancer. Following an emergency surgery that removed 85% of the tumor, Brother Evans is undergoing aggressive chemotherapy in Sacramento. A GoFundMe has been set up to provide monetary support for his family in Merced, so that they can be close to him in Sacramento while he goes through the chemo treatments.



Please contribute what you can at <https://www.gofundme.com/f/cancer-hits-really-close-friend>

## Support for Family of 45-Year IBEW 1245 Member Who Passed Away



We regret to announce the passing of 45-year IBEW 1245 member Matthew (Barney) Whaley. He was 68 years old.

Whaley was an outside construction journeyman lineman who was employed by Pinnacle at the time of his passing. He had been out on disability awaiting knee surgery when he fell ill, according to his family. His doctors discovered a previously undiagnosed autoimmune disease, which ultimately led to kidney failure and his subsequent passing.



He is survived by two adult children, Jason and Diana, and one granddaughter, Emma. The family could use our support as they navigate medical bills and end-of-life expenses. Please leave a message of condolence and contribute what you can using <https://www.gofundme.com/f/matthew-whaleys-celebration-of-life>.

## Support for IBEW 1245 Member Battling COVID

Six-year IBEW 1245 member Asha Hunter, a Senior Service Representative from the PG&E Fresno Contact Center, is unfortunately currently in the hospital battling COVID. We along with her family and friends are all wishing her a full and speedy recovery.



Asha's family includes her mother, brother, sister, and her 9-year-old daughter who all remain hopeful as doctors have seen an improvement in her condition. This has been a very difficult time for Asha and her family.

An optional vacation sale has been set up through the company, and a GoFundMe (<https://www.gofundme.com/f/get-well-soon-asha>) has been created to help Asha and her family with medical expenses and time off to heal. All donations are greatly appreciated.



## COVID-19 Claims the Life of IBEW 1245 Member David Gonzalez

We deeply regret to announce the passing of seven-year IBEW 1245 member David Gonzalez Sr., who sadly lost his life to COVID-19 complications. He was 54 years old.

Brother Gonzalez, who worked for the City of Lompoc's Solid Waste Division as a Collections Driver for ten years, was a kind, reserved and devout man with an unwavering work ethic.



David Gonzalez with his wife, Virginia

"David was a man of a strong faith in God and very family-oriented. He loved his job and his co-workers. He was never a drinker or a smoker. He completely dedicated himself to our family and serving the Lord. He spent his leisure time serving the Lord in Saint Mary of the Assumption and with our family," said his wife, Virginia. "He was a sweet, kind, respectful and gentle person. He was rather a quite reserved person, but with a funny sense of humor. He was a very open person and accepting of others, and was always available to help others."

Originally from Mexico, Gonzalez came to the United States in the mid-80s, and spent the last 25 years working in sanitation. He was the kind of person who worked hard, rarely took a sick day, and consistently demonstrated his respect for his co-workers.

"David was a very quiet, polite person, but I knew I could count on him. He always supported the union and our labor goals," said IBEW 1245 Business Rep Jaime Tinoco, who knew Gonzalez for a decade prior to his passing.

Brother Gonzalez had been ill for some time, and subsequently ended up in the hospital with severe COVID-19. He was admitted to the ICU, and passed away on Aug. 24.

In addition to his loving wife, Brother Gonzalez leaves behind two children, Jazmin (age 22) and Jose David (age 20), as well as 11 brothers and sisters. His family is still reeling from the devastating loss, which came just days before his 31st wedding anniversary.

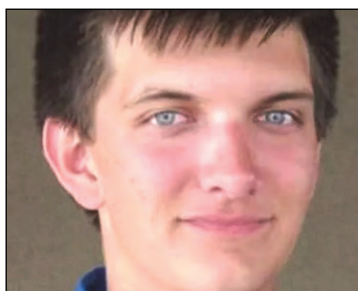
The family requests privacy, but cards and condolences may be sent to 933 Donner Ct., Santa Maria, CA 93454.



## Support for Family of IBEW 1245 Member Who Passed Away in Motorcycle Accident



We regret to announce the passing of four-year IBEW 1245 member Jonathan Glover, who lost his life following a tragic motorcycle accident. Brother Glover, who worked for PG&E as an apprentice lineman in Hayward, was just 26 years old. He leaves behind a wife and family who are still reeling from the sudden loss.



"He was strong and determined to grow and build his best life. He met and married his beautiful wife who he cherished and spent his days with her and dedicated his goals of working hard to create a stable life for themselves," his sister Rebekah wrote. "He was positive and understanding, determined, fun, and ambitious. Your beautiful soul will be missed and never forgotten."

Funeral services took place October 9th in, San Leandro, CA.

A GoFundMe has been set up to assist the family, please donate what you can at <https://www.gofundme.com/f/help-jonathans-family-with-medical-bills>. PG&E employees can also contribute through the Vacation Sale that's been set up by the company.





# Highlights from the 2021 Coalition of Labor Union Women Convention

**The 21st Biennial Convention of the Coalition of Labor Union Women (CLUW) took place online on October 7-9, 2021. The theme for the convention was "A Vision! A Vote! A Victory!" Here, IBEW 1245 delegates share their highlights from the convention.**

My heart is completely full after attending my first CLUW Convention! The 21st Biennial CLUW Convention was more than I had imagined. We heard from Washington State Labor Council Secretary Treasurer April Sims, who spoke about her struggle growing up, and how her family's life turned around when her mother landed her first union job. She reminded us how our unions afford us excellent wages, paid time off, medical, and so much more! Our keynote speaker was SAG-AFTRA President Fran Drescher. She talked about how it took her eight doctors over the span of two years to determine that she had stage four uterine cancer! Her story was powerful and reminded us women to trust ourselves, and to remember that we know our bodies better than anybody else. I can't thank you enough for allowing me to attend this outstanding

Women's conference. It's a reminder of why I must continue spreading the word that our Union is here for us, and we need to stay involved and continue volunteering within our community!

— **Valarie Moralez**

It was a pleasure having the opportunity to attend the Coalition of Labor Union Women 21st Biennial Convention Virtual via Zoom. Seeing women across the states come together as one is always a blessing to see. Elizabeth Shuler, the first woman President of the AFL-CIO, shared a powerful message ... When women run for office and win, we create change! The generational opportunity is right now, and a women's place is in her Union's Leadership. Such powerful words spoken! Thank you again for the opportunity!

— **Charlene Peele**

The 2021 Coalition of Labor Union Women Conference was so empowering and a wonderful experience. The President Of CLUW was so welcoming and energetic and I'm so excited to

continue to be a part of a great women's group. My favorite part of the three-day conference was Keynote Speaker Fran Drescher, SAG-AFTRA President. She encouraged us to pay attention and listen to our bodies. As women, we do so much for our families and our jobs, but we need to put our health first. I'm going to take her advice and always get a second opinion on health-related issues so I can continue to live a healthy life. I also enjoyed learning about the different resolutions and how the voting process works. I can't wait to attend this conference again and I hope I have the opportunity to meet everyone in person soon. Thank you IBEW 1245 for allowing me to be a lead at this conference.

— **Danielle Bonds**

I would like to thank you guys for giv-



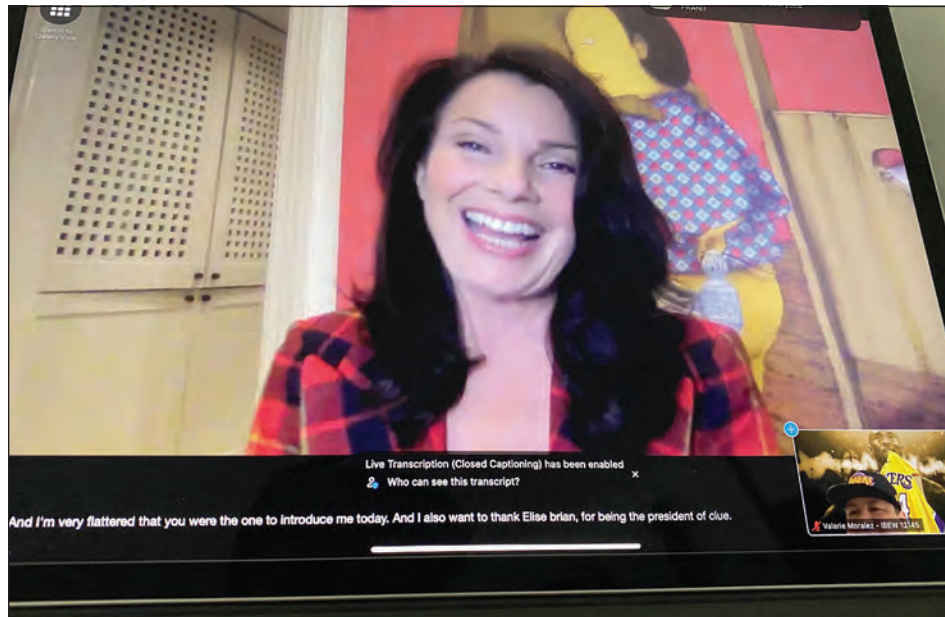
**Danielle Bonds**

ing me the opportunity to attend the CLUW as an IBEW member. I learned a lot about the rules and regulations they were voting on. It got really intense, as a few members battled out their opinions with the others, but it reminded me of what we do as a union – Standing up and speaking out about what we feel is right.

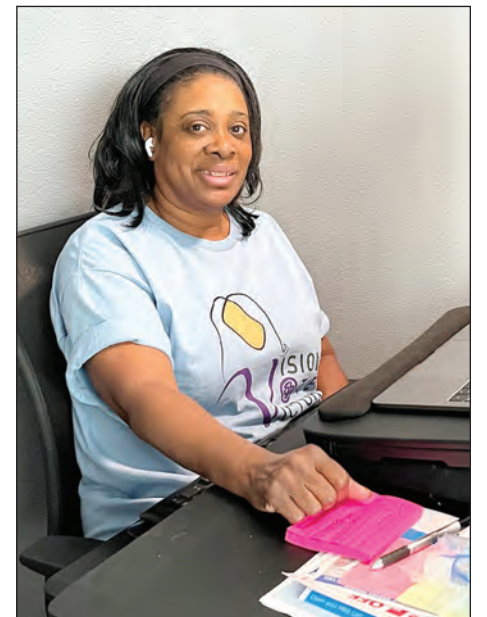
— **Maria Renteria**

I really enjoyed all the guest speakers. Their stories [underscored] how women are strong minded and willing to make many sacrifices to get the issues resolved. Our vote does matter, we can make it happen! As the quote goes, "When women speak, everyone listens." I also enjoyed my Union sister Lyn Smith — she has a great voice and some great dance moves. She kept it live.

— **Kurene "KT" Turner**



**Keynote Speaker Fran Drescher.** Photo by Valarie Moralez



**KT Turner**

## Local 1245 Helps Propel Mia Bonta To Victory in Assembly District 18

IBEW 1245 Organizing Stewards assisted with the special election for CA Assembly District 18 in support of Labor's candidate, Mia Bonta. The special election was held on August 31 and our candidate won a decisive victory. Organizing Stewards Alvin Dayoan and Foster Goree helped setup canvassing, phone banks, and texting with the staff of the Alameda Central Labor Council. IBEW 1245 staffers Hunter Stern, Al Fortier, Fred Ross and Organizing Steward Arnaldo Lizarraga also volunteered their Saturdays.

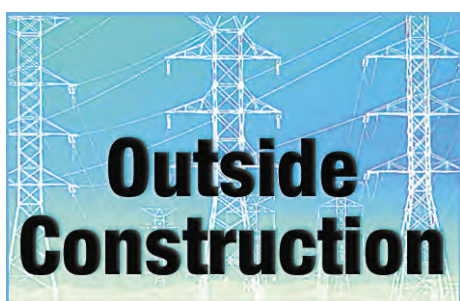
"Foster and I canvassed more than 600+ doors together and made more than 1000+ calls within the span of two weeks. In addition, Organizing Steward Valarie Moralez joined us remotely for week two, and gave our campaign a jump start, averaging over 170 calls per day," Dayoan reported. "We also hosted a canvassing event in conjunction with Mia Bonta and special guest our Attorney General of California, Rob Bonta. I consider Rob Bonta my political hero, inspiring Filipinos like me to get more involved in politics and aspire to be a political leader in the future."

"I am very excited for the outcome of this election and will look forward to volunteering my time after work to help our brothers and sisters that are fighting the good fight," he added.



IBEW 1245 campaigners Foster Goree, Al Fortier, Hunter Stern, Arnaldo Lizarraga, Fred Ross, Jay Koslofsky (friend of 1245) and Alvin Dayoan with Mia Bonta and Rob Bonta





Work outlook continues to be strong in both Northern California as well as Nevada, with no shortage of work, just of manpower. All types of work, including distribution, transmission, fire hardening, system inspections, tag work and surge arrestors are being performed throughout the jurisdiction. The restoration work from the recent destructive fires is also keeping members busy, and we continue to see linemen from across the country showing up here for work.

We recently completed a commitment letter with LS Power regarding the SWIP North Project, a 270 mile, 500kV line that will go from Robinson Summit Substation near Ely, NV to Midpoint, ID, ensuring that this work will be built union and utilizing Local 1245's agreement. We have also worked through a Project Addendum with Western Line NECA and IBEW 449 that will address all the issues associated with crossing jurisdictions that may come up. We also have commitment letters from LS Power for two voltage support projects in California, one of which is outside of the PG&E Gates Substation and the other 11 miles outside of Round Mountain. More on the SWIP North Project detailed below under Nevada work.

## California

In July of this year, PG&E announced plans to underground 10,000 miles of overhead lines in the High Fire Threat Districts (HFTD), and has since sent out requests for information (RFI) across the country looking for ideas and technology to do this. This will be a huge

task to complete, as much of the lines that are in these HFTD are in remote, mountainous, and difficult-to-access areas. We are working to find ways to address the manpower issues and qualifications for this work to be better prepared when more details become available.

Outside line dispatch has been busy the last three months with Inspector calls and other calls due to Rokstad being removed from PG&E property. As of September, we have had a total of



Ralph Armstrong

5,608 calls for 2021, with 2,913 of those being Journeyman Lineman calls. In comparison, in 2020 we had 5,470 total calls for the year, and 3,140 Journeyman Lineman calls for the year. A big thanks goes out to Dispatch team for consistently doing a great job helping our members.

## Nevada

Titan (Wyoming) has two crews working on the 4KV El Rancho project. It is slated to be completed by December. They also were awarded a three-year LED street light replacement contract in Reno, along with approximately 50 H structures to replace in the Ely area. They have some transmission poles to replace up Kingsbury grade that have been held up due to outage coordination with NV Energy. All the work listed is on NV Energy property.

Wasatch has transmission work in the Carson Valley that is being held up due to outage coordination with NV Energy as well. They do have an upcoming trip saver project to install on NV property that should take one crew two months to complete. They currently have four inspectors on property doing all the fire inspections. They started out in the eastern part of the state and the inspectors are now in the Reno area. NV is still using Wasatch to supplement line crews all over their property. Currently there are 12 dock hands spread throughout the property and 12 more sub techs supplementing the substation crews at NV as well. Wasatch recently

got awarded the dock work up at Liberty as well. They currently have two crews and three dock hands on property.

Cache Valley is finishing up at 120KV Substation called Wildhorse out at USA parkway and received another bid for the Wassuk 120KV substation project, which is about half the size out in Yerington. This is a well-put-together crew. They will also be performing work on Mt. Wheeler Power property.

Summit still has two crews working on a fire hardening project on Liberty property and are scheduled to complete this project by December.

TW has one crew working on a 400-pole replacement on Liberty property.

The Southwest Intertie Project (SWIP) North project is the largest and final piece of the SWIP. It includes 275 miles of 500 kV transmission line in Idaho and Nevada and links PacifiCorp, Idaho Power and BPA to CAISO. This project is nearly construction-ready and could be online as early as June 2024. We anticipate this to go to bid later this year with a start date sometime in the second or third quarter of 2022. Of the 275 miles of line, 200 miles of it — or 75% of the line — will be in 1245's jurisdiction and the remaining portion will be in Local 449 out of Pocatello, ID. We will be working with Local 449 and Western Line NECA — just as we did with Local 396 on phase one of this project — to put in place a Project Addendum which would utilize the 1245 agreement and make Local 1245 the dispatch point, due to majority of the line being in our jurisdiction.

## New OSL Representative

Seventeen-year IBEW 1245 member Ben Contreras has joined the union staff as a Business Rep. Learn more about him on page 2.

## Safety

For the last two quarters we have seen a rise in accidents, and the third quarter has been no different. Over the last couple of months, we have seen four induction shocks on PG&E property on their transmission system.

PG&E requires its contractors to follow the PG&E grounding manual. In all four accidents, the PG&E manual wasn't followed. In some cases there was a hybrid of both the California Red Book and PG&E manuals, and the hybrid approach caused confusion in the field. To be clear, if you are grounding transmission on PG&E property, you are to be following the PG&E grounding manual. There is a focus group made up of PG&E, contractor and IBEW representatives to try to remedy the confusion.

We have seen a number of line truck or bucket truck accidents where the driver shouldn't have walked away, but did. These accidents were caused by sun in the eyes, falling asleep, and tires going off the edge of the road. We are also witnessing an uptick in dig-in incidents, so please be sure you gather the proper authorization before disturbing the soil for any reason.

Multiple contractors have been corrected for not issuing sleeves to groundmen. If ANYONE is handling the butt of a pole being set in energized primary, they must have gloves AND sleeves on. See Section 2.15 of Red Book for further clarification.

On a positive note, as we've acquired more stewards in the field, we have been able to answer and correct multiple violations of the contract or Red Book. The more we communicate about problems in field, the better conditions will be for everyone.

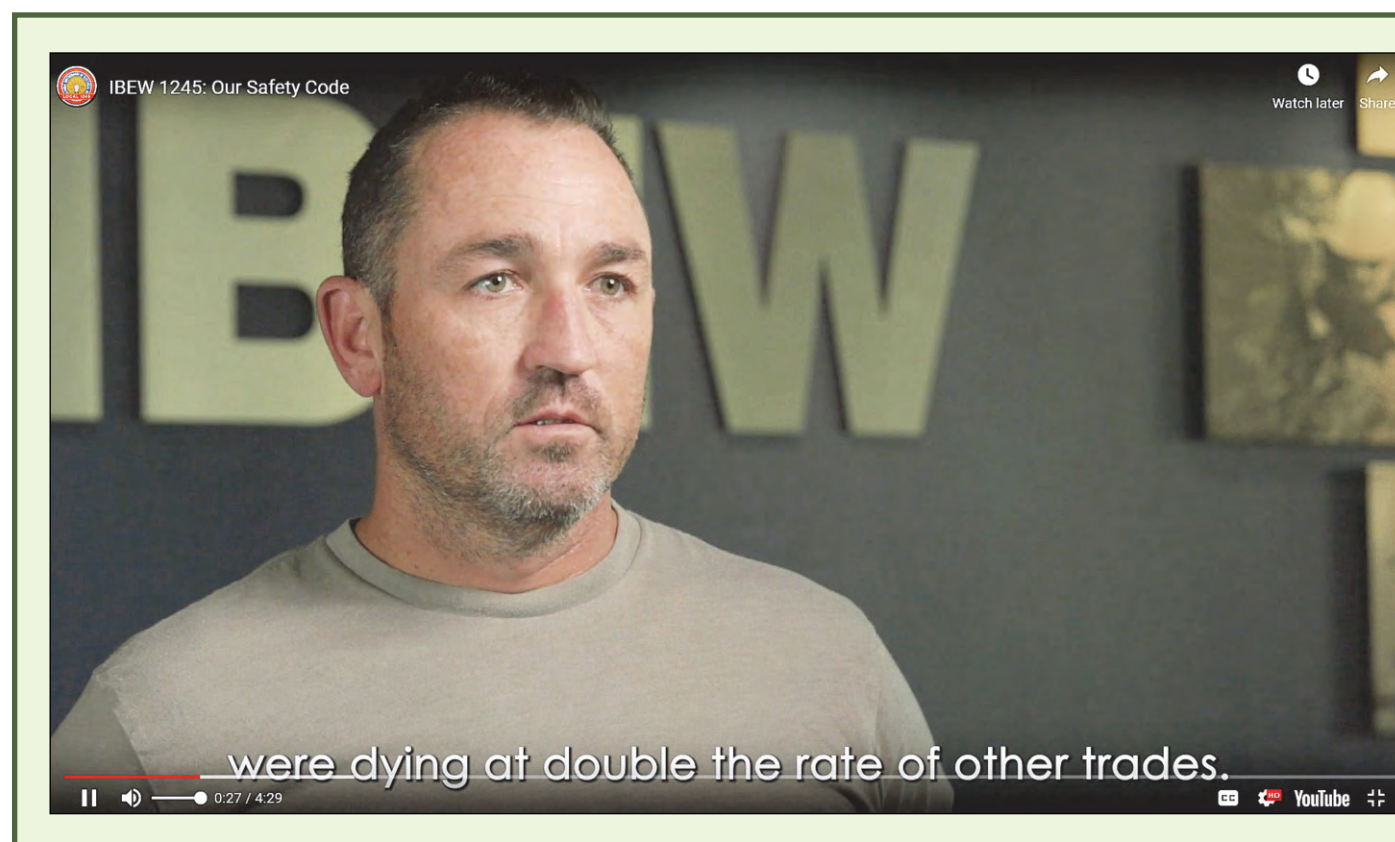
All the OSL Reps have been involved and Serious Incidents Fatality (SIF) investigations, which is taking up a significant amount of time. Many of the accidents and incidents mentioned here are resulting in these investigations.

## Red Books and Contracts

All the Business Representatives continue to pass Red Books and contracts to each member they visit, which have amounted to several thousand books distributed.

## Shop Steward Update

We are currently standing at 24 con-



## — NEW VIDEO — Our Safety Code

In our line of work, there's a code. It's about having each other's backs, putting our lives and our families above any company's bottom line.

In this new video, hear from IBEW 1245 safety leaders as they explain why each and every member must be an advocate for safety on the job.

Watch the video at <http://bit.ly/ibew1245safetycode>.





struction stewards for the outside line group. With the number of crews and work locations in our jurisdiction, we can use more stewards. If you would like to nominate yourself or another person for a steward role, please reach out to any of the OSL Business Reps.

## LaborPower Mobile App

As a reminder, IBEW Local 1245 has a LaborPower app that can be downloaded to their mobile devices. Members can use the app to check their position on the books, update contact info, pay dues, etc. You can find it in the app store.

## Examining Committee

The Local 1245 examining committee continues to be extremely busy dealing with issues related to safety or other wrong-doings by workers in the local's jurisdiction. This is not a good trend, and we as a membership must do better. The committee meets the third Tuesday of each month.

## Cal Nev JATC

The Cal-Nev JATC Woodland Facility had a soft opening and began its first classes in April. The Grand Opening celebration is set for December 10, 2021.

We have finally finished all the interviews in September from the last apprentice application period. The JATC has taken an aggressive approach in bringing on new apprentices with a goal of bringing on close to 200 new apprentices by the end of October. There is no date scheduled for the next application period yet, but this will be discussed during the December trustee meeting.

## Current apprentices report as of Oct. 5, 2021:

- 629 outside line apprentices registered in our JATC program
- 23 traveling apprentices in Cal Nev's jurisdiction
- 174 Apprentices working out of local 1245
- 407 working out of 47 and 16 are working out of 396
- 6 unemployed, 22 not available to work for various reasons and 4 on leave
- 66 apprentices graduated to Journeyman Lineman since January 1, 2021
- 138 new apprentices indentured as outside line apprentices in 2021

We are disappointed to report that Kyle Saddler, who had taken the Assistant Director position last November, has decided to resign from that position and the search is on for his replacement. We wish Brother Saddler well wherever he goes.

First Aid & CPR class is the second Saturday of every month at our Riverside and Woodland facilities.

## Outside Line Construction Injured Workers Fund (IWF)

In the three months past, the Fund has paid out 32 claims. However, the Fund has received numerous other claims that are either pending because the required documentation was not

received, or denied as the member did not meet the eligibility requirements.

As of September 28, the balance of the fund was \$1,249,439.

You can now obtain Summary Plan Description and Application on the Union website under the "Outside Construction" tab.

When submitting an IWF application, please make sure to read ALL of the eligibility requirements and submit

with the appropriate documentation. To request an IWF application please email IWF@ibew1245.com or text (707) 452-2720 with your name, 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 in the three months past:

- ACRE (Electrical Inspection agreement)
- Eppler Inc (Towing agreement)
- CalBurton (Electrical Inspection)
- Pacific Industrial Electric (CA OSL)
- C3M Power (Trolley)
- Leatherneck Construction (CA OSL)
- Hangtown Electric, Inc (CA OSL)
- Energy Experts International (CA OSL)

# IBEW Crew From Intren Helps Contain Fire

After completing a pole change-out, a three-man IBEW crew working for Intren out of Sutter Creek was headed back to the yard when they noticed flames coming from a nearby vehicle.

As they got closer, they could see a car on fire on the side of the road. Flames were coming from underneath the hood and tires in the front. They knew it wouldn't take long – or much – for the fire to spread to the field next to the car.

Without hesitating, the crew (who have requested not to be named) pulled over to assist. They felt fortunate to have been passing by in that moment with the means to help: they were towing a water buffalo that was holding around 400 gallons of water. It was not likely to be enough to fully extinguish the blaze, but it might help to temporarily contain it.

The crew carries around the water buffalo as a safety precaution. Each week, the company has them test the water buffalo to make sure it is working. Because of that practice and experience using it, the crew was prepared to address the emergency situation calmly and effectively.

In the few moments it took for the crew to reach the scene and pull over, the adjacent field had already begun to catch fire. The occupants of the car were out of the vehicle and away from immediate danger, so the crew could focus on containing the spread of the flames.

The IBEW members didn't waste a moment. As one member of the crew turned on the water buffalo's engine, the other two started unrolling the

hoses. They got everything connected and began wetting the area, concentrating on the field. They did not bother with the car, as multiple fuel sources would keep it burning. But a fire in the dry field could have grown out of control quickly, so that became their main focus.

As the crew was working to extinguish the flames and hose down the field, a police officer arrived on the scene and informed them that the fire department was on the way. Soon, the fire department arrived and took over, and the Intren crew packed up. They had used up all of their water in just a few short minutes in an effort to contain the spread of the car fire. If they hadn't been in the right place at the

everyday  
HEROES

right time, there's no way of knowing how fast or far the flames could have spread.

From changing out poles to acting as first responders, IBEW 1245 members have the training and experience to think on their feet, work together as a team, and act quickly in unexpected and emergent situations.



This water buffalo enabled the crew to assist with containing the flames.





# Michael Webber-Smith Wins Quarterly Photo Contest



Congrats to nine-year IBEW 1245 member Michael Webber-Smith, who is the winner of the IBEW 1245 quarterly photo contest! His unique image depicts a PAR outside line crew out of Moss Landing, working on an A-tag 115kv three-pole change out in Corralitos, CA. Brother Webber-Smith and his eye-catching photo were recognized and admired at the October Advisory Council meeting, and his \$500 prize was issued to him 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. Submissions should 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.

